

# 2017 Omni Air International AFA Tentative Agreement



**Vote Opens: November 2, 2017 at Noon ET**

**Vote Closes: November 30, 2017 at Noon ET**



**Omni AFA**



**ASSOCIATION OF FLIGHT ATTENDANTS - CWA, AFL - CIO**  
*501 3rd Street NW, 10th Floor, Washington, DC 20001-2797*

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Fellow Omni Flight Attendants,

After months of hard bargaining, we are pleased to announce that we have reached a Tentative Agreement for Omni Flight Attendants.

When we went back to the bargaining table in July, we had a strong mandate from Flight Attendants to secure core economic provisions in any new Tentative Agreement.

Among our top priorities were preserving our Call Out Pay of \$200, protecting access to profit sharing on same basis as other company employees, and restoring important provisions such as Galley Pay.

We also sought important quality of life improvements such as fixing the bereavement leave process and strengthening our hotel language. We also sought immediate and substantial economic improvements which recognize our value as Omni Flight Attendants.

Over months of bargaining under the supervision of the National Mediation Board, your negotiations team pushed for contract improvements so we could bring a new Tentative Agreement back to you. While we strongly believe we need our contract improvements now, we also wanted to make sure we did it right. We wanted to make sure our issues as Omni Flight Attendants were addressed.

Many of you signed up to be mobilizers and indicated you would do everything it takes to reach an agreement. That made all the difference and we thank you for your support.

We also want to thank the previously union leaders and negotiating committee who worked so hard to reach our first TA.

In solidarity,

Brad Butterfield  
MEC President

John Reise  
Negotiations Committee

Takona Scaufaire  
MEC Secretary-Treasurer

# Summary

*This is a summary of the major provisions of the agreement. Flight Attendants are encouraged to read the full agreement.*

## Compensation

- Immediate pay increases for most steps of 20% or more
- Move to a system of two pay increases per year:
  - On personal anniversary date and
  - On contract anniversary date (every December 1)
- Three steps added to top of the pay scale
- Restored the current system of Call Out Pay of \$200 on days off plus greater of 3.43 or block flown
- Same Ratification Bonus as in 2016 TA
- Purser pay
- \$4/hour and premium \$1.25 TAFB
- Purser Premium paid on trip and line value
- Preserved and Modified Galley Pay at \$1 per hour: Includes all Galley positions on widebody aircraft without double duty and automatic payment
- Profit sharing on same basis as other non-represented employees
- Known Crew Member at Company Expense
- Aircraft Cleaning Pay
- Catering Duty Pay
- Extended Duty Day Pay
  - Greater than 18 hours less than 20 hours - \$50 premium
  - Greater than 20 hours less than 22 hours - \$150 premium
  - Greater than 22 hours - \$250 premium
- Per Diem increases:
  - \$1.67 Domestic
  - \$2.17 International



# Wage Charts

## How to Walk Through the Pay Scale

Longevity	Book rates	DOS	1.0%		1.5%		
			Dos+1	Dos+2	Dos+3	Dos+4	
1	\$18.05	\$19.67	\$19.87	\$20.07	\$20.27	\$20.57	
2	\$20.50	\$22.35	\$22.57	\$22.80	\$23.03	\$23.38	
3	\$21.08	\$25.30	\$25.55	\$25.81	\$26.07	\$26.46	
4	\$21.69	\$26.03	\$26.29	\$26.55	\$26.82	\$27.22	
5	\$22.31	\$26.77	\$27.04	\$27.31	\$27.58	\$27.99	
6	\$24.76	\$29.71	\$30.01	\$30.31	\$30.61	\$31.07	72.1%
7	\$25.50	\$30.60	\$30.91	\$31.22	\$31.53	\$32.00	56.1%
8	\$26.28	\$31.54	\$31.86	\$32.18	\$32.50	\$32.99	56.5%
9	\$27.06	\$32.47	\$32.79	\$33.12	\$33.45	\$33.95	56.5%
10	\$27.87	\$33.44	\$33.77	\$34.11	\$34.45	\$34.97	56.7%
11	\$29.26	\$35.11	\$35.46	\$35.81	\$36.17	\$36.71	48.3%
12	\$30.14	\$36.17	\$36.53	\$36.90	\$37.27	\$37.83	48.4%
13	\$30.14	\$37.26	\$37.63	\$38.01	\$38.39	\$38.97	48.3%
14	\$30.14	\$38.38	\$38.76	\$39.15	\$39.54	\$40.13	48.3%
15	\$30.14	\$39.53	\$39.93	\$40.33	\$40.73	\$41.34	48.3%
16	\$30.14	\$39.53	\$39.93	\$40.33	\$40.73	\$41.34	41.3%
17	\$30.14	\$39.53	\$39.93	\$40.33	\$40.73	\$41.34	37.2%

## Wage Increases at Each Longevity Step

		At date of signing,		Which is an		At the amendable		Over the life of the	
If this is your	Then this is your	this will be		increase of		date, this will be		contract, your rate (including	longevity) will increase by
current longevity	current pay rate	your pay rate	\$	%		your pay rate	\$	%	
1	\$18.05	\$19.67	\$1.62	9.0%		\$31.07	\$13.02	72.1%	
2	\$20.50	\$22.35	\$1.85	9.0%		\$32.00	\$11.50	56.1%	
3	\$21.08	\$25.30	\$4.22	20.0%		\$32.99	\$11.91	56.5%	
4	\$21.69	\$26.03	\$4.34	20.0%		\$33.95	\$12.26	56.5%	
5	\$22.31	\$26.77	\$4.46	20.0%		\$34.97	\$12.66	56.7%	
6	\$24.76	\$29.71	\$4.95	20.0%		\$36.71	\$11.95	48.3%	
7	\$25.50	\$30.60	\$5.10	20.0%		\$37.83	\$12.33	48.4%	
8	\$26.28	\$31.54	\$5.26	20.0%		\$38.97	\$12.69	48.3%	
9	\$27.06	\$32.47	\$5.41	20.0%		\$40.13	\$13.07	48.3%	
10	\$27.87	\$33.44	\$5.57	20.0%		\$41.34	\$13.47	48.3%	
11	\$29.26	\$35.11	\$5.85	20.0%		\$41.34	\$12.08	41.3%	
12	\$30.14	\$36.17	\$6.03	20.0%		\$41.34	\$11.20	37.2%	
13	\$30.14	\$37.26	\$7.12	23.6%		\$41.34	\$11.20	37.2%	
14	\$30.14	\$38.38	\$8.24	27.3%		\$41.34	\$11.20	37.2%	
15	\$30.14	\$39.53	\$9.39	31.2%		\$41.34	\$11.20	37.2%	



# Benefits

- Defined Insurance coverage specified in Agreement
- A 401K plan for Omni Flight Attendants with a Company match
- New Health Savings Account option
- Sick Leave Credit
  - Less than 1 year - 0
  - 1 thru 5 years - 5 days
  - 6 + years - 6 days
- Year 4 of the Agreement provides that at 6 years plus of service will receive 7 days
- FML Bank capped at 75 days
- Bereavement – Improved procedure for traveling home in event of death in family
- Parental Leave - up to 3 consecutive months for birth or adoption of child
- Jury Duty - no loss of MPG for duration of Jury Duty



# Vacations

A Flight Attendant will accrue vacation for each completed month of active service as follows:

Longevity	Annual Vacation	Monthly Accrual
<1 year	None	None
1-5	12 days	1.00 days
6	13 days	1.08 days
7	14 days	1.17 days
8	15 days	1.25 days
9	16 days	1.33 days
10+	17 days	1.42 days

# Benefits

- Detailed language specifying work rules which are not subject to company change
- Defined order of assignment of uncovered open time
- Established reserve guidelines
- Mutual trades and One Way Trades (dropping trip to another Flight Attendant)
- On Duty Limitations - Domestic and International
- Rest, release to report, minimum of 10 hours
- Established report times
- On Board Crew Rest
- Company recognition of Jumpseat Committee



## Other Provisions

- Strong scope language protecting flying and containing merger protections
- Recognition of AFA Flight Attendant committees
- Passport renewal reimbursement
- Union participation in hotel selection
- FA will not be required to return from vacation/leave to attend any required training
- Training, including CBT, is paid
- Grievance and Arbitration Procedure: One of the most important provisions of any union contract
  - Flight Attendants have protection against arbitrary discipline and the right to a hearing
  - The final decision maker on grievances is an independent arbitrator
  - Union can grieve violations of the contract work rules
- Uniform allowance available as credit with provider or may be used to cover necessary items (hose, socks, luggage, winter items, shoes). The allowance may also be used to cover cost of alterations or optional pieces.





# Improvements From 2016 Tentative Agreement

- Improved pay scales: Most steps 20% above current rates
- Restored Call Out Pay
- Modified Galley Pay to cover all galley positions on widebodies (no more double duty requirement/purser approval) at \$1 per hour
- Union input into Computer Based Training credit value
- Catering Pay for any meals (not just tray set ups)
- Purser Pay when holding a purser line
- Profit sharing on same basis as other non-represented employees
- Company reimbursement (credit card) of visas
- Improved hotel pick up language
- Use of credit card for luggage checking
- Improved hotel language
- Known Crew Member at Company Expense
- Improved bereavement language
- Airport standby waiting area improvements
- Language on hotel rooms after extended
- Call Out Pay for any days scheduled in excess of 19
- Company recognition of Jumpseat Committee
- New Health Savings Account health care option
- Shortened duration: Five years with a one year early opener



# How First and Second Year Flight Attendants Will Benefit From this Tentative Agreement

- This Agreement is structured to provide Flight Attendants a reason to stay and transform this from a job into a career
- Under the Agreement, First and Second year Flight Attendants will receive immediate raises on December 1, 2017 of 9%
- Flight Attendants will begin to receive two pay increases a year
- Over the course of the Agreement, a First Year Flight Attendant will receive over 72% increase in pay and a Second Year Flight Attendant's pay will increase 56.1%
- This means by the fifth year of the Agreement, a First Year Flight Attendant's pay will be higher than the current top step is
- This Agreement is intended to incentivize Flight Attendants to stay and to improve retention
- New Hire Flight Attendants will benefit from many other provisions of the Agreement such as protection from arbitrary discipline, set procedures, etc...

First Year Flight Attendant						
	Current	12/01/17	12/01/18	12/01/19	12/01/20	12/01/21
1	\$18.05	\$19.67				
2		\$22.35	\$22.57			
3			\$25.55	\$25.81		
4				\$26.55	\$26.82	
5					\$27.58	\$27.99
6						\$31.07 72.10%

Second Year Flight Attendant						
	Current	12/01/17	12/01/18	12/01/19	12/01/20	12/01/21
2	\$20.50	\$22.35 \$25.30	\$25.55 \$26.29	\$26.55 \$27.31	\$27.58 \$30.61	\$31.07 \$32.00 56.1%



# Voting Questions and Answers

## **When can I cast my vote?**

Voting is open November 2, 2017 at Noon Eastern Time through November 30, 2017 at Noon Eastern Time.

## **How do I cast a vote?**

Voting is done electronically by phone or internet. Balloting is conducted electronically through VoteNet Solutions, the leading provider of secure on-demand voting and balloting software and telephone voting for unions, membership, trade and other organizations. The member voting credentials are provided directly to the printer used by VoteNet and do not pass through AFA. Duplicate instructions are also only provided by the VoteNet system. A link to the VoteNet secure site is accessible through [OurContract.org](http://OurContract.org) once balloting opens. Simple vote instructions are included on the back cover of this booklet.

## **Once I cast a vote, can I access the system again if I change my mind?**

Once a ballot is cast, it cannot be changed.

## **What should I do if my voting instructions don't arrive or I lose them?**

Call the AFA Ballot Help Line Monday-Friday from 9 am to 5 pm ET at 800-424-2401, press 1, and extension 706. Outside of office hours, leave a message. Your message will be returned the following business day.

## **Who Votes on a Tentative Agreement?**

The Tentative Agreement summary and balloting instructions will be provided to all members eligible to vote, including Flight Attendants who have the opportunity to become eligible during the voting process.



# 2017 Tentative Agreement Quick Reference Voting Guide

## *Steps to Vote by Telephone:*

1. Dial 1-888-488-7288.
2. Enter your Activation Code.
3. Write down your Username.
4. Create, confirm and write down your password, 4-number minimum.
5. Follow the prompts to cast your vote.
6. Write down your confirmation number.

## *Steps to Vote by Internet:*

1. Go to [OurContract.org](http://OurContract.org) click on “Omni AFA 2017 Tentative Agreement Vote.”
2. Enter your activation code.
3. Write down your Username.
4. Create, confirm and write down your password, 8-number minimum.
5. Follow the prompts to cast your vote.
6. Print your confirmation.

## *Important Voting Notes*

- Remember, once your vote is cast, you cannot change it. Get all of your questions answered before you cast your vote.
- If you need a new Activation Code or technical assistance call the Ballot Help Line at 800-424-2401, press 1 and then ext. 706.
- The ballot help line is only open M-F, 0900 to 1700 ET.

For more information, go to:  
[OurContract.org/Omni](http://OurContract.org/Omni)