



Compensation

Our Contract has multiple Articles with language that pertains to compensation, outside of the actual pay (TFP) chart. Let's break down some of the new language in TA2024 which has a direct impact on our pocketbooks.

Extended Ground Time Pay - ExGTP (Article 21.27) - Lineholder & Reserve

When ground time between block-in and block-out exceeds 150 minutes, Flight Attendants will be paid 0.01 TFP at straight-time rate for each minute in excess of 150. **This premium will be paid ABOVE all RIGs.**

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	Overfly
05 Mar	218	Rpt 0925 MDW 1022	CUN 1432	7T8	175		R			410	106	S				490	50
05 Mar	1996	CUN 1538	STL 1857	7T8	164		R			319	1436	S				380	
		Rls 1927												729	1002	870	50
STL:1338 Hotel: Sheraton Westport Chalet # (314) 878-1500 Trans: Hotel Shuttle																	
06 Mar	952	Rpt 0905 STL 0933	BNM 1040	700	136					107	107					130	
06 Mar	477	BNM 1147	RSW 1346	700	143					159	50					240	
06 Mar	1972	RSW 1436	MKE 1800	700	141					324	1253	S				390	30
		Rls 1830												630	925	760	30
MKE:1200 Hotel: Crowne Plaza Airport #414-764-5300 Trans: Hotel Shuttle																	
07 Mar	6550	Rpt 0630 MKE 0653	MCO 0927	700	139					234	348	S				330	
07 Mar	2610	MCO 1315	MDW 1602	800	152					247	0					330	
		Rls 1632												521	1002	742 D	
										Total: 1920 2929 2372 80							
										Carry Out: 0 0 0							

This Flight Attendant had a lengthy delay in MCO which resulted in 3:48 hours of ground time. With the Extended Ground Time Pay language in TA2024, they would be paid an additional 0.78 TFP for this time on duty. This premium would be paid on top of other pairing compensation, even RIGs.

3:48 hours = 228 Minutes
228 - 150 = 78 Minutes x 0.01 TFP = 0.78 TFP

23.72 TFP (pairing compensation) + 0.78 TFP (ExGTP) = 24.5 TFP

Keep in Mind: This extra TFP doesn't look like a lot in this example, but there will be IROP situations where this premium will be applied ON TOP of other premiums - such as the extended duty premium and last day late override.

Gate Return Compensation (Article 21.3) - Lineholder & Reserve

If a flight blocks out and then returns to the gate without taking off, the gate return will result in compensation of 0.1 TFP for every five (5) minutes in excess of the flights scheduled block time, truncated (not rounded) to the nearest five (5) minutes. The flight following will pay as if the gate return did not occur.

54	HOU 2026	HOU 2048	700	50					22	106		GR				40
54	HOU 2154	DAL 2259	700	50					105	0						120

This Flight Attendant pushed back from the gate in HOU, sat on the tarmac for 22 minutes, and then returned to the gate without taking off. They would be paid 0.4 TFP (22 minutes/5 truncated) for their time on the tarmac and returning to the gate.



Compensation

Last Day Late Premium (Article 9.3.E) - Lineholder

A Flight Attendant who is rescheduled to a later release time than was originally scheduled on their last day of a pairing, will be paid 1.5x on all legs that day which block-in after the originally scheduled block-in time (and were not included in the original pairing). This premium is paid above all RIGs, VJA, and JA, but will not compound (or be paid on top of) extended duty day premiums.

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	Overfly
23 Dec	1885	Rpt 0430	LAX 1141	700	138					610	53	SP				730	10
23 Dec	1885	BWI 0531	LAX 1333	700	143					59	1812					130	
		Rls 1403													709 933	860	10
LAS:1712 Hotel: Park MGM #702-730-7777 Trans: #9545731717																	
24 Dec	933	Rpt 0715	LAS 0745	BWI 1212	800	149				427	50	SP				580	10
24 Dec	933	BWI 1302	RDU 1401	800	111					59	1948					120	
		Rls 1431													526 716	700	10
RDU:1854 ** Hotel Information Not Available. Contact: Crew Ops Support. **																	
25 Dec	DM 2838	Rpt 0925	RDU 0945	BWI 1052	800	93				0	0	RS				120	
		Rls 1122													0 157	400 M	
Total: 1235 1846 1960 U 20																	
Carry Out: 0 0 0																	

19.6 TFP (pairing compensation) +
0.6 TFP (Last Day Late Premium) = 20.2 TFP

BAZJ	SA	REPORT AT 4:30				Effective Date: Dec 23		
FLT	EQP	DEPARTS	ARRIVES	BLK	BLK	DUTY	CR	LAYOVER
SP 1885	700	BWI 0530	LAX 1135	6:05			7:20	
1885	700	LAX 1215	LAX 1325	1:10			1.30	LAS 18:20
Refer to Intranet Hotel List / Inflight Home Page					7:15	8:55	8.50	
REPORT AT 7:15								
SP 933	800	LAS 0745	BWI 1205	4:20			5.70	
933	800	BWI 1305	RDU 1410	1:05			1.20	RDU 15:10
Refer to Intranet Hotel List / Inflight Home Page					5:25	6:55	6.90	
REPORT AT 4:50								
3705	800	RDU 0520	ATL 0645	1:25			1.60	
1021	800	ATL 0735	BWI 0920	1:45			2.00	
					3:10	5:00	4.00 M	
Trip Credit 19.50A BLK HRS 15:50 No. LEGS 6 TAFB 53:20								
ABC								

Originally scheduled block-in: 0920 CT
Actual block-in: 1100 CT

*** Why 11:00 CT and not 1052 CT??? ***

Because Flight 2838 was scheduled to depart at 0955 CT (it left early) and arrive at 1100 CT (it arrived early). Our compensation does not reduce when we are scheduled to arrive at one time, but end up early into the gate.

Herb Time		<- Click to toggle, ->										Totals					
Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	Overfly
13 Sep	3659	Rpt 1450	OAK 1615	SNA 1736	700	134				121	43					160	
13 Sep	3659	SNA 1819	LAS 1917	700	134					58	45					130	
13 Sep	3659	LAS 2002	TUS 2116	700	142					114	27					140	
13 Sep	179	TUS 2143	LAS 2302	700	62					119	1323					160	
		Rls 2332													452 842	648 D	
LAS:1208 Hotel: Hilton Garden Inn Las Vegas City Center #702-262-1031 Trans: #9545731717																	
14 Sep	1476	Rpt 1140	LAS 1225	HNL 1850	7T8	172		H	ET	625	46	SP				760	
14 Sep	1476	HNL 1936	OGG 2029	7T8	41					53	41					100	
14 Sep	1477	OGG 2110	HNL 2149	7T8	57					39	2258					100	
		Rls 2219													757 1039	960	
HNL:2206 Hotel: Hilton Hawaiian Village #808-949-4321 Trans: #(808) 836-0317																	
15 Sep	1010	Rpt 2025	HNL 2047	OGG 2131	7T8	40				44	54					100	
15 Sep	1011	OGG 2225	HNL 2306	7T8	103					41	50					100	
15 Sep	879	HNL 2356	OGG 0040	7T8	56					44	1655					100	
		Rls 0110													209 445	400 M	
OGG:1605 ** Hotel Information Not Available. Contact: Crew Ops Support. **																	
16 Sep	DM 1246	Rpt 1715	OGG 1735	HNL 1819	7T8	54				0	0	RS				100	
16 Sep	DM 2994	HNL 1941	OAK 0046	7T8	174			H	ET	0	0	SP	RS			640	
		Rls 0116													0 801	740	
Total: 1458 3207 2758 T																	

OAIL	WE	REPORT AT 14:50				Effective EXCEPT DUTY
	FLT	EQP	DEPARTS	ARRIVES	BLK	BLK
	3659	700	OAK 1550	SNA 1715	1:25	
	3659	700	SNA 1755	LAS 1905	1:10	
	3659	700	LAS 1950	TUS 2105	1:15	
	179	700	TUS 2140	LAS 2305	1:25	
Refer to Intranet Hotel List / Inflight Home Page						5:15 8:15
REPORT AT 11:40						
	SP 1476	800	LAS 1225	HNL 1850	6:25	
	1476	800	HNL 1935	OGG 2025	0:50	
	1477	800	OGG 2115	HNL 2200	0:45	
Refer to Intranet Hotel List / Inflight Home Page						8:00 10:20
REPORT AT 20:10						
	1010	800	HNL 2040	OGG 2130	0:50	
	1011	800	OGG 2230	HNL 2315	0:45	
	879	800	HNL 2400	OGG 0045	0:45	
Refer to Intranet Hotel List / Inflight Home Page						2:20 4:35
REPORT AT 18:15						
	SP 2388	800	OGG 1900	OAK 2400	5:00	

Originally scheduled block-in: 2400 CT
Actual block-in: 0046 CT

27.58 TFP (pairing compensation) +
3.2 TFP (Last Day Late Premium) =
30.78 TFP



Compensation

Extended Duty Day Premium (Article 8.2.C.1 and 3) - Lineholder & Reserve

Currently, premiums for an extended duty day of 12+ (2x) or 16+ (3x) duty hours results in the Flight Attendant being paid what they work (including any premiums or overfly) -or- RIGs, whichever is greater. **TA2024 ensures that the premium (2x or 3x) is paid above RIGs and is not absorbed into those Minimum Pay Rules.**

		Herb Time		<- Click to toggle. ->										Totals			
Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	Overfly
Rpt 1420																	
09 Feb	3709	BWI 1526	BNB 1717	800	168					151	52					240	
09 Feb	2322	BNB 1809	HOU 2027	800	119					218	49					270	
09 Feb	3620	HOU 2116	MCI 2256	800	149					140	1758					220	
														549	906	730	
MCI:1659 Hotel: Marriott Airport # (816) 464-2200 Trans: Hotel Shuttle																	
Rpt 1625																	
10 Feb	2154	MCI 1654	FLL 1947	778	131					253	1620	S				350	
														253	352	400	M
FLL:1418 Hotel: B Ocean Fort Lauderdale Hotel #954-564-1000 Trans: # (954) 573-1717																	
Rpt 1035																	
11 Feb	583	FLL 1207	MBJ 1401	7M8	165			R		154	556					210	
11 Feb	584	MBJ 1957	FLL 2136	800	155			R		139	158					200	
11 Feb	2170	FLL 2334	BWI 0149	800	25					215	0					290	
														548	1544	1164	D
														Total: 1430 2842 2294			
														Carry Out: 0 0 0			

NOTE: TA2024 will also have the ExGTP applied! 5:56 Hours = 356 Minutes - 150 = 206 x 0.01 = **2.06 TFP also applied.**

With our current Contract, this Flight Attendant's long day does not include the 2x premium for a duty day in excess of 12 hours, because DHR would "absorb" the premium. With TA2024, the 2x premium will still be paid to the tired Flight Attendant... as well as the RIG. This fully protects their time spend on duty and compensates them for their long day.

Current Pairing Pay Calculation:

$$7.3 \text{ TFP (Day 1)} + 4.0 \text{ (Day 2)} + 11.64 \text{ TFP (Day 3 - DHR)} = 22.94 \text{ TFP}$$

Day 3 has DHR applied because it pays more than leg credits with the 2x premium on that day.

$$2.1 + 2.0 + 2.9 + 2.9 (2x) = 9.9 \text{ TFP}$$

TA2024 EDD Premium Calculation:

$$22.94 \text{ TFP (Pairing Compensation with DPM on Day 2 and DHR on Day 3)} + 2.9 \text{ TFP (2x for Extended Duty Day Premium)} + 2.06 \text{ TFP (ExGTP)} = 27.9 \text{ TFP}$$

		Herb Time		<- Click to toggle. ->										Totals			
Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	Overfly
Rpt 0530																	
24 Dec	DM 298	DAL 0620	STL 0808	700	136					0	44					200	10
24 Dec	2157	STL 0852	MSY 1048	7M8	90					156	54					220	10
24 Dec	2157	MSY 1142	AUS 1315	7M8	121					33	831					180	
24 Dec	1181	AUS 2146	ELP 2328	800	145					142	1745					190	
														511	1828	1367	D
Rls 2358																	
ELP:1612 ** Hotel Information Not Available. Contact: Crew Ops Support. **																	
Rpt 1610																	
25 Dec	DM 2508	ELP 1713	DAL 1839	800	140					0	0					190	
														0	259	221	E
														Total: 511 2127 1588			
														Carry Out: 0 0 0			

NOTE: TA2024 will also have the ExGTP applied! 8:31 Hours = 511 Minutes - 150 = 361 x 0.01 = **3.61 TFP also applied.**

Current Pairing Pay Calculation:

$$13.67 \text{ (Day 1 - DHR)} + 2.21 \text{ (Day 2 - DHR)} = 15.88 \text{ TFP}$$

Day 1 has DHR applied because it pays more than leg credits with the 3x premium on that day.

$$2.0 + 2.2 + 1.8 + 1.9 + 1.9 + 1.9 (3x) = 11.7 \text{ TFP}$$

TA2024 EDD Premium Calculation:

$$15.88 \text{ TFP (Pairing Compensation with DHR on Day 1 and 2)} + 3.8 \text{ TFP (3x for Extended Duty Day Premium)} + 3.61 \text{ TFP (ExGTP)} = 23.29 \text{ TFP}$$



Compensation

Late Return Override - LRO (Article 8.2.C.6) - Lineholder

On the last duty period of an original pairing, a Flight Attendant who blocks in greater than 120 minutes after their originally scheduled block-in will be paid an additional one (1) TFP. **This override will be paid above applicable RIGs.**

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	C
11 Mar	2668	Rpt 1505 FLL 1604	IND 1845	700	97					241	41	S				330	
11 Mar	4325	IND 1926	DEN 2201	700	34					235	50					330	
11 Mar	5456	DEN 2251	SAT 0053	700	27					202	1833					240	
		Rls 0123													718 1018	900	
SAT:1422 Hotel: Hyatt Regency #210-222-1234 Trans: #210-824-3000																	
12 Mar	1301	Rpt 1545 SAT 1930	STL 2120	800	93					154	38					240	
12 Mar	1826	STL 2158	FLL 0019	800	118					221	0	S				300	
		Rls 0040													415 904	671 D	
																Total: 1133 1922 1571	
																Carry 0	0
																Out:	0

YA30 MO		REPORT AT 15:05				Effective Dates: Mar 11-Mar 25			
FLT	EQP	DEPARTS	ARRIVES	BLK	BLK	DUTY	CR	LAYOVER	
S2668 700	FLL 1605	IND 1855	2:50				3.30		
S4325 700	IND 1935	DEN 2225	2:50				3.30		
5456 700	DEN 2305	SAT 0110	2:05				2.40	SAT 15:05	
Refer to Intranet Hotel List / Infit Home Page							7:45 10:05	9.00	
REPORT AT 15:45									
1301 800	SAT 1615	STL 1820	2:05				2.40		
S1826 800	STL 1910	FLL 2145	2:35				3.00		
							4:40 6:30	5.40	
Trip Credit 14.40 BLK HRS 12:25 No. LEGS 5 TAFB 31:10									

Originally scheduled block-in: 2145 CT
Actual block-in: 0019 CT

This Flight Attendant was originally scheduled to block-in on the last day of this pairing at 2145 CT. They experienced a delay and didn't block-in until 0019 CT. With this 2:34 hour delay, the Late Return Override (LRO) will be applied.

$$15.71 \text{ TFP (pairing compensation)} + 1.0 \text{ TFP (LRO)} = 16.71 \text{ TFP}$$

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	Overfly
15 Mar	3714	Rpt 1225 DAL 1349	LGA 1644	800	127					255	116	S				380	
15 Mar	1070	LGA 1800	TPA 2057	800	174					257	1723	S				360	
		Rls 2127													552 902	740	
TPA:1618 Hotel: DoubleTree Rocky Point #813-888-8800 Trans: Hotel Shuttle																	
16 Mar	1881	Rpt 1345 TPA 1420	BNA 1619	800	175					159	42					230	
16 Mar	1324	BNA 1701	TPA 1837	800	143					136	58					210	
16 Mar	4170	TPA 1935	PHL 2151	800	104					216	1658					290	
		Rls 2221													551 836	730	
PHL:1604 Hotel: Sheraton Philadelphia Downtown #1-215-448-2000 Trans: #954-573-1717																	
17 Mar	148	Rpt 1425 PHL 1449	MCO 1721	800	132					232	111					300	
17 Mar	2791	MCO 1812	DAL 2342	800	178					510	0					610	
		Rls 0012													742 947	910	
																Total: 1925 2725 2380	270
																Carry 0	0
																Out:	0

DAHQ FR		REPORT AT 12:25				Effective Dates: Mar 08-Mar 29			
FLT	EQP	DEPARTS	ARRIVES	BLK	BLK	DUTY	CR	LAYOVER	
S3714 800	DAL 1325	LGA 1640	3:15				3.80		
S1070 800	LGA 1725	TPA 2030	3:05				3.60	TPA 17:45	
Refer to Intranet Hotel List / Infit Home Page							6:20 8:05	7.40	
REPORT AT 13:45									
1881 800	TPA 1415	BNA 1615	2:00				2.30		
1324 800	BNA 1700	TPA 1850	1:50				2.10		
S4170 800	TPA 1940	PHL 2210	2:30				2.90	PHL 16:45	
Refer to Intranet Hotel List / Infit Home Page							6:20 8:25	7.30	
REPORT AT 14:25									
S148 800	PHL 1455	MCO 1730	2:35				3.00		
S2791 800	MCO 1815	DAL 2110	2:55				3.40		
							5:30 7:15	6.40	
Trip Credit 21.10 BLK HRS 18:10 No. LEGS 7 TAFB 56:15									

Originally scheduled block-in: 2110 CT
Actual block-in: 2342 CT

This Flight Attendant was originally scheduled to block-in on the last day of this pairing at 2110 CT. They experienced a delay and didn't block-in until 2342 CT. With this 2:32 hour delay, the Late Return Override (LRO) will be applied.

$$23.8 \text{ TFP (pairing compensation)} + 1.0 \text{ TFP (LRO)} = 24.8 \text{ TFP}$$