

Fast Fact Friday

Holiday Pay

Friday, June 20, 2025

Q1: “What are the holidays I can expect to get Holiday Pay on if I work?”

Holidays that pay an additional 1x of Holiday Pay are Memorial Day, 4th of July, Labor Day, Thanksgiving Day, Christmas Day, and New Year’s Eve.



Q2: “If I am on Reserve but I do not get an assignment, will I still receive Holiday Pay?”

Yes. Any Reserve that is not utilized on the day of the Holiday will receive 6.5 TFP above the guarantee (or trips flown, whichever is greater). This Holiday Pay will be found in the “HOLIDAY” (HD) or “HOLIDAY A” (HDA) bucket on your Payroll Report.

NOTE: If you are assigned to fly “A” on a paid holiday, you will be paid the Senior Pay (“A” pay) additional \$4 per TFP on your Holiday Pay.

Q3: “If I am on Reserve and I am called out, do I only receive Holiday Pay for the daily guarantee of 6.5 TFP?”

No. A Reserve will be paid 6.5 TFP of Holiday Pay or an additional 1x what they worked on the paid holiday, whichever is greater.

Example 1: On Memorial Day, I am on Reserve but do not get called. I will find 6.5 TFP in my “HOLIDAY” bucket on my Payroll Report.

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Example 2: I am assigned to APSB on July 4th. I sit the entire 5 hour shift and am not sent on a trip. I will have 5 TFP (APSB) credited towards my monthly/block (whichever is applicable) guarantee for what I worked today, and an additional 6.5 TFP of Holiday Pay (found in the "HOLIDAY" bucket on my Payroll Report).

Example 3: On Christmas Day, I am assigned an "A" pairing while sitting SAR. On the 25th, my trip pays 7.8 TFP. I will find 7.8 TFP credited towards my monthly/block (whichever is applicable) guarantee for what I worked today, and an additional 7.8 TFP of Holiday Pay (found in the "HOLIDAY A" bucket on my Payroll Report).

Remember: Holiday Pay (like contractual premiums) is paid above your Reserve guarantee (monthly or block, whichever is applicable).



Reserve Holiday Pay

(Article 21.15.B)

Date	Flight	Depart	Arrive	Eq	Pos	Position	I	L	MT	Block	Ground	Misc	Wk	Code	Block Duty	GTP	Credit	Overly
07/04/20	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001
07/04/20	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001

What this FA flew on Christmas Day pays 2.4 TFP.

Holiday Pay for a Reserve FA is an additional 1x what they fly -or- an additional 6.5 TFP, whichever is greater.

CODE	DESCRIPTION	CREDITS	RATE	TOTAL
HD	HOLIDAY	6.50	1.0	6.50
REG	REGULAR	19.00	1.0	19.00

Between Holiday Pay is paid above our Reserve Guarantee (monthly or block), this FA finds their straight-time pay (6.5 TFP x 2 days = 13 TFP) towards their Reserve Guarantee in the "REGULAR" bucket and the 6.5 TFP of Holiday Pay in the "HOLIDAY" bucket.

Q4: "Is Holiday Pay calculated like VJA pay?"

No. Holiday Pay will pay on the TFP associated with that domicile day (including RIGs), instead of just the leg credit like VJA.



Holiday Pay Calculation

(Article 21.21)

Date	Flight	Depart	Arrive	Eq	Pos	Position	I	L	MT	Block	Ground	Misc	Wk	Code	Block Duty	GTP	Credit	Overly
07/04/20	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001
07/04/20	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001	001

July 4th is the paid Holiday.

July 4th has the DHR RIG applied to it's pay (as notated with the "D").

CODE	DESCRIPTION	CREDITS	RATE	TOTAL
HD	HOLIDAY	5.80	1.0	5.80
REG	REGULAR	19.50	1.0	19.50
Total Pay Trips				25.30

If we take a look at this Flight Attendant's Payroll Report, you'll find the pay for the pairing (19.5 TFP) in the "REGULAR" (REG) bucket and the additional 1x Holiday Pay in the "HOLIDAY" (HD) bucket. The Total Pay for this pairing is 25.3 TFP.

The easiest way to see a specific assignments pay breakdown:

CWA > Reports > Payroll By Date Range

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Q5: "What if I have an illegal duty day on the holiday? Do I get Holiday Pay in addition to illegal duty day compensation?"

Yes. Holiday Pay is an additional 1x the TFP for what you work on the designated holiday. This means you will be paid above premium pay in the event you experience irregular ops where premium pay is owed.

Bonus Question: "I was scheduled to fly a Lineholder pairing that paid 8.2 TFP on Thanksgiving Day. We got rerouted and now my day only pays 2 TFP! Do I lose out on that Holiday Pay?"

Nope! You are pay guaranteed for what you were scheduled to work based on the Primary Bid Packet... and this includes your Holiday Pay! Once your pairing has been fully reviewed by Inflight Payroll Audit, you should find that your Holiday Pay guarantee is reflected on your Payroll Report and 8.2 TFP is added to the "Holiday" bucket.

