

Article 21 - Compensation

Minimum Pay Rules

The Contract 101: Article 21 - RIGs covers a brief introduction to the four Minimum Pay Rules located in Article 21.22 of our Contract. Let's do a quick refresh of the two trip RIGs and two day RIGs covered in our CBA... and then move on to a little more in-depth conversation on how RIGs protect our time on duty.

"How do I know if my trip has a RIG applied to it??"

You'll know if a trip RIG (ADG or THR) has been applied to your pairing by an "A" or "T," respectively, next to your trip pay (example: 19.50A). If a day RIG (DHR or DPM) is applied, you'll find the day's pay labeled with either a "D" or "M," respectively.

NOTE: When looking to pick up a trip (Open Time or TT/GA), keep an eye out for pairings labeled with a "P". These trips have been broken up by a Flight Attendant and there are restrictions for additional RIG pay!



A	Average Daily Guarantee (ADG)	Guaranteed pay of 6.5 TFP x #of days in the pairing ADG is applied to original pairings and copies of original pairings.
D	Duty Hour Ratio (DHR)	Guaranteed pay of 0.74 TFP per every hour on duty (check-in/report to end of debrief)
M	Duty Period Minimum (DPM)	Guaranteed minimum of 4.0 TFP for each duty day on original pairings
T	Trip Hour Ratio (THR)	Guaranteed pay protecting a FA's time spent on a trip. Time Away From Base (TAFB) ÷ 3
P	Prorated RIG by a Flight Attendant	Prorated pairing when a day or trip RIG is broken up (or SIP'd) by a Flight Attendant
Q	Split Pairing by Crew Scheduling	Split pairing when a day or trip RIG is broken up (or SIP'd) by Crew Scheduling

Note:

When a pairing has a "P" label (trip split by FA), DHR and THR will only kick in if the last flight of the duty period is **more than 3 hours late**.

If the pairing is labeled with a "Q," that indicates an original pairing with a RIG applied was split by Scheduling.
A "Q" label will not prevent DHR and THR from automatically being calculated.

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We all rely heavily on Payroll Audit to ensure that our paychecks reach our bank accounts on-time... and are for the right amount. But remember, it is always a good idea to double-check that your pay has been calculated correctly. With all the numbers and letters on our trips sheets, auditing your own trip can seem incredibly daunting. But let's break down *HOW* we're paid by looking at a couple examples. Let's get started with the basics and then we'll move on to the #math.

The first step is knowing where to find the numbers you'll need on your trip sheet.

This is your Time Away From Base (TAFB). This number is used to calculate THR (Trip Hour Ratio).

Trip Fleet: 737 Time Away From Base: 5430

Class: Trip Type: C Trip Status:

Herb Time										Totals									
Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly	
Rpt 1745																			
25 Nov	3959	BNA 1845	AUS 2115	700	0					230	35						290		
25 Nov	4363	AUS 2150	MCI 2340	700	0					150	1635						210		
Rls 0010														420	625	500			
Rpt 1545																			
26 Nov	1311	MCI 1615	DEN 1805	700	0					150	120						210		
26 Nov	1930	DEN 1925	LAS 2125	700	0					200	40						230		
26 Nov	1930	LAS 2205	ONT 2305	700	0					100	35						110		
26 Nov	1930	ONT 2340	SMF 0105	700	0					125	1650						160		
Rls 0135														615	950	728 D			
Rpt 1725																			
27 Nov	2095	SMF 1755	PHX 1945	7M8	0					150	50						210		
27 Nov	2095	PHX 2035	BNA 2345	7M8	0					310	0 S						400		
Rls 0015														500	650	610			
																		1950 A	0

These numbers are your leg credits. You'll want to total them up for each day of flying to see if one of our Duty RIGs (DHR or DPM) would pay more.

This is your trip pay. If there is a letter after the TFP amount, one of the Trip RIGs (A - ADG or T - THR) has been applied.

To do the math required to calculate DHR and THR, you must remember to convert your minutes into a decimal amount.

For example, Day One of the trip above has a scheduled duty day of 6:25. To calculate DHR, you would NOT multiply 6.25 x 0.74! You would first convert the 25 minutes into a decimal by dividing it by 60 (minutes in an hour).

$$25 \div 60 = 0.417 + 6 \text{ (number of hours)} = 6.417$$

To calculate if DHR should apply to Day One:

$$6.417 \times 0.74 = 4.75 \text{ TFP}$$

In this example, the leg credits for Day One pay more than DHR.

Converting Minutes
into a Decimal

of minutes ÷ 60 =
Decimal Amount for
Calculations

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Now that we know what to look for on our trip sheets, let's take a look at a couple of trips without the pay calculations and determine what they should pay. This sounds daunting... but here are the steps to complete our task! Grab a #2 pencil and let's do some math!

Steps to Calculating Pairing Compensation:

1. Add up Leg Credits for each day.
2. Determine if DPM needs to be applied to any of the days.
3. Determine if DHR (original duty day or actual, whichever is greater) should be applied to any of the duty days.
4. Determine if THR (originally scheduled TAFB or actual, whichever is greater) would pay more than leg credits, ADG or other applicable day RIGs.
5. Determine if ADG would pay more than leg credits, THR or other applicable day RIGs.

Here's our first example.

Check your calculations with the Answer Key on the next page!

Trip Fleet: 737		Time Away From Base: 6055																					
Class:																							
Trip Type: C																							
Trip Status:																							
		Herb Time										<- Click to toggle. ->							Totals				
Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly					
		Rpt 1235																					
09 Nov	430	LAX 1335	HOU 1650	7T8	0					315	50	S					390						
09 Nov	2162	HOU 1740	FLL 2000	7T8	0					220	1815						280						
		Rls 2030																					
		535 755																					
FLL:1715																							
		Rpt 1345																					
10 Nov	3113	FLL 1415	MCI 1740	7T8	0					325	45	S					400						
10 Nov	3967	MCI 1825	STL 1930	7T8	0					105	100						120						
10 Nov	4460	STL 2030	SRQ 2250	7T8	0					220	1600						270						
		Rls 2320																					
		650 935																					
SRQ:1500																							
		Rpt 1420																					
11 Nov	DM 2227	SRQ 1450	BWI 1715	700	0					0	150						280						
11 Nov	DM 4929	BWI 1905	LAX 0100	800	0					0	0	SP					700						
		Rls 0130																					
		0 1110																					

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Trip Fleet: 737 Class: Trip Type: C Trip Status:				Time Away From Base: 6055														
Herb Time -< Click to toggle. ->										Totals								
Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly
Rpt 1235																		
09 Nov	430	LAX 1335	HOU 1650	7T8	0					315	50	S					390	
09 Nov	2162	HOU 1740	FLL 2000	7T8	0					220	1815						280	
Rls 2030														535	755			
FLL:1715																		
Rpt 1345																		
10 Nov	3113	FLL 1415	MCI 1740	7T8	0					325	45	S					400	
10 Nov	3967	MCI 1825	STL 1930	7T8	0					105	100						120	
10 Nov	4460	STL 2030	SRQ 2250	7T8	0					220	1600						270	
Rls 2320														650	935			
SRQ:1500																		
Rpt 1420																		
11 Nov	DM 2227	SRQ 1450	BWI 1715	700	0					0	150						280	
11 Nov	DM 4929	BWI 1905	LAX 0100	800	0					0	0	SP					700	
Rls 0130														0	1110			

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Now that we know what to look for on our trip sheets, let's take a look at a couple of trips without the pay calculations and determine what they should pay. This sounds daunting... but here are the steps to complete our task! Grab a #2 pencil and let's do some math!

Steps to Calculating Pairing Compensation:

1. Add up Leg Credits for each day.
2. Determine if DPM needs to be applied to any of the days.
3. Determine if DHR (original duty day or actual, whichever is greater) should be applied to any of the duty days.
4. Determine if THR (originally scheduled TAFB or actual, whichever is greater) would pay more than leg credits, ADG or other applicable day RIGs.
5. Determine if ADG would pay more than leg credits, THR or other applicable day RIGs.

Here's our second example.

Check your calculations with the Answer Key on the next page!

Trip PACY on 11/12/2024

Print as is: 

Print in text size:    

Trip Fleet: 737

Class:

Trip Type: C

Trip Status:

Time Away From Base: 5625

Herb Time

<- Click to toggle, ->

Totals

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly
Rpt 0705																		
12 Nov	2640	PHX 0805	DEN 0955	800	0					150	235						210	
12 Nov	3142	DEN 1230	BOS 1615	800	0					345	1410	SP				5	480	
Rls 1645																		
														535	940			
BOS:1310																		
Rpt 0555																		
13 Nov	1304	BOS 0625	DEN 1115	7M8	0					450	50	SP					570	
13 Nov	4923	DEN 1205	AUS 1410	7M8	0					205	1555						240	
Rls 1440																		
														655	845			
AUS:1455																		
Rpt 0535																		
14 Nov	685	AUS 0605	HOU 0705	7M8	0					100	105						110	
14 Nov	3876	HOU 0810	HRL 0920	7M8	0					110	50						130	
14 Nov	1921	HRL 1010	HOU 1115	7M8	0					105	50						120	
14 Nov	5104	HOU 1205	PHX 1500	7M8	0					255	0	S					340	
Rls 1530																		
														610	955			

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Time Away From Base: **5625**

Herb Time		<- Click to toggle. ->											Totals					
Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly
Rpt 0705																		
12 Nov	2640	PHX 0805	DEN 0955	800	0					150	235						210	
12 Nov	3142	DEN 1230	BOS 1615	800	0					345	1410	SP				5	480	
RLS 1645														535	940			
BOS:1310																		
Rpt 0555																		
13 Nov	1304	BOS 0625	DEN 1115	7M8	0					450	50	SP					570	
13 Nov	4923	DEN 1205	AUS 1410	7M8	0					205	1555						240	
RLS 1440														655	845			
AUS:1455																		
Rpt 0535																		
14 Nov	685	AUS 0605	HOU 0705	7M8	0					100	105						110	
14 Nov	3876	HOU 0810	HRL 0920	7M8	0					110	50						130	
14 Nov	1921	HRL 1010	HOU 1115	7M8	0					105	50						120	
14 Nov	5104	HOU 1205	PHX 1500	7M8	0					255	0	S					340	
RLS 1530														610	955			

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graph LR
    Step1[Step 1] --> Step2[Step 2]
    Step2 --> Step3[Step 3]
  
```

	Leg Credits	DPM	DHR
Day One	6.9	4.0	7.15
Day Two	8.1	4.0	6.48
Day Three	7.0	4.0	7.34

In this example, Day One and Day Three would pay more with DHR than the leg credits.

(22.59 TFP total)

Step 3: Determine if DHR would pay more than leg credits and DPM for each day.

DHR says that for every hour on duty, we must be paid at least 0.74 TFP. Let's convert each day's minutes to the decimal equivalent and then calculate DHR for those duty days.

Day One: 9:40 hours. $40/60 = 0.667 + 9 = 9.667 \times 0.74 \text{ TFP} = 7.15 \text{ TFP}$

Day Two: 8:45 hours. $45/60 = 0.75 + 8 = 8.75 \times 0.74 \text{ TFP} = 6.48 \text{ TFP}$

Day Three: 9:55 hours. $55/60 = 0.917 + 9 = 9.917 \times 0.74 \text{ TFP} = 7.34 \text{ TFP}$

Step 4: Determine if THR would pay more than leg credits, ADG or other applicable day RIGs.

THR says that no trip can pay less than 1 TFP for every 3 hours away from base. The Time Away From Base (TAFB) on this pairing is 56:25. Convert this time into a decimal for calculation purposes and divide it by 3.

$$25/60 = 0.417 + 56 \text{ (hours)} = 56.417 \text{ (Time Away From Base)} \div 3 = 18.81 \text{ TFP}$$

Step 5: Determine if ADG would pay more than leg credits, THR and any applicable day RIGs.

ADG says that an original pairing must pay at least 6.5 TFP per the number of assigned days. Because this is a 3-day pairing, it must pay at least $6.5 \text{ TFP} \times 3 = 19.5 \text{ TFP}$.

This pairing will be placed in the bid packet paying 22.59TFP.

Day One and Day Three will have DHR applied and notated with a "D" next to the day's pay on the trip sheet.

***** NOTE: Any extension of the duty day can result in additional DHR being added to the calculation! *****

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“This is the last day of my trip and I see that the DHR RIG has been applied. I want to give away the turn and commute home early. When I submit the turn in TT/GA, I have to make a choice about splitting the RIG. What do the options mean???”

[illegible]

DHR protects your time on duty each day of flying. This Minimum Pay Rule guarantees compensation that is greater than leg credits (aka your actual flying)... so when you are splitting up that day, the RIG will be “prorated for each piece of the split pairing.” A Flight Attendant who has checked in for a pairing may choose to prorate the RIG per the contractual rules, keep the RIG to themselves or give away all of the RIG to the FA who picks up or trades for the split pairing.

Split RIG Option

Pay for this split pairing will be prorated contractually. However, please select the option you want in the event the trade happens after you are checked in.

☒ Prorate RIG Contractually

☐ Keep RIG

☐ Give Away RIG

Value of trip given/traded: **590**
Retained value: **1360**

Split RIG Option

Pay for this split pairing will be prorated contractually. However, please select the option you want in the event the trade happens after you are checked in.

☐ Prorate RIG Contractually

☒ Keep RIG

☐ Give Away RIG

Value of trip given/traded: **550**
Retained value: **1400**

Split RIG Option

Pay for this split pairing will be prorated contractually. However, please select the option you want in the event the trade happens after you are checked in.

☐ Prorate RIG Contractually
☐ Keep RIG
☒ Give Away RIG

Value of trip given/traded: 590
 Retained value: 1360

Ok Cancel

*** These Split RIG Options are from a different trip than what is shown above. ***

Notice:
If you click on
each of the
options, you can
see the TFP
being retained or
given away.

"I picked up this trip and it has a "P" label. If I run late, will DHR be applied?"

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly
		Rpt 1820																
04 Nov	3283	OAK 1920	LAX 2050	800	30					130	45						170	
04 Nov	3421	LAX 2135	OAK 2305	800	107					130	0						170	
		RLS 2335												300	515		340 P	

This turn has been broken up by a Flight Attendant ("P" labeled). DHR and THR will not be applied unless the last flight of the duty period runs 3:01 hours or more late.

For this pairing, the LAX-OAK flight would have to arrive at or after 0206 to have DHR/THR calculated.

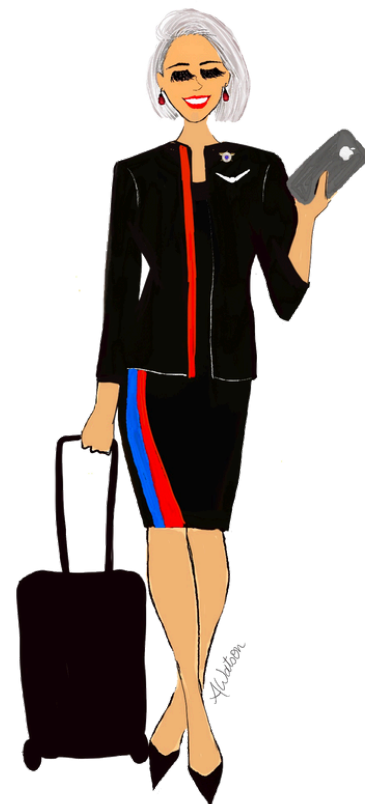


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"I just called in sick for this pairing. Why is my Payroll Report only showing 19.2 TFP for sick pay and not 20.4 TFP?"

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly
Rpt 1125																		
09 Nov	2312	BWI 1225	DEN 1630	7M8	0					405	50	S					480	
09 Nov	2083	DEN 1720	MIA 2105	7M8	0					345	1815	SP					470	
Rls 2135														750	1010		950	
Rpt 1450																		
10 Nov	4771	MIA 1520	ISP 1815	700	0					255	35	S					340	
10 Nov	4185	ISP 1850	PBI 2150	700	0					300	2015	S					350	
Rls 2220														555	730		690	
Rpt 1735																		
11 Nov	4140	PBI 1805	BWI 2030	800	0					225	0						280	
Rls 2100														225	325		400 M	
Total: 1610 2105																	2040	



Because RIGs are intended to protect our time spent on duty, Article 21.22 states that RIGs are paid on actual "trips flown." This means that when you call in sick, you are paid on leg credits and not RIGs.



"I have a couple random questions... first, in Article 10.9, it says that when making overlap adjustments, Scheduling cannot have me "rejoin the remainder of a pairing that is less than four (4.0) TFP as the result of an overlap adjustment." Does that have to do with RIGs?"

Actually... yes, it does! Duty Period Minimum (DPM) states that we cannot be compensated less than 4 TFP per day on an original pairing. When making overlap adjustments, pairings can be split in the new month to keep you contractually or FAR legal. However, those adjustments cannot violate the DPM language in Article 21.22.

"When vacation bidding for max pay, do I use leg credits or RIGs to calculate how much I will be paid?"

For vacation pay (and holiday pay!), RIGs are used to calculate your compensation.

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"I had an extended duty day of 13:01 hours. How does the EDD premium affect the calculation of my DHR RIG? Does the premium get absorbed into the RIG?"

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly
		Rpt 1200																
18 Aug	2175	ATL 1312	BWI 1549	800	159					237	642		DV				300	
18 Aug	DM 2182	BWI 2231	ATL 0031	700	71					0	0					252	230	10
		Rls 0101																
														237	1301		963 D	10

No. With the ratification of our Pink Contract, the EDD premium pays above applicable RIGs. This means that you day will pay you both the 9.63 TFP (DHR) and 2.30 TFP for the additional premium (2x). This day will pay 11.93 TFP. On your Payroll Report, you'll find the DHR RIG contained in the "REGULAR" or "REGULAR A" bucket and the premium pay in the "DBL TIME" or "A DBL TIME" bucket.

"I had a gate return today and my pairing has a RIG. How will that affect my pairing pay?"

Gate return pay is paid on top of the leg credits for that day's compensation. If you have a day RIG (DHR or DPM) or a trip RIG (THR or ADG), you'll be paid the greater of what you work (including the additional gate return pay) or the RIG, whichever is greater.

		Rpt 1630																
01 Aug	DH 1141	CVG 1659	BWI 1823	700	126					0	321					51	160	
01 Aug	4473	BWI 2144	BWI 2235	7T8	163					51	218			GR			100	
02 Aug	4473	BWI 0053	MDW 0254	7T8	165					201	304					34	230	
		Rls 0324																
																252	1054	807 D



"I picked up this pairing for VJA. Why does my Payroll Report only show 6.50 TFP in the "OVERTIME" bucket... and not 6.91 TFP?"

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit	Overfly
		Rpt 1445																
06 Nov	2758	OAK 1545	LAS 1715	800	147					130	130						170	
06 Nov	1578	LAS 1845	PDX 2110	700	130					225	40						280	
06 Nov	346	PDX 2150	OAK 2335	700	66					145	0						200	
		Rls 0005																
														540	920		691 D	
													Total: 540 920		691			

Our VJA premium is only applied to leg credits and not RIGs. That means you will only be paid 1.5x on the leg credits. 6.50 TFP x 1.5 = 9.75 TFP

