

# 2017 Silver Airways AFA Tentative Agreement



**Silver**  
AIRWAYS™

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

**Vote Closes: December 20, 2017 at Noon ET**



# Silver AFA



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

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Dear Silver Flight Attendants,

We are pleased to bring you the details of our Tentative Agreement for Silver Flight Attendants. Over two years ago, we joined AFA seeking to protect our work rules from arbitrary change and win targeted improvements to our quality of life. After some very tough bargaining, we are able to bring a Tentative Agreement for your approval.

This Tentative Agreement includes important improvements to our scheduling and quality of life. These improvements include: a duty rig of 2:1, more minimum days off each month, and pay for flying past midnight on our days off. These provisions and more are detailed in the pages that follow.

If this Tentative Agreement is approved, Silver Flight Attendants will see immediate increases of 7.5 to 18% and then will move to a system of two increases per year. These increases will be guaranteed over the course of the four year agreement.

Perhaps most importantly, once we have our union contract, management will not be able to unilaterally change work rules and will be required to follow a legally-binding contract. Flight Attendants will also have access to a grievance and arbitration system to challenge unjust discipline. In addition, AFA Committees led by trained Silver Flight Attendants will address issues such as hotel quality, scheduling concerns, safety violations and uniform quality.

Please read the information below carefully and familiarize yourself with the provisions of the Tentative Agreement. It is your contract and your vote, so we encourage you to make an informed decision. We will be setting up online meetings, crew room sits, and a Facebook group to answer any and all questions regarding the Tentative Agreement.

As your representative at the bargaining table, I am recommending a "Yes" vote for this Tentative Agreement. The voting materials contained in this booklet will explain the when and how to vote. Above all, I encourage you to get all of your questions answered and vote on your contact.

In Solidarity,

Kate Britt  
MEC President

# Summary

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

## Highlight of Major Improvements

*This Tentative Agreement locks in many of the good provisions we have in our work rules and also has many other improvement for Silver Flight Attendants. Included below are some of the highlights of the Tentative Agreement.*

- **New:** Across the board wage increases for all Flight Attendants between 7.5 to 18% effective January 1, 2018
- **New:** Move to a pay scale system which ensures two pay raises each year
- **New:** A Duty Rig of 2:1 which will ensure we are paid at least one hour for every two hours on duty
- **Increase:** Minimum days off for lineholders increased to 12 days (increased from 10)
- **Increase:** Minimum days off for reserves increased to 11 days (increased from 8)
- **Improved:** Now compensated for flying past midnight as opposed to 2am
- **Improved:** A 16 hour hard stop for duty day
- **New:** A grievance and arbitration system which allows Flight Attendants a fair hearing and a chance to contest unfair discipline
- **Improved:** Now get \$20 for sits of 3.5 hours or more, either scheduled or unscheduled. Sits for 3.5 hours get \$20 scheduled or unscheduled reduced from 4:00
- **New:** A commuter clause
- **Improved:** Deadhead pay increased from 50% to 60%
- **Improved:** The day before and after a vacation will remain a day off, at Flight Attendant's option



# Compensation Highlights

- Move to a system of two pay increases per year:
  - On your work anniversary date, and
  - On the CBA anniversary date (every January 1)
- Sits exceeding 3.5 hours receive \$20, and receipts are not required (previously was 4 hours, receipts required, and only reimbursed for what you spent)
- Deadhead pay increases to 60 percent (was previously 50 percent)
- Locked in 401k matching

## Wage Charts

*How to walk through the pay scale*

Longevity	Book Rates	1/1/2018	1/1/2019	1/1/2020	1/1/2021	
1st Year	\$18.50	\$20.00	\$20.20	\$20.40	\$20.60	
2nd Year	\$19.50	\$21.50	\$21.72	\$21.93	\$22.15	
3rd Year	\$20.34	\$22.78	\$23.01	\$23.24	\$23.47	
4th Year	\$21.30	\$24.28	\$24.52	\$24.77	\$25.02	
5th Year	\$22.34	\$25.91	\$26.17	\$26.43	\$26.70	44.3%
6th Year	\$23.53	\$26.82	\$27.09	\$27.36	\$27.63	41.7%
7th Year		\$27.67	\$28.25	\$28.39	\$28.64	40.8%
8th Year		\$28.40	\$28.69	\$28.82	\$29.07	36.5%
9th Year		\$28.73	\$29.01	\$29.30	\$29.59	32.5%
10th Year		\$28.90	\$29.19	\$29.48	\$29.79	26.6%





# Wage Charts continued

## Wage increases at each longevity step

If this is your current longevity	Then this is your current pay rate	At date of signing, this will be		Which is an increase of		At the amendable date, this will be		Over the life of the contract, your rate (including longevity), will increase by	
		your pay rate	your pay rate	\$	%	your pay rate	your pay rate	\$	%
1st Year	\$18.50	\$20.00	\$20.00	\$1.50	7.5%	\$26.70	\$26.70	\$8.20	44.3%
2nd Year	\$19.50	\$21.50	\$21.50	\$2.00	9.3%	\$27.63	\$27.63	\$8.13	41.7%
3rd Year	\$20.34	\$22.78	\$22.78	\$2.44	10.7%	\$28.64	\$28.64	\$8.30	40.8%
4th Year	\$21.30	\$24.28	\$24.28	\$2.98	12.3%	\$29.07	\$29.07	\$7.77	36.5%
5th Year	\$22.34	\$25.91	\$25.91	\$3.57	13.8%	\$29.59	\$29.59	\$7.25	32.5%
6th Year	\$23.53	\$26.82	\$26.82	\$3.29	12.3%	\$29.79	\$29.79	\$6.26	26.6%
7th Year	\$23.53	\$27.67	\$27.67	\$4.14	15.0%	\$29.79	\$29.79	\$6.26	26.6%
8th Year	\$23.53	\$28.40	\$28.40	\$4.87	17.2%	\$29.79	\$29.79	\$6.26	26.6%
9th Year	\$23.53	\$28.73	\$28.73	\$5.20	18.1%	\$29.79	\$29.79	\$6.26	26.6%
10th Year	\$23.53	\$28.90	\$28.90	\$5.37	18.6%	\$29.79	\$29.79	\$6.26	26.6%

# Scheduling and Reserve Highlights

- Compensation for flying past midnight (no longer past 2am)
- Hard stop of 16 hours in a duty day
- Locked in extension pay, FX days, and junior manning pay
- Option to increase minimum rest when reserve Flight Attendants available
- R1/R2 reserve lines locked in
- Minimum flying of 65 hours and ability to pick up to 100 hours
- Strong Scheduling Committee role in reviewing pairings and addressing Flight Attendant scheduling concerns
- Detailed pairing construction rules
- One for seven free in domicile
- Detailed parameters on FX days
- Strong cancellation pay provisions
- Detailed reserve assignment rules and parameters
- 12 hour reserve periods



## 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
- Grievance and arbitration procedure: One of the most important provisions of any Union contract
  - Flight Attendants are protected against arbitrary discipline and have the right to a hearing
  - Flight Attendants have the right to appeal all discipline
  - Grievance outcomes are ultimately decided by an independent arbitrator
  - The Union can grieve violations of contract work rules
- Passenger complaint letters expire after two years
- Commuter policy providing two times per year when unable to report on time
- Safety protections for Flight Attendants who experience a serious accident or incident as well as Union-provided Employee Assistance Program support
- Retirement flying benefits for Flight Attendants aged 55 or older with 10 or more years of employment with the Company
- The day before and after vacation will remain a day off, at Flight Attendant's option
- Increased moving expenses \$1,500 (used to be \$1,000)
- Moving days count towards your guarantee and include days of work. It does not count against your days off
- How day rooms are calculated (used to be only scheduled sits, now is actual)





# Voting Questions and Answers

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

Voting is open November 30, 2017 at Noon Eastern Time through December 20, 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 9:30 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 "Silver 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, 0930 to 1700 ET.

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