

Reading OUR Step Chart

Article 21.1

For many TWU Local 556 Members, they know about working their way through the steps (on the anniversary month), but having two raises in a year is something new. With our new Contract, we will once again receive a pay rate increase on May 1, 2025, May 1, 2026, and May 1, 2027. This means that for those “making (their) way through the steps,” you will have two annual pay increases.

“How do we read the pay chart?”

With two annual increases, you will need to keep two dates in mind: May 1st (annual pay rate increase - move one column to the right) and your anniversary month (step increase - move one step down).

NOTE: If your anniversary date is the 1st-15th of the month, your increased pay will be applied to all assignments for that month. If your anniversary date is the 16th to the end of month, the increased pay will be applied to the next month’s assignments. (Article 21.14)



	05/01/2024	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$30.75	\$31.67	\$32.62	\$33.60
7-12 Months	\$31.14	\$32.07	\$33.03	\$34.02
Step 1	\$34.14	\$35.16	\$36.21	\$37.30
Step 2	\$36.61	\$37.71	\$38.84	\$40.01
Step 3	\$39.60	\$40.79	\$42.01	\$43.27
Step 4	\$42.83	\$44.11	\$45.43	\$46.79
Step 5	\$48.83	\$50.29	\$51.80	\$53.35
Step 6	\$51.61	\$53.16	\$54.75	\$56.39
Step 7	\$54.24	\$55.87	\$57.55	\$59.28
Step 8	\$57.47	\$59.19	\$60.97	\$62.80
Step 9	\$60.83	\$62.65	\$64.53	\$66.47
Step 10	\$63.93	\$65.85	\$67.83	\$69.86
Step 11	\$68.44	\$70.49	\$72.60	\$74.78
Step 12	\$73.20	\$75.40	\$77.66	\$79.99
Step 13	\$77.43	\$79.75	\$82.14	\$84.60

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If your Inflight Seniority is **0-6 Months** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	▼ \$32.07	\$33.03	\$34.02
Step 1	▼ \$35.16	...→ \$36.21	\$37.30
Step 2	\$37.71	▼ \$38.84	...→ \$40.01
Step 3	\$40.79	\$42.01	▼ \$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): **\$31.67 per TFP**
 Anniversary Step Raise (Month 7): **\$32.07 per TFP**
 Anniversary Step Raise (Step 1): **\$35.16 per TFP**
 Pay Rate Increase (May 1, 2026): **\$36.21 per TFP**
 Anniversary Step Raise (Step 2): **\$38.84 per TFP**
 Pay Rate Increase (May 1, 2027): **\$40.01 per TFP**
 Anniversary Step Raise (Step 3): **\$43.27 per TFP**

Our New Hire Flight Attendants see two raises in their first year (0-6 Months and then 7-12 Months). Because of this, those currently in their first 6 Months (hired before May 1) will have a slightly different Step Chart than most.

Reading YOUR Step Chart

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If your Inflight Seniority is **7-12 Months** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	↓ \$35.16	→ \$36.21	\$37.30
Step 2	\$37.71	↓ \$38.84	→ \$40.01
Step 3	\$40.79	\$42.01	↓ \$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): **\$32.07 per TFP**

Anniversary Step Raise (Step 1): **\$35.16 per TFP**

Pay Rate Increase (May 1, 2026): **\$36.21 per TFP**

Anniversary Step Raise (Step 2): **\$38.84 per TFP**

Pay Rate Increase (May 1, 2027): **\$40.01 per TFP**

Anniversary Step Raise (Step 3): **\$43.27 per TFP**

Reading YOUR Step Chart

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If your Inflight Seniority is **Step 1** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	↓ \$37.71	→ \$38.84	\$40.01
Step 3	\$40.79	↓ \$42.01	→ \$43.27
Step 4	\$44.11	\$45.43	↓ \$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): \$35.16 per TFP

Anniversary Step Raise (Step 2): \$37.71 per TFP

Pay Rate Increase (May 1, 2026): \$38.84 per TFP

Anniversary Step Raise (Step 3): \$42.01 per TFP

Pay Rate Increase (May 1, 2027): \$43.27 per TFP

Anniversary Step Raise (Step 4): \$46.79 per TFP

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If your Inflight Seniority is **Step 2** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	↓ \$40.79	→ \$42.01	\$43.27
Step 4	\$44.11	↓ \$45.43	→ \$46.79
Step 5	\$50.29	\$51.80	↓ \$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): \$37.71 per TFP

Anniversary Step Raise (Step 3): \$40.79 per TFP

Pay Rate Increase (May 1, 2026): \$42.01 per TFP

Anniversary Step Raise (Step 4): \$45.43 per TFP

Pay Rate Increase (May 1, 2027): \$46.79 per TFP

Anniversary Step Raise (Step 5): \$53.35 per TFP

Reading YOUR Step Chart

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If your Inflight Seniority is **Step 3** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	↓ \$44.11	→ \$45.43	\$46.79
Step 5	\$50.29	↓ \$51.80	→ \$53.35
Step 6	\$53.16	\$54.75	↓ \$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): \$40.79 per TFP

Anniversary Step Raise (Step 4): \$44.11 per TFP

Pay Rate Increase (May 1, 2026): \$45.43 per TFP

Anniversary Step Raise (Step 5): \$51.80 per TFP

Pay Rate Increase (May 1, 2027): \$53.35 per TFP

Anniversary Step Raise (Step 6): \$56.39 per TFP

Reading YOUR Step Chart

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If your Inflight Seniority is **Step 4** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): \$44.11 per TFP

Anniversary Step Raise (Step 5): \$50.29 per TFP

Pay Rate Increase (May 1, 2026): \$51.80 per TFP

Anniversary Step Raise (Step 6): \$54.75 per TFP

Pay Rate Increase (May 1, 2027): \$56.39 per TFP

Anniversary Step Raise (Step 7): \$59.28 per TFP

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If your Inflight Seniority is **Step 5** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	↓ \$53.16	→ \$54.75	\$56.39
Step 7	\$55.87	↓ \$57.55	→ \$59.28
Step 8	\$59.19	\$60.97	↓ \$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): \$50.29 per TFP

Anniversary Step Raise (Step 6): \$53.16 per TFP

Pay Rate Increase (May 1, 2026): \$54.75 per TFP

Anniversary Step Raise (Step 7): \$57.55 per TFP

Pay Rate Increase (May 1, 2027): \$59.28 per TFP

Anniversary Step Raise (Step 8): \$62.80 per TFP

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If your Inflight Seniority is **Step 6** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	↓ \$55.87	→ \$57.55	\$59.28
Step 8	\$59.19	↓ \$60.97	→ \$62.80
Step 9	\$62.65	\$64.53	↓ \$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): \$53.16 per TFP

Anniversary Step Raise (Step 7): \$55.87 per TFP

Pay Rate Increase (May 1, 2026): \$57.55 per TFP

Anniversary Step Raise (Step 8): \$60.97 per TFP

Pay Rate Increase (May 1, 2027): \$62.80 per TFP

Anniversary Step Raise (Step 9): \$66.47 per TFP

Reading YOUR Step Chart

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If your Inflight Seniority is **Step 7** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	↓ \$59.19	→ \$60.97	\$62.80
Step 9	\$62.65	↓ \$64.53	→ \$66.47
Step 10	\$65.85	\$67.83	↓ \$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): \$55.87 per TFP

Anniversary Step Raise (Step 8): \$59.19 per TFP

Pay Rate Increase (May 1, 2026): \$60.97 per TFP

Anniversary Step Raise (Step 9): \$64.53 per TFP

Pay Rate Increase (May 1, 2027): \$66.47 per TFP

Anniversary Step Raise (Step 10): \$69.86 per TFP

Reading YOUR Step Chart

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If your Inflight Seniority is **Step 8** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	↓ \$62.65	→ \$64.53	\$66.47
Step 10	\$65.85	↓ \$67.83	→ \$69.86
Step 11	\$70.49	\$72.60	↓ \$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): \$59.19 per TFP

Anniversary Step Raise (Step 9): \$62.65 per TFP

Pay Rate Increase (May 1, 2026): \$64.53 per TFP

Anniversary Step Raise (Step 10): \$67.83 per TFP

Pay Rate Increase (May 1, 2027): \$69.86 per TFP

Anniversary Step Raise (Step 11): \$74.78 per TFP

Reading YOUR Step Chart

Article 21.1

If your Inflight Seniority is **Step 9** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	↓ \$65.85	→ \$67.83	\$69.86
Step 11	\$70.49	↓ \$72.60	→ \$74.78
Step 12	\$75.40	\$77.66	↓ \$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): **\$62.65 per TFP**
 Anniversary Step Raise (Step 10): **\$65.85 per TFP**
 Pay Rate Increase (May 1, 2026): **\$67.83 per TFP**
 Anniversary Step Raise (Step 11): **\$72.60 per TFP**
 Pay Rate Increase (May 1, 2027): **\$74.78 per TFP**
 Anniversary Step Raise (Step 12): **\$79.99 per TFP**

Reading YOUR Step Chart

Article 21.1

If your Inflight Seniority is **Step 10** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	↓ \$70.49	→ \$72.60	\$74.78
Step 12	\$75.40	↓ \$77.66	→ \$79.99
Step 13	\$79.75	\$82.14	↓ \$84.60

Pay Rate Increase (May 1, 2025): **\$65.85 per TFP**
 Anniversary Step Raise (Step 11): **\$70.49 per TFP**
 Pay Rate Increase (May 1, 2026): **\$72.60 per TFP**
 Anniversary Step Raise (Step 12): **\$77.66 per TFP**
 Pay Rate Increase (May 1, 2027): **\$79.99 per TFP**
 Anniversary Step Raise (Step 13): **\$84.60 per TFP**

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Article 21.1

If your Inflight Seniority is **Step 11** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	↓ \$75.40 ... →	\$77.66	\$79.99
Step 13	\$79.75	↓ \$82.14 ... →	\$84.60

Pay Rate Increase (May 1, 2025): **\$70.49 per TFP**
 Anniversary Step Raise (Step 12): **\$75.40 per TFP**
 Pay Rate Increase (May 1, 2026): **\$77.66 per TFP**
 Anniversary Step Raise (Step 13): **\$82.14 per TFP**
 Pay Rate Increase (May 1, 2027): **\$84.60 per TFP**

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If your Inflight Seniority is **Step 12** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	↓ \$79.75 →	\$82.14 →	\$84.60

Pay Rate Increase (May 1, 2025): **\$75.40 per TFP**
 Anniversary Step Raise (Step 13): **\$79.75 per TFP**
 Pay Rate Increase (May 1, 2026): **\$82.14 per TFP**
 Pay Rate Increase (May 1, 2027): **\$84.60 per TFP**

Reading YOUR Step Chart

Article 21.1

If your Inflight Seniority is **Step 13** on May 1, 2025, your step chart and pay increases in 2025-2027 would be:

	05/01/2025	05/01/2026	05/01/2027
0-6 Months	\$31.67	\$32.62	\$33.60
7-12 Months	\$32.07	\$33.03	\$34.02
Step 1	\$35.16	\$36.21	\$37.30
Step 2	\$37.71	\$38.84	\$40.01
Step 3	\$40.79	\$42.01	\$43.27
Step 4	\$44.11	\$45.43	\$46.79
Step 5	\$50.29	\$51.80	\$53.35
Step 6	\$53.16	\$54.75	\$56.39
Step 7	\$55.87	\$57.55	\$59.28
Step 8	\$59.19	\$60.97	\$62.80
Step 9	\$62.65	\$64.53	\$66.47
Step 10	\$65.85	\$67.83	\$69.86
Step 11	\$70.49	\$72.60	\$74.78
Step 12	\$75.40	\$77.66	\$79.99
Step 13	\$79.75	\$82.14	\$84.60

Pay Rate Increase (May 1, 2025): \$79.75 per TFP

Pay Rate Increase (May 1, 2026): \$82.14 per TFP

Pay Rate Increase (May 1, 2027): \$84.60 per TFP

NOTE: Article 11.7 - Longevity Pay (Flight Attendants with 12 years or more of Inflight seniority paid an additional \$1.00 per TFP during Reserve months up to original line value or guarantee) and **Article 21.1 - Occupational Seniority Pay** (Flight Attendants with 25 years or more will receive an additional \$1.50 per TFP for trips flown) are two additional pay pieces for our more senior Flight Attendants.