

Industry Comparison

This document includes an industry comparison on many of the key provisions of the Scheduling, Hours of Service and Reserve sections. This shows how AFA and UAL management proposals compare to the industry, which is one of the factors we look at in contract bargaining. As you can see, in most areas management is proposing the worst or near worst in the industry.

Note: The charts below represent our best understanding of the various provisions in the union contracts, or in the case of Delta, of the imposed work rules. Remember also, at a non-unionized company such as Delta any of the provisions are subject to change at any time.

Current Contracts:

- S-UA = pre-merger United
- S-CO = pre-merger Continental (Continental Micronesia nearly identical)

*Indicates further explanation in "Notes" at the end.

- AAL = American Airlines
- SWA = Southwest Airlines
- DAL = Delta Air Lines

	AFA Proposal	UAL Proposal	S-UA	S-CO	AAL	SWA	DAL
Maximum Line Average*	88 hours	88 hours	88 hours	None	85/88 hours	None	None
Maximum Line Construction*	None	None	None	Domestic: 92:30/95:15 Int'l: 97:00/99:55	90:00/95:00 converting to PBS	115:00 waivable PBS	None PBS
Monthly Maximum for Lineholders*	95/100/100+ FA choice	None	95/100/100+ FA choice	None	90/95 hours waivable	115 hours waivable	None
Monthly Maximum for Reserves*	95/100/100+ FA choice	110/29-day month 100/30-day month 100/31-day month	95/100/100+ FA choice	None	90/95 hours waivable	Lesser of 115 hours or 90 legs per month	None
Minimum days off Lineholder*	10	8/29-day month 10/30-day month 10/31-day month	10	8	11	13	10
Minimum days off Reserve*	12/30-day month 13/31-day month	11/29-day month 12/30-day month 12/31-day month	12	10	12	13/30-day month 14/31-day month	10

	AFA Proposal	UAL Proposal	S-UA	S-CO	AAL	SWA	DAL
Duty RIG	1 hour pay for 2 hours on duty	1 hour pay for 2 hours on duty	1 hour pay for 2 hours on duty	None	1 hour pay for 2 hours on duty	1 hour pay for 1:20 on duty	1 hour pay for 2 hours on duty
Single duty period	5 hours	5 hours	5 hours	None	5 hours	5:45 hours	4:45
Multiple duty periods	Average of 5:00/day, with minimum 4:00/day	Average of 5:00/day	Average of 5:00/day	None	Average of 5:00/day, min 3:00/day	Average of 5:45/day, min 3:30/day	Min 4:45 per duty period
Trip RIG*	1 hour pay for 3:30 away	1 hour pay for 4:00 away	1 hour pay for 3:30 away	1 hour pay for 4:00 away if scheduled 29:00 layover	1 hour pay for 3:30 away	1 hour pay for 3:24 away	1 hour pay for 3:30 away
Maximum Duty Day: Domestic*	0500-1859: 13:00 Sched. 15:00 Actual 1900 - 0459: 11:30 /13:00 High value trip exception: 14:00/16:00	0500-1959: 14:00 Sched. 15:30 Actual 2000 - 0459: 11:30 /14:00 High value trip exception: 14:00/16:00	0500-1859: 13:00 Sched. 14:30 Actual 1900 - 0459: 11:30 /13:00	14:00 Sched. 16:00 Actual	Sched: 9:15 /13:15 Actual: 12:00/15:00 (time of day, # of legs) High value trip exception: 14:00/15:00	10:00 Sched 12:30 Actual	13:00 Sched. 15:00 Actual High value trip exception: 14:00/16:00
Minimum Home Rest: Domestic	12:00 Free From Duty (FFD)	11:00 FFD Company may reduce to 10:00 to maintain schedule	10:00 FFD RSV: 12:00 FFD	10:00 May reduce to 9:00 for Block to block (BTB) RSV: 11:00 BTB	11:00 FFD RSV: 12:00 FFD	12/11 FFD	11/9 FFD Duty day over 14: 14/12 FFD



	AFA Proposal	UAL Proposal	S-UA	S-CO	AAL	SWA	DAL
Minimum Layover Rest: Domestic	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)	Hotel ≤15 min away: 10:00 FFD Hotel >15 min away: 11:00 FFD	Hotel ≤15 min away: 10:00 FFD Hotel >15 min away: 11:00 FFD	9:00/8:45 BTB	9:30/8:30 FFD If below 9:00, next rest must be at least 10:00 Min 8:00 POL	11:00 BTB	9:15/9:00 FFD Min 8:30 POL
Maximum Duty Day: International*	FTM ≤ 8:00: 14:00 Sched 16:00 Actual 8:01 - 12:00: 14:00 Sched 16:30 Actual > 12: 00 Check-in, FTM+Customs+ Debrief: Sched Sched day + 3:30: Actual	FTM ≤ 12:00: 14:00/16:30 > 12: 00 Check-in, FTM+Customs+ Debrief: Sched Sched day + 3:30: Actual	FTM ≤ 8:00: 13:00/15:00 8:01 - 11:29 14:00/16:00 11:30 - 12:00 14:30 -16:30 > 12: 00 Check-in, FTM+Customs+ Debrief: Sched Sched day + 3:00: Actual	FTM ≤12:00: 16:00/17:30 > 12: 00 Check-in, FTM+Customs+ Debrief: Sched Sched day + 3:30: Actual	FTM ≤ 12:00: 14:00/16:00 (Short Range) 15:00/17:00 (Mid range) FTM up to 14:30: 16:00/18:00 > 14:30: Check-in, FTM+Customs+ Debrief: Sched Sched day + 3:00: Actual	10:00/12:30	Duty up to 14:00: Greater of 16:00 or Sched + 3:00 Duty over 14:00: Sched + 3:00 Single duty: Greater of 15:00 or Sched + 2:00

	AFA Proposal	UAL Proposal	S-UA	S-CO	AAL	SWA	DAL
Minimum Home Rest: International*	FTM ≤ 8:00: 12:00 FFD 8:00 -10:30: 14:00 FFD 10:31 -14:00 18:00 FFD 14:01 - 16:30 24:00 FFD 16:31 - 18:30 30:00 FFD	11:00/10:00 FFD Duty Day over 14:00: 12:00 FFD Reserve: FTM over 12:00 16:00 FFD Duty Day over 21:00: 24:00 FFD	FTM ≤ 8:00: 10:00 FFD 8:00 -10:00: 24:00 FFD 10:01 - 12:00 36:00 FFD Over 12:00 36:00 Reserve: 48:00	10:00/9:00 BTB Duty day over 14:00: 12:00 FFD (10:00 if next rest is 14:00) Reserve: 11:00 FTM over 12: 16:00 FFD Duty Day over 18:00: 24:00 FFD	Non-Int'l Prem Dest. (IPD) 12:00/10:00 FFD IPD: 14:30 FFD FTM > 12:00 - 14:29: 36:00 FFD FTM ≥ 14:30 48:00 FFD	12:00/11:00 FFD	Duty ≤ 14:00: 11:00/9:00 FFD Duty > 14:00: 24:00/12:00 FFD Reserve: 24:00 FFD FTM > 16:00 30:00/24:00 FFD (54:00/48:00 based on next flight)
Minimum Layover Rest: International	FTM ≤ 8:00: 12:00 FFD 10:00 POL 8:00 – 10:30: 14:00 FFD 12:00 POL 10:31 – 14:00 18:00 FFD 15:00 POL 14:01 – 16:30 22:00 FFD 19:00 POL 16:31 – 18:30 26:00 FFD 23:00 POL In Japan: 19:00 FFD 17:00 POL	Hotel ≤ 15 min. away: 9:00 FFD Hotel > 15 min. away: 11:00 FFD 8:00 – 10:30: 14:00 FFD 10:00 POL 10:31 – 14:00 18:00 FFD 14:00 POL 14:01 – 16:30 20:00 FFD 16:00 POL 16:31 – 18:30 24:00 FFD 20:00 POL In Japan: 19:00 FFD 15:00 POL	FTM ≤ 8:00: 11:00 FFD 9:00 POL 8:00 – 10:00: 18:00 FFD 16:00 POL 10:01 – 14:00 22:00 FFD 20:00 POL > 14:00 33:00 FFD 30:00 POL In Japan: 22:00 FFD 20:00 POL	9:00/8:45 BTB Duty day over 14:00: 12:00 FFD (10:00 if next rest is 14:00)	Non –IPD: 9:30 FFD 8:00 POL IPD: 14:00 FFD	11:00 BTB	Short range: 9:15/9:00 FFD Min 8:30 POL Mid range: Duty up to 14:00 13:00/11:00 FFD Duty > 14:00 18:00/14:00 FFD FTM > 16:00 24:00/20:00 FFD



	AFA Proposal	UAL Proposal	S-UA	S-CO	AAL	SWA	DAL
Reserve Guarantee	90 hours	XX hours	78 hours	83 hours	75 hours	90 hours	4:45/day
Reserve Minimum Days Off	12/30-day mo. 13/31-day mo.	11/29-day mo. 12/30-day mo. 12/31-day mo.	12	10	12	13/30-day 14/31-day	10
Movable Days Off	None	4 immovable days	None	4 immovable days	4 movable days	None	Yes
Maximum Standby per month	2 times a month, unless other RSVs have had 2	None	None	None	2 times, unless other avail RSVs have had 2	5 times	1 in 3-day block on, 2 in 6-day block on
Picking up from Open Time on Days Off	To avoid drafting or during White Flag	To avoid drafting or during White Flag	To avoid drafting	During White Flag	During White Flag	Yes	Yes
Picking up from FAs on days off	Yes	No	No	No	Yes	Yes	Yes
Reserve Override	\$2.00 per credited hour	None	\$1.93 per credited hour	None	None	\$1.00/hour if over 12 years	None
Short call	3 hours to check-in time	3 hours to report time	4 hours to departure	3 hours to report time	2 hours to report time 3 hours at co-terminals	2 hours to report time	2 hours to report time (3:00 for NYC/LAX)
Monthly Maximum on Reserve	95/100/100+ FA choice	110/29-day mo. 100/30-day mo. 100/31-day mo.	95/100/100+ FA choice	None	90/95 hours	Lesser of 115 hours or 90 legs/month	None
Reserve System*	Straight Reserve. A/B Rotation Non-US locations and HNL	Straight Reserve. A/B Rotation Non-US locations and HNL	A/B Rotation	Straight Reserve	Rotation System	Rotation System	Proportional System based on PBS (A-Days)

	AFA Proposal	UAL Proposal	S-UA	S-CO	AAL	SWA	DAL
35-in-7 (Domestic)	35-in-7 waivable	None	35-in-7 waivable	None	Line build 30-in-7 Actual 35-in-7 waivable	28 legs in 7	None
8:30-in-24 (Domestic)	8:30-in-24 waivable	None	8:30-in-24 waivable	None	None	7 legs in 24	None
1-in-7	Domestic: 1 day calendar day off at home International: 1 calendar day off at home or 24 hours off away from home	Domestic: 24 hours off at home International: 24 hours off at home or away from home	Domestic: 1 calendar day off at home International: 1calendar day off at home or 24 hours off away from home	Domestic: 24 hours off at home International: 24 hours off at home or away from home	24 hours off at home or away from home	48 hours off at home or away from home waivable down to 24-in-7	24 hours off at home or away from home
Bid Months	30/31 days	29/30/31 days	30/31 days		30/31 days	30/31 days	30/31 days
Minimum Days Off: waivable	Yes	No	Yes	No	Yes	Yes	Yes

*NOTES

Maximum Line Average:

AAL:

85:00/88:00

85 hours monthly average.

Exception: 5 months a year, the Company can “flex” line averages to 88:00.

Monthly Maximum for Lineholders and Monthly Maximum for Reserves:

S-UA:

95:00/100:00/100:00+

Monthly maximum is 95:00. Flight Attendants have the ability to opt to 100:00 or to over 100:00 (meaning unlimited).

Monthly Maximum for Reserves

UAL management proposal:

110/29-day mo., 100/30-day mo., 100/31-day mo.

The Company proposes at least 3, and perhaps up to 6 “flex” months that would be 29-day months.

Reserve monthly maximum for 29-day month would be 110:00.

Reserve monthly maximum for 30 and 31-day months would be 100:00.

Reserve System:

DAL

Proportional system (A-days)

Combination of A-days (reserve availability days) and trips in line of flying.

3, 6 or 9 A-days in line of flying based on seniority. Lines are created using PBS.

Maximum Line Construction:

S-CO:

Domestic 92:30/95:15

International 97:00/99:55

Monthly maximum for line construction is 92:30 Domestic and 97:00 International,

but the Company can build 20% of bid lines 3% higher than the maximum.

AAL:

90:00/95:00 waivable

Monthly maximum is 90:00 hours. Exception: 5 months a year, the Company can “flex” monthly to maximum to 95:00.

Flight Attendants have the option to waive monthly maximum.

Minimum Days Off: Lineholder

UAL management proposal:

8/29-day mo., 10/30-day mo., 10/31-day mo.

Minimum days off in 29-day month for Lineholder: 8 days

Minimum days off in 30-day or 31-day month for Lineholder: 10 days

May not waive below 8 days off.

Trip RIG

S-CO:

1 hour pay for 4:00 away if 29:00 layover.

Must be a pre-scheduled layover of 29:00 or more.



Maximum Duty Day: Domestic

AAL:

Sched: 9:15/13:15

Actual: 12:00/15:00

The maximum scheduled duty day varies between 9:15 and 13:15, and the maximum actual duty day varies between 12:00 and 15:00. The range is based on when the duty period starts and the number of flight segments during that duty period.

Maximum Duty Day: International:

AFA proposal, UAL proposal, S-UA, S-CO, SWA, DAL:

Example

> 12:00:

Check-in+FTM+Customs+Debrief: Sched

Sched. + 3:30: Actual

For flights over 12:00, the Scheduled maximum duty day is check-in + FTM (scheduled flight time) + customs + debrief.

The Actual maximum duty time is the Scheduled duty day as calculated above + 3:30.

AFA proposal, UAL proposal:

High value trip exception: 14:00/16:00

High value trips would have a maximum duty day scheduled to 14:00, with an actual of 16:00.

The definition of a high value trip is: single duty period trip with no more the 3 segments and a total flight time over 9:00.

Minimum Home Rest: International:

DAL:

FTM > 16:00

30:00/24:00 FFD

(54:00/48:00 based on next flight)

When flight time is over 16:00 the minimum rest at home is 30:00 scheduled, 24:00 actual.

When the Flight Attendant's next assignment takes them more than 3 time zones away, minimum scheduled rest must be 54:00, or 48:00 actual.

