

Article 21 - Compensation

Minimum Pay Rules

Too often you will hear someone say that we are unpaid while at work...during boarding, for example. This is actually not the case. As TWU Local 556 Members, our Contract contains four different RIGS (or Minimum Pay Rules) which are in place to protect our pay and ensure that we are compensated for all of our time on duty. There are two duty RIGs (DHR and DPM), meaning they are calculated daily, and two trip RIGs (THR and ADG) in place to protect the entirety of the pairing. For more information about these four RIGs, check out Article 21.22 of our CBA.

REMEMBER: We are paid the RIG (minimum pay) or what we work, whichever is greater.

Average Daily Guarantee (ADG)

Average Daily Guarantee (ADG) ensures that an original pairing pays no less than an average of 6.50 TFP per scheduled day of duty. This means that an original turn must pay at least 6.50 TFP, an original 2-day must pay at least 13.00 TFP, an original 3-day must pay at least 19.50 TFP, and an original 4-day must pay at least 26.00 TFP.



“What is ADG, and how do I know if my trip has this RIG applied?”

ADG makes sure that over the course of your trip, you are paid a minimum of 6.50 TFP per day on average. ADG is one of the most commonly applied RIGs.

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly
11 Nov	4939	MDW 1330	PHX 1720	800	157					350	205	S					450	
11 Nov	2256	PHX 1925	OMA 2155	7T8	168					230	1925	S					300	
			RLs 2225											620	955		750	
OMA:1825 Hotel: Marriott Downtown Capitol District #402-807-8000 Trans: Hotel Shuttle																		
12 Nov	1419	OMA 1720	PHX 2010	700	128					250	35	S					330	
12 Nov	1419	PHX 2045	BOI 2250	700	107					205	1345						240	
			RLs 2320											455	630		570	
BOI:1245 Hotel: The Grove #208-333-8000 Trans: Hotel Shuttle																		
13 Nov	4429	BOI 1235	DEN 1425	800	138					150	100						210	
13 Nov	2087	DEN 1525	MSP 1720	800	116					155	45						220	
13 Nov	3434	MSP 1805	MDW 1935	800	83					130	0						170	
			RLs 2005											515	800		600	
																	1950 A	

The “A” next to the total trip credit indicates that ADG has been applied to this pairing.

7.5 +
5.7 +
6.0 =
19.20 TFP

19.50 TFP
(ADG)
>
19.2 TFP
(Leg Credit)

Helpful Tip:

If you are looking to work a trip for VJA, keep in mind that you are only paid the greater of the RIG - OR - 1.5x on actual trips worked (leg credits, overfly, etc.). Keep an eye out for this little “A” when picking up for VJA!

If the trip above was VJA, it would not pay 29.25 TFP (19.50 TFP x 1.5).

It would pay 28.80 TFP (19.20 TFP x 1.5).

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Duty Period Minimum (DPM)

“What is Duty Period Minimum (DPM)? How do I know if my trip has this RIG?”

DPM ensures that every duty period pays AT LEAST 4.00 TFP. This day’s leg credits would only total 2.60 TFP. The DPM kicks in and bumps it up to 4.00 TFP for the day. The “M” after that day’s trip credit indicates that DPM has been applied.

Notice the 3-day trip total on the same trip and how it is coded. The “A” indicates the ADG RIG has been applied. So, this trip actually has two RIGS! The DPM didn’t work to bring the trip pay up to the required minimum pay for a 3-day... so the ADG did!

260	
400 M	
1950 A	



Duty Hour Ratio (DHR)

“I’ve heard about DHR... but what is it?”

Duty Hour Ratio (DHR) says that you will be paid the greater of what your trip legs pay from all sources -OR- a ratio of .74 for every hour on duty (including the 30 minute debrief into an overnight). Keep in mind that DHR adjustments will not show up on your trip until the duty day is complete and the flight times are confirmed.

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit
Rpt 1520																	
23 Nov	543	HOU 1620	RDU 1850	800	0					230	45	S					300
23 Nov	452	RDU 1935	BWI 2040	800	0					105	105						120
23 Nov	1575	BWI 2145	MHT 2310	7M8	0					125	1645						160
Rls 2340														500	820		617 D
Rpt 1525																	
24 Nov	374	MHT 1555	MCO 1935	7T8	0					340	45	S					430
24 Nov	2294	MCO 2020	HOU 2300	7T8	0					240	0			620	805		310
Rls 2330																	740

$$20/60 = 0.333 + 8 = 8.333 \text{ (decimal equivalent of 8:20 hours)}$$

$$8.333 \times 0.74 \text{ TFP} = 6.17 \text{ TFP}$$

This RIG helps protect our pay when lengthy delays and IROPs affect our duty day.

The “D” next to the credit indicates that the DHR has kicked in. If you add all the working leg credits together, you would be paid 5.80 TFP. Turn the duty day of 8 hours and 20 minutes into a decimal (which is 8.333) x .74 TFP = 6.17 TFP.



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Trip Hour Ratio (THR)



“There’s one more RIG, right? What is it and how will I know it’s been applied?”

Trip Hour Ratio (THR) is the last of the Article 21.22 - Compensation RIGs. THR guarantees a minimum of 1.0 TFP for every 3 hours away from base (check-in to end of debrief, scheduled or actual, whichever is later). You will know this has been applied to your trip if there is a “T” next to your trip credit. This RIG protects our time away from base on the entirety of the pairing.

	520	805		610	
Total: 1615 2350					
Carry Out:					
					2067 T
					0

Prorated and Split Pairings

“Why are there trips in Open Time and Trip Trade/Giveaway that pay less than these minimums?”

Flight Attendants will often times “SIP out” or giveaway portions of their trip when they are scheduled to fly back through base. If a pairing that was SIP’d has RIGs on it, the duty periods where the SIP occurs will have the applicable RIGs prorated to equally distribute the RIG TFP amongst the duty periods.

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly
		Rpt 0840																
10 Nov	272	MCO 0940	MBJ 1145	7T8	0		R			205	100						240	
10 Nov	273	MBJ 1245	MCO 1455	7T8	0		R			210	0						250	
			Rls 1525											415	645		490 P	

Originally trip FAJE dated 11/08/2024

490 P

This 2-day was originally attached to a 3-day and is now in Open Time. You can see the original trip before the SIP by clicking on the blue link (“Originally Trip FAJE”).

You can tell this trip has been prorated by the “P” next to the trip credit. This turn is not an original trip so the ADG (6.50 TFP) is not applicable and it will only pay 4.90 TFP.

