



# Reading **YOUR** Step Chart

If your Inflight Seniority is **0-6 Months** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	➔ \$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	↓ \$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	↓ \$34.14	➔ \$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	↓ \$37.71	➔ \$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	↓ \$42.01	➔ \$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$30.75 per TFP**

**Month 7 Anniversary Step Raise:** **\$31.14 per TFP**

**Anniversary Step Raise (Step 1):** **\$34.14 per TFP**

**May 1, 2025 Pay Rate Increase:** **\$35.16 per TFP**

**Anniversary Step Raise:** **\$37.71 per TFP**

**May 1, 2026 Pay Rate Increase:** **\$38.84 per TFP**

**Anniversary Step Raise:** **\$42.01 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$43.27 per TFP**

Our New Hire Flight Attendants see two raises in their first year (0-6 Months and then 7-12 Months). Because of this, those currently in their first 6 Months (hired before May 1) will have a slightly different Step Chart than most.

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.



# Reading **YOUR** Step Chart

If your Inflight Seniority is **7-12 Months** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$31.14 per TFP**

**Anniversary Step Raise:** **\$34.14 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$35.16 per TFP**

**Anniversary Step Raise:** **\$37.71 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$38.84 per TFP**

**Anniversary Step Raise:** **\$42.01 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$43.27 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.



# Reading **YOUR** Step Chart

If you are currently on **Step 1** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$34.14 per TFP**

**Anniversary Step Raise:** **\$36.61 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$37.71 per TFP**

**Anniversary Step Raise:** **\$40.79 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$42.01 per TFP**

**Anniversary Step Raise:** **\$45.43 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$46.79 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.



# Reading **YOUR** Step Chart

If you are currently on **Step 2** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$36.61 per TFP**

**Anniversary Step Raise:** **\$39.60 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$40.79 per TFP**

**Anniversary Step Raise:** **\$44.11 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$45.43 per TFP**

**Anniversary Step Raise:** **\$51.80 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$53.35 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.



# Reading **YOUR** Step Chart

If you are currently on **Step 3** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$39.60 per TFP**

**Anniversary Step Raise:** **\$42.83 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$44.11 per TFP**

**Anniversary Step Raise:** **\$50.29 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$51.80 per TFP**

**Anniversary Step Raise:** **\$54.75 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$56.39 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.



# Reading **YOUR** Step Chart

If you are currently on **Step 4** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$42.83 per TFP**

**Anniversary Step Raise:** **\$48.83 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$50.29 per TFP**

**Anniversary Step Raise:** **\$53.16 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$54.75 per TFP**

**Anniversary Step Raise:** **\$57.55 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$59.28 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.





# Reading **YOUR** Step Chart

If you are currently on **Step 5** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$48.83 per TFP**

**Anniversary Step Raise:** **\$51.61 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$53.16 per TFP**

**Anniversary Step Raise:** **\$55.87 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$57.55 per TFP**

**Anniversary Step Raise:** **\$60.97 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$62.80 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.



# Reading **YOUR** Step Chart

If you are currently on **Step 6** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	... → \$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	↓ \$54.24	... → \$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	↓ \$59.19	... → \$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	↓ \$64.53	... → \$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	↓ \$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$51.61 per TFP**

**Anniversary Step Raise:** **\$54.24 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$55.87 per TFP**

**Anniversary Step Raise:** **\$59.19 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$60.97 per TFP**

**Anniversary Step Raise:** **\$64.53 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$66.47 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.





# Reading **YOUR** Step Chart

If you are currently on **Step 7** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$54.24 per TFP**

**Anniversary Step Raise:** **\$57.47 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$59.19 per TFP**

**Anniversary Step Raise:** **\$62.65 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$64.53 per TFP**

**Anniversary Step Raise:** **\$67.83 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$69.86 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.



# Reading **YOUR** Step Chart

If you are currently on **Step 8** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$57.47 per TFP**

**Anniversary Step Raise:** **\$60.83 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$62.65 per TFP**

**Anniversary Step Raise:** **\$65.85 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$67.83 per TFP**

**Anniversary Step Raise:** **\$72.60 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$74.78 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.



# Reading **YOUR** Step Chart

If you are currently on **Step 9** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$60.83 per TFP**

**Anniversary Step Raise:** **\$63.93 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$65.85 per TFP**

**Anniversary Step Raise:** **\$70.49 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$72.60 per TFP**

**Anniversary Step Raise:** **\$77.66 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$79.99 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027. You would continue to receive Anniversary Step Raises until a new Contract is ratified.



# Reading **YOUR** Step Chart

If you are currently on **Step 10** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$63.93 per TFP**

**Anniversary Step Raise:** **\$68.44 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$70.49 per TFP**

**Anniversary Step Raise:** **\$75.40 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$77.66 per TFP**

**Anniversary Step Raise:** **\$82.14 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$84.60 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027.



# Reading **YOUR** Step Chart

If you are currently on **Step 11** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	\$77.43	\$79.75	\$82.14	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$68.44 per TFP**

**Anniversary Step Raise:** **\$73.20 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$75.40 per TFP**

**Anniversary Step Raise:** **\$79.75 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$82.14 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$84.60 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027.

**NOTE: Article 11.7 - Longevity Pay** (Flight Attendants with 12 years or more of Inflight seniority paid an additional \$1.00 per TFP during Reserve months up to original line value or guarantee) remains intact in TA2024.



# Reading **YOUR** Step Chart

If you are currently on **Step 12** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84 ... ➡	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30	⬇️ \$77.43 ... ➡	\$79.75 ... ➡	\$82.14 ... ➡	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$73.20 per TFP**

**Anniversary Step Raise:** **\$77.43 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$79.75 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$82.14 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$84.60 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027.

**NOTE: Article 11.7 - Longevity Pay** (Flight Attendants with 12 years or more of Inflight seniority paid an additional \$1.00 per TFP during Reserve months up to original line value or guarantee) remains intact in TA2024.





# Reading **YOUR** Step Chart

If you are currently on **Step 13** on May 1, 2024, your step chart and pay increases in 2024-2027 would be:

	Previous CBA	05/01/2024	05/01/2025	05/01/2026	05/01/2027
<b>0-6 Months</b>	\$25.14	\$30.75	\$31.67	\$32.62	\$33.60
<b>7-12 Months</b>	\$25.46	\$31.14	\$32.07	\$33.03	\$34.02
<b>Step 1</b>	\$27.91	\$34.14	\$35.16	\$36.21	\$37.30
<b>Step 2</b>	\$29.93	\$36.61	\$37.71	\$38.84	\$40.01
<b>Step 3</b>	\$32.27	\$39.60	\$40.79	\$42.01	\$43.27
<b>Step 4</b>	\$35.01	\$42.83	\$44.11	\$45.43	\$46.79
<b>Step 5</b>	\$39.92	\$48.83	\$50.29	\$51.80	\$53.35
<b>Step 6</b>	\$42.19	\$51.61	\$53.16	\$54.75	\$56.39
<b>Step 7</b>	\$44.34	\$54.24	\$55.87	\$57.55	\$59.28
<b>Step 8</b>	\$46.98	\$57.47	\$59.19	\$60.97	\$62.80
<b>Step 9</b>	\$49.73	\$60.83	\$62.65	\$64.53	\$66.47
<b>Step 10</b>	\$52.26	\$63.93	\$65.85	\$67.83	\$69.86
<b>Step 11</b>	\$55.95	\$68.44	\$70.49	\$72.60	\$74.78
<b>Step 12</b>	\$59.84	\$73.20	\$75.40	\$77.66	\$79.99
<b>Step 13</b>	\$63.30 ... ➔	\$77.43 ... ➔	\$79.75 ... ➔	\$82.14 ... ➔	\$84.60

**May 1, 2024 Pay Rate Increase:** Pay increase of 22.325% immediately - **\$77.43 per TFP**

**May 1, 2025 Pay Rate Increase:** Pay rate increase of 3% - **\$79.75 per TFP**

**May 1, 2026 Pay Rate Increase:** Pay rate increase of 3% - **\$82.14 per TFP**

**May 1, 2027 Pay Rate Increase:** **\$84.60 per TFP**

May 1, 2027 would be the last negotiated pay rate increase for TA2024. Our Contract would become amendable the following year (May 1, 2028), but with a 12-month re-opener, discussions surrounding a new CBA could begin as early as May 1, 2027.

**NOTE: Article 11.7 - Longevity Pay** (Flight Attendants with 12 years or more of Inflight seniority paid an additional \$1.00 per TFP during Reserve months up to original line value or guarantee) and **Article 21.1 - Occupational Seniority Pay** (Flight Attendants with 25 years or more will receive an additional \$1.50 per TFP for trips flown) remain intact in TA2024.