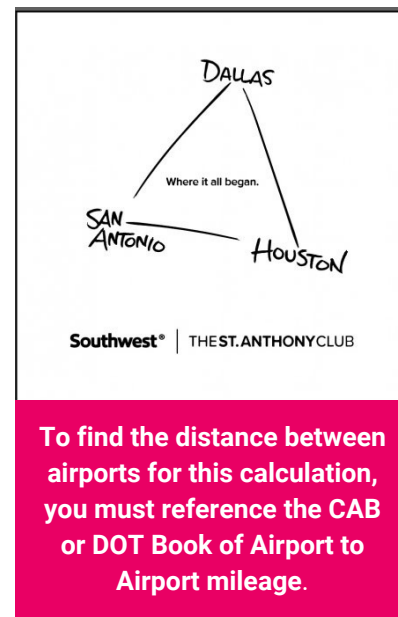




# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

## “What is a ‘Trips For Pay (TFP)’?”

To fully understand TFP, we have to go all the way back to 1971 and the St. Anthony’s Club, when our founders drew that triangle on a napkin. Flight Attendants were paid for each flight (or “trip”) between one of these three cities — and “trips for pay” was born. In the beginning, 243 nautical miles (which was flown in about 50 minutes) was 1 TFP. We all know our flying has changed since 1971, thus requiring the addition of Standard (flights 243 miles or less) and Non-standard (flights greater than 243 miles) language in Article 21.2 to take into account flight durations longer than DAL-HOU. To this day, Southwest Airlines (and Alaska Airlines) Flight Attendants and Pilots continue to use TFP to calculate our compensation for flights flown.



## “How is TFP different than ‘block hour’?”

Block time is very simply the time from door closure at departure to door opening at the arrival gate. Most airlines (except Southwest Airlines and Alaska Airlines) pay their Flight Attendants and Pilots by “block hour” - namely every hour (or fraction thereof) the aircraft is in movement. Because 1 TFP is not based on a complete hour (it’s 45-55 minutes, depending on flight duration), we must use a conversion to compare compensation rates paid in block hour and TFP.

Delta →

Oct	1707	BIS	0500	MSP	0625	1.25
30	1341	MSP	0850	DEN	1010	2.20
MO	1558	DEN	1120	MSP	1420	2.00

SWA →

30 Oct	3305	DEN 0610	MSP 0810	800	0				200		230	
30 Oct	3305	MSP 0833	MDW 1023	800	0				150		170	
30 Oct	3305	MDW 1115	ATL 1300	800	0				145		200	
			RLs 1330							515	750	600

### DEN-MSP on 10/30/23

DL: 2.0 Block Hours

SWA: 2.3 TFP

Delta →

Oct	FLIGHT	T	DEPARTS	ARRIVES	C	BLK.
28	1215	MSP	1450	SLC	1639	2.49
SA	1415	SLC	1750	BWI	2357	4.07

SWA →

		Rot 1410									
28 Oct	3331	SLC 1440	BWI 1845	7M8	0				405		510
28 Oct	3331	BWI 1945	SYR 2055	7M8	0				110		130
		RLs 2125								515	715 640

### SLC-BWI on 10/28/23

DL: 4.07 Block Hours

SWA: 5.1 TFP

\*\*\* NOTE: For comparison, DL and WN pairings were pulled from OCT 2023 bid packets for travel on the same days. \*\*\*



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

**“If we want to compare Flight Attendant to Flight Attendant pay, why are we doing a conversion? Shouldn’t it be apples-to-apples?”**

Most of the industry uses block hour as their method of compensation. We can’t straight compare TFP because it is not based on a complete hour. This means to get an accurate comparison, we either need to change TFP into its block hour pay equivalent (or vice versa). Because so many airlines use block/flight hour as their rate of pay, it’s easiest to convert TFP for SWA and TFP for Alaska (different conversions because of the style of flying) to block hour.

**“How do we convert SWA TFP to Block Hour?”**

The calculation to convert our TFP to Block Hour is determined by Airline Economists. The current equation is:

$$1 \text{ TFP} \times 1.164 = \text{Block Hour Equivalent}$$

## FLIGHT ATTENDANT INDUSTRY COMPARISON AT TOP OUT RATE

AIRLINE	TFP RATE	CONVERSION	BLOCK HOUR RATE
Southwest Airlines	\$77.43	x 1.164	\$90.13
Delta Airlines (DL)	-	-	\$76.00
American Airlines (AA)	-	-	\$68.25
United Airlines (UA)	-	-	\$67.11
Alaska Airlines (AS)	\$60.31	x 1.13	\$68.15
Spirit Airlines (NK)	-	-	\$58.68
JetBlue Airlines (B6)	-	-	\$60.41
Hawaiian Airlines (HA)	-	-	\$73.61

\*\*\* Alaska Airlines TFP conversion rate is lower due to their operation and mirrors their Pilots. \*\*\*

**NOTE:** TWU Local 556 and Southwest Airlines agreed upon conversion from Block Hour Rate to TFP would take the block hour and divide it by 1.164.

The TWU Local 556 Economist has verified the updated conversion is 1.164 for the year 2024.



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

**“Why do we use the topped out pay rate when determining ‘industry leading’ compensation? We aren’t all topped out!”**

Frustratingly, that is the industry standard method for determining whether a Flight Attendant Contract has “industry leading” pay rates. That doesn’t mean we shouldn’t look at (and reflect on) where ALL of our TWU Local 556 Members fall in comparison to other airlines!

## COMPLETE FLIGHT ATTENDANT INDUSTRY PAY COMPARISON

	SWA *	DL	AA *	UA *	AS *	NK	B6	HA
0-6 months	\$35.79	\$33.81	\$30.35	\$28.88	\$28.19	\$21.85	\$24.07	\$27.32
7-12 months	\$36.25	\$33.81	\$30.35	\$28.88	\$31.98	\$25.80	\$29.82	\$30.05
Step 1	\$39.74	\$35.85	\$32.18	\$30.64	\$33.55	\$30.18	\$32.54	\$35.13
Step 2	\$42.61	\$38.14	\$34.24	\$32.59	\$36.45	\$32.41	\$34.94	\$37.64
Step 3	\$46.09	\$40.62	\$36.47	\$34.71	\$38.05	\$34.90	\$37.42	\$41.25
Step 4	\$49.85	\$44.73	\$40.16	\$38.25	\$42.87	\$36.71	\$40.32	\$50.64
Step 5	\$56.84	\$50.65	\$45.48	\$43.30	\$47.05	\$40.39	\$44.49	\$51.98
Step 6	\$60.07	\$55.42	\$49.76	\$48.41	\$48.58	\$43.75	\$48.19	\$53.83
Step 7	\$63.14	\$57.19	\$51.35	\$49.96	\$49.90	\$45.42	\$50.03	\$55.89
Step 8	\$66.90	\$58.76	\$52.77	\$51.34	\$51.78	\$46.94	\$51.70	\$58.61
Step 9	\$70.81	\$60.97	\$54.75	\$53.26	\$55.60	\$48.85	\$53.80	\$60.53
Step 10	\$74.41	\$62.64	\$56.25	\$54.73	\$59.33	\$50.79	\$55.94	\$61.95
Step 11	\$79.66	\$65.64	\$58.93	\$57.33	\$64.56	\$53.16	\$58.56	\$63.71
Step 12	\$85.20	<u>\$76.00</u>	<u>\$68.25</u>	<u>\$67.11</u>	\$65.77	<u>\$58.68</u>	<u>\$64.63</u>	\$65.46
Step 13	<u>\$90.13</u>	-	-	-	\$66.95	-	-	\$67.28
Step 14	-	-	-	-	<u>\$68.15</u>	-	-	*\$68.61

### Status of Negotiations

\* SWA - TA2024 compensation converted to Block Hour for comparison purposes

\* AA - Contract Amendable Date 12/2019 - Filed for Federal Mediation 03/2023

\* AS - Current Contractual compensation converted to Block Hour for comparison purposes -  
Contract Amendable Date 09/2022 - Filed for Federal Mediation 08/2023

\* UA - Contract Amendable Date 08/2021 - Filed for Federal Mediation 12/2023

NK - Contract Ratified 04/2023

B6 - Pay Rates Effective 11/2023 - Contract discussions can open no earlier than 01/01/2025

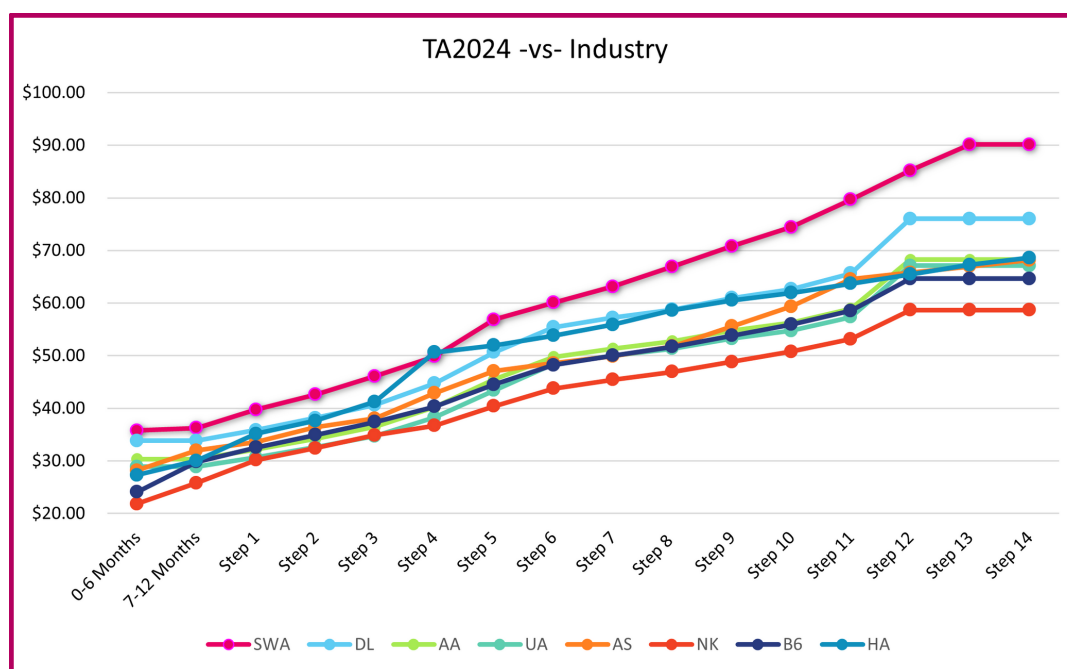
\* HA - Contract Amendable Date 04/2025 - NOTE: “Top Out” pay of \$73.61 is at 20 years



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

## “Where does our current pay rate put us in comparison to other carriers?”

The new compensation rates in TA2024 put almost every step of our pay scale above other carriers. The exception is Step 4 compared to Hawaiian Airlines, which has our Flight Attendants less than a \$1.00 below their pay scale. Hawaiian Airlines Flight Attendants don't top out anywhere near our pay scale... even though they don't hit the top of their pay until Step 20.



## “Can you give me a bit more detailed compensation comparison?”

When comparing our TA2024 compensation to other Flight Attendants, the charts below show the percentage our steps are above other carriers comparable steps.

0-6 Months	Step 3	Step 5	Step 10	Top Out
DL - ↑ 5.86%	DL - ↑ 13.47%	DL - ↑ 12.22%	DL - ↑ 18.79%	DL - ↑ 18.59%
AA - ↑ 17.92%	AA - ↑ 26.38%	AA - ↑ 24.98%	AA - ↑ 32.28%	AA - ↑ 32.06%
UA - ↑ 23.93%	UA - ↑ 32.79%	UA - ↑ 31.27%	UA - ↑ 35.96%	UA - ↑ 34.3%
AS - ↑ 26.96%	AS - ↑ 21.13%	AS - ↑ 20.81%	AS - ↑ 25.42%	AS - ↑ 32.25%
NK - ↑ 63.8%	NK - ↑ 32.06%	NK - ↑ 40.73%	NK - ↑ 46.51%	NK - ↑ 53.6%
B6 - ↑ 48.69%	B6 - ↑ 23.17%	B6 - ↑ 27.76%	B6 - ↑ 33.02%	B6 - ↑ 39.46%
HA - ↑ 31%	HA - ↑ 11.73%	HA - ↑ 9.35%	HA - ↑ 20.11%	HA - ↑ 31.37%

\*\*\* Hawaiian Airlines Flight Attendants “top out” after 20 years. \*\*\*



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

**"I am a newer addition to TWU Local 556. How do I read a pay chart with both an anniversary and annual pay rate increases??? Do I actually get two pay raises a year???"**

Because we haven't seen a pay rate increase since 11/01/2018, there are many TWU Local 556 Members who haven't seen a pay chart with two annual raises - one based on your Inflight Anniversary and another yearly negotiated pay rate increase. Reading the pay chart does become a little more confusing when you are "making your way through the steps"... but it is important to know what to expect.

## Annual Pay Rate Increase

Flight Attendant Annual Step Increase - Inflight Anniversary

	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

**NOTE: This illustration uses the TFP rate increases from TA2024 and is to be used for educational purposes ONLY.**

In this example, the Flight Attendant has a hire date of June 6, 2022 and are currently on Step 1 of our pay scale. Upon ratification on May 1, 2024, this Flight Attendant would see an automatic 22.325% increase in their rate of pay, taking them from \$27.91 to \$34.14. In June 2024, they would move to Step 2 for their anniversary step increase (\$36.61). Then on May 1, 2025, they would see a pay rate increase of 3% (\$37.71). In June 2025, they would move to Step 3 and receive an increase to \$40.79. And so on as they move their way through this step chart with two annual raises. In short, this Flight Attendant is currently at \$27.91 and would end up at \$46.79 on May 1, 2027 then \$53.35 in June 2027.



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

**“Compensation isn’t just about pay rates. What about other compensation factors?  
How do we stack up to other Flight Attendants?”**

Great question! You are very right. There are so many other impacts to our pocketbook contained within our contractual language. How do some of these other compensation factors compare within our industry?

## FLIGHT ATTENDANT PER DIEM COMPARISON (as of 01/2024)

	SWA	DL	AA	UA	AS	NK	B6	HA
Domestic	\$2.90	\$2.85	\$2.20	\$2.35	\$2.50	\$2.68	\$2.30	\$2.00
International	\$3.45	*\$2.85	\$2.50	\$2.85	\$2.50	-	\$2.50	\$2.50

**\*Delta Hawaii flying (along with Transoceanic and Canada flying) has a per diem of \$3.35.**

**SWA Meal Expense:** As of February 1, 2024 an additional \$20 per flight over 4 hours or longer

## BOARDING PAY

### Delta Airlines Flight Attendant Boarding Premium Pay

Flight Attendants are paid one-half of their rate of pay for the scheduled boarding time for each working segment. Domestic narrow-body is scheduled for 40 minutes of boarding, domestic wide-body is scheduled for 45 minutes of boarding, and transoceanic/charters are scheduled for 75 minutes of boarding.

**Example:** A 13-year Flight Attendant is making \$76.00 per block hour. On a domestic (narrowbody and 767 only) and Hawaii (narrowbody only) flight, they are required to report 1 hour prior to scheduled push and begin boarding 40 minutes prior to scheduled departure. This Flight Attendant’s boarding pay rate is \$38.00 per hour, thus they are making \$25.35 ( $\$38.00 \times 0.667$  hours) for this boarding.

**Example 2:** A 2-year Flight Attendant is making \$38.14, resulting in a boarding pay rate of \$19.07. For an international non-transoceanic flight (45 minutes boarding), they will be paid \$14.30 ( $\$19.07 \times 0.75$  hours).

### American Airlines APFA Proposal (not included in current Contract)

APFA presented AA Management with a proposal including language regarding boarding pay. There is a misconception that AA Flight Attendants receive boarding pay. **They currently do not have contractual boarding pay compensation in their CBA.**





# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

## History of Ratio In Guarantees (RIG) at TWU Local 556

DPM was introduced in our Green Contract (1996) - making it our first RIG. ADG, DHR, and THR entered the mathematical equation in 2002 (Blue Contract). The most recent change to our RIGs was in 2012 (Side Letter 10.2), when THR was increased to 1 TFP for every 3 hours away from domicile (up from 1 TFP for every 4 hours).

## FLIGHT ATTENDANT RIG COMPARISON

	ADG	DPM	DHR	THR
SWA	6.5 TFP per scheduled domicile day in a pairing	4 TFP per scheduled duty period	0.74 TFP per hour on duty	1 TFP for every 3 hours away from domicile
DL	Average of 4.75 hours per scheduled duty period	4.75 hours per scheduled duty period	1 hour of flight pay for every 2 hours on duty	1 hour of flight pay for every 3.5 hours away from domicile
AA	N/A	N/A	1 hour of flight pay for every 2 hours on duty	1 hour of flight pay for every 3.5 hours away from domicile
UA	At least 5 hours per scheduled day in a pairing	At least 5 hours per duty period	1 hour of flight pay for every 2 hours on duty	1 hour of flight pay for every 3.5 hours away from domicile
AS	5 TFP per scheduled duty period in a pairing	4 TFP per scheduled duty period	N/A	N/A
NK	4.5 hours (multi-day) or 4 hours (turn) per duty period	N/A	N/A	1 hour of flight pay for every 4.2 hours away from base
B6	Average of 5 hours per scheduled duty period	N/A	1 hour of flight pay for every 2 hours on duty	1 hour of flight pay for every 3.5 hours away from domicile
HA	N/A	N/A	No less than 60% for all time spent on duty that day	1 hour of flight pay for every 4 trip hours (International)

**NOTE:** Other carriers have labeled these RIGs with different phrases. The intent of this comparison is to look at Flight Attendant minimum pay guarantees across the industry.



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

## RESERVE COMPENSATION

### SWA

Reserve monthly guarantee of 6.5 TFP x number of original days

**Awarded Reserve Line must pay no less than 78 TFP**

APSB (Junior Reserve only) is a max of 5 hours paying 5 TFP towards guarantee -or- 0.1 TFP for every 6 minutes of APSB time

### NK

4 hours per day or credited hours of assigned trip, whichever is greater

### DL

"A" days pay 4:45 block hours per day -or- what is worked, whichever is greater

APSB will be scheduled for a shift of 4 hours or less, can be extended to 6 hours

### UA

Monthly guarantee of 78 hours pay and credit per month based on 12 days off in a 30 day month or 13 days off in a 31 day month

APSB is a max of 4 hours

### AA

Monthly 75 hour guarantee at hourly rate

APSB is 4 or 6 hour shifts paid 3:30 hours and 5:15 hours, respectively

### B6

Straight Pay Scale - Minimum of 70 hours per month -or- Premium Pay Scale - Minimum of 70 base pay and 5 hours Premium Pay

APSB is a max of 6 hours

### AS

Reserve monthly guarantee of 5 TFP x number of original days

APSB is a max of 5 hours pays 0.1 TFP for every 6 minutes up to 5 TFP

### HA

Monthly maximum of 85 credited hours (can be increased to 90-100 hours) with 12 scheduled days off (can be reduced to 6)

APSB is a max of 4 hours

## "A" / LEAD / PURSER COMPENSATION

### SWA

#### Senior Pay ("A" Pay)

Additional \$4.00 per TFP (45-55 min) flown or credited when scheduled to work the "A" position. Also applies to vacation and sick pay.

### DL

#### Domestic and International Flight Leader

\$3.50 per hour flown, prorated to the minute

### AA

#### Lead/Non-qualified Purser

\$2.50 per hour flown (737-800/900)

### AS

#### "A" Position Premium ("B" on Combi Aircraft)

\$2.00 for all TFP flown or credited when scheduled to work this position

### UA

#### Galley Pay

\$1.00 per each block hour

#### Purser

\$1.00-\$3.00

### NK

#### Lead Pay ("A" position)

\$2.25 per flight block hour for all credited hours in a pairing

### B6

#### F1 or Crew Lead

(non-MINT/OBL)

\$2.00 per flight block hour for all Flight Segments

### HA

#### 737 - First Flight Attendant

Domestic & International - \$5.00 a credited flight hour  
Inter-Island - \$3.00 a credited flight hour





# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

## HOLIDAY PAY

SWA	NK	AA	AS
<b>2x for all flights flown (including RIGs) on Holiday - 6.5 TFP guaranteed for Reserve</b>  Memorial Day Independence Day Labor Day Thanksgiving Day Christmas Day New Year's Eve	<b>2x on the greater of scheduled or actual flight time</b>  New Year's Day Independence Day Thanksgiving Day Christmas Day	<b>\$75 per Holiday</b>  Thanksgiving Day Christmas Day New Year's Eve	<b>2x for flights flown</b>  Independence Day Thanksgiving Day Christmas Eve Christmas Day New Year's Eve
UA	DL	B6	HA
<b>Formula based on rate of pay, value of the trip, and time away from base on the Holiday.</b>  New Year's Day Independence Day Thanksgiving Day Christmas Day Flight Attendant's Birthday	<b>Greater of Hourly Rate based on year's of service or \$6.25 per hour for TAFB on Holiday.</b>  New Year's Day Memorial Day Independence Day Thanksgiving Day Christmas Eve Christmas Day New Year's Eve	<b>1x on the Premium Pay Scale</b> <b>0.75x on the Straight Pay Scale</b> <b>No less than 4 hours credit for the Holiday</b>  New Year's Day Martin Luther King, Jr. Day Memorial Day Independence Day Thanksgiving Day Christmas Day	<b>2x for all hours credited on Holiday</b>  New Year's Day Thanksgiving Day Christmas Day

## VACATION

	SWA	DL	AA	UA	AS	NK	B6	HA
<b>Max Accrual</b>	35 days	35 days	35 days	40-47 days	35 days	140 Hours	2 weeks	42 days
<b>Compensation</b>	3.75 TFP per day	4.25 hours per day	Max of 4 hours per day	3.25 hours per day	4 TFP per day	4 hours per day	35 hours per week	3 hours per day

\* SWA and NK are paid the vacation minimum or trips missed, whichever is greater.



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

## DUTY DAY - LINEHOLDER AND RESERVE

	Max Lineholder Scheduled	Max Lineholder Rescheduled	Lineholder Time Out
<b>SWA</b>	Into RON: 11:00 hours Into Domicile: 10:30 hours (Check-in/Report to End of Debrief)	Into RON: 13 hours Into Domicile: 12:30 hours (Check-in/Report to End of Debrief)	Fatigue Policy in lieu of Drop Dead Clause
<b>AA</b>	9:15 to 13:15 hours based on number of segments and report time	11:15 to 13:15 hours based on number of segments and report time	12:00 to 15:00 hours based on number of segments and report time
<b>AS</b>	10:30 hours Check-in to Block-In	12:30 hours	N/A
<b>G4</b>	18:00 hours	18:00 hours	N/A
<b>DL</b>	16:00 hours	16:00 hours	Optional at 15:01 hours or scheduled +2:01 hours (whichever is greater)
<b>F9</b>	13:30 or 14:00 hours	16:00 or 18:00 hours	Optional at 16:00 or 18:00 hours
<b>HA</b>	12:00 to 17:00 hours	12:00 to 17:00 hours	14:00 to 19:00 hours
<b>B6</b>	13:00 or 14:00 hours	14:00 hours	Optional at 14:00, 16:00, or 18:00 hours
<b>NK</b>	14:00 hours	15:00 hours	Optional at 15:00 hours
<b>UA</b>	11:30 to 14:00 hours	13:00 to 16:30 hours	Optional at 13:00 to 16:30 hours



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

	Max Reserve Scheduled	Max Reserve Rescheduled	Reserve Time Out
<b>SWA</b>	Into RON: 13:00 hours Into Domicile: 12:30 hours (Check-in/Report to End of Debrief)	Into RON: 13:00 hours Into Domicile: 12:30 hours (Check-in/Report to End of Debrief)	Fatigue Policy in lieu of Drop Dead Clause
<b>AA</b>	9:15 to 13:15 hours based on number of segments and report time	11:15 to 13:15 hours based on number of segments and report time	12:00 to 15:00 hours based on number of segments and report time
<b>AS</b>	10:30 hours	12:30 hours	N/A
<b>G4</b>	18:00 hours	18:00 hours	N/A
<b>DL</b>	16:00 hours	16:00 hours	Optional at 15:01 hours or scheduled +2:01 hours (whichever is greater)
<b>F9</b>	13:30 or 14:00 hours	16:00 or 18:00 hours	Optional at 16:00 or 18:00 hours
<b>HA</b>	12:00 to 17:00 hours	12:00 to 17:00 hours	14:00 to 19:00 hours
<b>B6</b>	14:00 hours	14:00 hours	Optional at 14:00, 16:00, or 18:00 hours
<b>NK</b>	14:00 hours	15:00 hours	Optional at 15:00 hours
<b>UA</b>	11:30 to 14:00 hours	13:00 to 16:30 hours	Optional at 13:00 to 16:30 hours

## NOTES FOR BOTH LINEHOLDER AND RESERVE CHARTS:

- **American:** Domestic only
- **Alaska:** Excluding "Long Stage Length Duty Period"
- **Allegiant:** Duty period over 14:00 hours must have additional staffing per the FARs
- **Delta:** Duty periods over 14:00 hours must have additional staffing per the FARs. Excludes Transoceanic Block > 12:00 hours and Ultra Long Range
- **Frontier:** Ranges dependent on Red Eye or Continuous Duty Period, and "Declared Irregular Operations"
- **Hawaiian:** Does not include interisland flying. Crew must be augmented if flight time exceeds 8:00 hours Domestic or 12:00 hours International
- **JetBlue:** Time Out dependent on originally scheduled duty period
- **United:** Excludes International nonstop block times > 12:01 hours



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

## SICK BANK ACCRUAL

	Sick Bank Accrual Rate	Sick Leave Bank Max
<b>SWA</b>	1 TFP for 10 TFP flown or credited. December accrual rate 1.5x is with Perfect Attendance.	2400 TFP
<b>AA</b>	4.5 hours per month if available at least 15 days	1500 Hours
<b>AS</b>	1 TFP per 10 TFP flown or credited	1700 TFP
<b>G4</b>	4 hours per month if available at least 15 days	450 Hours
<b>DL</b>	PTO - 56 hours for 540 hours worked from October 1 - September 30	168 Hours (can be paid out annually)
<b>F9</b>	4 hours per month	700 Hours
<b>HA</b>	5.65 hours per month (only 2.83 hours per month if less than 35 hours worked)	1200 Hours
<b>B6</b>	PTO - 6.08 - 11.83 hours per month based on YOS (must fly 35 hours to qualify)	510 Hours (can be paid out)
<b>NK</b>	4 hours per month (1 hour into Primary Bank and 1 hour into Secondary/Long-Term Bank). Once the Primary Bank is full, all hours will go into Secondary Bank	220 Hours (Primary Bank) + 280 Hours (Secondary Bank)
<b>UA</b>	4 hours per month if worked at least 120 hours each quarter during "Look Back Period" 2 hours per month if 60-119 hours worked per quarter during "Look Back Period"	1250 Hours



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

## 401(k) Match

<b>SWA</b>	Up to 9.3% Company Match
<b>AA</b>	3% Automatic Contribution + 2.5% Company Match
<b>AS</b>	7.5% Company Match
<b>G4</b>	4% Company Match to Employee's 5% Contribution
<b>DL</b>	3% Automatic Contribution + 6% Company Match
<b>F9</b>	6% Company Match
<b>HA</b>	5% Automatic Contribution + 2% Company Match (2.5% Company Match for Years of Service (YOS) > 20 Years)
<b>B6</b>	Either 5% Company Contribution to 401(k) -or- 5% Increase of Hourly Rate
<b>NK</b>	6% Company Match
<b>UA</b>	<u><b>United FAs:</b></u> 5% Automatic Contribution + 3% Company Match <u><b>Continental FAs:</b></u> Company Match \$0.25 or \$0.50 for every dollar Employee Contributes up to 3% - 6%, depending on YOS

The last increase to the Company Match of 9.3% came as a result of TWU Local 556 negotiations in 2011. When that Contract was ratified, many other workgroups added a "Me-Too" clause with us, to ensure that their Members would receive an increase if another work group negotiated and ratified an agreement with the same terms and conditions and a higher Company Match.



# FLIGHT ATTENDANT INDUSTRY PAY COMPARISONS

## RED EYE RULES AND PAY

	Red Eye Period	Max Duty Day	Max Segments	Premium(s)
<b>SWA</b>	0200 - 0400 Local Time	10 Hours	Cannot be scheduled to work additional flights scheduled to depart after 0400 Local Time (can DH)	\$1.00 per TFP + 15% override premium*
<b>AA</b>	0100 - 0101 Domicile Time	10:15 - 11:15 Hours	2	N/A
<b>AS</b>	N/A	10:30 Hours	N/A	N/A
<b>G4</b>	N/A	14 Hours	N/A	N/A
<b>DL</b>	N/A	14 Hours	N/A	N/A
<b>F9</b>	0100 - 0300 Domicile Time	12:30 - 14 Hours	N/A	N/A
<b>HA</b>	N/A	14 Hours	N/A	N/A
<b>B6</b>	0100 - 0459 Local Time	14 Hours	2	\$0.50 per block hour
<b>NK</b>	N/A	14 Hours	N/A	N/A
<b>UA</b>	0200 - 0400 Local Time	11:30 - 13 Hours	N/A	"Night Pay" - \$0.50 per block hour for a departure between 2200 - 0600

\* SWA Flight Attendant will be paid the 15% Premium or RIG, whichever is greater.

### Airline Codes Key

- SWA - Southwest Airlines
- AA - American Airlines
- AS - Alaska Airlines
- G4 - Allegiant Air
- DL - Delta Airlines
- F9 - Frontier Airlines
- HA - Hawaiian Airlines
- B6 - JetBlue Airlines
- NK - Spirit Airlines
- UA - United Airlines