

Frequently Asked Questions Ratio in Guarantee (RIG)

Most Frequently Asked Questions about... RIGs

Emailed on 11/13/2024 by the Education Committee

Q1: "What is the easiest way to know if my trip has a RIG applied to its pay?"

A letter by the day or trip pay indicates that one of our RIGs has been applied.


Contract 2024

RIG Codes

The easiest way to know if your pairing has a RIG applied is by these description letters on the pairing display.

A	ADG (Average Daily Guarantee)	Pays a guaranteed 6.5 TFP x # of duty days in original pairings
D	DHR (Duty Hour Ratio)	Pays a guaranteed 0.74 TFP x # of hours on duty
E	DHR on Prorated Pairing	A Split/Prorated day where DHR has kicked in; blocks DPM
F	Forced Credit	Forces credit to a pairing or duty day; credit will not go up or down; this should only be on your trip after it has been audited
G	Guaranteed Credit	Guarantees credit to a trip or duty day; credit can go up but not down
M	DPM (Duty Period Minimum)	4.0 TFP for the day; should only be on original pairings or a complete duty day from an original pairing
P	Flight Attendant-Split Duty Period or Pairing	Should either be leg credit or prorated RIG; blocks other RIGs from kicking in; DHR and THR will only apply if delays are 3+ hours
Q	Scheduling-Split Duty Period or Pairing	Should either be leg credit or prorated RIG; blocks ADG and DPM; THR and DHR can still kick in
T	THR (Trip Hour Ratio)	TAFB (Time Away From Base) divided by 3
U	THR on Split/Prorated Pairing	A Split/Prorated trip where THR has kicked in; blocks ADG

Q2: "I know that DHR (Duty Hour Ratio) and THR (Trip Hour Ratio) are calculated using our scheduled or actual duty day, whichever is greater, (check-in/report to end of debrief) and Time Away From Base (TAFB)... but I don't understand the calculation. How do I accurately convert hours and minutes into a decimal???"

In order to accurately calculate DHR and THR you first must turn the hours and minutes into its decimal equivalent... which sounds much more daunting than it is. The first thing you do is divide your minutes by 60, or the number of minutes in an hour. After you come up with the decimal equivalent of your minutes, add back the hours... and VOILA!

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Example 1 (DHR): 8:30 hours. $30/60 = 0.5 + 8 = 8.5$ (decimal equivalent of 8:30 hours). $8.5 \times 0.74 \text{ TFP} = 6.29 \text{ TFP}$

Example 2 (DHR): 12:13 hours. $13/60 = 0.217 + 12 = 12.217$ (decimal equivalent of 12:13 hours) $\times 0.74 \text{ TFP} = 9.04 \text{ TFP}$

Example 3 (THR): 60:45 TAFB. $45/60 = 0.75 + 60 = 60.75/3 = 20.25 \text{ TFP}$

Example 4 (THR): 54:37 TAFB. $37/60 = 0.617 + 54 = 54.617/3 = 18.21 \text{ TFP}$

When calculating DHR you will use the originally scheduled duty day (from the bid packet) or actual duty day (check-in/report until end of debrief), whichever is greater.

When calculating THR, you will use the originally scheduled TAFB (from the bid packet) or your actual TAFB (check-in at domicile to end of debrief at domicile), whichever is greater.

Q3: "Is the new Extended Ground Time Pay (GTP) affected by a RIG?"

No. The new GTP is paid on top of RIGs. (Article 21.27)

Q4: "I picked up a trip for VJA... but it has a duty RIG (DPM) on day two. How do I calculate my VJA pay when there's an associated day RIG?"

The key to duty RIGs is that you will be paid leg credits $\times 1.5$ -or- the duty RIG, whichever is greater. You'll want to double-check each of the days with DHR or DPM applied to see if the RIG or premium pays you more casholla.



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VJA -vs- Duty RIG

When calculating VJA pay on a pairing with a duty RIG, you need to take into account whether each day will pay you more with the RIG or leg credits $\times 1.5$.

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly	
Rpt 1540																			
27 Nov	672	MCO 1640	SAT 1945	7TB	0					305	50	S					360		
27 Nov	232	SAT 2035	DEN 2255	7TB	0					220	50						270		
27 Nov	1276	DEN 2345	ONT 0210	7TB	0					225	1440						280		
														750	1100	910			
RIs 0240																			
Rpt 1620																			
28 Nov	4409	ONT 1650	SMF 1815	800	0					125	1525						160		
														125	225	400 M			
RIs 1845																			
Rpt 0910																			
29 Nov	682	SMF 0940	AUS 1255	7TB	0					315	45	S					410		
29 Nov	2411	AUS 1340	HOU 1440	7TB	0					100	155						110		
29 Nov	542	HOU 1635	MCO 1850	7TB	0					215	0						260		
														630	1010	780			
RIs 1920																			
														Total: 1545 2335					2090

Day One

 $3.6 + 2.7 + 2.8 = 9.1 \times 1.5 = 13.65 \text{ TFP}$

Day Two

 4.0 TFP

Day Three

 $4.1 + 1.1 + 2.6 = 7.8 \times 1.5 = 11.7 \text{ TFP}$

Pairing Pay

 $13.65 + 4.0 + 11.7 = 29.35 \text{ TFP}$

This pairing has DPM applied to day 2. You will be paid the leg credit at 1.5 (VJA) or DPM, whichever pays more.

$1.6 \text{ TFP} \times 1.5 = 2.4 \text{ TFP}$

DPM pays more than the leg credit at 1.5x. This day will pay 4 TFP instead of the VJA pay.

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Ratio in Guarantee (RIG)

Q5: "I picked up a trip for VJA... but it has a trip RIG (ADG or THR) applied. How do I calculate my VJA pay when there's an associated trip RIG?"

You will be paid the ADG or THR RIG -or- leg credits at premium (1.5x), whichever puts more money in your pocket.

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VJA -vs- Trip RIG

When calculating VJA pay on a pairing with a trip RIG, you need to take into account whether the trip RIG or leg credits x 1.5 will pay you more.

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly	
		Rpt 1535																	
07 Nov	709	DEN 1635	HDN 1730	800	46					55	45						100		
07 Nov	532	HDN 1815	DEN 1915	800	46					100	100						110		
07 Nov	645	DEN 2015	PHL 2340	800	155					325	1820	SP					430		
		Rls 0010																	
		Rpt 1730																	
08 Nov	4525	PHL 1800	DEN 2215	700	1					415	0	SP					500		
		Rls 2245																	
		Total: 935 1350 1300 A																	

1.0 +
1.1 +
4.3 +
5.0 =
11.4 TFP x 1.5
= 17.1 TFP

Because the leg credits at our VJA premium (1.5x) pays more than the ADG RIG (13 TFP), this pairing would pay

17.1 TFP

Q6: "I hear people referring to a 'stranded RIG'... but I don't see that listed in Article 21.22. What are they referring to?"

When a Flight Attendant (Lineholder and Reserve) is Stranded (situation out of Crew Scheduling's control) or given an unscheduled overnight (reassignment by Crew Scheduling to cover the operation), they are paid a "stranded RIG" of 1 TFP for every 3 hours in addition to other compensation, regardless of whether or not a compensatory day is chosen. This RIG is calculated from block-in at the overnight through end of debrief back in domicile. Keep in mind that this "stranded RIG" is paid on top of the pairing compensation and premiums associated with returning to domicile. If a Flight Attendant is scheduled to deadhead back to domicile and waives the deadhead(s), they will still receive the "stranded RIG."

Example on the next page...

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Ratio in Guarantee (RIG)

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Stranded RIG

When a Flight Attendant is stranded or given an unscheduled RON, they will receive a "stranded RIG" of 1 TFP for every 3 hours, calculated from block-in at the overnight until end of debrief in domicile.

Rpt 1805		Rpt 0240		Rpt 0735		Rpt 1300	
28 Jun	5035 MIA 2343 MDW 0210 200 101	307 552 S	307 835 635 D	DM 4139 MDW 0802 LAX 1230 700 140	0 0 SP	0 525 520 10	10

MDW-455 ** Hotel Information Not Available. Contact: Crew Ops Support. **

Stranded RIG Calculation:
 0210 CT - 1300 CT = 10:50 hours
 50/60 = 0.833 + 10 = 10.833
 10.833 / 3 = 3.61 TFP

CODE	DESCRIPTION	CREDITS	RATE	TOTAL
DB	RIG	3.61	1.0	3.61
OT	OVER TIME	5.20	1.5	7.80
REG	REGULAR	22.40	1.0	22.40
STQ	LDLP LRO GTP	1.49	1.0	1.49
Total Pay Trips				35.29

Stranded RIG

1.5x for DH on unscheduled day (compensatory day chosen)

Straight-time TFP for pairing

Extended Ground Time Pay (4:58 hours)

Q7: "I heard that the Extended Duty Day (EDD) premiums are now paid on top of RIGs. Is this true?"

Yes. The EDD premium (2x or 3x) is paid on top of any applicable RIGs. What you'll find is that the pay for the leg(s) affected by the long duty day will be subtracted from the pairing pay (including RIGs) and then placed in the "DBL TIME", "A DBL TIME", "TPL TIME", or "A TPL TIME" bucket on your Payroll Report. (Article 8.2.C and Article 21.22.E.2.a).

Contract 2024



Extended Duty Day & RIGs

Article 8.2.C.1 and 3 stipulate that an extended duty day of more than 12 or 16 hours comes with a premium for flights flown (2x or 3x). Contract 2024 introduced new language in Article 21.22.E.2.a stipulating that this EDD premium would pay above applicable RIGs.

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wk Codes	Block Duty	GTP	Credit	Overfly
Rpt 1200																	
18 Aug	2175	ATL 1312	BWI 1549	800	159					237	642		DV			300	
19 Aug	DM 2182	BWI 2231	ATL 0031	700	71					0	0			237	1301	963 D	10
Rpt 0101																	

Any flights flown after 12 hours on duty will pay 2x (premium above RIGs).

Notice that this duty day has the DHR RIG applied because it pays the Flight Attendants more than leg credits.

CODE	DESCRIPTION	CREDITS	RATE	TOTAL
DB	DBL TIME	2.30	2.0	4.60
REG	REGULAR	7.33	1.0	7.33
STQ	LDLP LRO GTP	2.52	1.0	2.52
Total Pay Trips				14.45

2x Premium for EDD

Straight-time TFP for pairing

Extended Ground Time Pay (6:42 hours)

9.63 TFP (DHR) - 2.3 TFP (Premium Leg Credit)
= 7.33 TFP

Frequently Asked Questions

Ratio in Guarantee (RIG)

Q8: “I called in sick for a RIG’d pairing. Why is my Payroll Report not reflecting the entire TFP for my pairing?”
We are not paid RIGs on a sick call. The TFP associated with the pairing’s leg credits will be paid out of your sick bank and reflect accordingly on your Payroll Report.

TWU Local 556

Contract 2024

Sick Pay & RIGs

It's important to remember that RIGs are paid on what we work in order to protect our time on duty and away from domicile. This means that when we call in sick, we do not take into account any applicable RIGs when calculating our sick pay.

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wk Codes	Block	Duty	GTP	Credit	Overtime
Rpt 1545																		
26 Apr	6065	LAS 1844	SAN 1952	700	120					100	30						140	
26 Apr	5658	SAN 2018	DEN 2249	700	107					210	-6						270	
26 Apr	1877	DEN 2231	DSM 0006	700	63					135	1533				453	851	855 D	100
Rbs 0036																		
Rpt 1425																		
27 Apr	3022	DSM 1539	DEN 1727	800	109					148	125						220	
27 Apr	5940	DEN 1852	SIC 2117	800	137					225	1223				413	722	545 D	310
Rbs 2147																		
Rpt 0915																		
28 Apr	3610	SIC 0940	ONT 1045	700	30					105	51						130	
28 Apr	2303	ONT 1136	OMK 1243	700	131					107	46						150	
28 Apr	2860	OMK 1229	SAN 1451	700	161					124	43						170	
28 Apr	4377	SAN 1536	SIC 1855	700	117					119	47						160	
28 Apr	2559	SIC 1742	LAS 1856	700	106					114	0				609	1011	170	
Rbs 1926																		
1980																		

1.4 +
2.7 +
1.9 +
2.2 +
3.1 +
1.3 +
1.5 +
1.7 +
1.6 +
1.7 =
19.1 TFP

To calculate the sick pay for this pairing, we need to add up the leg credits.

NOTE: The pay for this pairing has two days with DHR applied.

26	27	28
1092		
S.P.		
Report: 1545		
11 Release: 1945		
Credit: 1910		
Block: 0		

CODE	DESCRIPTION	CREDITS	RATE	TOTAL
----	-----	-----	-----	-----
SCK	SICK	19.10	1.0	19.10

Q9: "I know that there is a change on how sick bank accrual is calculated. Do we accrue sick bank on RIGs?"

Yes, we do. Sick bank accrual is based on the straight-time TFPs flown or credited. (Article 16.1.A)

Q10: "How do RIGs affect Holiday Pay?"

Holiday Pay is an extra 1x for the TFP associated with the paid holiday day, including RIGs. (Article 21.21)