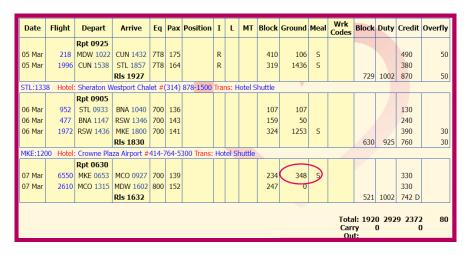


Our Contract has multiple Articles with language that pertains to compensation, outside of the actual pay (TFP) chart. Let's break down some of the new language in TA2024 which has a direct impact on our pocketbooks.

### 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 <u>ABOVE</u> all RIGs.** 



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, the 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.



## 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	МТ	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	Overfly
		Rpt 0430															
23 Dec	1885	BWI 0531	LAX 1141	700	138					610	53	SP				730	1
23 Dec	1885	LAX 1234	LAS 1333	700	143					59	1812					130	
			Rls 1403											709	933	860	1
LAS:171	AS:1712 Hotel: Park MGM #702-730-7777 Trans: #9545731717																
		Rpt 0715															
24 Dec	933	LAS 0745	BWI 1212	800	149					427	50	SP				580	1
24 Dec	933	BWI 1302	RDU 1401	800	111					59	1948					120	
			RIs 1431											526	716	700	1
RDU:18	54 ** Ho	tel Informat	ion Not Ava	ilable	. Con	tact: Crew	Ор	s Sup	port.	skok.							
		Rpt 0925	$\overline{}$														
25 Dec	DM 2838	RDU 0949	BWI 1052	900	93					0	0		RS			120	
			Ris 1122											0	157	400 M	
																6 1960	U 2
													Carr	y (	)	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	LAS 1325	1:10			1.30	LAS 18:20	
Refer to	Intra	net Ho	tel List	/ Inflt Home	Page		7:15	8:55	8.50		
		REPOR	RT 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	Intra	net Ho	tel List	/ Inflt Home	Page		5:25	6:55	6.90		
		REPOR	RT 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 C	redit	19.504	A BLE	HRS 15:50	No. LEGS 6	TAFB 53	:20				A

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.

			rb ne	<- C	lick to	toggle:	-						Totals				
Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	мт	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	Overfl
		Rpt 1450															
13 Sep	3659	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	
			RIs 2332											452	842	648 D	
LAS:1208 Hote		Hilton Gard	den Inn Las	Vega	s City	Center #7	702	262-	1031	Trans:	9545731	717	7				
		Rpt 1140															
14 Sep	1476	LAS 1225	HNL 1850	7T8	172		н		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:22	06 Hotel	Hilton Haw	alian Village	#80	8-949	-4321 Tra	ns:	#(80	8) 83	5-0317							
		Rpt 2025															
15 Sep	1010	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:16	05 ** Ho	tel Informat	tion Not Ava	ilable	. Con	tact: Crew	Ор	s Sup	port.	**							
		Rpt 1715															
16 Sep	DM 1246	OGG 1735	HNL 1819	7T8	54					0	0		RS			100	
16 Sep	DM 2994	HNL 1941	OAK 0046	7T8	174		н		ET	0	0	SP	RS			640	
			RIS 0116											0	801	740	
													Tota	d: 145	8 320	7 275	ВТ

OAIL W	E			REPORT AT	14:5	0	Effectiv EXCEPT
	FLT	EQP	DEPARTS	ARRIVES	BLK	BLK	DUTY
	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 Intr	anet I	Hotel L	ist / Inflt Ho	me Page		5:15	8:15
			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 Intr	anet E	Hotel L	ist / Inflt Ho	me Page		8:00	10:20
			20:10				
	1010	800	HNL 2040	OGG 2130	0:50		
	1011	800	OGG 2230	HNL 2315	0:45		
l				OGG 0045			
Refer to Intr	anet i	Hotel L	ist / Inflt Ho	me Page		2:20	4:35
			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



### 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.

		He Tir		<- Cl	lick to	toggle>								Tot	als		
Date	Flight	Depart	Arrive	Eq	Pax	Position	1	L	мт	Block	Ground	Meal	Wrk Codes	Block	Duty	Credit	Overfl
		Rpt 1420					Г										
09 Feb		BWI 1526			168					151						240	
09 Feb		BNA 1809			119					218						270	
09 Feb	3620	HOU 2116		800	149					140	1758					220	
			Rls 2326				Ļ							549	906	730	
MCI:165	9 Hotel:	Marriott Air	rport #(816)	464	2200	Trans: Ho	tel :	hutt	le								
10 Feb	2154	Rpt 1625 MCI 1654	FLL 1947	770	131					253	1620	s				350	
10 Feb	2154	MCI 1054	RIs 2017	/18	131					253	1620	5		253	352		
FLL:141	8 Hotel	B Ocean Fo		le Ho	tel #1	954-564-1	000	Tran	e- #/0	54) 57	3-1717			233	332	400 14	
	o moter.	Rpt 1035	JIL LUGUETUE	110	CEI W	357 507 1		11011	J. #(:	31) 37.	1/1/						
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	
			Rls 0219											548	1544	1) 64 D	
Total: 1430 2842 2294 Carry 0 0 Out:																	

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

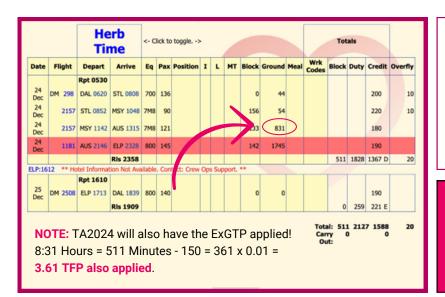
**Current Pairing Pay Calculation:** 7.3 TFP (Day 1) + 4.0 (Day 2) + 11.64 TFP (Day 3 - DHR) = 22.94 TFP

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 TFP

**TA2024 EDD Premium Calculation:** 22.94 TFP (Pairing Compensation with DPM on Day 2 and DHR on Day 3) + 2.9 TFP (2x for Extended Duty Day Premium) + 2.06 TFP (ExGTP) =

27.9 TFP

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:** 13.67 (Day 1 - DHR) + 2.21 (Day 2 - DHR) = 15.88 TFP

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

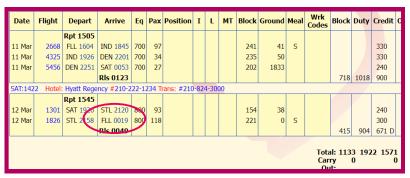
2.0 + 2.2 + 1.8 + 1.9 + 1.9 + 1.9 (3x) = 11.7 TFP

**TA2024 EDD Premium Calculation:** 15.88 TFP (Pairing Compensation with DHR on Day 1 and 2) + 3.8 TFP (3x for Extended Duty Day Premium) + 3.61 TFP (ExGTP) =23.29 TFP



### 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.** 

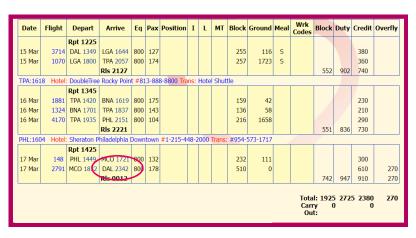


YA3	О мо		REPORT AT	Г 15:05	Effective I	Dates: M	ar 11-Mar 25	
	FLT EQP	DEPARTS	ARRIVES	BLK BLK	DUTY	CR	LAYOVER	
	S2668 700	FLL 1605	IND 1855	2:50		3.30		
	S4325 700	IND 1935	DEN 2225	2:50		3.30		
	5456 700	DEN 2305	SAT 0110	2:05		2.40	SAT 15:05	
Refer	to Intranet Hote	el List / Inflt H	lome Page	7:45	10:05	9.00		
	REPORT A	T 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		
Tri	ip Credit 14.40	BLK HRS 12:	25 No. LEC	SS 5 TAFE	3 31:10			ABC

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 TFP (pairing compensation) + 1.0 TFP (LRO) = 16.71 TFP



DAHQ FR	REPORT AT	12:2	5	Effective D	ates: Ma	ar 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 / Inflt Ho	me 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 / Inflt Ho	me 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 18:1	0 No. LEGS	7 T/	AFB 5	6:15		D

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 TFP (pairing compensation) + 1.0 TFP (LRO) = 24.8 TFP