

# Fast Fact Friday

## Senior (“A”) Pay

**Friday, March 21, 2025**

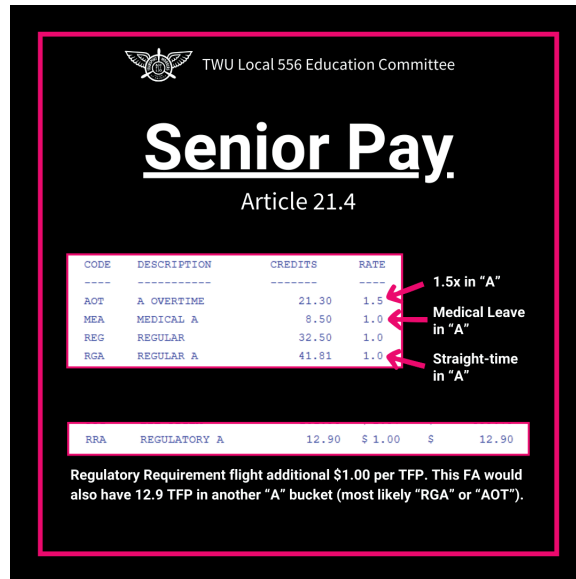
### Q1: “What is ‘Senior Pay’?”

More commonly referred to as “A” Pay, Senior Pay is an additional \$4.00 per TFP paid to the Flight Attendant assigned to work the “A” position (“senior position”) on the aircraft. Senior Pay is paid to all legs flown or credited in the “A” position. This compensation is applicable to both Lineholders and Reserves in a slightly different manner.

**NOTE:** When working a Regulatory Requirement Flight, there is an additional \$1.00 per TFP paid on top of the \$4.00 Senior Pay for the Flight Attendant working the “A” position. (Article 21.4)

### Q2: “How do I know if Senior Pay has been applied to my pay?”

When you look at your Payroll Report, you’ll find the TFP associated with legs flown or credited in the “A” position in a separate bucket (“RGA”, “AOT”, “ADT”).



The screenshot shows a document titled "Senior Pay. Article 21.4" from the TWU Local 556 Education Committee. It contains a table with columns: CODE, DESCRIPTION, CREDITS, and RATE. The table lists four categories: AOT (A OVERTIME), MEA (MEDICAL A), REG (REGULAR), and RGA (REGULAR A). Red arrows point from the text "1.5x in 'A'", "Medical Leave in 'A'", and "Straight-time in 'A'" to the RATE column for AOT, MEA, and REG respectively. Below the table, a row for RRA (REGULATORY A) shows a rate of \$12.90, with a note explaining that this includes an additional \$1.00 per TFP for Regulatory Requirement flight.

| CODE | DESCRIPTION | CREDITS | RATE |
|------|-------------|---------|------|
| AOT  | A OVERTIME  | 21.30   | 1.5  |
| MEA  | MEDICAL A   | 8.50    | 1.0  |
| REG  | REGULAR     | 32.50   | 1.0  |
| RGA  | REGULAR A   | 41.81   | 1.0  |

|     |              |       |         |    |       |
|-----|--------------|-------|---------|----|-------|
| RRA | REGULATORY A | 12.90 | \$ 1.00 | \$ | 12.90 |
|-----|--------------|-------|---------|----|-------|

Regulatory Requirement flight additional \$1.00 per TFP. This FA would also have 12.9 TFP in another “A” bucket (most likely “RGA” or “AOT”).

On your payslip, you’ll find that your contractual rate of pay has been increased by \$4.00.

|                            |       |
|----------------------------|-------|
| Regular TFP                | 77.43 |
| Vacation at A position TFP | 81.43 |

**NOTE:** Contractual rates of pay (Article 21.1) will increase 3% on May 1, 2025. This pay rate increase will be reflected on your June 20, 2025 paycheck.

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### Q3: “Are we only paid ‘A’ pay on leg credits like the VJA premium? Or is Senior Pay compensated on RIGs too?”

“A” pay is paid on flights credited or flown.

- **As a Lineholder**, that’s very straightforward. If you check in for a pairing in the “A” position, you are paid the additional \$4.00 per TFP on all TFP for that pairing, including premiums, RIGs, deadheads, etc.
  - If you are rescheduled to fly another position, but the pairing you checked in to work was in the “A” position, you are pay protected at the Senior Pay rate.
  - If you check-in to work a pairing in a position other than “A” (i.e., “B”, “C”, or “D”) and are rescheduled to work in “A”, you will be paid the Senior Pay rate for legs you actually flew the “A” position.
- **As a Reserve**, it gets just a touch trickier.
  - If you are assigned and fly an entire pairing in the “A” position, you will be compensated for the entire pairing TFP at the “A” rate, including premiums, RIGs, deadheads, etc.
  - If you are assigned to fly a pairing in “A” but get reassigned, you will be compensated “A” pay for the pairing pay minus the leg credits flown in “B”, “C”, or “D.”

### Q4: “I’m a Lineholder and checked in for my trip in ‘A’. Crew Scheduling called and rescheduled me to an entire pairing in ‘D’ position. Am I out of luck and lose my ‘A’ pay?”

**No.** As a Lineholder who was scheduled to work “A” position, you are pay guaranteed the Senior Pay. When your assignment is audited by Inflight Payroll Audit, they will ensure you are paid the additional \$4.00 per TFP either flown or pay guaranteed for the original assignment you were scheduled to work.

### Q5: “I am currently working in a pairing in ‘A’. The last leg of this trip is a deadhead. If I waive the DH, do I lose my Senior Pay?”

**No.** You will be paid the “A” pay rate (pay rate + \$4.00) for your deadhead regardless of whether you take it or waive it.

### Q6: “I’m a Lineholder and had to call in sick for my ‘A’ position assignment. Do I lose my Senior Pay for that pairing?”

**No.** You will be paid the “A” pay rate (pay rate + \$4.00) for your deadhead regardless of whether you take it or waive it.

*Visual on the Next Page...*

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## Senior (“A”) Pay



TWU Local 556 Education Committee

## Senior Pay.

Article 21.4

| CODE | DESCRIPTION | CREDITS | RATE |
|------|-------------|---------|------|
| REG  | REGULAR     | 5.50    | 1.0  |
| RGA  | REGULAR A   | 19.50   | 1.0  |
| SCK  | SICK        | 25.40   | 1.0  |
| SKA  | SICK A      | 24.20   | 1.0  |

Notice that this Flight Attendant had a paid sick call for an assignment in “A” position (“SKA”) and an assignment in another position (“SCK”).

**Q7: “I was awarded a line in ‘A’ position for my Vacation month. Does the word ‘credited’ apply to this situation?”**

**Yes!** If you are awarded a primary bid line in “A” position in a Vacation month, your Vacation TFP will be compensated with Senior Pay (pay rate + \$4.00) included. You’ll find your Vacation TFP in its own bucket on your Payroll Report labeled “VCA”.



TWU Local 556 Education Committee

## Senior Pay.

Article 21.4

| CODE | DESCRIPTION | CREDITS | RATE |
|------|-------------|---------|------|
| REG  | REGULAR     | 18.90   | 1.0  |
| RGA  | REGULAR A   | 55.89   | 1.0  |
| VCA  | VACATION A  | 28.60   | 1.0  |

This Flight Attendant was awarded a Primary Bid line in the “A” position during their Vacation month. Their Vacation pay will be paid at the “A” rate of pay.

# Fast Fact Friday

## Senior (“A”) Pay

### Q8: “I’m on Reserve and was assigned a pairing in ‘A’... do I get the Senior Pay?”

If you are assigned a Reserve pairing in “A” position, and fly the entire pairing in “A”, you will be compensated the Senior Pay for the entire pairing (including premiums, RIGs, deadheads, etc.). If Crew Scheduling reassigns you to a different position or adds additional flights that are not in “A” position, those legs (or days) will not be paid Senior Pay.

### Q9: “With all these new pay protections from Contract 2024, how does Senior Pay factor in?”

Our Negotiating Committee ensured that if you are working a pairing in “A” position, the new pay components, including Extended Ground Time Pay, Last Day Late Premium, and Late Return Override, would be paid at the Senior Pay rate. On your Payroll Report, you’ll find these Contract 2024 premiums in their own buckets: “GTPA” (Extended Ground Time Pay in “A” position), “LDA” (Last Day Late Premium in “A” position), and “LROA” (Late Return Override in “A” position).



TWU Local 556 Education Committee

## Senior Pay

Article 21.4

|      |                   |                                       |
|------|-------------------|---------------------------------------|
| ADT  | A DBLE TIM        |                                       |
| GTPA | GROUND TIME A PAY | ← Extended Ground Time Pay in “A” pay |

|     |            |                                           |
|-----|------------|-------------------------------------------|
| AOT | A OVERTIME |                                           |
| LDA | LAST DAY A | ← Last Day Late Premium (LDLP) in “A” pay |
| RGA | REGULAR A  |                                           |

|      |                   |                                         |
|------|-------------------|-----------------------------------------|
| GTPA | GROUND TIME A PAY |                                         |
| LROA | LATE RTN OVRD A   | ← Late Return Override (LRO) in “A” pay |

**NOTE:** Extended Ground Time Pay is paid in “A” position if you have checked in for a pairing in the “A” position (before the first flight of the day) or worked the inbound flight in the senior “A” position.