

Fast Fact Friday

Holiday Season Reminders - 2025

Friday, November 21, 2025

Q1: "I know that we have a couple paid holidays coming up. What are they and where can I find the language?"

The end of the year is great for that additional 1x pay associated with the Holiday Pay language found in Article 21.21. Paid holidays at the end of the year include Thursday, November 27th (Thanksgiving Day), December 25th (Christmas Day), and December 31st (New Year's Eve).

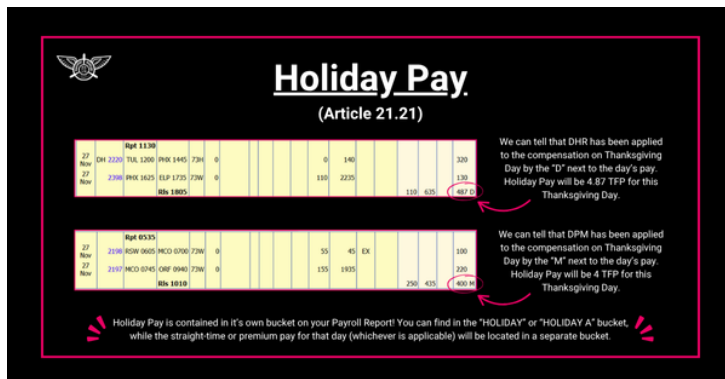


NOTE: Other paid holidays in Article 21.21 include Memorial Day, Independence Day (July 4th), and Labor Day.

Q2: "Remind me... is Holiday Pay paid on RIGs or just leg credits?"

Holiday Pay is an additional 1x pay, including RIGs.

Example: My compensation for Thanksgiving Day is 4.87 TFP with DHR applied. My leg credits (what I worked, including overfly) pays 4.5 TFP. I will find 4.87 TFP (the RIGd pay for my work on Thanksgiving Day) in the "HOLIDAY" (or "HOLIDAY A") bucket on my Payroll Report.

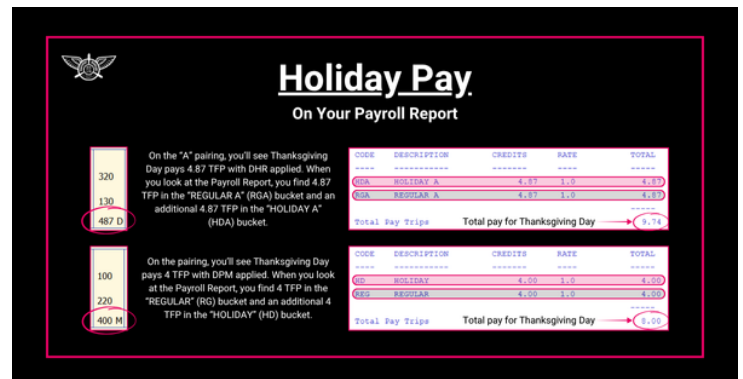


Holiday Pay
(Article 21.21)

We can tell that DHR has been applied to the compensation on Thanksgiving Day by the "D" next to the day's pay. Holiday Pay will be 4.87 TFP for this Thanksgiving Day.

We can tell that DPM has been applied to the compensation on Thanksgiving Day by the "M" next to the day's pay. Holiday Pay will be 4 TFP for this Thanksgiving Day.

Holiday Pay is contained in its own bucket on your Payroll Report! You can find in the "HOLIDAY" or "HOLIDAY A" bucket, while the straight-time or premium pay for that day (whichever is applicable) will be located in a separate bucket.



Holiday Pay
On Your Payroll Report

On the "A" pairing, you'll see Thanksgiving Day pays 4.87 TFP with DHR applied. When you look at the Payroll Report, you find 4.87 TFP in the "REGULAR A" (RGA) bucket and an additional 4.87 TFP in the "HOLIDAY A" (HDA) bucket.

On the pairing, you'll see Thanksgiving Day pays 4 TFP with DPM applied. When you look at the Payroll Report, you find 4 TFP in the "REGULAR" (RG) bucket and an additional 4 TFP in the "HOLIDAY" (HD) bucket.

CODE	DESCRIPTION	CREDITS	RATE	TOTAL
REGA	REGULAR A	4.87	1.0	4.87
HDA	HOLIDAY A	4.87	1.0	4.87
Total Pay Trips		Total pay for Thanksgiving Day 9.74		

CODE	DESCRIPTION	CREDITS	RATE	TOTAL
REG	REGULAR	4.00	1.0	4.00
HD	HOLIDAY	4.00	1.0	4.00
Total Pay Trips		Total pay for Thanksgiving Day 8.00		

Fast Fact Friday

Holiday Season Reminders - 2025

Q3: "I have a Reserve day scheduled on Christmas Day, December 25th. How do I calculate my additional vacation pay?"

On Reserve you will receive an additional 6.5 TFP -or- an additional 1x what you work, whichever puts more money in your pocket. Your Holiday Pay is paid on top of your monthly/block Reserve guarantee and can be found in a separate bucket on your Payroll Report ("HOLIDAY" or "HOLIDAY A").

Example 1: I sit JAR on Christmas Day and do not get used for an assignment. I will find 6.5 TFP in the "HOLIDAY" bucket on my Payroll Report.

Example 2: I am given an assignment that pays 6.5 TFP in "D" position on Thanksgiving Day. When I look at my Payroll Report, I will find 6.5 TFP applied towards my monthly/block Reserve guarantee and then an additional 6.5 TFP of Holiday Pay in the "HOLIDAY" bucket. This ensures that I have the TFP applied towards my regular Reserve compensation, as well as the additional 1x Holiday Pay.

Example 3: On New Year's Eve, I am assigned APSB. I sit for 4 hours of my APSB shift and am then given a flying assignment in the "C" position, which pays 4.5 TFP. My total TFP for this day of Reserve is 4 TFP (4 hours of APSB) + 4.5 TFP (flying assignment in "C") = 8.5 TFP. I will find 8.5 TFP applied towards my monthly/block Reserve guarantee, as well as an additional 8.5 TFP of Holiday Pay in the "HOLIDAY" bucket on my Payroll Report.

NOTE: In this situation, the 4 TFP of APSB Holiday Pay would be placed in the "HOLIDAY" bucket. If the flying assignment was worked in the "A" position, I would find the 4.5 TFP located in the "HOLIDAY A" bucket paying at the Senior Pay (aka "A" pay) rate.

Q4: "I know that we also have quite a few PIN Black Out dates during the holiday season. What are the PIN Black Out dates and where can I find the entire list in our Contract?"

All PIN Black Out dates can be found in Article 32.5.b.v. In the last two months of the year, our PIN Black Out dates include Thanksgiving Day and the Friday following (November 27-28, 2025), Christmas Day (December 25, 2025), and New Year's Eve (December 31, 2025). Keep in mind that New Year's Day (January 1, 2026) is also a PIN Black Out Date.



NOTE: Other PIN Black Out dates in Article 32.5.b.v include Valentine's Day (February 14th), Easter Sunday, Memorial Day, Independence Day (July 4th), and Labor Day.

Fast Fact Friday

Holiday Season Reminders - 2025

Q5: “Does a PIN Black Out date affect my ability to use a Doctor’s note, approved INT FMLA, or an applicable State Leave, like OSCK?”

Our PIN Black Out dates only affect the usage of a Personal Illness Note (PIN) to excuse an absence of an assignment which touches (overlaps or is encased within) the Black Out date itself. These Black Out dates do not affect your ability to excuse an absence utilizing a valid quarterly Doctor’s note, approved INT FMLA (or other approved Leave of Absence), or any applicable State Leave.

