2016 - 2021

Joint Collective Bargaining Tentative Agreement Summary & Industry Comparison

This document includes an industry comparison summary on many of the key provisions of the Tentative Agreement. In all cases, every effort has been made to accurately reflect the terms in summary. For complete information please refer to the Tentative Agreement and the respective Collective Bargaining Agreement when applicable.

Note: This summary represents 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.

Every effort has been made to insure the accuracy of the industry comparison. In any comparison of this nature, it's not impossible to include every detail. Please review the complete terms of the Tentative Agreement, the respective Collective Bargaining Agreements and work rules at the comparator airlines for complete and detailed information.

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
- DAL = Delta Air Lines

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Section 3.	Cannot be denied due to weight	Cannot be denied			Not stated
General	restriction	due to weight restriction			
Jumpseat	May take any open seat in cabin			May take any open	
	after boarding complete	May take any open		seat in cabin after	
		seat in cabin after		boarding complete	
	Awarded in "Jumpseat Seniority"	boarding complete			
	order :30 prior to scheduled		Awarded in flight	Awarded by priority of	
	departure, first come-first served	Awarded in flight	attendant seniority	check-in time with	
	after :30	attendant seniority	order	boarding group.	
		order			
	"Jumpseat Seniority" will be Flight		After all stand-by	After all stand-by	
	Attendant Bid Seniority or Company	May travel in first	passengers are	passengers are	
	Seniority, as used for pass travel,	class pass travel	boarded, may travel	boarded, may travel	
	whichever date is earliest	attire	CJA even if all	CJA even if all	
			jumpseats are	jumpseats are	
			occupied – if seats available in the cabin	occupied – if seats available in the cabin	
	After all stand-by passengers are		available iii tile cabiii	available iii tile cabiii	
	boarded, may travel CJA even if all				
	jumpseats are occupied – if seats			May travel in business	
	available in the cabin			class pass travel attire	
	available in the cabin			class pass traver attire	
	May travel in casual business attire				
Reciprocal Cabin	Company shall make reasonable	Company shall make	Company shall make	Company shall make	Yes
Seats	efforts to enter into and maintain	reasonable efforts to	reasonable efforts to	reasonable efforts to	
	with other part 121 air carriers	enter into and	enter into and	enter into and	
	·	maintain with other	maintain with other	maintain with other	
		airlines including	airlines including	airlines	
		international air	international air		
		carriers	carriers		

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Deadhead	100% pay and credit	100% pay and credit	100% pay	100% pay and credit	100% pay and credit
		Booked in business	Surface DHD:		Surface DHD \$9.00
	Booked in business on 3 class	on 3 class aircraft, if	mileage divided by	Booked in aisle or	/hour
	aircraft, if not available in premium	available	40 x hourly rate	window seat, in no	
	economy			case non-recline	
		Offline: Domestic,			
	Reservation shall be made by 18 th of	booked in 1 st class >			
	the month, with seat assignment	3 hours			
	when available, for pairing not	International, 1 st			
	included in bid packet, as soon as	class > 4hours			
	practicable				
		Reservation shall be			
	No DHD on ferry flights because of	made by 20 th of the			
	mechanical	month, with seat			
		assignment when			
	First segment DHD, may check-in at	available, for pairing			
	DHD destination if a domicile, non-	not included in bid			
	domicile location requires approval	packet, asap			
	Last segment DHD, if choose not to	No DHD on ferry			
	DHD may be released from duty	flights because of			
	(retain PS5 travel for 24 hours on	mechanical	First segment DHD,		
	same routing), or DHD on earlier		may check-in at DHD		
	flight with approval, maintains DHD	First segment DHD,	destination if a		
	pay	may check-in at DHD	domicile location		
		destination if a	requires approval,		
		domicile, non-	maintains DHD pay		
		domicile location			
		requires approval			
			Last segment DHD, if		
		Last segment DHD, if	choose not to DHD		
		choose not to DHD	may be released		
		may be released with	from duty or DHD on		
		approval, (retain PS5	earlier flight,		
		travel for 5 days)	maintains DHD pay		

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Locking Compartments	Provided on all aircraft	No	Provided on all aircraft	Some aircraft	Not stated
Parking	At base, if not provided by Company, charges to be paid by Company At other than base, if no Company	At base, if not provided by Company, charges to be paid by Company At other than base, if	At base, in lieu of parking may choose \$30.00 per month	At base, or AA wholly- owned carrier station of the Flight Attendant choice. If parking not available, reimbursed up to cost of parking	At base
	facility, Company pays up to \$35/month	no Company facility, Company pays up to \$25/month		at Flight Attendant's base.	
Passports, Visas	Company shall identify required	Company shall	Company to pay	Company to pay costs	Reimburse for 2
&	visas and provide information to	identify required	costs of passports	of passports,	passports
Immunizations	assist in acquiring visas Not able to be forced to fly to location without required immunization Immunizations may be required or recommended, medical exemptions apply Company to pay costs of passports, renewals, visas, work permits, and expedited renewal fee	visas and provide information to assist in acquiring visas Immunizations may be required or recommended, medical exemptions apply Company to pay costs of passports, renewals, visas, work	and recommended immunizations, medical exemptions apply	renewals, visas, work permits, expedited renewal fee and cost of immunizations	
	During renewal process ability to fly to locations not requiring passport Fees Global Entry reimbursed	permits, and expedited renewal fee			
Tidying	Maintain tidy and neat appearance in cabin and lavatories from door closed to door open and restock lavatories	Throughout flight and at gate after certain flights.	Yes - No tidying on the ground	At the gate after certain flights.	Yes

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On-Board Rest	Scheduled flight segment between				Not stated
	2100-0359:				
	:15 in aisle seat or jumpseat,			:15 min <7hours	
	:30 on non-stop flight segment> 7			.13 11111 <7110013	
	hours				
	International flight >7 and <8	:30 on non-stop	International flight	International between	
	hours :30 rest	international flight	8 hours or more	7 and 12 hours	
		segment> 7 hours	minimum of 1 hour	min :45	
	8 hours or more minimum of 1 hour		in crew rest seat		
	in crew rest seat/bunk	International flight			
		8 hours or more	12 hours or more		
	12 hours or more minimum of 2	minimum of 1 hour	minimum of 2 hours		
	hours in crew rest seat/bunk	in crew rest seat	in crew rest seat		
		12 hours or more			
		minimum of 2 hours			
		in crew rest seat			
	Single aisle aircraft:	Single aisle aircraft	Single aisle aircraft		
				Single aisle aircraft	
	One row of 3 contiguous seats, in	One row of 3	3 coach seats,		
	first or last row of any zone,	contiguous seats, in	curtained from	3 coach seats,	
	curtained from customer view	first or last row of	customer view	curtained from	
		any zone, curtained		customer view	
		from customer view			
	Dual aisle aircraft when no bunks:	Dual aisle aircraft	Dual aisle aircraft		
	2 and discount when no banks.	when no bunks	when no bunks	Dual aisle aircraft	
	B767 – 2 sets of 2 contiguous seats,			when no bunks	
	in front or rear of any cabin,	B767 – 2 sets of 2	4 coach seats,		
	curtained, with enhanced recline	contiguous seats, in	curtained from	4 coach seats,	
	and an additional 2 adjacent seats	front or rear of any	customer view	curtained from	
	not curtained	cabin, curtained,		customer view,	
		with enhanced	B787 & 777, separate	enhanced recline,	
	B777D & H – 2 sets of 3 contiguous	recline and an	bunk module, if no	headrests and	

	1.10.1	I	
seats or 3 sets of 2 contiguous seats,	additional 2 adjacent	bunks	footrests
in first or last rows of any zone or	seats not curtained	401	
cabin, curtained		>12 hours 4 business	B787 & 777, separate
	B777D & H – 2 sets of	eats and 3 coach	bunk module
B747, B777, B787 and A350 shall	3 contiguous seats or	seats	
have bunks except as noted above	3 sets of 2		
	contiguous seats, in	> 8 hours 2 rows of	
On flights over 8 hours where crew	first or last rows of	coach seats	
rest facility is not available, sleeper	any zone or cabin,	immediately aft of	
seats will be used for on-board rest	curtained	business bulkhead,	
		may use business	
Pillows and blankets provisioned will	B747, B777, B787	seats if available	
be same as first class	and A350 shall have		
	bunks except as		
All scheduled cabin service	noted above		
completed			
	On flights over 8		
Seniority order	hours where crew	All scheduled cabin	
	rest facility is not	service completed	On flights over 7 hours
Evenly divided	available, sleeper		where crew rest
	seats will be used for	Seniority order	facility is not available,
For use of working Flight attendants	on-board rest		economy seats will be
		Evenly divided	used for on-board rest
On new equipment scheduled to fly	Pillows and blankets		
> 8hours, bunks preferred but no	provisioned will be	For use of working	On flights over 10
less comparable than comparable	same as first class	Flight attendants	hours on
aircraft			B787/777where crew
	For use of working	No more than 4 on	rest facility is not
767-400 retrofit LOA	Flight attendants	break when seating	available, sleeper
		capacity >160 seats	seats will be used for
	On new equipment		on-board rest, if
	scheduled to fly > 8	No more than 2 on	unavailable premium
	hours, bunks	break when seating	economy seat
	preferred but no less	capacity <160 seats	
	comparable than		
	comparable aircraft		

	Tentative Agreement	S-UA	S-CO	AAL	DAL
		See chart	See chart	See chart	See chart
Compensation	Highest industry rate at \$62.00				
Base Pay	at DOS (See chart)				
Annual Wages	Annual Wages = \$66,380.00	\$51,051.00	\$55,700.60	\$65,157.60	\$63,780.06
at top of Pay		\$50.05 /hour	\$53.53 /hour (incl.	\$63.88/hour (incl.	\$62.53 /hour (incl.
Scale (85 hours	\$64.00 /hour (incl. international		international	international override)	international
International	override)		override and		override)
Base Rate)			incentive)		
	85x3=255				
	200@base rate=\$12,800.00				
	55@incentive rate=\$3,795.00				
	Quarterly Pay= \$16,595.00				
Annual Wages	Annual Wages = \$64,340.00	\$47,797.20	\$54,680.60	\$61,332.60	\$62,505.60
at top of Pay		\$46.86 /hour	\$52.53 /hour (incl.	\$60.13 /hour	\$61.28 /hour
Scale (85 hours	\$62.00 /hour		incentive)		
Domestic Base					
Rate)	85x3=255				
	200@base rate=\$12,400.00				
	55@incentive rate=\$3,685.00				
	Quarterly Pay= \$16,085.00				
Annual Wages	Annual Wages = \$43,940.00	\$41,758.80	\$36,738.80	\$43,829.40	\$42,931.80
at 6 th year of Pay		\$40.94/hour	\$34.94 /hour (incl.	\$ 42.97/hour (incl.	\$42.09 /hour (incl.
Scale (85 hours	\$42.00 /hour (international override)		international	international override)	international
International			override and		override)
Base Rate)	85x3=255		incentive)		
	200@base rate=\$8,400.00				
	55@incentive rate=\$2,585.00				
	Quarterly Pay= \$10,985.00				
Annual Wages	Annual Wages = \$41,900.00	\$38,260.02	\$35,718.80	\$40,004.40	\$41,656.80
at 6 th year of Pay		\$37.51 /hour	\$33.94 /hour (incl.	\$39.22 /hour	\$40.84 /hour
Scale (85 hours	\$40.00 /hour		incentive)		
Domestic Base					
Rate)	85x3=255				
	200@base rate=\$8,000.00				
	55@incentive rate=\$2,475.00				
	Quarterly Pay= \$10,475.00				

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Annual Wages at First Year Pay	Annual Wages = \$28,313.60	\$22,195.20 \$21.76 /hour	\$21,999.80 \$20.49 /hour (incl.	\$26,683.20 \$26.16 /hour	\$27,795.00 \$27.25 /hour
Scale (85 hours Domestic Base	\$26.68 /hour		incentive)		
Rate)	With Incentive Pay: 85x3=255 200@base rate=\$5,336.00 55@incentive rate=\$1,742.40 Quarterly Pay= \$7,078.40				
Incentive Pay Rates	Paid at base rate + \$5.00 for block hours between 200:00 and 330:00 per calendar quarter, except none paid in excess of 110:00 in a bid month	None	Paid quarterly for block hours flown in excess of 200:00 to a maximum of 330:00, except none paid in excess of 110:00 in a bid month	None	None
Drafting Pay	3:00	2:30	3:00	None	4:00
Drug/Alcohol Pay	\$25.00 per test	:15 min extension of duty for pay purposes	\$20.00 per test	\$15.00 per test	None
International Galley Pay	B757 and Widebody: \$1.00/hour	\$.97/hour	B757 and Widebody: \$1.00/hour	\$1.75/hour 757/767/777 aft lead \$1.00 all other galleys	None
Domestic Galley Pay	B757 and Widebody: \$1.00/hour	.97/hour	None	\$1.00/hour	None
International Flight Service	\$7.50/hour	Widebody Purser: \$6.16/hour	Up to \$4.60/hour for first year as ISM	\$5.75 narrowbody \$7.50 widebody	\$5.65/hour
Leader (FSL)	\$6.50/hour – non-FSL filling position	Narrowbody Purser: \$3.96/hour Aft-Purser: \$2.63/hour	Up to \$5.50/hour ISM override \$2.00 /hour	\$6.50 non-qualified	

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Domestic Purser	A319, A320, B737: \$1.00/hour B737-800/900, B757: \$2.00/hour Widebody: \$3.00/hour Mexico, Caribbean, Central America, Alaska and Hawaii A319, A320, B737: \$2.00/hour B737-800/900, B757: \$3.00/hour Widebody: \$4.00/hour	Widebody: \$3.96/hour Narrowbody: \$1.99	\$1.00/hour <160 seats \$2.00/hour >160 seats	\$1.25 to \$3.25/hour depending on aircraft Transcon: \$4.75 to \$5.75/hour depending on aircraft	\$2.70 to \$3.20 /hour depending on aircraft
Holiday Pay	5 holidays Formula based on your rate of pay, value of the trip and time away from home on the holiday.	5 holidays Formula based on your rate of pay, value of the trip and time away from home on the holiday.	None	3 holidays \$75.00 per holiday	6 holidays \$20.00 per block hour
International Override	\$2.00/hour	Separate pay scales	\$1.00/hour	\$3.75 \$3.00 (non-IPD)	\$1.25/hour
Language Qualified Pay	\$2.50/hour	\$1.54/hour	\$2.50 /hour	\$2.00 /hour	\$1.80 /hour
Language Incentive Pay	\$1.00/hour	\$.89 /hour	None	\$2.00 /hour	\$1.80 /hour
Night Pay	\$.50 /hour between 2200-0600	\$.35 /hr btwn 2200- 0600	\$.50 /hr btwn 2200- 0600 (starlight pay)	None	None
Paychecks	1 st and 16 th day of month 70% of base pay in 1 st paycheck If adjustment check required must be issued not later than 5 business	1 st and 16 th day of month - 70% of base pay in 1 st paycheck If adjustment check	1 st and 16 th day of month	15 th and 30 th day of month - 37.5 hours in 30 th paycheck If adjustment check	15 th and 30 th day of month Pay is based on min 45 hour allotment,
	days, 7 if outside the US In case of hardship check issued within 3 business days	required must be issued not later than 4 business days (7 days for electronic deposit)	If adjustment check required in excess of \$50.00, must be issued not later than 2 business days	required must be issued not later than next paycheck if <2 hours, if >2 but <5 five days, if >5 overnight	22:30 per pay period

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Profit Sharing	10% payout of all pre-tax profits, 20% payout if profit exceeds prior year	15% payout of pre- tax profits, after reaching \$10 million	15% payout of pre- tax profits	5% payout of pre-tax profits	10% payout of all pre-tax profits, 20% payout if profit exceeds prior year
Reserve Guarantee	78 hours	78 hours	83 hours	75 hours	4:45/day
Reserve Override	\$2.00 per credited hour	\$1.93 per credited hour	None	None	None
Short Crew Pay	\$7.50/hour times the number of understaffed crew per flight attendant Automated payment process	\$5.00/hour (understaffing) times the number of understaffed crew per flight attendant	Aircraft >160 seats, an amount equal to 15 th year rate of pay times the hours flown times the number of understaffed flight attendants divided among crew	\$10.50/hour (understaffing) per flight attendant	\$7.25/hour (understaffing) times the number of understaffed crew per flight attendant
White Flag Pay	Paid 150% of pay when picking up trip on a day designated as White Flag Purple Flag Paid 150% on designated pairings Pay follows the pairing through subsequent trades and reassignments	150% of pay when picking up from open time (critical coverage)	150% of pay when picking up from open time	150% of pay when picking up from open time (may exceed monthly max to pick up)	None
Expenses, Transportation and Lodging Per Diem	Domestic Per Diem: \$2.20 International Per Diem: \$2.70 \$.05 increase every 2 years, on-going	\$1.95/hour Domestic \$2.50/hour International	\$1.95 for U.S and Central America \$2.50 for all other destinations	\$2.10/hour Domestic \$2.40/International 1/1/17 2.15/hour Domestic \$2.45 International	\$2.20/hour Domestic \$2.70/hour International
				1/1/19 2.20/hour Domestic \$2.50 International	

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Crew Meals	Domestic: Scheduled over 8 hours without intervening 2-hour sit	Domestic: Scheduled duty over 8 hours without intervening 2-hour sit			Crew meals under certain circumstances
	International: If meals are boarded for passengers on flights 3 hours or more On charters if provided to passengers	International: If meals are boarded for passengers on flights 3 hours or more	International: Scheduled duty over 6 hours without intervening 1:15 hour sit	International from PHL and CLT same as pilots Other locations > 12 hours	
	Business class quality or better	On charters if provided to passengers Business class quality or better	Upon request meet to insure palatable and nutritional quality	Business class quality entrée, first class salad, other items main cabin tray set up	
Lodging	Downtown or downtown like for layovers 19 hours Comfortable, adequate single occupancy hotel in suitable location	Downtown or downtown like for layovers 20 hours Single room	Single room	Single room	Single room not
	Hotel room provided for sits over 4 hours and for delay of 4 hours or more 24-hour food availability, restaurant on premises	Hotel selection standards Hotel safety & security standards	Single Toolii	Dayroom provided for sits over 4 hours and for delay of 4 hours or more	Dayroom provided for sits over 5 hours if between 2100 –
	Hotel safety & security standards, and selection standards now in Contract	Dayroom provided for sits over 4 hours If room not ready within :30 minutes of	Dayroom provided for sits 5 hours or more Between 2100 and	Clean, quiet and adequate eating facilities	0500 otherwise for sit >6:15
	If room not ready within :30 minutes of arrival, Flight Attendant may obtain other accommodations and be reimbursed.	arrival, may obtain other accommodations	0559 for sits 4 hours or more	Hotel selection standards/Hotel safety & security standards	

	Cab reimbursement for transportation to hotel if not Company provided transportation does not leave airport within :45 after block arrival or :35 after block arrival if transportation provided by hotel	Cab reimbursement for transportation to hotel if not Company provided transportation does not leave airport within :45 after block	Cab reimbursement for transportation to hotel if not Company provided transportation does not leave airport within :30 after block	Cab reimbursement for transportation to hotel if not provided within :20 of request, if layover <10:30 within :10 min of request	Cab reimbursement for transportation to hotel if not provided within :20 of request
	If transportation not made available by Company to hotel, reasonable and actual expenses reimbursed Tentative Agreement	arrival or :35 after block arrival if transportation provided by hotel	arrival S-CO	AAL	DAL
Hotel Gainsharing	All domestic and international layovers Not less than \$20.00	None	US mainland and HNL Not less than \$20.00	None	None
Transportation	\$10 cab allowance if departure between 2000 and 0800 or arrival between 2000 and 0600	\$10 cab allowance if departure between 2000 and 0800 or arrival between 2000 and 0600	None	Actual expense cab reimbursement for arrival between 2300- 0600	
	\$10 cab allowance for Reserves reporting for standby or being released from standby between 2200 and 0600 Cab reimbursement to make a short call of less than 3-hours	Reserve Transportation \$10 cab allowance if ready reserve released between 2200 and 0600 Actual expense cab reimbursement to make 4-hour short call, all other situations \$10.00		Reserve Transportation If agreed by reserve to make < 2hour short call actual expense cab reimbursement or short term parking	Reserve Transportation \$20.00 or short term parking if <2 hour short call, 3 hour in NYC & LAX

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Minimum Pay and Credit, Hours of Service and Contractual	Duty RIGs 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 2 hours on duty
Legalities Minimum Pay	Single Duty Period 5 hours	5 hours	None	5 hours	4:45 hours
and Credit	Multiple Duty Periods Average of 5:00/day	Average of 5:00/day	None	Average of 5:00/day, min 3:00/day	Min 4:45 per duty period
Trip RIG	1 hour pay for 3:30 away (TAFB)	1 hour pay for 3:30 away (TAFB)	1 hour pay for 4:00 away if scheduled 29:00 layover	1 hour pay for 3:30 away	1 hour pay for 3:30 away
Scheduled or Actual Time	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment
Drafting Pay	3:00 additional pay plus the greater of scheduled or actually flown	2:30 additional pay plus the greater of scheduled or actually flown	3:00 additional pay plus the greater of scheduled or actually flown	None	4:00
Call-out Pay	2 hours	2 hours	2 hours	3 hours	\$10.80
Line Guarantee and Trip	71 hour min	71 hour min	70 hour min	70 hours min	45 hour min
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	Pay protected for line value	No loss of overs for last 7 days of month	Pay protected for value of line and trips, line value remains as it was prior to loss of flight time	None, unless assigned availability days (no less than 14:15 for block of 3 days)

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Flight Time Limitations	95/100/100+ Flight attendant choice	95/100/100+ Flight attendant choice	None	90/95 hours Waivable	None
Monthly Maximum for Lineholders					
Flight Time Limitations	100/105/105+ Flight attendant choice	95/100/100+ Flight attendant choice	None	90/95 hours Waivable	None
Monthly Maximum for Reserves					
Holding Time	1/2 pay credit > :30 Max holding 4 hours at any point, then relieved from holding, reassigned or released Max 5 hours per duty period :15 rest after 2 hours holding	½ pay credit >:30 Max holding 4 hours at any point, then relieved from holding, reassigned or released Max 5 hours per duty period 15 min rest after 2 hours holding	\$15.00/hour >:30	\$7.00/hour >:30	\$14.74 for delay at gate of 1 hour or more
8:30-in-24 (Domestic)	None	8:30-in-24 Waivable	None	None	None
35-in-7 (Domestic)	Flight time may not exceed 35 hours in any 7 days Reserves only	For schedule planning, flight time may not exceed 35 hours in any 7 days	None	35-in-7 for Reserves 30-in-7 for Lineholders Both waivable	None

	Tentative Agreement	S-UA	S-CO	AAL	DAL
1-in-7	Domestic:	Domestic:	Domestic:	24 hours off at home	24 hours off at home
	1 day calendar day off at home	1 calendar day off at home	24 hours off at home	or away from home	or away from home
	International:		International:		
	1 calendar day off at home or 24	International:	24 hours off at home		
	hours off away from home	1 calendar day off at home or 24 hours off away from home	or away from home		
Minimum days off Lineholder	10	10	8	11	10
Minimum Days	Yes	Yes	No	Yes	Yes
Off: Waivable					
Minimum days	12	12	10	12	10
off Reserve					
Commencement	Home	Home:	1:15 for aircraft >160	1:00 Domestic	1:00 Domestic
of Duty	A319/320, B737: 1:00 B747/757/767/777/787: 1:15	A319/320, B737: 1:00	seats	1:15 International	1:15 International 1;30 Transoceanic
Check-in Time	Layover: A319/320, B737: :45 B747/757/767/777/787: 1:00 DHD: :45 at all points	B747/757/767/777/7 87: 1:15 Layover: A319/320, B737: :45	1:00 for aircraft <160 seats 1:00 for aircraft >160 seats	\$3.75 override for earlier International check-in time	2:00 for select International destinations
	DHD for charters, off-line and ferries may be increased by :15 AMC flights may be increased by :45	B747/757/767/777/ 787: 1:00 DHD :45 at all points	:45 for aircraft <160 seats		
	Company may increase check-in time by an additional 15 minutes, in 5 minute increments, except for A319/320 and B737-700	DHD for charters, off- line & ferries may be increased by :15 *For specific int'l			
	\$5.00 additional pay for each 5- minute increment	flights, company may increase check-in time by up to 0:45			
	Increased by :15 if pre-clear customs	Increased by :15 if pre-clear customs			

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Release from	:15 after block arrival (debrief)	:15 after block	:15 after block	Domestic	:15 after block arrival
Duty	DHD upon block arrival	arrival, if at home :30	arrival, DHD upon	:15 min after block	for a working
			block arrival	arrival	segment
	Increased by :15 for customs	DHD upon block			
		arrival, if at home :15	:30 after block arrival	International	Delays in customs
			for customs	:30 min after block	and immigration do
		Increased by :30 for		arrival	not qualify for duty
		customs	Increased by :30 for		period extension
			customs		
Maximum Duty	Check-in Time	0500-1859:	14:00 Sched.	Sched:	13:00 Sched. 15:00
Day:	0500-1859:	13:00 Sched/14:30	16:00 Actual	9:15 /13:15	Actual
Domestic	13:00 Sched/15:00 Actual	Actual		Actual:	
	1900 - 0459:	1900 - 0459:		12:00/15:00	
	11:30 /13:00	11:30 /13:00		(time of day, # of legs)	
	High value trip exception:			High value trip	High value trip
	14:00/16:00			exception:	exception:
	No more than 3 segments, flight			14:00/15:00	14:00/16:00
	time over 9:00				
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Minimum Home	12:00 Free From Duty (FFD)	10:00 FFD	10:00	11:00 FFD	11/9 FFD
Rest: Domestic		RSV: 12:00 FFD	May reduce to 9:00	RSV: 12:00 FFD	
	Waivable (Pickup Waiver) to 10:00		for Block to block		Duty day over 14:
	hours when picking or trading trips		RSV: 11:00 Block to		14/12 FFD
			block		
Minimum	Hotel ≤: 15 away: 10:00 FFD	Hotel ≤: 15 away:	9:00/8:45	9:30/8:30 FFD	9:15/9:00 FFD
Layover Rest:	Hotel >: 15 away: 11:00 FFD	10:00 FFD	Block to block	If below 9:00, next	
Domestic		Hotel >∶15 away:		rest must be at least	
		11:00 FFD		10:00	
	In all cases, minimum 8:00 rest at				
	Place of Lodging (POL)			Min 8:00 behind the	Min 8:30 POL
				door	
	No contact at layover points for first				
	8 hours				

Maximum Duty Day: International	Flight Time Multi/Non-Stop ≤ 8:00: 14:00 Sched/16:00 Actual Multi/Non-Stop 8:01 - 12:00: 14:00/16:30 Non-Stop > 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	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
Minimum Layover Rest: International	Tentative Agreement Flight Time ≤ 8:00: 12:00 FFD/10:00 POL 8:00 – 10:30: 14:00/12:00 10:31 – 14:00: 18:00/15:00 14:01 – 16:30: 22:00/19:00 16:31 – 18:30: 26:00/23:00 In Japan: 19:00/17:00 No contact at layover points for first 8 hours Reserve is guaranteed 24:00 minimum rest after a pairing of more than 5 days	S-UA FTM ≤ 8:00: 11:00 FFD/9:00 POL 8:00 - 10:00: 18:00/16:00 10:01 - 14:00: 22:00/20:00 > 14:00: 33:00/30:00 In Japan: 22:00/20:00	9:00/8:45 Block-to-block 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	DAL 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

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Minimum Home	Flight/DHD Time Rest Pickup/Trade	LH - 10 to 36 hours	LH – 10 hours	14:30 to 48 hours	LH – 10 hours
Rest:	Waiver	depending on flight		depending on flight	
International	<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	RSV – 12 to 48 hours depending on flight	RSV – 11 hours May be reduced to 9 hours		RSV – 11 hors May be reduced to 9 hours
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Operational Reliability Incentive: Domestic	Company may request to reduce layover to min 8 hours FFD, if agreed 5 hours pay	Company may request to reduce layover to min 8 hours FFD, if agreed 5 hours pay	None	None	None
Voluntary Waiver of Duty Time Maximum: Domestic and International	5X rate of pay for duty in excess of maximum	5X rate of pay for duty in excess of maximum	One hour of pay for each hour exceeding duty time limitation (e.g. 16:01 -17:00 receives one extra hour of flight pay)	Dom - Additional 1 min of pay for every 2 min on duty for entire duty period Int'I - 200%, including premiums for duty period	None
Scheduling	All flying in lines of flying or open time for trades	All flying in lines of flying	All flying in lines of flying or open time	All flying in lines of flying	Preferential Bidding System (PBS)
Construction of Lines of Flying			for trades	Preferential Bidding	
	Average of all lines at each base not less than 69:00	Average of all lines at each base not less than 69:00	Monthly maximum for line construction is 92:30 Domestic and 97:00	System (PBS)	
	Charters placed in lines unless flight attendant requested by chartering organization	Charters placed in lines unless flight attendant requested by chartering organization	International, but the Company can build 20% of bid lines 3% higher than the maximum		

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Monthly	95:00/100:00/100:00+	95/100/100+	None	90/95 hours	None
Maximum for	Flight attendant choice	Flight attendant		Waivable	
Lineholders		choice			
Maximum Line Average	88 hours	88 hours	None	85 hrs 88 hrs in flex months	None
Maximum Line	None	None	Domestic:	90:00/95:00	105 hours
Construction			92:30/95:15		
			Int'l:	Transitioning to PBS	PBS
			97:00/99:55		
Lineholder	71 hours	71 hours	70 hours	70 hours	45 hours
Minimum					
Guarantee					
Bid Months	30/31 days	30/31 days	29/30/31 days	29/30/31 days	30/31 days
Bidding	Position bidding	Limited position	Position bidding	Position bidding	Position bidding
		bidding	0.1	D: 11: 1	D: 11: 1
	Did accord by any instant	Did account by	Bid award by	Bidding by expressing	Bidding by expressing
	Bid award by seniority	Bid award by	seniority	preferences for line	preferences for line and trip
		seniority	Duddy hidding	and trip characteristics	characteristics
	Buddy bidding	Buddy bidding	Buddy bidding	Bid award by seniority	Characteristics
	Buddy bluding	Buddy bluding	Block bidding	blu award by semonty	Bid award by
	Block bidding	Block bidding	block bluding	Buddy bidding	seniority
	Block bluding	block bluding		Buddy bluding	Semonty
	Permanent bid on file	Permanent bid on file			Buddy bidding
	Must be available for 15 days or		Must be available for	Permanent bid on file	
	paper bid		15 days		
	• •		,		Permanent bid on
	Variable staffing criteria in bid			Lineholder may bid	file
	packet	Lineholder may bid	Variable staffing	reserve	
		reserve	criteria in bid packet		
	Lineholder may bid reserve			Training and other	Lineholder may bid
			Lineholder may bid	known absences	reserve
			reserve	scheduled into LOF	
				before trip	

Bidding & Scheduling Timeline	See Scheduling Timeline Chronology	Bids open no later than 0800 Local on the 12 th Bids close 0800 Local on the 18 th Awarded no later than 0800 Local on the 20th	Bid packets distributed no later than 15 th day of month Bids close no earlier than 6 day after distribution	Contractual Month 10 th day at 0900 DFW PBS Bidding Opens 16 th day at 0900 DFW PBS Bidding Closes 18 th day at 0900 DFW PBS Award	Schedule constructed according to preferences submitted in Preferential Bidding System (PBS) All preferences must be submitted by due date as detailed in each monthly bid package, awards released on the date indicated in monthly bid packet
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Operational	Company will establish sub-bases at	No	Yes	No	No
Sub-Bases	locations for Flight Service Leader				
	(FSL) and/or Language Qualified (LQ)				
Flight Service	FSL will be awarded FSL position in	Purser has ability to	ISM awarded ISM Line	Purser has ability to	Purser has ability to
Leader (FSL)	bid award process, unless has been	hold non-purser LOF	of Flying (LOF)	hold non-purser LOF	hold non-purser LOF
	awarded an opt out for that month	in seniority order		in seniority order	in seniority order

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Language Qualified	May bid all lines of flying, if awarded a language line, shall be considered in LQ sub-base for that month	LQ has ability to hold non-purser LOF in seniority order	LQ awarded LQ LOF	LQ has ability to hold non-purser LOF in seniority order	LQ has ability to hold non-purser LOF in seniority order
	Max staffing Widebody: 3 757: 2 Narrowbody: 1	Max staffing Widebody – 2 Narrowbody - 1	Max staffing Company may designate language positions on all flt segments with LQ except, at least 1 position on Narrowbody staffed with 3 FAs, 2 on narowbody staffed with 5, 3 on B757 and B767-200, 4 on B767- 400, 5 on B777	Max staffing Widebody >200 main cabin seats — up to 1 in each premium cabin and 2 in main cabin Widebody < 200 main cabin seats — up to 1 in each class of service	Max staffing Company determined based on type of equipment and market
Month to Month Line Adjustments	Subject to adjustment if new line projection reduced by 3 hrs or more May use self-adjustment window 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 Minimum of 24 hours to resolve month to month scheduling conflicts using mutual trade procedures in old or new month If Flight attendant does not self adjust, Company will adjust	Flight attendant makes self legal for new schedule thorough trading If Flight attendant does not make legal, Company will adjust	Subject to adjustment if new line projection reduced by 3 hrs or more May use selfadjustment window Selfadjust to +/- 3 hrs on original days, or if unable; Selfadjust to +/- 3 hrs on any days, or if unable; Selfadjust to no more than 5 hours above original line projection If Flight attendant does not self adjust, Company will adjust	Not applicable due to PBS	Not applicable due to PBS

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Open Flying	All unassigned time and approx. 3 hours per Flight Attendant position for each primary line of flying will be designated for open time and not included in lines of flying	All flying incorporated in primary bid Subsequent to primary bid, all		All flying incorporated in primary bid Subsequent to primary bid, all	Not stated
	, -	unassigned time must be available in	Company may put reserve availability days	unassigned time must be available in	Company may put reserve availability
	Open time may be moved from one base to another when RSV coverage in not sufficient, 1 day prior to	Open Flying	in Open Time All unassigned time and	Open Flying	days in Open Time
	departure for domestic, 2 days prior to departure for international		approx. 3 hours per Flight Attendant position for each		
	Picked up pairings from Open Time will become part of Lineholders schedule unless scheduling notified		primary line of flying will be designated for open time and not		
	within 1 hour to withdraw		included in lines of flying		
	Company may put reserve days in Open Time, may be picked up by Lineholders, paid greater of value of		1 hour to reverse trade or pick-up from Open		
	reserve day or assigned trip		Time		
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Trading Open Trade	Trip Trading with Other Flight Attendants, begins immediately after line awards are loaded	Seniority based Daily	Open time, first come first served, beginning on the X day of	Seniority based Daily	Open time more than 1 calendar day prior are first come first
Windows	Open Time, first come first served, beginning on the 23 rd of preceding month, trade window opens for no		preceding month, trade window opens for no less than 2 hours at each base		served, except certain international trips awarded 5 days prior at 1200 ET
	less than 2 hours at each base After initial trade window opens and closes, all trading windows open for		After initial trade window opens and closes, all trading		Flights within 1 day based on seniority
	not fewer than 3 twenty-four hour periods		windows open for not fewer than 3 twenty- four hour periods		

Trip Trading and		Seniority based at		
Picking up Open		0001 and 1000 Local		
Time		0001 and 1000 Local		
Tillic			Trades with Open Time	
	1 seniority based trade run with	Guaranteed daily	at least 1 calendar day	
	Open Time on the 27 th of the	minimum number of	before scheduled	
	preceding month, real time trip	trades, increased if	departure	
	trading will resume after and remain	sufficient coverage	acpartare	
	open for remainder of bid month	Samelent coverage	Trip Trading with other	
	open for remainder of blu month	Guaranteed daily	flight attendant up to 3	
		minimum of same	hours before check-in	
		day trades, increased	nound period of another in	
	Trades with Open Time at least 1	if sufficient coverage	Picking up from Open	
	calendar day before scheduled		Time up to 3 hours	
	departure of the first trip, except if	Preference trip	before check-in	
	trip being dropped occurs after trip	characteristics if no		
	being picked up, then 12 hours	specific ID currently	Position trades on	
	before check-in of trip being picked	available	same pairing up to	
	ир		check-in	
	Trip Trading with other Flight	Trip Trading with	Partial trip trades	
	attendant up to 4 hours before	other flight	·	
	check-in	attendant up to 2	Complete line trades, 1	
		hours before check-	day before start of bid	
	Picking up from Open Time up to 3	in	month	
	hours before check-in			
		Picking up from Open	Trade with Open Time	
	Position trades on same pairing at	Time up to check-in	for less days if value	
	check-in		decreased by less than	
		Position trades on	2 hours,	
	Partial trip trades	same pairing at	Flight Time includes	
		check-in	only actual flight time	
	No 3-way trades		and does not include	
		Partial trip trades	non-flight time credit	
	Complete line trades, 1 day before		(e.g. credit time	
	start of bid month		attributable to RIGs or	
			DHD)	
	Trip trades must be for trips	Trip trades must be		

	1	1	
originating in same month, no	for trips originating	1:30 buffer for	
month to month trades	in same month, no	"piggyback"	
	month to month		
Lineholder may displace reserve 15	trades	Trades with Open Time	
hours prior to check-in, except if		based on reserve	
reserve assigned trip by preferencing		coverage as	
		determined by	
Open time trades of unequal days		Company	
may not cause decrease of more	Open time trades of		
than 3 hours, Flight Time includes	unequal days may	Bad-Day-Worse- Day	
only actual flight time and does not	only increase time	trades	
include non-flight time credit (e.g.	only morease time	Out-of-base trades	
credit time attributable to RIGs or		within 14 hours of	
DHD)		departure from Open	
ыны		Time and Flight	
Single duty period trip departing		attendants	
Single duty period trip departing		attenuants	
before 2400 and arriving back in	On an time trades	Trip trades must be for	
base after 0400, considered one-day	Open time trades	trips originating in	
pairing (red-eye turn)	must have minimum	same month, no month	
	legal rest between	to month trades	
Open time trades must have	trips		
minimum of 1:30 block to block for		Lineholder may	
same duty period, if a combined		displace reserve 12	
duty period contains an international		hours prior to check-in	
segment, international rest and duty		Trades with Open Time	
limits apply ("piggyback")		based on reserve	
		coverage as	
Bad-Day-Worse- Day trades		determined by	
	Trades must not	Company	
Trades with Open Time based on	conflict with training	Company	
reserve coverage as determined by	or required meetings	Trades must not	
Company		conflict with training or	
		required meetings	
Trades must not conflict with		without written	
training or required meetings		permission	
without written permission		Daulius of this size :	
		Parking of trips is not	
Parking of trips is not permitted		permitted	

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Out of Base	<14 hours prior to departure, may	None	<14 hours prior to	None	Beginning on the 22 nd
Trades	pick up Open Time trips at any base		departure, may pick up		of each month may
			Open Time trips at any		pick up from out of
	<14 hours prior to departure, may		base		base up to max 21
	pick up advertised (trade board) trip				hours prior to report,
	in any base provided they have any		<14 hours prior to		and no less than 3
	special qualification designated for		departure, may pick up		hours before report
	the advertised trip		advertised trip in any		
			base provided they		
			have any special		
			qualification designated		
			for the advertised trip		
FSL Trip Trades	FSL trips must be traded with FSL	Purser qualified	ISM trips must be	Purser qualified	
and Pick-ups	qualified flight attendant	positions must be	traded with ISM	positions must be	
		traded with Purser	qualified flight	traded with Purser	
	<14 hours prior to departure FSLs	qualified flight	attendant	qualified flight	
	may pick up open time in any base	attendant	<14 hours prior to	attendant	
	regardless of special qualifications		departure ISMs may		
	for pairing	No minimum Purser	pick up open time in		
		flying	any base regardless of		
	<14 hours prior to departure, FSLs		special qualifications		
	may pick up advertised (trade board)		for pairing		
	trip in any base provided they have		<14 hours prior to		
	any special qualification designated for the advertised trip		departure, ISMs may		
	for the advertised trip		pick up advertised trip		
	FSLs are able to pick up non-qualified		in any base provided		
	pairings, but must maintain 50 hours		they have any special		
	of FSL flying		qualification designated		
	or i se mynig		for the advertised trip		
	Only trade with other FLS		·		
	July didde man other 125		ISMs must have 65		
	FSLs paid flight attendant rate of pay		hours of ISM trips to		
	when flying non-qualified trips		pick up non-qualified		
	,		pairing		
			Only trade with other		
			ISM		

	Tentative Agreement	S-UA	S-CO	AAL	DAL
LQ Trip Trades	LQ trips must be traded with LQ		LQ trips must be traded	LQ trips must be	LQ trips must be
and Pick-ups	qualified flight attendant		with LQ qualified flight	traded with LQ	traded with LQ
			attendant	qualified flight	qualified flight
	Between 16 hours and 14 hours prior			attendant	attendant
	to departrure, LQ may pick up any		Between 16 hours and		
	trip in LQ base for which qualified		14 hours prior to		
			departrure, LQ may		
	<14 hours prior to departure FSLs		pick up any trip in LQ		
	may pick up open time in any base		base for which		
	regardless of special qualifications		qualified		
	for pairing				
			<14 hours prior to		
	<14 hours prior to departure, FSLs		departure FSLs may		
	may pick up advertised (trade board)		pick up open time in		
	trip in any base provided they have		any base regardless of		
	any special qualification designated		special qualifications		
	for the advertised trip		for pairing		
			44.4 h =		
	LQs are able to pick up non-qualified		<14 hours prior to		
	pairings, but must maintain 50 hours		departure, FSLs may		
	of LQ flying		pick up advertised trip		
			in any base provided		
			they have any special		
			qualification		
			designated for the		
			advertised trip		
			LQ must have 65 hours		
			of LQ trips to pick up		
			non-qualified pairing		
			quannea pannig		

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Personal Drop	May drop pairing day before report time, subject to operational requirements, first come first served May drop a portion of trip when it transits base, if staffing allows	Without pay drops based upon operation needs	May drop pairing day before report time, subject to operational requirements, first come first served May drop a portion of trip when it transits base, if staffing allows	Drop trip 2x in rolling 12 months, may grant additional if staffing allows	Paid Personal Time (PPT) draw from sick bank, may be scheduled in PBS bid or unscheduled
Trip Trading when days are blocked	Bad-Day-Worse- Day Trades Trading trip on bad reserve coverage day for a trip on a worse reserve coverage day Company determines the min amount of reserves needed to staff flights	Company may increase guaranteed allotments to allow for trades	Bad-Day-Worse- Day Trades Trading trip on bad reserve coverage day for a trip on a worse reserve coverage day Company determines the min amount of reserves needed to staff flights	Ability to trade for same calendar day or higher time trip if coverage is blocked.	Ability to trade if it improves coverage
	Tentative Agreement	- S-UA	S-CO	AAL	DAL
Seniority Option	Reserve can be opted out of assigned work position by more senior flight attendant, only once prior to pre-flight duties If purser position is picked up from open time, may be opted out of position	More senior flight attendant can assume premium position if assigned to a reserve	Reserve can be opted out of assigned work position by more senior flight attendant, only once prior to pre-flight duties If FFA is picked up from open time, may be opted out of position	No	Not stated

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Jetway Trades	May drop last segment to another	May drop last	May drop last segment	Last live leg.	Yes
	flight attendant	segment to another	to another flight		
		flight attendant	attendant		
Vacation Relief	Bid by preferencing schedule	Bid by selecting pre-	Bid by selecting lines	Not applicable due	Not applicable due to
Lines	characteristics	constructed relief	(portion of lines)	to PBS	PBS
		lines of flying	vacated due to		
	Bid and awarded in seniority order		vacation		
Loss of Flight	Reassignments before leaving Base:	If not immediate, call	Notice on day of	Reassigned on	Not stated
Time		once per day at	departure: Flight	originally	
	Whenever subject to reassignment:	designated time	attendant given	scheduled days	
Reassignments			replacement pairing	unless mutually	
	Depart no more than 2 hours earlier	Return must be 22 to	within 2 hours, of being	agreed	
	than original trip	24hours(domestic/in	notified they have lost		
		ternational) from	their trip or released		
	If an earlier reassignment interferes	originally scheduled	with pay		
	with a prior day off, paid additional	arrival			
	\$15.00 /hour for all time worked		Notice on one or more		
	prior to originally scheduled		calendar:		
	departure		If not reassigned or		
			released when notified		
	If a reassignment returns more than		of lost trip, Flight		
	2 hours beyond originally scheduled		attendant option to:		
	arrival time, paid additional				
	\$15.00/hour for all time on duty		Make up time on days		
	beyond original scheduled arrival		not originally		
	time		scheduled to fly, pay		
			adjusted; or		
	Reassignment may not interfere with				
	next scheduled day of without		Make up time on days		
	consent		originally scheduled to		
			fly with no loss of pay;		
	If consent to reassignment into		or		
	scheduled day off, in addition to				
	restoration of day off, receive 150%		Be subject to		
	for all time flown on scheduled day		reassignment:		
	off		Depart no more than 2		
			hours earlier than		

Notice on day of departure: Flight original trip, paid attendant given replacement pairing additional \$15.00 /hour within 4 hours of being notified they have lost their trip or released with Reassignment after leaving base: pay Return no later than 12 Notice on one or more calendar: hours original arrival If not reassigned or released when and no more than 8 notified of lost trip, Flight attendant hours into calendar day off option to: Make up time on days not originally If reassignment scheduled to fly, pay adjusted; or >4hours into calendar day off, or past Make up time on days originally midnight if originally scheduled to fly with no loss of pay; scheduled to arrive prior to 1900, day off to be restored or 5 Scheduling will make a reassignment hours additional pay between 1800-2200 the day before and credit departure of original trip. If no reassignment given at that time, If reassigned to a released with no loss of pay. domestic trip, paid additional \$15/hour for International Bases, except HNL, may all time on duty beyond be reassigned to return no later than original scheduled 24 hours after originally scheduled arrival arrival time. If reassigned to return more than 2 hours after originally May remain downline scheduled arrival time, paid for 24 hours due to additional \$15.00/hour for all time mechanical on duty beyond original scheduled arrival time After leaving base, may be reassigned even Reassignment after leaving base: when original trip is operating Return no later than 12 hours

original arrival and no more than 8

If reassignment

	hours into calendar day off If reassignment >4hours into calendar day off, or past midnight if originally scheduled to arrive prior to 1900, day off to be restored with pay or 5 hours additional pay and 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		>4hours into calendar day off, or past midnight if originally scheduled to arrive prior to 1900, day off to be restored with pay or 5 hours additional pay and credit		
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Restoration of Days Off	If flight attendant flies into day off to be restored with pay within 90 days If flight attendant declines restoration, 5 hours of pay Applicable only if maintain 10 day off min	If arrives after 0200 on day off, day off restored If restoration of day off requires dropping of ID, pay protected	If reassignment causes flight attendant to be on duty 4 hours or more into day off, or 1 minute into day off if original scheduled arrival was before 1900 day off to be restored within 90 days If flight attendant declines restoration, 5 hours of pay	Day restored	If reassignment causes flight attendant to be on duty 10 hours or more into day off, receives 4 hours of pay Does not apply if due to delayed flight
Assignment of Open Pairings	Home Lineholder picking up or trading with open time	Home Lineholder picking up or trading with open time	Open Time not pickup by Lineholder assigned to reserve	Lineholder picking up or trading with open time	Not stated
Order of	Flight attendant subject to	,			
Oluci oi		Flight attendant		Flight attendant	1

	Drafting	Reserve Drafting		Reserve on day of availability Reserve on flex day Lineholder, on days off, in inverse seniority order, no more than 2x per bid period	
Positive Check-	Yes	No	Yes	Electronically	Not stated
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Notification	Notified of delay or cancellation if known 2 hours before departure if delay >30 mins	Notified of delay or cancellation if known 2 hours before departure if delay >30 mins	When possible, notified of delay, equipment substitution or cancellation if known 2 hours before departure if delay >30 mins	Crew scheduling to use best efforts to notify of delay	
International Domiciles	US domiciles assigned minimum of 70% of international flying	US domiciles assigned minimum of 60% of international flying	Contract applies to flight attendants based in the US, territories and possessions	No minimum	No minimum
Personal Time Off (PTO)	Guaranteed personal time off (may use 8 times per year) 1 % of domicile population determines pool of daily PTO available Awarded in seniority order 15 days and 5 days in advance Any unawarded PTO days are available up to 1 day prior to trip	Guaranteed personal time off (may use 8 times per year) 1 % of domicile population determines pool of daily PTO available Awarded in seniority order 15 days and 5 days in advance Any unawarded PTO days are available up to 1 day prior to trip	See personal drop	See personal drop	See personal drop

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Reserve	Straight Reserve	A/B Rotation	Straight Reserve	Rotation	Proportional System
Scheduling				First (12) months,	based on PBS
Procedures	A/B Rotation Non-US locations and HNL			straight,	(A-Days)
Reserve System				Then 1 month on/one month off for 3 years. Reserve after four (4) years, 1 month on/ 3 months off	
	-			rotation.	
Reserve Move- up Lines	Built from the 1 st day of the new bid month to the 5 th All reserves will be considered to want move-up line unless they indicate not, also may remove name from move-up list	Yes	Yes	Yes	N/A
	4 protected days	2 protected days			

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Reserve	All reserves participate in trip	Call-in reserves	StandyAirport Alert	Reserve	Limited preferencing
Preferencing	preferencing	participate in trip	Minimum flying	preferencing within	
		preferencing	Maximum flying	the PBS system.	Can be for specific
					trip, generic request
	Reserves listed by days of availability	Reserves listed by	May pick-up trips		or standby periods
	and time accrued order	days of availability	coming from days off		
		and time accrued			
	Max 10 requests with 6 criteria,	order	Released to check-in		
	request is a match if all criteria are		only when picking up		
	met	Max 10 requests with	Golden Trip		
		6 criteria			
	If no match/no preference, assigned		Ready or Callout		
	trip after those with preference	Request is a match if	Reserve (designated		
	match	all criteria are met	times to be on call)		
	Requests on file by 1600	If no match/no			
		preference, assigned			
	Assignments by 1930	trip after those with			
		preference match			
	If assigned a pairing via preferencing,				
	released to check-in and not subject	Requests on file by			
	to displacement	1500			
	If not assigned during preferencing,	Assignments posted			
	reserve is released or assigned ready	no later than 1900			
	reserve for following day				
		For check-in time			
	If assigned trip using preferencing	beginning at 0500			
	a Lineholder may not displace the	following morning			
	reserve				
		Only call-in reserves			
	If assigned trip after preferencing:	can preference			
	Lineholder may displace >15 hours				
	prior to check-in, except if reserve				
	assigned trip by preferencing		May be displaced by		
			lineholder if > than		
			14:00 before check-in		

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Ready Reserve	Standby	Standby	Standby	Standby	
Preference	Minimum flying	Minimum flying	Minimum flying	Minimum flying	
Options	Maximum flying (automatic opt over 100:00)	Maximum flying (automatic opt over 100:00)	Maximum flying	Maximum flying	
Reserve	12	12	10	12	10
Minimum Days					
Off	May build up to 16 days off	May build up to 16 days off	May build up to 15 days off		
Special Reserve	One block of at least 4 days (no more	No moveable	One block of 4 days	8 days designated	No moveable
Legalities	than 6) will be designated as "set",		designated as	as immovable	
	unless no block of 4 or more days		immovable		
	off, then largest block of days will be			Paid value of RSV	
	set			day if worked into moveable day	
	Under no circumstance may a RSV			(4:10/ 3:57)	
	be assigned into set days off				
	In a block of days off, other than set, a RSV may be assigned into 1 st day off subject to restrictions: No other RSV legal and available 1 st RSV volunteer then in TMAC Paid additional 5 hours of pay				
	If assigned into 2 nd or more days, paid additional pay equal to actual value of trip (200% pay)				

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Restoration of Reserve Days Off	Day off restored at the end of the block of days off or if at the end of schedule month, the next block of availability days in new month A RSV may not be assigned on days	Same as for LH	Mutual agreement on day restored within 90 days, if no agreement than paid 5 hours	Mutual agreement on day restored within same bid period, no agreement than paid the value of	N/A
	that have been restored			RSV day	
1-in-7- Limitation	Relief from all Company obligations for not less than 1 calendar day during any consecutive 7 days	1-in-7	24-in-7 FAR	24-in-7 FAR	24-in-7 FAR
When returning to home domicile	Block-in with scheduling by phone or electronic means upon return to home base	May be required by telephone upon return to home base	Block-in with scheduling by phone	Company may contact after 8:30 hours	Yes, except when on duty for >12 hours and next day is off, returning from
	Company may only contact RSV during last hour of crew rest	Company may contact after 8 hours	Company may attempt contact during last hour of crew rest		international trip, returning from DHD deviation or returning from all-nighter
Trading Days Off and Pairings	May trade a day off at least 1 calendar day prior to availability	At least 2 days prior to availability	At least 1 day prior to availability	May trade with other flight attendants and	Not stated
	Maintain availability for shortest trip in base	Maintain no less than 3 days of availability	Maintain availability for shortest trip	company	
	Unlimited trade with other flight attendants	Start on same day	May trade with other flight attendants and availability pool		
	Unlimited trades with availability pool based on reserve coverage	Same number of days	, ,		
	Minimum reserve coverage determined by Company	Reserve guarantee reduced by number of days vacated			
	Once assigned pairing, may trade with another Flight attendant for a pairing of same number of days, departing on same day, and if with LH credit time				

		T	T	1	T
	cannot be > 2 hours				
	RSV who picks up additional time				
	considered to have opted for month				
	Reserve guarantee reduced by				
	number of days vacated				
	If multi-day trip vacated RSV may				
	restore Reserve days and guarantee				
	for all days of the vacated trip,				
	except the first day				
	May trade pairing for days off with LH				
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Notice of	15 hours notice at home domicile,	15 hours notice at	Notification period	Notification period	Not stated
Assignment	except if cannot be determined in	home domicile, except	not to exceed 8hours	not to exceed	
	advance	if cannot be determined in advance	or number more than	12hours	
	Once per day, RSV may request release	determined in advance	2 in a calendar day		
	from contact for period of time	RSV may request			
	·	release from contact			
		for period of time			
Short call	<3 hours to report time	<4 hours to	<3 hours to report	<2 hours to report	Not stated
		departure	time	time	
				(3:00 for MIA, LAX,	
				NYC, DCA and SFO)	
Picking up from	To avoid drafting or during White	To avoid drafting	During White Flag	On Flex and Golden	Yes
Open Time on	Flag			days	
Days Off				During Red Flag	
Picking up from	May pick up, drop and trade pairings	No	No	Yes	Yes
Flight	from other flight attendants on days				
Attendants on	off when released by crew				
Days Off	scheduling on last day of availability				
	Hours will not count towards RSV				
	guarantee, monthly max, or time				
	accrued				
	Paid above RSV guarantee				

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Picking up from Open Time	May pick up from open time once per month and to avoid drafting	May pick up from open time once per month and to avoid drafting	May pick up from Open Time in certain circumstances (Golden Trip)	May pick up from Open Time in certain circumstances	May pick up from Open Time in certain circumstances
Standby Reserve	4 hour period, released no later than 4 hours after report if not assigned	4 hour period, released no later than 4 hours after report if not assigned	4 - 6 hour period	4 or 6 hour period	Not stated
	May be assigned to pairing departing no later than 5 hours after report, except when drafting	May be assigned to pairing departing no later than 5 hours after report, except when drafting			
	5:00 hour pay and credit if does not fly	5:00 hour pay and credit if does not fly	4:00 pay and credit if does not fly		
	1/2 pay and credit for time on standby if given assignment	1/2 pay and credit for time on standby if given assignment	If assigned after 2 hours, paid 2 hours plus flight time or 4 hours, whichever is greater		
Out of Base Standby Reserve	May be assigned standby in a base other than their home base	No	Yes	No	Not stated
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Standby Pre- board	No more than 4 pre-board per standby	None	No limit	No limit	No limit
Call-out Pay	2 hours	2 hours	2 hours	3 hours	\$10.80
Short call	<3 hours to report time	<4 hours to departure	<3 hours to report	<2 hrs to report (3:00 in all co- terminals MIA, LAX, NYC, DCA, SFO	Not stated

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Round trip assignments	Yes	Yes, when possible	Yes	Yes	Not stated
Special Qualification Flight Attendants	See FSL and Language Qualified in Scheduling and Compensation				
AMC Operation	Contract between Company and Airlift Military Command Operations outside of Continental US Override: \$4.00 per credited hour Report time may be increased by :90 Additional death benefits, permanent total disability, Worker's Compensation Civil Reserve Air Fleet (CRAF) All flight operated at direction of the Department of Defense Volunteer List Additional compensation, expenses and crew meals	Contract between Company and Airlift Military Command Operations outside of Continental US Override: \$2.25 per credited hour Maximum scheduled and actual duty may be extended to FAR maximum Duty Time above maximum receive extra compensation for each hour of duty in excess of maximum Report time may be increased by :90 Additional death benefits, permanent total disability, Worker's Compensation	Contract between Company and Airlift Military Command Maximum scheduled and actual duty may be extended to FAR maximum Duty Time above medical maximum receive extra compensation each hour of duty in excess of maximum Additional death benefits, permanent total disability, Worker's Compensation	Contract between Company and Airlift Military Command Operations outside of Continental US Maximum scheduled and actual duty may be extended to FAR maximum Duty Time above maximum receive extra compensation for each hour of duty in excess of maximum Report time may be increased by :90 Additional death benefits, permanent total disability, Worker's Compensation	Contract between Company and Airlift Military Command Conducted in accordance with FAA regulations Domestic military charters are picked up from open time International military charters awarded in seniority order

		Civil Reserve Air Fleet	Civil Reserve Air Fleet	Civil Reserve Air	
		(CRAF)	(CRAF)		
		(CKAF)	(CKAF)	Fleet (CRAF)	
		All flight operated at	All flight operated at	All flight operated at	
		direction of the	direction of the	direction of the	
		Department of	Department of	Department of	
		Defense	Defense	Defense	
		Volunteer List	Volunteer list if trips	Volunteer List	
			not picked up from		
		Additional	open time	Additional	
		compensation,		compensation,	
		expenses and crew		expenses and crew	
		meals		meals	
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Training & General	3 hours/day flight time and credit	\$9.00 /hour	2:30 flight time and credit	\$75.00 per day	\$12.00 /hour
Meetings	If trip drop required, pay protection	If trip drop required,	creare		Recurrent training
go	and reassignment or no pay	pay protection and	If trip drop required,	Per Diem	2:45 flight time and
	protection and reassignment	reassignment or no	pay protection and	T er Brein	credit
	p	pay protection or	reassignment or no	Home Study and	
	Per Diem paid for training and	reassignment	pay protection or	CBT paid \$75.00 if	Home Study and CBT
	travelling away from home		reassignment	longer than :20	paid \$10.00 /hour
		Per Diem		l conger and the	
	Home Study and CBT paid 1 hour for		Per Diem		
	every 3 hours of training, minimum	Home Study and CBT		Training awarded as	Training awarded as
	of 1 hour	minimum of 1 hour	Home Study and CBT	part of PBS line of	part of PBS line of
		pay for up to 3	paid 1 hour flight time	flying	flying
	Training be available as a pairing, LH	training events, then	and credit		
	to select from Open Time, RSV	min of 3 hours of pay		May trade training	
	scheduled on day of availability, RIGs				
	do not apply		Training available as a		
		Training is bid by LH	pairing, LH to select	Min crew rest	
		RSV scheduled on	from Open Time, RSV	associated with	
	LH may trade with Open Time or	day of availability	scheduled on day of	travel to and from	
	other LH, RSV may trade with Open		availability	training	
	Time or other RSV with approval	LH may trade with			
		open dates	LH may trade with		

Min 15-hour rest if over 9:00 flight		open dates	Training not to	
time to training – waivable, min 12-			exceed 8:00	
hour rest if over 9:00 flight time to	Min 15-hour rest if			
home – waivable	over 9:00 flight time			
	to training	CQ ability to attend		
Training not to exceed 8:00, except		during early or due		
one day CQ 9:00	If over 9:00 flight	month		
	time to home, min 12			
CQ ability to attend during early, due	hour rest			
or grace month			CQ ability to attend	
			during due month	
Training away from home, will be	Training not to	For training and		
available as a pairing with DHD	exceed 8:00	meetings other than		
segments, paid 1 hour of pay for		CQ, NRPS must-ride	NRPS must-ride for	
each hour of DHD to max of 5 hours	CQ ability to attend	for travel to training,	travel to and from	
	during early, due or	NRPS (not must ride)	training	
NRPS must-ride for travel to training,	grace month	for return		
NRPS (not must ride) for return				
	NRPS must-ride for	Single occupancy	Single occupancy	
Single occupancy hotel	travel to and from	hotel	hotel	
accommodations, gainsharing where	training	accommodations	accommodations	
available				
	Single occupancy			
	hotel			
	accommodations			

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Vacations	Based on start date with Company	Based on start date	Based on start date with	Based on start date	Based on start date with
Accrual		with Company	Company	with Company	Company
	1-4 years: 12 days	D 11 4/42 6			
	5-9 years: 19 days	Reduced by 1/12 for each 30 days on LOA			
	10-16 years:26 days	(except occupational)			
	17-24 years: 33 days	(except occupational)			
	25+ years: 40 days	1-4 years: 12 days	1-4 years: 7 days	1-4 years: 7 days	1-4 years: 14 days
		5-9 years: 19 days	5-9 years: 14 days	5 years: 10 days	5-10 years: 21 days
	More than 120 hours paid activity in	10-16 years:26 days	10-17 years: 21 days	6 years:12 days	11+ years: 28 days
	a quarter: 100% accrual	17-24 years: 33 days	18-24 years: 28 days	7-9 years: 14 days	
	120-60 hours paid activity: 50%	25+ years: 40 days	25-29 years: 35 days	10-12 years: 18 days	If completed 18 years
	accrual	- ,	30+ years: 37 days	13-15 years: 21 days	of service by March
	Less than 60 hours, paid activity in	Minimum	10.1	16-17 years: 23 days	31, 2006, 35 days
	quarter: No accrual	97:30/quarter for full	Must have 40+ hours	18-25 years: 31 days	
	Flow Vanation	accrual. If less than	in month to accrue full	26+ years: 35 days	
	Flex Vacation 97:30 paid hours. in vacation that month	vacation that month.			
	May elect to take additional seven	quarter, accrues	20:00 – 39:59 hours +		
	(7) days unpaid vacation or elect to	1/24 th for each 16:15	½ accrual.		
	have 1:54 deducted from earnings	paid hours. If < 16:15	72 acciuai.		
	each month to pay for Flex vacation	hours in quarter, no	<20 hours, no accrual		
	cacifficitit to pay for Fiex vacation	accrual.	120 110013, 110 0001001		
	Days off immediately preceding and		Flex Vacation		
	following vacation are considered				
	part of vacation period and free	Days off immediately		Days off, max 4	No
	from Company obligations	preceding and		days, immediately	
		following vacation		preceding and	
	Retains vacations when transfer	are considered part		following vacation	
		of vacation period		are considered part	
	Vacation bid conducted in 2 rounds	and free from		of vacation period	
		Company obligations		and free from	
	Max 5 vacation periods			Company	
				obligations	
	Vacation Bid Seniority will be Flight				
	Attendant Bid seniority or Company			May donate days to	
	Seniority, as used for pass travel,			others in need	
	whichever date is earliest				

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Day at a Time Vacation	May take up to 10 days each year separate from awarded vacation period(s)	May take up to 10 days each year separate from awarded vacation period(s)	No	May take up to 6 days each year separate from awarded vacation period(s)	Not stated
Vacation Pay	3:15 hours/day per day May contribute min 7 max 14 days to 401(k) FSL override paid for vacation	3:00 hours/day, 3:15 if more than 936 hours in prior yr Premiums paid for vacation	3:15 hours/day per day May contribute one week to 401(k)	4:00 hours/day, if <7 day block 3.5 hours/day	3:00 hours/day
					No premium pay
Vacation Fly Through	Choice to fly through vacation period and paid for trips in addition to vacation pay	No Company may offer to buy back vacation	Choice to fly through vacation period and paid for trips in addition to vacation pay	Choice to fly thourough vacation period and paid for trips in addition to vacation pay by picking up trip(s) from other flight attendants	Not stated
Sick Leave	Sick Leave bank – Max accrual 1,250 hours, accrue 4:00 hours/month Occupational Leave Bank – Max accrual 400, 4:00 hours/month More than 120 hours paid activity in	Sick Leave bank – Max accrual 1,000hours, 4:00 hours/month, and additional 1:30 per quarter for 234 paid hours in quarter	Sick Leave bank- Max accrual 1,000 hours, accrue 4:00 hours/month, if paid more than 40 hours in month	Sick Leave bank- Max accrual 1,500 hours, accrue 4.5 hours/month, if available > 14 days per month	Sick Leave bank-Max accrual 147 hours (Paid Personal Time) Accrue 4:10 hours/month
	a quarter: 100% accrual 120-60 hours paid activity: 50% accrual Less than 60 hours, paid activity in quarter: No accrual Rapid Re-accrual – When a single	Occupational Sick leave pay used to supplement workers' compensation	Catastrophic bank- after max accrual in Sick Leave bank max accrual 250 hours Occupational Injury bank, max accrual 400	Occupational	Unused time paid out annually

illness/injury has used more than	hours	6 month salary	
255 hours of sick leave, accrue 7:00	110u13	continuance	
hours/month		Continuance	
Hoursy month			
Can make up in same month			
can make up in same month	Up to 3 days for		
Medical verification for 4 incidents in	spouse and child		
	spouse and ciliu		
12 months, if on sick leave for more			
than 12 days, July 4 th , and Christmas			
6.1.1			
Sick Leave for entire month pay			
options:			
Min guarantee of 71 hours			
Paper bid line projection			
100 hours			
Up to 3 days for spouse and child			
No trade restrictions			
If pick up or trade over 93 hours,			
paid up to 93 if does not fly traded			
or picked up trips			
Occupational:			
Hours deducted from occupational			
bank first, when bank exhausted,			
utilize sick leave bank			
Workers' Compensation Jurisdiction:			
Benefits provided in accordance with			
applicable state laws			
applicable state laws			
Company will not contest Illinois			
jurisdiction for employees whose			
jurisalication for employees whose			

				1	
	contract of hire was made in Illinois				
	Guam and International domiciled,				
	Company will not contest Illinois				
	jurisdiction				
	jurisulction				
	Option of direct deposit for				
	payments				
	No points/discipline for injury				
	caused by unannounced clear air				
	turbulence, aircraft accident, assault				
	and similar				
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Seniority	Upon assignment to line, Pay and	3-0A	3-00	AAL	DAL
Semonty	Company adjusted to date of entering				
	training				
		Probation	Probation	Probation	Probation
	Probation 180 days	180 days	8 months	180 days	6 months
Leaves of	Personal. Medical, Maternity,	Personal,	COLA, Personal,	Personal, Voluntary,	Personal, Educational,
Absence	Parental, Adoption, Military,	Educational, Special,	Medical (inc	Leave in lieu of	Special, Medical (inc
	Bereavement, Jury Duty/Court	Medical (inc	maternity), Parental,	Furlough,	maternity), Parental,
*See LOA Chart	Witness, Union, COLA, Special COLA,	maternity), Parental,	Military, Educational,	Education,	Military, Jury Duty,
	Family Medical Leave	Military, Union, Jury	Funeral, Emergency,	Maternity/Medical,	Funeral, Family
		Duty, Funeral, Family	Jury Duty, Union,	Family Medical,	Medical
	Accrues seniority for bidding and	Medical	Family Medical Leave	Paternity, Union,	
	pass travel			Military	Maternity LOA ends 6
		Accrues seniority for	Accrues seniority for		weeks after birth
	Accrues pay and longevity for limited	limited period of	limited period of time	Accrues seniority for	
	period of time	time		all LOA's, Pay and	
				Vacation accrual for	
	Does not accrue sick leave and	Maintains active	Medical LOA	limited period of	
	vacation, except special COLA	insurance benefits	maximum duration is	time	
		except on personal	lesser of the period of		
	Maintains active insurance benefits	LOA	disability, or 6 years,	Maintains active	
	and rates except on personal LOA		or length of active	insurance benefits if	
		Maintains pass travel	service	receiving pay (i.e.	

	Maintains pass travel for duration 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	for duration for medical & military, others for limited period of time Medical LOA maximum duration is 3 yrs Maternity LOA transition to medical or personal LOA if	Accrues seniority for all purposes while on Medical LOA Parental LOA maximum duration 90 days, may be extended	sick leave pay) Maintains pass travel for duration Medical LOA maximum duration is 5 yrs	
		unable to return to work 90 days following birth Parental LOA maximum duration 30 days	Ability to transfer while on LOA	Ability to transfer while on LOA, if able to report within 15 days of report date	
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Job Share and Partnership	Job Share: Single month		Jobshare: single	No	Not stated
. a. a. a. a.			month		
Flying Programs	Partnership: Multi-month, Annual and Furlough Mitigation Line awards based upon senior partner's seniority Same qualifications Monthly maximum of 55 hours	Partnership: multimonth Line awards based upon junior partner's seniority Same qualifications Monthly maximum of 46:00 hours, opt to 48:30 or 50:00 hours Benefit accruals: Sick leave and	Line awards based upon senior partner's seniority Monthly maximum 55 hours Partnership: annual, total not to exceed 5% of base complement Same qualifications		

		full medical, dental, and life insurance	upon senior partner's seniority Monthly maximum of 55 hours Benefit accruals: Sick leave and vacation full accrual if >40 hours per month		
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Filling of Vacancies	Transfers:	Transfers	Transfers	Transfers	Transfers
v acancies	May have request for 2 locations on file	May have request for 2 locations on file	May have request for multiple locations on file	May have request for multiple locations on	May have request for multiple locations on file
	If awarded and not accepted transfer			file	
	freeze for 3 months	If awarded and not	Must accept transfer if		
	If awarded and accepted transfer freeze	accepted transfer freeze for 3 months	awarded	Must accept transfer if awarded	
	for 6 months	If awarded and	If awarded and accepted transfer freeze for 6	If awarded and	
	May transfer while on LOA	accepted transfer freeze for 6 months	months	accepted transfer freeze for 3 months	
	Base Locations:		May transfer while on LOA	May transfer while on	
	Company provides 90 day notice for base open/close	Base Locations	Base Locations	LOA	
	open, close	Company provides 90	base Locations	Base Locations	
	Moving Provisions include, free air	day notice for base	Company provides 30		
	transportation, 500 lbs personal effects	open/close	day notice for base	Company will meet an	
	and if new hire free 7 day hotel	Manda a Bandalana	open/close	d confer promptly for	
	accommodations	Moving Provisions include, free air	Moving Provisions	base open/close, in no case <120 days for	
	Settling Time & Monthly Guarantee:	transportation, 500 lbs personal effects and if	include, actual moving expenses	close	
	First transfer, involuntarily transferred	new hire free 7 day	expenses	Moving Provisions	
	and new base, 3 days within 12 months, no adjustment to guarantee	hotel accommodations, if involuntary actual	Surplus, offered in	include, free air transportation, free	

		moving expenses	seniority order, If none	shipping on company	
	Surplus, offered in seniority order, if	moving expenses	desire to move, assigned	transportation and if	
	none desire to move, assigned in inverse	Settling Time &	in inverse seniority, with	new hire 5 days hotel	
	seniority	Monthly Guarantee	ability to displace most	accommodations	
	semonty	Wildlithiy Guarantee	junior on the system	accommodations	
	Transfer to International Bases:	First transfer,	Junior on the system	If new base or	
	Transfer to international bases.	involuntarily	In event of base closure	involuntary transfer	
	Provided with 2 fee waived passes per	transferred and new	ability to take 1 year	provided with moving	
	month for employee and family for 180	base, 3 days within 12	COLA	expenses	
	days after transfer and 1 positive space	months, no adjustment			
	annually	to guarantee			
	,			Settling Time &	
		Surplus, offered in		Monthly Guarantee	
		seniority order, If none		,	
		desire to move,		Pay protected for 3 of	
		assigned in inverse		the 5 days used for	
		seniority		settling	
		Transfer to		Surplus, offered in	
		International Bases		seniority order, If	
				none desire to move,	
		Provided with 2 fee		assigned in inverse	
		waived passes per		seniority	
		month for employee			
		and family for 180 days			
		after transfer and 1			
		positive space annually			
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Reduction in	Company must offer voluntary	Company must offer	Company must offer	Company must offer	30 day notice
					30 day flotice
Personnel	furlough with all benefits as active	voluntary furlough	leaves of absences	voluntary furlough	- "
	before any involuntary furlough,	with all benefits as	before any system	with some benefits,	5 year recall
	except CJA	active before any	furlough	i.e. travel before	
		involuntary furlough,		any involuntary	
	Voluntary furlough reduces number	except CJA		furlough	
	of involuntary furlough				
		Voluntary furlough		Voluntary furlough	
	Involuntary furlough conducted in	reduces number of		reduces number of	
	inverse system seniority order	involuntary furlough		involuntary furlough	
	,	,	Involuntary furlough	, , , , , ,	
		l .		1	

	Involuntary furlough recall rights for	Involuntary furlough	conducted in inverse	Involuntary furlough	
		conducted in inverse		conducted in	
	6 years		system seniority order		
	Fundamental A.F. magnetha of	system seniority	Incombant formation	inverse system	
	Furlough pay up to 4.5 months of	order	Involuntary furlough	seniority order	
	salary		recall rights for 5 years		
		Involuntary furlough		Involuntary furlough	
		recall rights for 6	Furlough pay up to 5	recall rights for 5	
		years	months of salary	years	
		Furlough pay up to		Furlough pay up to	
		4.5 months of salary		4.5 months of salary	
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Safety, Health	SHS Committee recommendations	SHS Committee	SHS Committee	SHS Committee	None
and Security	considered by Company	recommendations	recommendations	recommendations	
		considered by	considered by	considered by	
	Review OJI	Company	Company	Company	
	Union notified of hostilities, political	Review OJI	Union notified of	Review OJI	
	disruptions, serious incidents,		accident or incident		
	accidents, access to Crisis Center and	Union notified of		Union notified of	
	crash site	hostilities, political	Zero tolerance for	hostilities, political	
		disruptions, serious	assault	disruptions, serious	
	Zero tolerance for assault and	incidents, accidents,		incidents, accidents,	
	interference of crew members	access to Crisis		access to Crisis	
		Center and crash site		Center and crash	
	Requirement for Company to			site	
	monitor aircraft environmental	Zero tolerance for			
	systems	assault and		Requirement for	
	7,555	interference of crew		Company to	
	Air quality complaints to be	members		monitor aircraft	
	acknowledged with 2 days, response			environmental	
	to Union within 10 days	Requirement for		systems	
	Prompt notification by Company	Company to monitor		3,5551115	
	when exposed to communicable	aircraft		Air quality	
	disease	environmental		complaints to be	
	discuse	systems		acknowledged with	
		3,3(01113		2 days, response to	
		Air quality		Union within 10	
		All quality		OHIOH WILHIII 10	

		complaints to be		days	
		acknowledged with 2		Prompt notification	
		days, response to		by Company when	
		Union within 10 days		exposed to	
				communicable	
		Prompt notification		disease	
		by Company when			
		exposed to		Resuscitation mask	
		communicable		and ear plugs issued	
		disease		to each flight	
				attendant	
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Medical	Company required medical exams	Company required	Company required	Company required	Company required
Examinations	performed by Company doctor or	medical exams	medical exams	medical exams	medical exams
	designated doctor	performed by Company	performed by Company	performed by	performed by Company
		doctor or designated	doctor or designated	Company doctor or	doctor or designated
	All information related to medical file is	doctor	doctor	designated doctor	doctor
	confidential and not released without				
	written consent	All information related	All information related	All information related	
	Medical Arbitration: When	to medical file is confidential and not	to medical file is confidential and not	to medical file is confidential and not	
	disagreement on ability to work, neutral	released without	released without written	released without	
	3 rd party doctor to make determination	written consent	consent	written consent	
	5 party doctor to make determination	Witten consent	Consent	written consent	
		Medical Arbitration:	Medical Arbitration:	Medical Arbitration	
		When disagreement on	When disagreement on		
		ability to work, neutral	ability to work, neutral	When disagreement	
		3 rd party doctor to	3 rd party doctor to make	on ability to work,	
		make determination	determination	neutral 3 rd party	
				doctor to make	
				determination	

Alcohol and	Conducted in compliance with FAA/DOT	Conducted in	Conducted in compliance	Conducted in	Conducted in compliance
Drug Testing	regulations	compliance with	with FAA/DOT	compliance with	with FAA/DOT
0 0		FAA/DOT regulations	regulations	FAA/DOT regulations	regulations
	Last Chance Agreement				
	Reinstatement for first verified	Last Chance Agreement	Last Chance Agreement	Last Chance	
	confirmed positive drug or alcohol test	Reinstatement for first	Reinstatement for first	Agreement	
		verified confirmed	verified confirmed	Reinstatement for first	
		positive drug or alcohol	positive drug or alcohol	verified confirmed	
		test at Company discretion	test	positive drug or alcohol test at	
		discretion		Company discretion	
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Personnel Files	Maintained by designated	Maintained at	Maintained by	Maintained at base	Not stated
Personnei Files			•	Maintained at base	Not stated
	personnel/ departments	domicile	designated personnel/	A ! - -	
	A 11.1.6		departments	Available for	
	Available for inspection	Available for		inspection	
		inspection	Available for		
	Adverse documents not placed into		inspection		
	file more than 30 days after receipt	Adverse documents			
	by Company	not placed into file	Adverse documents		
		more than 21 days	not placed into file	Adverse documents	
	No complaint letter placed in file	after receipt by	more than 30 days	not placed into file	
	unless:	domicile	after receipt by	more than 10 days	
			Company	after receipt by	
	Flight attendant clearly identified,	No complaint letter		Company	
	had control over the event, name of	placed in file unless:	No complaint letter		
	person writing is identified, and		placed in file unless it		
	provided the opportunity to review	Flight attendant	can be established	Flight attendant	
	and attach comments	clearly identified, had	flight attendant	clearly identified,	
		control over the	involved and provided	had control over the	
	Non-disciplinary discussions cleared	event, name of	the opportunity to	event and provided	
	from file after 2 years, provided no	person writing is	review and attach	the opportunity to	
	discipline	identified, and	comments	review and attach	
		provided the		comments	
	Complimentary and complaint	opportunity to			
	letters removed from file after 12	review and attach		Non-disciplinary	
	months, provided no other	comments		discussions cleared	
	complaint letters during that period			from file after 12	
	Sample recters during that period	Non-disciplinary		months, provided	

		discussions cleared		no discipline	
		from file after 2	Complimentary and		
		years, provided no	complaint letters		
		discipline	removed from file	Discipline remains	
			after 12 months,	up to 2 years	
		Complimentary and	provided no other		
		complaint letters	complaint letters		
		removed from file	during that period		
		after 12 months,			
		provided no other			
		complaint letters			
		during that period			
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Investigation & Grievances	Investigations:	Investigations:	Investigations:	Investigations:	No enforceable due process procedures
	Entitled to Union representative	Entitled to Union	Entitled to Union	Entitled to Union	
		representative	representative	representative	
	Provided with copies of all				
	documents	Provided with copies	Provided with copies	Provided with	
		of all documents	of all documents	copies of all	
	May be held out of service for no			documents	
	longer than 14 days with pay	May be held out of	May be held out of		
		service for no longer	service for no longer	May be held out of	
	Notified of discipline/discharge	than 10 days without	than 14 days with pay	service	
	within 15 days after investigatory	pay			
	meeting		Notified of		
		Notified of	discipline/discharge	Notified of	
	Not able to be disciplined later than	discipline/discharge	within 7 days after	discipline/discharge	
	30 days after inflight management	within 15 days after	investigatory meeting	within 10 days after	
	knowledge of incident	hearing		investigatory	
			Not able to be	meeting	
	30 days to challenge	30 days to challenge	disciplined later than		
	discipline/discharge	discipline/discharge	30 days after inflight		
			management	30 days to challenge	
	Must be notified in writing of precise	Must be notified in	knowledge of incident	discipline/discharge	
	charge if incident may lead to	writing of precise			
	discharge	charge if incident	30 days to challenge	Must be notified in	
		may lead to	discipline/discharge	writing of precise	

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Investigatory meeting within 10 days	discharge		charge if incident
of notification			may lead to
	Hearing within 10	Investigatory meeting	discharge
Grievances:	days of notification	within 10 days of	
		notification	Investigatory
Multi-step process	Grievances:		meeting within 10
		Grievances:	days of notification
LECP able to settle local grievance at	Multi-step process		
Step 1		Multi-step process	Grievances:
	Hearing at local, LECP		Multi-step process
MECP able to settle at all levels	able to settle	LECP able to settle	Hearing at local,
	Appeal to System	local grievance at Step	local able to settle
Company employee involved may	Board, MECP able to	1	local able to settle
not sit as hearing officer	settle		Appeal to System
		MECP able to settle at	Board able to settle
Grievances to be filed within 30 days	Company employee	all levels	6
of reasonable knowledge of incident	involved may not sit		Company employee
_	as hearing officer	Company employee	involved may not sit
Non-disciplinary actions, Contract	_	involved may not sit	as hearing officer
Matters & Company Policies	No time limit on filing	as hearing officer	Presidential
resolved utilizing local dispute	of MEC grievances to		grievances to be
resolution process	be filed	Grievances to be filed	filed within 45 days
•		within 30 days of	of reasonable
		reasonable knowledge	knowledge of
	Non-disciplinary	of incident	incident
	actions, Contract		
	Matters & Company		Non-disciplinary
	Policies	Progressive Discipline	actions, Contract
	- Gileies	Trogressive Biscipilite	Matters & Company
	Utilize local dispute		Policies
	resolution process		
Progressive Discipline	Progressive Discipline		Utilize local dispute
Dual Track – Attendance/	Dual Track –		resolution process
Dependability and Performance	Attendance/		
Dependability and Ferrormance	Dependability and		Progressive
	Performance		Discipline
	remonitalice		

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Attendance &	Point System	Point System	4 sick in 12 months	The Company will	At Company discretion
Dependability			must provide doctors	not automatically	may require medical
	Illness/Injury:	Illness/Injury	medical verification of	require medical	verification of illness
	>6 days 2 pts	>6 days 2 pts	illness	verification based	
	6 days or less, with no physicians	6 days or less with no		on a specific	
	note 2 pts	physicians note 2	Medical verification	number of sick calls	
	110tc 2 pts	pts	4 th of July,		
	6 days or less, with physicians note		Thanksgiving and		
	1.5 pts	6 days or less with no	Christmas, if no		
	1.5 pt3	physicians note 1.5	absences in prior 12		
	Missed trip 3 pts	pt	months no verification		
	Wilsaca trip 5 pts	Missed trip 3 pts	required		
	Late boarding that delays flight 2.5				
	pts	Late boarding that			
	μισ	delays flight 2.5 pts			
	Missed meeting or training 2 pts	Missed meeting or			
	В _ рег	training 2 pts			
	Late boarding, no flight delay 1.5 pts				
	Tate searching, no ingite delay 210 pts	Late boarding, no			
	Late check-in 1 pt	flight delay 1.5 pts			
	·	Late check-in 1 pt			
	Attendance Warning 1	_			
	6 or more points in rolling 12-month	Attendance Warning			
	period, in effect for 12 months	1			
	Attendance Warning 2	6 or more points in			
	12 or more points, in effect for 12	rolling 12 month			
	months	period, in effect for 12 months			
	Attendance Warning 2	12 months			
	Attendance Warning 3 18 or more points, in effect for 18	Attendance Warning			
	months	2			
	monus	12 or more points, in			
	Attendance Warning 4	effect for 12 months			
	30 or more points, in effect for 24	Attendance Warning			
	months	3			
	When Attendance discipline expires	18 or more points, in			
	exits with all points removed	effect for 18 months			
	chics with an points removed	Circuitor to months			1

Performance:	Attendance Warning
	4
Applies to progressive discipline	30 or more points, in
issued pursuant to Working Together	effect for 24 months
Guidelines	When Attendance
Performance Warning 1	discipline expires
12-month duration	exits with all points
	removed
Performance Warning 2	Performance
18- month duration	Applies to
Performance Warning 3	progressive discipline
18-month duration	issued pursuant to
	Working Together
Performance Warning 4	Guidelines
24-month duration	Performance
Discharge	Warning 1 12-month duration
Simultaneous Attendance Warning 4	
and Performance Warning 4, subject	Performance
to discharge	Warning 2 18- month duration
Transition LOA provides for orderly conversion for CAL and CMI Flight	Performance Warning 3
Attendants in active discipline	18-month duration
	Performance
	Warning 4
	24-month duration
	Discharge
	Simultaneous Attendance Warning
	4 and Performance
	Warning 4, subject to
	discharge

	Tentative Agreement	S-UA	S-CO	AAL	DAL
System Board of Adjustment	Jurisdiction over disputes, scheduling of hearings, composition and independence of Board 3 member board, 1 neutral, 1 Company and 1 Union Decisions of the Board within 10 days	Jurisdiction over disputes, scheduling of hearings, composition and independence of Board 5 member board, 1 neutral, 2 Company and 2 Union, may use 3 member board on case by case basis if agreed	Jurisdiction over disputes, scheduling of hearings, composition and independence of Board 3 member board, 1 neutral, 1 Company and 1 Union	Jurisdiction over disputes, scheduling of hearings, composition and independence of Board 3 member board, 1 neutral, 1 Company and 1 Union, may invoke 5 member board	None
				Hearing within 45 days of submission	
Uniforms	Company provides basic uniform, annual points for use in replacement or for accessories	Company provides basic uniform, annual points for use in replacement or for	Company provides basic uniform, annual points for use in replacement or for	Company provides basic uniform, annual points based on annual hours	Not stated
	Replacement of garment bag, small suitcase, large suitcase and purse based on normal wear and tear	accessories Replacement of	accessories, may carry over point to following year	flown for use in replacement or for accessories	
	New hire payroll deduction not to exceed 5% of cost/month	garment bag, small suitcase, large suitcase and purse based on normal	Replacement of one of the following every 3 yrs: all weather coat,	Replacement of	
	Non-wool uniform provided for allergies	wear and tear New hire payroll	wool overcoat or rollerboard	luggage every 3 years, coat every 5 years	
	Not required to wear name insignia off aircraft	deduction not to exceed 5% of cost/month	Non-wool uniform provided for allergies	New hire payroll deduction not to	
	Company to pay costs of alterations	Non-wool uniform provided for allergies		exceed \$20 per month for 1 st 12 months, then \$50 per month	
		Not required to wear name insignia off aircraft	Company to pay costs of alterations	Not required to display last name	

		Company to pay		Company to pay	
		costs of alterations		costs of alterations	
		Flammability testing and standards		Flammability testing and standards	
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Moving	Involuntary transfer due to closing of	Involuntary transfer	Involuntary transfer	Involuntary transfer	Not stated
Expenses	domicile or base, surplus, transfer to	due to closing of	due to closing of base	due to closing of	
	new domicile or base within 6	domicile or base,	or surplus	domicile or base,	
	months of opening	surplus, transfer to		surplus, transfer to	
	0	new domicile or base		new domicile or	
		within 6 months of		base within 12	
		opening		months of opening	
	Free shipping of personal and	Free shipping of	Free shipping of	Free shipping of	
	household effects	personal and	personal and	personal and	
		household effects	household effects	household effects	
	Storage				
		Storage	Storage	Storage	
	Settling time				
		Settling time	Settling time	Settling time	
	Mileage allowance				
		Mileage allowance	Mileage allowance	Mileage allowance	
	En-route expense				
		En-route expense	En-route expense	En-route expense	
	Temporary living expenses				
		Temporary living	Temporary living	Temporary living	
	House hunting expenses	expenses	expenses	expenses	
	Free air transportation	House hunting	House hunting	House hunting	
		expenses	expenses	expenses	
		Free air		Free air	
		transportation	Free air transportation	transportation	

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Missing,	Compensation and benefits continues for	Compensation and	Compensation and	Compensation and	Not stated
Interned,	12 months	benefits continues for	benefits continues until	benefits continues for	
Hostage or		12 months	proof of death	12 months	
Prisoner of War	Enhanced benefits	Enhanced benefits		Enhanced benefits	
Commuter	Applies to commuting by air or	Applies to	Applies to commuting	Applies to	Managed Time Out
Program	ground	commuting by air or	by air or ground	commuting by air	Program
		ground			
			If commuting by air,		Must have primary
	If commuting by air, reasonable	If commuting by air,	reasonable potential	Reasonable	and backup flight
	potential to commute on 2 Company	reasonable potential	on 2 Company flights	potential to	
	flights	to commute on any 2		commute on 2	
		flights	If unable to commute	Company flights	
			to make trip, upon		
	If unable to commute to make trip,	If unable to commute	arrival at base may be:		
	upon arrival at base may be:	to make trip,	Directed to rejoin	If unable to	
	Directed to rejoin original pairing	scheduling will	original pairing	commute to make	
		determine if		trip, upon arrival at	
	Assigned to a different pairing on	reassigned	Assigned to a different	base may be:	
	same days		pairing on same days		
		Scheduling may		Directed to rejoin	
	Assigned to pairing which begins on	authorize must-ride	Assigned to pairing	original pairing	
	any day of original pairing	authority	which begins on any		
			day of original pairing	Assigned to a	
	If Domestic pairing: substitute must	Supervisors will		different pairing on	
	return no later than noon on the day	manage with	If Domestic pairing:	same days	
	after the original pairing was	reasonableness and	substitute must return		
	scheduled to return	fairness	no later than noon on		
			the day after the		
	If International pairing:		original pairing was		
	Substitute paring must return no		scheduled to return		
	later than calendar day following the				
	original paring scheduled return		If International		
			pairing:		
	Assigned a mutually agreeable		Substitute paring must		
	pairing		return no later than		
			calendar day following		

	the original paring
Lineholder may request hotel roor	scheduled return
if does not assigned immediately of	
if report time is > 5 hours after	
arrival at base	Assigned a mutually
	agreeable pairing
No limit on number of instances b	t
repeated invocation may be	Lineholder may
considered in evaluation of overal	request hotel room if
attendance/reliability	does 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 1 st 3 incidents
	attendance/reliability covered

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Benefits and	Required Medical Plans	Various medical	Various medical plans	3 medical plans:	3 medical plans: Gold,
Retirement		plans including	including HMO's	Value, Standard and	Silver and Bronze
	Core Medical PPO	HMO's offered	offered	Core	
*See Plan	Core Medical EOP				
Design Chart	Core Medical High Deductible Health			In-network	In-network Silver Plan
	Plan with Health Savings Account	In-network PPO	In-network PPO 350	Standard Plan	Family Medical
There are many		Traditional Plan	Plan Family Medical	Family Medical	Coverage:
different	Traditional Medical PPO	Family Medical	Coverage (most	Coverage:	
medical and	Select Regional Medical Plans	Coverage:	expensive plan used		Monthly Cost:
dental plan			because most	Monthly Cost:	\$199.00
options	International Flight Attendants	Monthly Cost:	comparable to UA	\$325.05	
available at all		\$306.76	traditional plan):		Deductible
airlines	Traditional PPO			Deductible	\$7,800
	Core Medical PPO	Deductible	Monthly Cost:	\$2,400	
The plans used		\$500.00	\$571.76		Out-of-Pocket Max
here are for	Guam Flight Attendants			Out-of-Pocket Max	\$12,800
illustrative		Out-of-Pocket Max	Deductible	\$5,000	(deductible+co-
purposes only	Traditional PPO	\$3,000	\$1,050.00		insurance max=out-of-
and may not	Core Medical PPO			Preventive Care	pocket max)
reflect your	Select Regional Medical Plan	Preventive Care	Out-of-Pocket Max	100%	
individual		100%	\$5,000	Primary Care Visit	Preventive Care 100%
choices or	Company may also offer Optional			\$30	Co-insurance Max
personal	Medical Plans	Co-insurance 80/20%	Preventive Care 100%		(excludes deductible)
selections		until out-of-pocket		After deductible:	\$5,000
	80/20 Cost Sharing	max, then 100%	Co-insurance 80/20%	Hospital 80/20%	. ,
	HMO cost sharing to be phased in	,	until out-of-pocket	Specialist 80/20%	After co-insurance
	through 2020		max, then 100%	Urgent Care 80/20%	max plan pays 100%
	ŭ		,	Emergency Room	, , ,
	Preventive Services	No co-pay	Co-pay (does not	\$100 + 20%	
			apply to deductible or		
	Access to other plans offered by		out-of-pocket max)		
	Company				
			Doctor \$20.00		
	Annual premium increases capped at		Specialist \$25.00		In-network Standard
	9.25% per year				Plan Family
	5.2570 pc. 1ca.	In-network Standard	In-network Standard	In-network	Prescription Coverage:
	Plan terms for Required Medical	Plan Family	Plan Family	Standard Plan	

Plans cannot be changed without	Prescription	Prescription Coverage:	Family Prescription	Tier 1 Drugs
Union approval	Coverage:	Trescription coverage.	Coverage:	\$10.00
	coverage.	Retail (30 days)	coverage.	710.00
	Retail (30 days)	Generic	Retail (30 days)	Tier 2 Drugs
In-network PPO Traditional Plan	80/20%	\$5.00	Generic 80/20%	80/20%
Family Medical Coverage:	•	Formulary	\$10 min/\$40 max	\$30 min/\$75 max
,		\$25.00		
Monthly Cost:		Non-Formulary	Preferred 70/30%	Tier 3 Drugs
\$366.49 (2016 rate, wellness and		\$50.00	\$30 min/\$100 max	80/20%
spousal surcharge excluded, subject			Non-Preferred	\$50 min/\$125 max
to annual increase)			50/50%	
		Mail Order (90 days)	\$45min/\$150 max	
Deductible				
\$500.00	Mail Order (90 days)	Generic	Mail Order (90 days)	
		\$12.50	Retail	
Out-of-Pocket Max	Generic		Generic 80/20%	
\$3,000	\$30.00	Formulary	\$5 min/\$80 max	
		\$62.50		
Preventive Care 100%	Formulary	_	Preferred 70/30%	
	\$95.00	Non-Formulary	\$60 min/\$200 max	
Co-insurance 80/20% until out-of-		\$125.00	Non-Preferred	
pocket max, then 100%	Non-Formulary		50/50%	
	\$95.00		\$90min/\$300 max	
No co-pay				
In a strong of Ctan dand Dian Family				
In-network Standard Plan Family				
Prescription Coverage:				
Retail (30 days)				
80/20%				
30/2070				
Mail Order (90 days)				
, ,				
Generic				
\$30.00 (2016 rate subject to 7%				
annual increase)				

	Formulary \$95.00 (2016 rate subject to 7% annual increase) Non-Formulary \$95.00 (2016 rate subject to 7% annual increase) Flexible Spending Account				
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Dental *See Plan Design Chart	Standard Family Dental PPO Monthly Cost:	Traditional Family Dental PPO	Standard Family Dental PPO	Standard Family Dental	Health Savings Account (HSA)
Design Chart	\$\$29.88 (2016 rate subject to annual increase)	Monthly Cost: \$29.88	Monthly Cost: \$95.20	Monthly Cost: \$28.85	
	Deductible \$100 per person	Deductible \$100.00	Deductible \$50 per person	Deductible \$50.00 per person	
	Annual Max Benefit \$2,000 per person	Annual Max Benefit \$2,000 per person	Annual Max Benefit \$1,500 per person	Annual Max Benefit \$1,500 per person	
	Orthodontic Lifetime \$2,000 per person	Office Visit 100%	Orthodontic Lifetime \$1,500 per person	Orthodontic Lifetime \$1,500 per person	
	Preventive Care 100% Basic Care 80/20% Major Care 80/20% Orthodontic Care 50/50%	Preventive Care 100%	Preventive Care 100% Basic Care 80/20% Major Care 80/20% Orthodontic Care	Preventive Care 100% Basic Care 80/20%	
	Flexible Spending Account (FSA)	Flexible Spending Account (FSA)	50/50% Flexible Spending Account (FSA)	Major Care 80/20% Orthodontic Care 50/50%	
				Health Savings Account (HSA)	

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Long Term	Coverage of 50-60% of monthly	50% of monthly	Company pays 50% of	Offered at	Company paid
Disability	salary	salary	cost	employee expense	50% pay protection
Insurance			50-60% pay protection	50% pay protection	Can purchase
	60% of cost paid by Company	60% of cost paid by			additional to 60%
		Company			
	120-270 day waiting period				
		270 days			
Life Insurance	\$40,000 employee	\$40,000 employee	Group Term Life	\$70,000 employee	1x base pay
	\$3,500 spouse	\$3,500 spouse	Insurance		
	\$1,500 child	\$1,500 child			
	Group Universal Life	Group Universal Life			
Retirement	Pre-Merger CAL flight attendants:	401(k) Company paid	CARP	401(k) Company	401(k) Company paid
	CARP - status quo	direct contribution		paid direct	direct contribution 2%
	401(k) Company match – status quo	3%	401(k) Company	contribution	
	Up to 3%		match		401(k) Company
		401(k) Company	Up to 3%	<40yrs age - 5.5%	match 6%
	Pre-Merger CMI flight attendants:	match 3%		40-49 age – 6.75%	
	Increase Company contribution to		Pre-Merger CMI flight	50+ age – 9.9%	
	IAMNPP		attendants:		
		Union veto on 401(k)		After 1/1/19	
	401(k) Company match – status quo	plan decisions	IAMNPP		
	Up to 3%			Company paid	
			401(k) Company	direct contribution	
	Pre-Merger UAL flight attendants:		match	3%	
			Up to 3%		
	401(k) Company paid direct			Company match	
	contribution 5%			2.5%	
	401(k) Company match contribution				
	3%				

	Tentative Agreement	S-UA	S-CO	AAL	DAL
Retiree Medical	Status quo	Age 55 with 10 years	Age 60 to 65 Retiree	None for retiring on	None
	Sunset in 15 years	of service	Medical Bridge	or after January 1,	
		PPO Premium Costs:	Ability to use 14 hours	2016	
		PPO PIEIIIuiii Costs.	of sick bank/month to	Paid \$8.65 for each	
		10-19 years of	pay for costs	hour in sick bank	
		service: 80%		Trour in sick barrie	
			If insufficient sick		
		20-24 years of	leave, pay full cost		
		service 60%			
			Bridge terminates at		
		25+ years of service:	age 65		
		40%			
		HMO Costs:			
		Same as active			
		employees			
		Mail order drugs			
		same as active			
		employees			
		Post Medicare			
		Supplemental Plans,			
		cost sharing			
Retiree Life	\$10,000	\$10,000	None	None for retiring on	None
Insurance	All flight attendants on DOS, then			or after January 1,	
	sunset			2016	
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Duration and	5yrs	4 yrs	2 yrs	5 yrs	N/A
Letters of	Early Opener one year				
Agreement					
	See TA				