



2016 United Airlines Tentative Agreement

July 2, 2016

Dear Fellow Flight Attendants:

As the elected leaders representing all 25,000 United Flight Attendants, we stand behind the Tentative Agreement and unanimously approved submitting it to AFA members for ratification. With your approval, our Flight Attendant contract will set new industry standards that push our careers forward as United Airlines seeks to restore our premiere status in the industry.

Review this comprehensive summary of the terms of our Tentative Agreement. We know there will be many questions and the summary will need to be supplemented with further explanation. We will answer your questions each day in addition to providing you with the full language of the Tentative Agreement.

The JNC continues to review the hundreds of pages of full contract language that has been written over the course of the negotiations. This is unlike any other contract negotiations as we put three contracts together for the foundation that will shape our careers going forward. It is critical that the correct language be posted for the on-going protection of our contractual rights. The full language of the Tentative Agreement will be posted by July 11, 2016.

A series of JNC Information Sessions will begin on July 11th as well, including a live Webcast scheduled for July 13th at 1100 Eastern. There will also be Local Council meetings for review of the Tentative Agreement. Every day additional information tools will be posted on OurContract.org. We will answer all of your questions and provide you with all of the information necessary to cast an informed vote.

Make sure you are signed up for updates on OurContract.org and take the time necessary to review all of the information and get all of your questions answered. Flight Attendants deserve a joint collective bargaining agreement to obtain all of the benefits of a fully integrated airline and which reflects our hard work on the frontline of United Airlines. Now is the time to move forward. We are stronger and better together.

In Solidarity,

The AFA-CWA United Airlines JNC and Joint CAL/CMI/UAL MEC



*Summary of 2016 United Airlines Tentative Agreement
Full text of Tentative Agreement posted at OurContract.org*

Scope

- Work belongs to AFA Flight Attendants on the United Airlines System Seniority list.
 - No Furlough Letter of Agreement for all Flight Attendants on seniority list at date of ratification.

Compensation

- Single **Base Pay Scale** (see chart below) with base rates topping out in the 13th year at \$62.00 and moving to \$67.11 throughout the agreement.
- **Incentive Rates** (see chart on page 3) for block hours flown in excess of 200:00 per calendar quarter to a maximum of 330:00.
 - Includes vacation and deadhead.
 - Except that no incentive pay will apply for block hours flown in excess of 110:0 in a bid month.
- **White Flag Pay** (see chart on page 3) paid 150% of the pay rates
 - Company may designate specific days as “white flag.”
 - Paid when a Flight Attendant picks up open time on those days.

BASE PAY RATES: Hourly Rates of Pay

	DOS	DOS + 1	DOS + 2	DOS + 3	DOS + 4
1	\$26.68	\$27.22	\$27.76	\$28.32	\$28.88
2	\$28.31	\$28.87	\$29.45	\$30.04	\$30.64
3	\$30.11	\$30.71	\$31.32	\$31.95	\$32.59
4	\$32.07	\$32.71	\$33.36	\$34.03	\$34.71
5	\$35.33	\$36.04	\$36.75	\$37.50	\$38.25
6	\$40.00	\$40.80	\$41.62	\$42.45	\$43.30
7	\$44.73	\$45.62	\$46.53	\$47.46	\$48.41
8	\$46.16	\$47.08	\$48.02	\$48.98	\$49.96
9	\$47.43	\$48.38	\$49.35	\$50.33	\$51.34
10	\$49.20	\$50.18	\$51.19	\$52.22	\$53.26
11	\$50.56	\$51.57	\$52.60	\$53.65	\$54.73
12	\$52.97	\$54.03	\$55.11	\$56.21	\$57.33
13	\$62.00	\$63.24	\$64.50	\$65.79	\$67.11

Example: of Flight Attendant in 1st and 9th year at the point of ratification and progressing through the scale during the contract.

- Yellow is the new rate of pay at DOS/DOS+1/DOS+2/DOS+3/DOS+4.
- Blue is the annual anniversary pay raise for those junior to 13 years – anniversary plus DOS raises produce two increases a year.



INCENTIVE PAY RATES: Hourly Rates of Pay for hours between 200-330 in a quarter.

	DOS	DOS + 1	DOS + 2	DOS + 3	DOS + 4
1	\$31.68	\$32.22	\$32.76	\$33.32	\$33.88
2	\$33.31	\$33.87	\$34.45	\$35.04	\$35.64
3	\$35.11	\$35.71	\$36.32	\$36.95	\$37.59
4	\$37.07	\$37.71	\$38.36	\$39.03	\$39.71
5	\$40.33	\$41.04	\$41.75	\$42.50	\$43.25
6	\$45.00	\$45.80	\$46.62	\$47.45	\$48.30
7	\$49.73	\$50.62	\$51.53	\$52.46	\$53.41
8	\$51.16	\$52.08	\$53.02	\$53.98	\$54.96
9	\$52.43	\$53.38	\$54.35	\$55.33	\$56.34
10	\$54.20	\$55.18	\$56.19	\$57.22	\$58.26
11	\$55.56	\$56.57	\$57.60	\$58.65	\$59.73
12	\$57.97	\$59.03	\$60.11	\$61.21	\$62.33
13	\$67.00	\$68.24	\$69.50	\$70.79	\$72.11

WHITE FLAG PAY RATES: Hourly Rates of Pay for White Flag designated days.

	DOS	DOS + 1	DOS + 2	DOS + 3	DOS + 4
1	\$40.02	\$40.83	\$41.64	\$42.48	\$43.32
2	\$42.47	\$43.31	\$44.18	\$45.06	\$45.96
3	\$45.17	\$46.07	\$46.98	\$47.93	\$48.89
4	\$48.11	\$49.07	\$50.04	\$51.05	\$52.07
5	\$53.00	\$54.06	\$55.13	\$56.25	\$57.38
6	\$60.00	\$61.20	\$62.43	\$63.68	\$64.95
7	\$67.10	\$68.43	\$69.80	\$71.19	\$72.62
8	\$69.24	\$70.62	\$72.03	\$73.47	\$74.94
9	\$71.15	\$72.57	\$74.03	\$75.50	\$77.01
10	\$73.80	\$75.27	\$76.79	\$78.33	\$79.89
11	\$75.84	\$77.36	\$78.90	\$80.48	\$82.10
12	\$79.46	\$81.05	\$82.67	\$84.32	\$86.00
13	\$93.00	\$94.86	\$96.75	\$98.69	\$100.67



Compensation Cont.

- Purple Flag Pay - 150% of the pay rates
 - Company may designate specific trips as “purple flag.”
 - When a Flight Attendant picks up open time or trades into “purple flag” trips, pay follows the pairing through subsequent trades and reassignments.
- Drafting Pay
 - Three hours (3:00) additional pay.
- Drug/Alcohol Testing
 - \$25.00.
- International Flight Service Leader (FSL)
 - \$7.50/hour.
 - \$6.50/hour for non-qualified Flight Attendant working FSL position.
- Domestic Purser
 - A319, A320, B737: \$1.00 per/hour
 - B737-800/900, B757: \$2.00 per/hour
 - Widebody: \$3.00 per/hour
- Purser Pay Mexico, Caribbean, Central America, Alaska and Hawaii
 - A319, A320, B737: \$2.00 per/hour
 - B737-800/900, B757: \$3.00 per/hour
 - Widebody: \$4.00 per/hour
- Holiday Pay
 - Five (5) Holidays (see Holiday Pay example, page 31).
- International Override
 - \$2.00 per hour for pairings outside the continental U.S. and Canada.
- Language Qualified Pay
 - \$2.50 per hour.
- Language Incentive Pay
 - \$1.00 per hour.
- Galley Pay
 - B757 and widebody, \$1.00 per hour.
- Reserve Guarantee
 - 78 hours pay and credit.
- Reserve Override
 - \$2.00 per credited hour.
- Short Crew Pay
 - Each Flight Attendant paid an additional \$7.50 per hour for each crew member absent.



Expenses, Transportation and Lodging

Expenses

- Domestic Per Diem - \$2.20
 - Domestic Flying—for flights within 50 United States, Puerto Rico, Canada, Mexico, Central America and the Caribbean.
- International Per Diem - \$2.70
 - International Flying—to/from continents of South America, Europe, Asia, Africa, Australia and Antarctica, includes flying to/from Guam and any other island countries and territories outside the Caribbean.
- Per Diem rates increased by \$0.05 every two years, on-going.
- Crew Meals
 - Business class quality or better.
 - For scheduled duty period of 8 hours or more without intervening stop of at least 2 hours.
 - On charter flights if provided to passengers.
 - On flights of 3 or more hours to/from international city when boarded for passengers.

Hotel and Hotel Transportation

- Hotels in downtown or downtown-like locations in close proximity to restaurants and shops on layovers of 19:00 hours (block to block) or more.
- Hotel safety & security standards, and selection standards now in Contract.
- 24 hour food availability, restaurant on premises.
- If room not ready within :30 minutes of arrival, Flight Attendants may obtain other accommodations and be reimbursed.
- Hotel Gainsharing (Domestic and International)
 - Flight Attendants who cancel hotel rooms in accordance with procedures will be reimbursed a portion of the resulting savings, not less than \$20.00.
- Hotel room provided for sits over 4 hours and for delay of 4 hours or more.
- Cab reimbursement for transportation to hotel:
 - If Company provided transportation does not leave airport within :45 after block arrival.
 - If provided by hotel :35 after block arrival.
- If Transportation not made available by Company to/from hotel, reasonable and actual expenses reimbursed.



Transportation

- Ground transportation provided 6 times per day from/to EWR and LGA for operations involving pairings originating and terminating at these co-terminals.
- \$10 cab allowance if flight departure between 2000 & 0800 or flight arrival between 2000 & 0600.
- Reserve Transportation
 - \$10 cab allowance for Reserves reporting for standby or being released from standby between 2200 and 0600.
 - Cab reimbursement of actual expenses to make a short call out of less than 3 hours.

General

- Jumpseat (CJA)
 - Jumpseat authority will not be denied due to aircraft weight restrictions.
 - “Jumpseat Seniority” will be Flight Attendant Bid Seniority or Company Seniority, as used for pass travel, whichever date is earliest.
- Company Business Assignments (SAFA)
 - Flight Attendants will accrue seniority for 365 days maximum in a rolling 15-month period.
 - Restrictions do not apply to Inflight Training or Recruiting.
- Deadhead
 - Full pay and credit for deadheading.
 - First segment DHD deviation, may elect check-in at DHD destination if a domicile, non-domicile location requires prior approval. Receive pay for scheduled DHD.
 - Last segment DHD, if choose not to DHD may be released from duty (retain PS5 travel for 24 hours on same routing), or DHD on earlier flight with approval.
- Global Entry
 - Company will reimburse for governmental fees associated with global Entry.
- On-Board Rest
 - Any flight (Domestic & International) scheduled departing between 2100-0359:
 - :15 on segments greater than 4:59 and less than 7:00
 - :30 on non-stop segments of 7:00 and less than 8:00
 - International
 - :30 on segments greater than 7:00 flight time and less than 8:00
 - Minimum one (1) hour crew rest seat/bunk with flight time of 8:00-11:59
 - Minimum of two (2) hours crew rest seat/bunk with flight time of 12:00 or more



Minimum Pay and Credit, Hours of Service and Contractual Legalities

- RIGs:
 - Minimum of one hour (1:00) flight time pay for each two hours (2:00) of duty.
 - Minimum of five hours (5:00) flight time pay for one duty period pairing.
 - Minimum average pay and credit of five hours (5:00) per day for pairings with multiple duty periods (e.g. 5/10/15/20).
 - Trip Rig—Minimum 1:00 flight time hour pay for each 3:30 hours away from home.
- Line Guarantee:
 - Pay protected for value of **line and trips**, line value remains as it was prior to loss of flight time.
 - No loss of overs or trip value.
 - Minimum line guarantee, 71:00 hours.
- Flight Time Limitations
 - Lineholder: 95:00 per month maximum
Opt to 100:00 or More than 100:00
 - Reserve: 100:00 per month maximum
Opt to 105:00 or More than 105:00
 - Flight Attendant choice to opt.
 - May do so during bidding or at any time during the month.
- Holding Time
 - Paid at ½ of hourly rate for holding in excess of :30.
 - Limited to 4:00 maximum at any one point and total of 5:00 during any duty period.
- 35:00 in 7 Days (35-in-7) Reserves Only
 - Reserves may not be scheduled to exceed, unless waived by the Flight Attendant.
 - 35:00 in 7 days—Does not apply to International assignments, but does apply to a mix of International and Domestic pairings.
- One Day Off in Seven (1-in-7)
 - Domestic: One calendar day at home
 - International: One calendar day at home or one 24:00 period free from duty away from home.
- Minimum Days Off--Scheduled
 - Lineholder: 10 calendar days
 - Reserve: 12 calendar days



- Commencement of Duty – Check-in Time

Home

A319/320, B737: 1:00
 B747/757/767/777/787: 1:15

Layover

A319/320, B737: :45
 B747/757/767/777/787: 1:00

DHD :45 at all points.

DHD for charters, off-line and ferries may be increased by 15 minutes.

- Increased by :15 if pre-clear customs.
- Company may increase check-in time by 15 minutes, in 5-minute increments, except for A319/320 and B737-700.
- AMC (military charter) check-in times may be increased by up to 90 minutes, in 5-minute increments.
- \$5.00 additional pay for each 5-minute increment.
- All increased check-in times must be published in bid packet.

- Domestic Maximum Duty Time

Flight Attendant not to be scheduled in excess of the following:

Check-in Time	Scheduled	Actual
0500-1859	13:00	15:00
1900-0459*	11:30	13:00
High Value Trip**	14:00	16:00

Based on Flight Attendant’s home domicile time.

*Limited to no more than 7:00 hours flight time, ground time no more than 2:30 and no more than one segment after a red-eye flight (flight with any portion scheduled to operate between 0200 and 0400).

**Limited to single duty period with no more than 3 segments & flight time of 9:00 or more.

- International Maximum Duty Time

Flight Time Including DHD	Maximum Scheduled On Duty	Maximum Actual On Duty
Multi/Non-stop Up to 8:00	14:00	16:00
Multi/Non-stop 8:01—12:00	14:00	16:30
Non-stop 12:01 and over	Check-in + Flight Time +Customs + Debrief	Check-in + Flight Time + Customs + Debrief +3:30



- Domestic Legal Rest
 - Home domicile
 - Minimum legal rest will be 12:00 free from duty (FFD)
 - Waivable (Pickup Waiver) to 10:00 hours when picking up or trading trips
 - Layover
 - Minimum legal rest
 - Hotel ≤15 min away: 10:00 FFD
 - Hotel >15 min away: 11:00 FFD
 - In all cases, minimum 8:00 rest at Place of Lodging (POL/arrival at hotel)
 - No contact at layover points for first 8 hours

- International Layover Minimum Legal Rest

Flight Time	Rest FFD/POL (Place of Lodging)
< 8:00	12:00 / 10:00
8:01-10:30	14:00 / 12:00
10:31-1400	18:00 / 15:00
14:01-16:30	22:00 / 19:00
16:31-18:30	26:00 / 23:00
Japan	19:00 / 17:00

- International Home Domicile Minimum Legal Rest

Flight/DHD Time In Last Duty Period	Rest	Pickup Waiver
< 8:00	12:00	10:00
8:01-10:00	14:00	10:00
10:01-14:00	18:00	12:00
14:01-16:30	24:00	12:00
16:31-18:30	30:00	16:00

- Reserve is guaranteed 24:00 minimum rest after an international pairing of more than five days

- Operational Reliability Incentive—Domestic

- Company may request Flight Attendants to waive rest to minimum 8:00 on layover at non-domicile point.
- If agreed, Flight Attendants will receive five hours of incentive pay at their hourly rate.

- Voluntary Waiver of Duty Maximum—Domestic and International

- Company may request Flight Attendants to extend duty time up to 20:00.
- If agreed, Flight Attendants receive minimum of 1 hour pay at 5 times hourly rate and 5 times hourly rate for each hour or portion thereafter.
- Non-stop flights of 12:01 or more are restricted to 2 hour extension of duty time.



Scheduling

- Bidding
 - 30/31 day Bid Months
 - Position bidding
 - Buddy Bidding
 - 2 Flight Attendants
 - Block bidding
 - May place permanent bid on file
 - Variable staffing criteria in bid packet
- Month to Month Line Adjustments (See Scheduling Timeline Chronology, page 23)
 - Minimum of 24 hours to resolve month to month scheduling conflicts using mutual (trade with other Flight Attendant) trade procedures in old or new month
 - Will be subject to adjustment if new line projection reduced by 3 hours or more
 - Fly out schedule in old month, conflict trip in the new month dropped from schedule, resulting in need to adjust
 - May use self-adjustment window (period of time to make yourself legal)
 - Self Adjustment Screen with possible trips to resolve conflict
 - Self-adjust to +/- 3 hours on original days, or if unable;
 - Self-adjust to +/- 3 hours on any days, or if unable;
 - Self-adjust to no more than 5 hours above original line projection
 - If Flight Attendant does not self adjust, Company will adjust
- Open Time
 - All unassigned time available in open time.
 - Available at start of open time trading process, approximately 3 hours per Flight Attendant position for each primary line of flying designated for Open Time and not included in lines of flying. Local Scheduling Committee and Company to concur.
 - Open Time may be moved from one base to another when Reserve coverage is not sufficient.
 - 1 day prior to departure for domestic flying.
 - 2 days prior to departure for international flying.
 - Pairings picked from Open Time will become part of Lineholder's schedule unless scheduling notified within one hour to withdraw.
- Trading
 - Open Trade Windows (See Scheduling Timeline Chronology, page 23)
- Trip Trading with Other Flight Attendants
 - Begins immediately after line awards are loaded.
- Trip Trading and Picking up Open Time
 - Open Time, real-time trading (first come first served), beginning on the 23rd of preceding month, trade window opens for no less than 2 hours at each base.
 - After initial trade window opens and closes, all trading windows open for not fewer than three (3), twenty-four hour periods.
 - One (1) seniority based trade run with Open Time on the 27th of the preceding month.
 - Real-time trading resumes immediately.
 - Trades with Open Time at least one (1) calendar day before scheduled departure of the first trip, except if trip being dropped occurs after trip being picked up, then 12 hours before check-in of trip being picked up
 - Picking up from Open Time up to 3 hours before check-in



(Trip Trading and Picking up Open Time Cont.)

- Trip Trading with other Flight Attendant up to 4 hours before check-in.
- Position trades on same trip can be made at check-in.
- Partial trip trades permitted:
 - No RIGs if partial trip is picked up by Lineholder.
 - If low time partial trip is assigned to Reserves, RIGs apply.
- No 3-way trades.
- Complete line trades, up to one day before start of bid month.
- Lineholder may displace Reserve up to 15 hours prior to check-in
- Reserves assigned trips through Reserve Preferencing system cannot be displaced.
- Open time trades of unequal days may not cause decrease of more than three (3) hours
 - Flight Time includes only actual flight time and does not include non-flight time credit (e.g. credit time attributable to RIGs or DHD).
- Single duty period trip departing before 2400 and arriving back in base after 0400, considered one-day pairing for trade purposes (red-eye turns).
- “Piggy-Back” open time trades must have minimum of 1:30 block-to-block between trips for same duty period, if a combined duty period contains an international segment, international rest and duty limits apply.
- Trades with Open Time are based on Reserve coverage as determined by Company.
- Parking of trips is not permitted.
- Company may put Reserve days in Open Time, may be picked up by Lineholders, paid greater of value of Reserve day or assigned trip.
- Trades with Open Time based on Reserve coverage as determined by Company.
- “Bad-Day-Worse-Day” trades permitted:
 - Bad-Day Worse-Day describes trading a trip on bad Reserve coverage day for a trip on a worse Reserve coverage day.
 - Reserve coverage is displayed in computer system in real time.
- Out of Base Trades
 - <14 hours prior to departure, may pick up Open Time trips at any base.
 - <14 hours prior to departure, may pick up advertised (trade board) trip in any base provided they have the special qualification (FSL/LQ) designated for the advertised trip.
- Personal Drop
 - Flight Attendant may drop pairing day before report time, subject to the needs of the operation, first come first served.
 - May drop a portion of trip when it transits base, if staffing allows.
- Personal Time Off (PTO)
 - Guaranteed personal time off (may use up to 8 times per year).
 - 1 % of domicile population determines pool of daily PTO available.
 - Awarded in seniority order:
 - 50% awarded 15 days in advance.
 - Remaining unused allocation awarded 5-day period preceding day requested.
 - Any unawarded PTO days are available up to 1 day prior to trip.



- Trip Trading When Days Are Blocked (Bad-Day-Worse- Day Trades, current CAL book)
 - Provides for the ability to trade when there are blocked days. Days are considered blocked when there is insufficient Reserve coverage at a base.
 - Company determines the min amount of Reserves needed to staff flights.
 - When seeking to trade 2 trips, and one or more day(s) is blocked:
 - May do so if trip being dropped has greater coverage than the trip being picked up, and
 - Trip being dropped occurs *later* in the month when, and
 - Its lowest Reserve Coverage day can be no more than five (5) lower than the lowest Reserve Coverage day on the trip being picked up.
 - When seeking to trade 2 trips, and one or more day(s) is blocked:
 - May do so if trip being dropped has greater coverage than the trip being picked up, and
 - Trip being dropped occurs *earlier* in the month, and
 - lowest Reserve Coverage can be no lower than the lowest Reserve Coverage day on the trip being picked up
 - Is executed at least 7 days prior to the first day of the trip being dropped
 - Reserve coverage is displayed in computer system in real time.
- Seniority Option
 - Reserves can be opted out of an assigned work position once by a more senior Flight Attendant only at beginning of pairing before pre-flight duties begin.
 - If Purser position is picked up from open time, may be opted out of position.
- Jetway Trades
 - May drop last segment to another Flight Attendant.
- Vacation Relief Lines
 - Bid by preferencing schedule characteristics:
 - For example, High Time, Low Time, Trip Length, Domestic, International, etc.
 - Constructed from trips dropped due to vacation.
- Loss of Flight Time
 - Reassignments before leaving Base.
 - Whenever subject to reassignment:
 - Depart no more than 2 hours earlier than original trip.
 - If an earlier reassignment interferes with a prior day off, paid additional \$15.00 per hour for all time worked prior to originally scheduled departure.
 - If a reassignment returns more than two (2) hours beyond originally scheduled arrival time, paid additional \$15.00 per hour for all time on duty beyond original scheduled arrival time.
 - Reassignment may not interfere with next scheduled day off without consent.
 - If consent to reassignment into scheduled day off, in addition to restoration of day off, receive 150% for all time flown on scheduled day off.
 - Notice on day of departure:
 - Flight Attendant given replacement pairing within 4 hours of being notified they have lost their trip, or released with pay protection.



- Notice of one or more calendar day:
 - If not reassigned or released when notified of lost trip, Flight Attendant option to:
 - Make up time on days not originally scheduled to fly, pay adjusted; or
 - Make up time on days originally scheduled to fly with no loss of pay; or
 - Contact Scheduling 1800-2200 the day before departure of original trip. If no reassignment given at that time, released with no loss of pay.
- International Domiciles (FRA, HKG, LHR and NRT), except HNL, may be reassigned to return no later than 24 hours after originally scheduled arrival time.
 - If reassigned to return more than two (2) hours after originally scheduled arrival time, paid additional \$15.00 per hour for all time on duty beyond original scheduled arrival time.
- Reassignment after leaving Base:
 - Return no later than 12 hours after original arrival and no more than 8 hours into calendar day off.
 - If reassignment >4hrs into calendar day off, or past midnight if originally scheduled to arrive prior to 1900, day off restored w/ pay or 5 hours additional pay & credit.
 - If reassigned to a domestic trip, paid additional \$15/hour for all time on duty beyond original scheduled arrival.
 - May remain downline for 24 hours due to mechanical.
- Restoration of Days Off
 - If flown into any day off, day to be restored with pay within 90 days by mutual agreement.
 - Lineholder: if flown >4 hours into calendar day off, or past midnight if originally scheduled to arrive prior to 1900
Reserve: if flown past midnight into day off
If decline restoration, 5 hours additional pay and credit
- Assignment of Open Pairings
 - Order of Assignment:
 - Home Lineholder picking up or trading with open time.
 - Flight Attendant subject to reassignment.
 - Reserve.
 - Drafting.
- Notification of delay or cancellation if known 2 hours before departure if delay >30 minutes.
- International Domiciles
 - U.S. domiciles assigned minimum of 70% of International flying.

Scheduling Definition for Domestic & International

Domestic:

“Domestic flying” or “domestic flight”, for scheduling purposes, means all company certified routes or charter operations within the 50 United States, Puerto Rico, Canada, Mexico, Central America, and the Caribbean.

International:

“International flying” or “International flight”, for scheduling purposes, means all company certified routes or charter operations to and from the continents of South America, Europe, Asia, Africa, Australia, and Antarctica. International flying includes flying to and from Guam and any other island countries and territories outside the Caribbean.



Reserve

- Reserve System
 - Straight Reserve with exception for FRA, HKG, HNL, LHR and NRT on A/B Rotation.
- Move-up Line
 - Reserve Move-up line will be assigned unless Flight Attendant opts for no move-up.
 - May specify up to 4 protected days to be included in move-up line.
 - Move-up lines awarded on 1st through 5th days of the new month.
- Reserve Preferencing
 - All Reserves scheduled to be available for the next day may preference up to 10 requests for assignments in priority order.
 - Reserves assigned as part of Reserve Preferencing will be released to check-in and may not be displaced by Lineholders.
 - Reserves who do not receive an assignment during the preferencing process will be assigned to the Ready Reserve list or released.
 - Reserves who receive an assignment as 'ready' may be displaced by Lineholders until 15:00 prior to check-in.
 - Ready Reserves will be permitted to preference:
 - Standby Reserve, Minimum Flying, Maximum Flying, Volunteer to be assigned into first day off, Volunteer into more than first day off, or No Preference.
 - Following days off, a Reserve must be available for call at 0001 and shall be required to report for duty at 0400, or later.
 - Pairings with check-in times between 0001 and 0359 will be assigned to Ready Reserve.
- Christmas Wish List
 - At Christmas for 3 days preceding and 2 days following the holiday, Reserves may indicate their layover choices for these days.
 - Whenever possible, Reserves will be assigned pairings to be where they wish to be on the holiday in order of seniority.
- Minimum Days Off
 - Reserves shall be relieved of all duties twelve (12) calendar days in each bid month.
 - Each Reserve line will have designated 'Set Days' (one block of at least 4 days off).
 - Under no circumstances will a Reserve be assigned into a Set block of days off.
 - Reserves will be released from duty at 1600 prior to a Set day off unless a prior assignment has been made.
 - Reserves may be assigned into the first day off of a block of days in the following order:
 1. Reserve volunteering to be assigned.
 2. Reserve in time accrued order.
 - A Reserves assigned into the first day off will be paid 5:00 of 'add pay.'
 - Reserves may be assigned into two or more days off in the following order:
 1. Reserve volunteering to be assigned.
 2. Reserve in time accrued order.
 - A Reserve assigned into two or more days off, will be paid the full value of the trip as 'add pay' in addition to flight time pay and credit (200%).



(Minimum Days Off Cont.)

- Restoration of Days Off
 - If a Reserve is assigned into a day(s) off, the day will be restored at the end of the block of days off.
 - If it occurs at the end of the month and there is no day(s) off to restore in the month, the day(s) off will be restored on the next availability day(s) in the following month or, if a Lineholder, will be restored under the Lineholder day off restoration provision.
 - A Reserve will not be reassigned into a day(s) off that has been restored.
- Trading Days Off and Pairings
 - Reserves may trade days off with other Reserves and the Reserve availability pool.
 - Reserves must maintain availability for the shortest trip in their base or 3 days.
 - A Reserves who has been assigned a pairing may trade with another Flight Attendant for a pairing of:
 - The same number of days,
 - Departing on the same day, and
 - A trade between a Lineholder and a Reserve cannot differ by more than 2:00, and
 - A Reserve who picks up additional time will be considered to have opted
 - If a Reserve trades a pairing with a Lineholder for days off, the Reserve's guarantee will be reduced by the days vacated.
 - A Reserve may restore the vacated days, except for the first day.
- Notice of Assignment
 - Every attempt will be made to assign a Ready Reserve at least 3:00 prior to report.
 - All Reserves will be given round-trip assignments.
- Picking Up Open Flying and Picking Up from Other Flight Attendants
 - A Reserve may pick up open time on days off to avoid drafting provided the trip returns to the base in time for legal rest before next scheduled Reserve day.
 - Reserves may also pick up 'White Flag' or 'Purple Flag' trips on days off.
 - Reserves may pick up time from another Flight Attendant on days off.
 - Picking up a pairing on days off will not count toward Reserve guarantee, monthly maximums or time accrued.
 - Will be paid in addition to guarantee.
 - There will be no restoration of days off when picking up time on days off.
- Standby
 - 5:00 hour pay and credit if does not fly.
 - 4 hour period, released no later than 4 hours after report if not assigned.
 - May be assigned to pairing departing no later than 5 hours after report, except when drafting.
 - 1/2 pay and credit for time on standby if given assignment – added to value of trip.
 - Reserves may be assigned Standby at other bases.
 - Pairings assigned to an out of base Standby will terminate at the home base.
 - A Standby Reserve will be limited to 4 pre-boarding assignments per standby.



Special Qualifications

- FSL Sub-Bases
 - Sub-bases at locations for FSLs
 - FSLs will only bid on FSL positions (Lineholder or Reserves), unless they have been awarded an opt out for that month (then bid on non-qualified lines of flying).
 - FSLs may bid to opt out up to two times a year.
- LQ Sub-Bases
 - LQ Flight Attendants may bid all lines of flying (language and non-language), if awarded a language line, shall be considered in the LQ Sub-Base for that month.
- Maximum Language Qualified Staffing
 - Narrowbody 1
 - B757 2
 - Widebody 3
- Monthly Guarantee
 - Monthly guarantee for FSL/LQ calculated at base rate plus FSL/LQ override.
- Special Qualification Trades
 - FSLs and LQs are able to pick up non-qualified pairings, but must maintain 50 hours of FSL/LQ flying.
 - FSLs and LQs trips must be traded with FSL/LQ qualified Flight Attendant.
 - <14 hours prior to departure FSL/LQ may pick up open time in any base regardless of special qualifications for pairing.
 - <14 hours prior to departure, FSL/LQ may pick up advertised (trade board) trip in any base provided they have any special qualification designated for the advertised trip.
 - Between 16 hours and 14 hours prior to departure, multi-lingual LQs may pick up other language trips which they are qualified for (not just the language awarded in bid).
 - FSL/LQ paid Flight Attendant rate of pay when flying non-qualified trips.
- Vacations
 - One pool of days for all Flight Attendants in base, regardless of qualifications.
- Also see:
 - Compensation



Vacations

- Accruals:
 - 1-4 years: 12 days
 - 5-9 years: 19 days
 - 10-16 years: 26 days
 - 17-24 years: 33 days
 - 25+ years: 40 days

Based on start date with Company.

 - More than 120 hours paid activity in a quarter 100% Accrual
 - 120-60 hours paid activity in a quarter 50% Accrual
 - Less than 60 hours paid activity in a quarter No Accrual
- Flex Vacation
 - May elect to take additional seven (7) days unpaid vacation or elect to have 1:54 deducted from earnings each month to pay for Flex vacation.
- Day at a Time Vacation
 - May take up to 10 days each year separate from awarded vacation period(s).
- Vacation Pay 3:15 per day.
 - FSL override paid for vacation.
 - May contribute min 7 days/ max 14 days to 401(k), treated as employee contribution.
- Vacation Fly Through
 - Choice to fly through vacation period and paid for trips in addition to vacation pay.
- Days off immediately preceding and following vacation are considered part of vacation period and free from Company obligations.
- Any pairing touching the vacation falls away with no further obligation to the company.
- Retain vacations when transfer.
- Vacation bid conducted in 2 rounds.
- Can elect a maximum of 5 vacation periods.
- "Vacation Bid Seniority" will be Flight Attendant Bid Seniority or Company Seniority, as used for pass travel, whichever date is earliest.
- Ability to trade vacation with other Flight Attendants or any open vacations.
- Ability to slide vacation +/- 3 days.

Training and General Meetings

- Training will be built into pairings.
- Lineholders pick up from Open Time, Reserves assigned on day of availability.
 - RIGs do not apply to Training pairings.
- Compensation
 - 3 hours/day flight time and credit.
 - If trip drop required, pay protection and reassignment provisions apply OR no pay protection and no reassignment at the Flight Attendant's choice.
 - Per Diem paid for training and travelling away from home.



- Home Study and CBT
 - Paid 1 hour for every 3 hours of training, minimum of 1 hour.
- Training away from home, will be available as a pairing with DHD segments.
 - Paid 1 hour of pay for each hour of DHD to maximum of 5 hours each way.
 - For training and meetings other than CQ, NRPS must-ride for travel to training, NRPS (not must ride) for return.
 - Single occupancy hotel accommodations, gainsharing where available
- Lineholder may trade with Open Time or other Lineholder.
- Reserves may trade with Open Time or other Reserves with approval.
 - Minimum 15-hour rest if over 9:00 flight time to training.
 - Waivable
 - Minimum 12-hour rest if over 9:00 flight time to home.
 - Waivable
- Training not to exceed 8:00 hours, except one day CQ may be 9:00 hours.
- CQ ability to attend during early, due or grace month.

Job Share and Partnership Flying Programs

- Availability determined by Company staffing needs.
- Monthly maximum of 55 hours.
- Line awards based upon senior partner's seniority.
- Job Share:
 - Single month.
 - Allows line of flying to be shared.
- Partnership:
 - Multi-month, annual and furlough mitigation.
 - Allows line of flying to be shared.

Leaves of Absence

- Personal. Medical, Maternity, Parental, Adoption, Military, Bereavement, Jury Duty/Court Witness, Union, COLA, Special COLA, Family Medical Leave. (Leaves of Absence Chart)
- Maintains active insurance benefits and rates while on Medical/Occupational LOA.
- United contract Voluntary Furlough language maintained.
- Accrues seniority for bidding and pass travel.
- Accrues pay and longevity for limited period of time.
- Medical LOA maximum duration is:
 - Lesser of the period of disability, or
 - 3 years, or
 - Length of active service
- Maternity, parental, adoption maximum duration up to 12 months.
- Ability to transfer while on LOA
- FMLA days increased to 78 from 72.



Sick Leave

- Sick Leave Bank
 - Maximum accrual 1,250 hours.
 - Accrue 4:00 hours/month.
- Occupational Leave Bank
 - Maximum accrual 400.
 - Accrue 4:00 hours/month.
- Accrual
 - More than 120 hours paid activity in a quarter 100% Accrual
 - 120-60 hours paid activity in a quarter 50% Accrual
 - Less than 60 hours paid activity in a quarter No Accrual
- Rapid Re-accrual
 - When a single illness/injury has used more than 255 hours of sick leave
 - 7:00 hours/month
- Make up in same month.
- Medical verification for:
 - 4 incidents in 12 months.
 - If on sick leave for more than 12 days.
 - July 4th and Christmas periods.
- Sick Leave for entire month pay options:
 - Min guarantee of 71 hours.
 - Paper bid (bid and awarded a line of flying that mirrors an actual line of flying, but without any actual trips) line projection.
 - 100 hours.
- Ability to use Sick Leave for up to 3 days for spouse and child.
- No trade restrictions.
- If pick up or trade over 93 hours *while on sick leave*, only paid up to 93 if Flight Attendant does not fly traded or picked up trips.
- Workers' Compensation Jurisdiction
 - Benefits provided in accordance with applicable state laws.
 - Company will not contest Illinois jurisdiction for employees whose contract of hire was made in Illinois.
 - Guam and International based, Company will not contest Illinois jurisdiction.
- Option of direct deposit for payments
- No points/discipline for injury caused by unannounced clear air turbulence, aircraft accident, assault and similar.



Benefits and Retirement

Medical:

- Required Medical Plans:
 - Core Medical PPO
 - Core Medical EPO
 - Core Medical High Deductible Health Plan with Health Savings Account
 - Traditional Medical PPO
 - Select Regional Medical Plans
- Flight Attendants Based in International Locations:
 - Traditional Medical PPO
 - Core Medical PPO
- Guam Flight Attendants:
 - Traditional Medical PPO
 - Core Medical PPO
 - Select Regional Medical Plan
- Additional Optional Medical Plans offered by the Company
 - Build Your Own
- 80/20 Cost Sharing.
- HMO cost sharing to be phased in through 2020
- Annual premium increases capped at 9.25% per year.
- Plan terms for Required Medical Plans cannot be changed without Union approval.
- Flexible Spending Account (FSA)

Dental:

- Standard Family Dental PPO
- Optional Dental Plans

Other Benefits

- Long Term Disability Insurance
 - Coverage of 50-60% of monthly salary
 - 60% of cost paid by Company
 - 120-270 day waiting period
- Company-Paid Life Insurance
 - \$40,000 employee
 - \$3,500 spouse
 - \$1,500 child
- Group Universal Life
 - Employee paid



Retirement:

- Pre-Merger CAL Flight Attendants:
 - CARP - status quo
 - 401(k) Company match – status quo
 - Up to 3%
- Pre-Merger CMI Flight Attendants:
 - Increase Company contribution to IAMNPP:
 - \$1.00 hourly contribution rate 2016
 - \$1.70 hourly contribution rate 2017
 - \$1.70 hourly contribution rate 2018
 - \$1.80 hourly contribution rate 2019
 - \$1.85 hourly contribution rate 2020
 - 401(k) Company match – status quo
 - Up to 3%
- Pre-Merger UAL Flight Attendants:
 - 401(k) Company paid direct contribution 5%
 - 401(k) Company match contribution 3%
- Retiree Medical
 - Status quo
 - Sunset qualification for status quo benefits after 15 years

Investigation & Grievances

- Investigations:
 - Entitled to Union representative.
 - Provided with copies of all documents.
 - May be held out of service for no longer than 14 days with pay.
 - Notified of discipline/discharge within 15 days after investigatory meeting.
 - Not able to be disciplined later than 30 days after inflight management knowledge of incident.
 - 30 days to challenge discipline/discharge.
 - Must be notified in writing of precise charge if incident may lead to discharge.
 - Investigatory meeting within 10 days of notification.
- Grievances:
 - Multi-step process.
 - LECP able to settle local grievance at Step 1.
 - MECP able to settle at all levels.
 - Company employee involved may not sit as hearing officer.
 - Grievances to be filed within 30 days of reasonable knowledge of incident.
- Non-disciplinary actions, Contract Matters & Company Policies
 - Resolved utilizing local dispute resolution process.



- Attendance & Dependability
 - Objective Point Based System
 - Illness/injury over 6 days 2 pts
 - Illness/injury of 6 days or less, with no physicians note 2 pts
 - Illness/injury of 6 days or less, with physicians note 1.5 pts
 - Missed trip 3 pts
 - Late boarding that delays flight 2.5 pts
 - Late boarding, No flight delay 1.5 pts
 - Missed meeting or training 2 pts
 - Late check-in 1 pt
- Attendance Warning 1
 - 6 or more points in rolling 12 month period, in effect for 12 months
- Attendance Warning 2
 - 12 or more points, in effect for 12 months
- Attendance Warning 3
 - 18 or more points, in effect for 18 months
- Attendance Warning 4
 - 24 or more points, in effect for 24 months
- 30 or more points: subject to discharge.
- When Attendance discipline expires all points are removed.
- Performance
 - Applies to progressive discipline issued pursuant to Working Together Guidelines
 - Performance Warning 1
 - 12-month duration
 - Performance Warning 2
 - 18- month duration
 - Performance Warning 3
 - 18-month duration
 - Performance Warning 4
 - 24-month duration
 - Subject to Discharge
- Simultaneous Attendance Warning 4 and Performance Warning 4
 - Subject to discharge
- Transition Letter of Agreement
 - Provides for orderly conversion for CAL and CMI Flight Attendants in active discipline



Commuter Program

- Applies to commuting by air or ground
 - If commuting by air, reasonable potential to commute on 2 Company flights
- If unable to commute to make trip, upon arrival at base may be:
 - Directed to rejoin original pairing
 - Assigned to a different pairing on same days.
 - Assigned to pairing which begins on any day of original pairing.
 - If Domestic pairing: substitute must return no later than noon on the day after the original pairing was scheduled to return.
 - If International pairing:
 - Substitute pairing must return no later than calendar day following the original pairing scheduled return.
 - Assigned a mutually agreeable pairing.
- Lineholder may request hotel room if not assigned immediately or if report time is > 5 hours after arrival at base.
- No limit on number of instances but repeated invocation may be considered in evaluation of overall attendance/reliability.

Scheduling Timeline Chronology

Calendar Day	Local or Central Time	Activity
12	0800 Local	Bid packages uploaded
12	0800 Local	Primary bid period opens
17	0800 Local	Primary bid period closes / award begins
18	0800 Local	Primary award line numbers visible
18	1700 Local	Finalize primary award loaded
18	1700 Local	Mutual trading begins
18	1700 Local	Vacation Relief Pairings available
19	2359 Central	EOM conflicts dropped/EOM mutual trades suspended
20	0600 Central	Self-adjustment begin
20	0800 Local	Vacation Relief bid period closes / award begins
21	0600 Central	Self-adjustments end
23	0800 Local	Vacation Relief award process ends
23	<i>stagger/brackets</i>	Real-time trading begins
27	0700 Local	Real-time trading closes
27	1500 Local	Seniority trading begins
27	2100 Local	Real-time trading re-starts

Bid Month

1 st Day	0001 Local	Moveup line building window starts
5 th Day	2359 Local	Moveup line building window ends



Profit Sharing

- 10% of Pre-Tax Earnings for the previous calendar year; and 20% of Pre-Tax Earnings that are in excess of the Pre-Tax Earnings for the previous calendar year. No end date.

Duration

- Five years with one year early opener.

Pay Scale Increase for Current Flight Attendant Population

These average increases take into account our actual population and where each Flight Attendant currently is in the pay scale progression. This reflects the average pay increases for the entire population at Date of Signing (DOS), and over the life of the agreement. The average yearly income assumes an average of 85 hours a month and does not include international override or any other pay factors.

AVERAGE WAGE INCREASE AT DOS

CAL/CMI	\$10.43	25.1%
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UA	\$13.25	28.8%
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COMPARISON OF AVERAGE YEARLY INCOME INCREASE YEAR 2016 vs YEAR 2021 - 85 Hours Including Incentive Rate

CAL/CMI	\$21,569.79	49.50%
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UA	\$21,663.62	46.30%
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Pay Chart Application to 85 Hour a Month Flying – CAL/CMI Contracts

CAL COMPARISON DOMESTIC RATE WITH 85 HOURS/MONTH

CURRENT	DOS	INCREASE	2021 INCREASE	
\$20.49	\$6.19	30.2%	\$22.81	111.3%
\$23.93	\$4.38	18.3%	\$24.48	102.3%
\$25.28	\$4.83	19.1%	\$24.68	97.6%
\$27.26	\$4.81	17.6%	\$24.08	88.3%
\$29.25	\$6.08	20.8%	\$24.01	82.1%
\$33.94	\$6.06	17.9%	\$20.79	61.3%
\$36.06	\$8.67	24.0%	\$21.27	59.0%
\$38.01	\$8.15	21.4%	\$29.10	76.6%
\$39.44	\$7.99	20.3%	\$27.67	70.2%
\$41.44	\$7.76	18.7%	\$25.67	61.9%
\$42.71	\$7.85	18.4%	\$24.40	57.1%
\$44.83	\$8.14	18.2%	\$22.28	49.7%
\$46.51	\$15.49	33.3%	\$20.60	44.3%
\$48.45	\$13.55	28.0%	\$18.66	38.5%
\$50.59	\$11.41	22.6%	\$16.52	32.7%
\$52.53	\$9.47	18.0%	\$14.58	27.8%

Non-Weighted Average Increase on DOS: \$8.18 (21.7%)

Non-Weighted Average Increase in 2021: \$22.60 (66.3%)

CAL ANNUAL INCREASE 85-HOUR COMPARISON

Individual Movement through Pay Scale

	DOS INCREASE		2021 INCREASE	
1	\$6.19	\$6,313.80	\$22.81	\$23,266.20
2	\$4.38	\$4,467.60	\$24.48	\$24,969.60
3	\$4.83	\$4,926.60	\$24.68	\$25,173.60
4	\$4.81	\$4,906.20	\$24.08	\$24,561.60
5	\$6.08	\$6,201.60	\$24.01	\$24,490.20
6	\$6.06	\$6,181.20	\$20.79	\$21,205.80
7	\$8.67	\$8,843.40	\$21.27	\$21,695.40
8	\$8.15	\$8,313.00	\$29.10	\$29,682.00
9	\$7.99	\$8,149.80	\$27.67	\$28,223.40
10	\$7.76	\$7,915.20	\$25.67	\$26,183.40
11	\$7.85	\$8,007.00	\$24.40	\$24,888.00
12	\$8.14	\$8,302.80	\$22.28	\$22,725.60
13	\$15.49	\$15,799.80	\$20.60	\$21,012.00
14	\$13.55	\$13,821.00	\$18.66	\$19,033.20
15	\$11.41	\$11,638.20	\$16.52	\$16,850.40
16	\$9.47	\$9,659.40	\$14.58	\$14,871.60

Non-Weighted Average Increase on DOS: \$8,340.41

Non-Weighted Average Increase in 2021: \$23,052.00



Summary of 2016 United Airlines Tentative Agreement
 Full text of Tentative Agreement posted at OurContract.org

CAL YEARLY INCOME COMPARISON BASED ON 85 HOURS

Including Incentive Rates

	2016	2021	
1	\$21,999.80	\$45,266.00	105.8%
2	\$25,508.60	\$50,478.20	97.9%
3	\$26,885.60	\$52,059.20	93.6%
4	\$28,905.20	\$53,466.80	85.0%
5	\$30,935.00	\$55,425.20	79.2%
6	\$35,718.80	\$56,924.60	59.4%
7	\$37,881.20	\$59,576.60	57.3%
8	\$39,870.20	\$69,552.20	74.4%
9	\$41,328.80	\$69,552.20	68.3%
10	\$43,368.80	\$69,552.20	60.4%
11	\$44,664.20	\$69,552.20	55.7%
12	\$46,826.60	\$69,552.20	48.5%
13	\$48,540.20	\$69,552.20	43.3%
14	\$50,519.00	\$69,552.20	37.7%
15	\$52,701.80	\$69,552.20	32.0%
16	\$54,680.60	\$69,552.20	27.2%

CAL/CMI COMPARISON INTL RATE WITH 85 HOURS/MONTH

Current International Override \$1.00 vs. TA International Override \$2.00

	CURRENT	DOS INCREASE		2021 INCREASE	
1	\$21.49	\$7.19	33.5%	\$23.81	110.8%
2	\$24.93	\$5.38	21.6%	\$25.48	102.2%
3	\$26.28	\$5.83	22.2%	\$25.68	97.7%
4	\$28.26	\$5.81	20.6%	\$25.08	88.7%
5	\$30.25	\$7.08	23.4%	\$25.01	82.7%
6	\$34.94	\$7.06	20.2%	\$21.79	62.4%
7	\$37.06	\$9.67	26.1%	\$22.27	60.1%
8	\$39.01	\$9.15	23.5%	\$30.10	77.2%
9	\$40.44	\$8.99	22.2%	\$28.67	70.9%
10	\$42.44	\$8.76	20.6%	\$26.67	62.8%
11	\$43.71	\$8.85	20.2%	\$25.40	58.1%
12	\$45.83	\$9.14	19.9%	\$23.28	50.8%
13	\$47.51	\$16.49	34.7%	\$21.60	45.5%
14	\$49.45	\$14.55	29.4%	\$19.66	39.8%
15	\$51.59	\$12.41	24.1%	\$17.52	34.0%
16	\$53.53	\$10.47	19.6%	\$15.58	29.1%

Non-Weighted Average Increase on DOS: \$9.18 (23.9%)

Non-Weighted Average Increase in 2021: \$23.60 (67.0%)



CAL/CMI ANNUAL INCREASE 85-HOUR COMPARISON
Individual Movement through Pay Scale
With International Override Annual Comparison

	DOS INCREASE		2021 INCREASE	
1	\$7.19	\$7,333.80	\$23.81	\$24,286.20
2	\$5.38	\$5,487.60	\$25.48	\$25,989.60
3	\$5.83	\$5,946.60	\$25.68	\$26,193.60
4	\$5.81	\$5,926.20	\$25.08	\$25,581.60
5	\$7.08	\$7,221.60	\$25.01	\$25,510.20
6	\$7.06	\$7,201.20	\$21.79	\$22,225.80
7	\$9.67	\$9,863.40	\$22.27	\$22,715.40
8	\$9.15	\$9,333.00	\$30.10	\$30,702.00
9	\$8.99	\$9,169.80	\$28.67	\$29,243.40
10	\$8.76	\$8,935.20	\$26.67	\$27,203.40
11	\$8.85	\$9,027.00	\$25.40	\$25,908.00
12	\$9.14	\$9,322.80	\$23.28	\$23,745.60
13	\$16.49	\$16,819.80	\$21.60	\$22,032.00
14	\$14.55	\$14,841.00	\$19.66	\$20,053.20
15	\$12.41	\$12,658.20	\$17.52	\$17,870.40
16	\$10.47	\$10,679.40	\$15.58	\$15,891.60

Non-Weighted Average Increase on DOS: \$9,360.41
 Non-Weighted Average Increase in 2021: \$24,072.00

CAL/CMI YEARLY INCOME BASED ON 85 HOURS/MONTH
Including Incentive Rate & International Override

	2016	2021	
1	\$23,019.80	\$47,306.00	105.5%
2	\$26,528.60	\$52,518.20	98.0%
3	\$27,905.60	\$54,099.20	93.9%
4	\$29,925.20	\$55,506.80	85.5%
5	\$31,955.00	\$57,465.20	79.8%
6	\$36,738.80	\$58,964.60	60.5%
7	\$38,901.20	\$61,616.60	58.4%
8	\$40,890.20	\$71,592.20	75.1%
9	\$42,348.80	\$71,592.20	69.1%
10	\$44,388.80	\$71,592.20	61.3%
11	\$45,684.20	\$71,592.20	56.7%
12	\$47,846.60	\$71,592.20	49.6%
13	\$49,560.20	\$71,592.20	44.5%
14	\$51,539.00	\$71,592.20	38.9%
15	\$53,721.80	\$71,592.20	33.3%
16	\$55,700.60	\$71,592.20	28.5%



Pay Chart Application to 85 Hour a Month Flying – United Contract

UA COMPARISON DOMESTIC RATE WITH 85 HOURS/MONTH

	CURRENT	DOS INCREASE		2021 INCREASE	
1	\$21.76	\$4.92	22.6%	\$21.54	99.0%
2	\$23.00	\$5.31	23.1%	\$25.41	110.5%
3	\$24.47	\$5.64	23.0%	\$25.49	104.2%
4	\$25.15	\$6.92	27.5%	\$26.19	104.1%
5	\$28.53	\$6.80	23.8%	\$24.73	86.7%
6	\$37.51	\$2.49	6.6%	\$17.22	45.9%
7	\$39.53	\$5.20	13.2%	\$17.80	45.0%
8	\$40.52	\$5.64	13.9%	\$26.59	65.6%
9	\$41.84	\$5.59	13.4%	\$25.27	60.4%
10	\$43.18	\$6.02	13.9%	\$23.93	55.4%
11	\$44.11	\$6.45	14.6%	\$23.00	52.1%
12	\$45.16	\$7.81	17.3%	\$21.95	48.6%
13	\$46.13	\$15.87	34.4%	\$20.98	45.5%
14	\$46.86	\$15.14	32.3%	\$20.25	43.2%

Non-Weighted Average Increase on DOS: \$7.13 (20.0%)

Non-Weighted Average Increase in 2021: \$22.88 (69.0%)

UA DOMESTIC 85-HOUR ANNUAL INCREASE COMPARISON Including Incentive Rates

	DOS INCREASE		DOS + 5 INCREASE	
1	\$4.93	\$6,118.40	\$21.54	\$23,070.80
2	\$5.31	\$6,516.20	\$25.41	\$27,018.20
3	\$5.64	\$6,852.80	\$25.49	\$27,099.80
4	\$6.92	\$8,158.40	\$26.19	\$27,813.80
5	\$6.80	\$8,036.00	\$24.73	\$26,324.60
6	\$2.49	\$3,639.80	\$17.22	\$18,664.40
7	\$5.20	\$6,404.00	\$17.80	\$19,256.00
8	\$5.64	\$6,852.80	\$26.59	\$28,221.80
9	\$5.59	\$6,801.80	\$25.27	\$26,875.40
10	\$6.02	\$7,240.40	\$23.93	\$25,508.60
11	\$6.45	\$7,679.00	\$23.00	\$24,560.00
12	\$7.81	\$9,066.20	\$21.95	\$23,489.00
13	\$15.87	\$17,287.40	\$20.98	\$22,499.60
14	\$15.14	\$16,542.80	\$20.25	\$21,755.00

Non-Weighted Average Increase on DOS: \$8,371.14

Non-Weighted Average Increase in 2021: \$24,439.79



**UA DOMESTIC YEARLY INCOME BASED ON 85 HOURS/MONTH
Including Incentive Rate**

	2016	2021	
1	\$22,195.20	\$45,266.00	103.9%
2	\$23,460.00	\$50,478.20	115.2%
3	\$24,959.40	\$52,059.20	108.6%
4	\$25,653.00	\$53,466.80	108.4%
5	\$29,100.60	\$55,425.20	90.5%
6	\$38,260.20	\$56,924.60	48.8%
7	\$40,320.60	\$59,576.60	47.8%
8	\$41,330.40	\$69,552.20	68.3%
9	\$42,676.80	\$69,552.20	63.0%
10	\$44,043.60	\$69,552.20	57.9%
11	\$44,992.20	\$69,552.20	54.6%
12	\$46,063.20	\$69,552.20	51.0%
13	\$47,052.60	\$69,552.20	47.8%
14	\$47,797.20	\$69,552.20	45.5%

**UA COMPARISON INTL RATE WITH 85 HOURS/MONTH
With International Override \$2.00**

	CURRENT	DOS INCREASE		2021 INCREASE	
1	\$21.96	\$6.72	30.6%	\$23.34	106.3%
2	\$23.19	\$7.12	30.7%	\$27.22	117.4%
3	\$24.63	\$7.48	30.4%	\$27.33	111.0%
4	\$25.30	\$8.77	34.7%	\$28.04	110.8%
5	\$28.59	\$8.74	30.6%	\$26.67	93.3%
6	\$40.94	\$1.06	2.6%	\$15.79	38.6%
7	\$42.69	\$4.04	9.5%	\$16.64	39.0%
8	\$43.77	\$4.39	10.0%	\$25.34	57.9%
9	\$45.21	\$4.22	9.3%	\$23.90	52.9%
10	\$46.10	\$5.10	11.1%	\$23.01	49.9%
11	\$47.13	\$5.43	11.5%	\$21.98	46.6%
12	\$48.30	\$6.67	13.8%	\$20.81	43.1%
13	\$49.21	\$14.79	30.1%	\$19.90	40.4%
14	\$50.05	\$13.95	27.9%	\$19.06	38.1%

Non-Weighted Average Increase on DOS: \$7.03 (20.2%)
Non-Weighted Average Increase in 2021: \$22.79 (67.5%)



**UA ANNUAL INCREASE 85-HOUR INTERNATIONAL COMPARISON
Including Incentive Rates**

	DOS INCREASE		DOS + 5 INCREASE	
1	\$6.72	\$7,954.40	\$23.34	\$24,906.80
2	\$7.12	\$8,362.40	\$27.22	\$28,864.40
3	\$7.48	\$8,729.60	\$27.33	\$28,976.60
4	\$8.77	\$10,045.40	\$28.04	\$29,700.80
5	\$8.74	\$10,014.80	\$26.67	\$28,303.40
6	\$1.06	\$2,181.20	\$15.79	\$17,205.80
7	\$4.04	\$5,220.80	\$16.64	\$18,072.80
8	\$4.39	\$5,577.80	\$25.34	\$26,946.80
9	\$4.22	\$5,404.40	\$23.90	\$25,478.00
10	\$5.10	\$6,302.00	\$23.01	\$24,570.20
11	\$5.43	\$6,638.60	\$21.98	\$23,519.60
12	\$6.67	\$7,903.40	\$20.81	\$22,326.20
13	\$14.79	\$16,185.80	\$19.90	\$21,398.00
14	\$13.95	\$15,329.00	\$19.06	\$20,541.20

Non-Weighted Average Increase on DOS: \$8,274.97
 Non-Weighted Average Increase in 2021: \$24,343.61

**UA YEARLY INCOME BASED ON 85 HOURS/MONTH
Including Incentive Rate and International Override**

	2016	2021	
1	\$22,399.20	\$47,306.00	111.2%
2	\$23,653.80	\$52,518.20	122.0%
3	\$25,122.60	\$54,099.20	115.3%
4	\$25,806.00	\$55,506.80	115.1%
5	\$29,161.80	\$57,465.20	97.1%
6	\$41,758.80	\$58,964.60	41.2%
7	\$43,543.80	\$61,616.60	41.5%
8	\$44,645.40	\$71,592.20	60.4%
9	\$46,114.20	\$71,592.20	55.2%
10	\$47,022.00	\$71,592.20	52.3%
11	\$48,072.60	\$71,592.20	48.9%
12	\$49,266.00	\$71,592.20	45.3%
13	\$50,194.20	\$71,592.20	42.6%
14	\$51,051.00	\$71,592.20	40.2%



Holiday Pay Example

Holiday Pay Example 1:

EQP	DPT	ARV	DPTR	ARVL	L/Ø	TTL	ACM	DTM
737	BOS-DEN	1108	1330	235	422	422		
737	DEN-BOS	1615	2153		338	800	1200	
	BID	800	TTL	800	TMA	1200		

The pairing above is a 1-day pairing, working BOS-DEN-BOS. The pairing is worth 8:00 and the time away from home is 12:00.

A Flight Attendant flying on a designated holiday, with an hourly rate of \$44.73 an hour, will be paid \$357.84 in holiday pay. Here is the calculation:

Hourly rate of pay = \$44.73
 Credited flight time (TTL) = 8:00
 Hours away from home (TMA) = 12:00
 Hours away on holiday = 12:00

\$44.73 multiplied by 8:00 TTL equals \$357.84
 \$357.84 divided by 12:00 TMA equals \$29.82
 \$29.82 multiplied by 12:00 hours away on holiday equals \$357.84
 Holiday Pay is \$357.84
 This equates to **8 hours** of additional pay at \$44.73

Holiday Pay Example 2:

EQP	DPT	ARV	DPTR	ARVL	L/Ø	TTL	ACM	DTM
787	IAH-LHR	1830	0945	2555	915	915	1100	
787	LHR-IAH	1140	1546		1006	1006	1135	
	BID	1921	TTL	1921	TMA	4701		

The pairing above is a 3-day pairing, IAH-LHR-IAH. The pairing is worth 19:21 and the time away from home is 47:01.

In this example, the pairing departs IAH on July 3, and returns on July 5. A Flight Attendant on this pairing, with an hourly rate of \$42.00 per hour will be paid \$414.72 in holiday pay (or the equivalent of 9:52 of pay at their \$42.00 pay rate). Here is the calculation:

Hourly rate of pay = \$42.00
 Credited flight time (TTL) = 19:21
 Hours away from home (TMA) = 47:01
 Hours away on holiday = 24:00

\$42.00 multiplied by 19:21 TTL equals \$812.70
 \$812.70 divided by 47:01 TMA equals \$17.28
 \$17.28 multiplied by 24:00 hours away on holiday equals \$414.72
 Holiday Pay is \$414.72
 This equates to **9:52 hours** of additional pay at \$42.00.

