

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)

- AAL = American Airlines
- DAL = Delta Air Lines

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



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



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



	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 facility, Company pays up to \$35/month	At base, if not provided by Company, charges to be paid by Company At other than base, if no Company facility, Company pays up to \$25/month	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 Flight Attendant's base.	At base
Passports, Visas & Immunizations	Company shall identify required visas and provide information to 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 During renewal process ability to fly to locations not requiring passport Fees Global Entry reimbursed	Company shall identify required 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 permits, and expedited renewal fee	Company to pay costs of passports and recommended immunizations, medical exemptions apply	Company to pay costs of passports, renewals, visas, work permits, expedited renewal fee and cost of immunizations	Reimburse for 2 passports
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



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



	<p>seats or 3 sets of 2 contiguous seats, in first or last rows of any zone or cabin, curtained</p> <p>B747, B777, B787 and A350 shall have bunks except as noted above</p> <p>On flights over 8 hours where crew rest facility is not available, sleeper seats will be used for on-board rest</p> <p>Pillows and blankets provisioned will be same as first class</p> <p>All scheduled cabin service completed</p> <p>Seniority order</p> <p>Evenly divided</p> <p>For use of working Flight attendants</p> <p>On new equipment scheduled to fly > 8hours, bunks preferred but no less comparable than comparable aircraft</p> <p>767-400 retrofit LOA</p>	<p>additional 2 adjacent seats not curtained</p> <p>B777D & H – 2 sets of 3 contiguous seats or 3 sets of 2 contiguous seats, in first or last rows of any zone or cabin, curtained</p> <p>B747, B777, B787 and A350 shall have bunks except as noted above</p> <p>On flights over 8 hours where crew rest facility is not available, sleeper seats will be used for on-board rest</p> <p>Pillows and blankets provisioned will be same as first class</p> <p>For use of working Flight attendants</p> <p>On new equipment scheduled to fly > 8 hours, bunks preferred but no less comparable than comparable aircraft</p>	<p>bunks</p> <p>>12 hours 4 business eats and 3 coach seats</p> <p>> 8 hours 2 rows of coach seats immediately aft of business bulkhead, may use business seats if available</p> <p>All scheduled cabin service completed</p> <p>Seniority order</p> <p>Evenly divided</p> <p>For use of working Flight attendants</p> <p>No more than 4 on break when seating capacity >160 seats</p> <p>No more than 2 on break when seating capacity <160 seats</p>	<p>footrests</p> <p>B787 & 777, separate bunk module</p> <p>On flights over 7 hours where crew rest facility is not available, economy seats will be used for on-board rest</p> <p>On flights over 10 hours on B787/777 where crew rest facility is not available, sleeper seats will be used for on-board rest, if unavailable premium economy seat</p>	
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	Tentative Agreement	S-UA	S-CO	AAL	DAL
Compensation Base Pay	Highest industry rate at \$62.00 at DOS (See chart)	See chart	See chart	See chart	See chart
Annual Wages at top of Pay Scale (85 hours International Base Rate)	Annual Wages = \$66,380.00 \$64.00 /hour (incl. international override) 85x3=255 200@base rate=\$12,800.00 55@incentive rate=\$3,795.00 Quarterly Pay= \$16,595.00	\$51,051.00 \$50.05 /hour	\$55,700.60 \$53.53 /hour (incl. international override and incentive)	\$65,157.60 \$63.88/hour (incl. international override)	\$63,780.06 \$62.53 /hour (incl. international override)
Annual Wages at top of Pay Scale (85 hours Domestic Base Rate)	Annual Wages = \$64,340.00 \$62.00 /hour 85x3=255 200@base rate=\$12,400.00 55@incentive rate=\$3,685.00 Quarterly Pay= \$16,085.00	\$47,797.20 \$46.86 /hour	\$54,680.60 \$52.53 /hour (incl. incentive)	\$61,332.60 \$60.13 /hour	\$62,505.60 \$61.28 /hour
Annual Wages at 6th year of Pay Scale (85 hours International Base Rate)	Annual Wages = \$43,940.00 \$42.00 /hour (international override) 85x3=255 200@base rate=\$8,400.00 55@incentive rate=\$2,585.00 Quarterly Pay= \$10,985.00	\$41,758.80 \$40.94/hour	\$36,738.80 \$34.94 /hour (incl. international override and incentive)	\$43,829.40 \$ 42.97/hour (incl. international override)	\$42,931.80 \$42.09 /hour (incl. international override)
Annual Wages at 6th year of Pay Scale (85 hours Domestic Base Rate)	Annual Wages = \$41,900.00 \$40.00 /hour 85x3=255 200@base rate=\$8,000.00 55@incentive rate=\$2,475.00 Quarterly Pay= \$10,475.00	\$38,260.02 \$37.51 /hour	\$35,718.80 \$33.94 /hour (incl. incentive)	\$40,004.40 \$39.22 /hour	\$41,656.80 \$40.84 /hour



	Tentative Agreement	S-UA	S-CO	AAL	DAL
Annual Wages at First Year Pay Scale (85 hours Domestic Base Rate)	Annual Wages = \$28,313.60 \$26.68 /hour With Incentive Pay: 85x3=255 200@base rate=\$5,336.00 55@incentive rate=\$1,742.40 Quarterly Pay= \$7,078.40	\$22,195.20 \$21.76 /hour	\$21,999.80 \$20.49 /hour (incl. incentive)	\$26,683.20 \$26.16 /hour	\$27,795.00 \$27.25 /hour
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 Leader (FSL)	\$7.50/hour \$6.50/hour – non-FSL filling position	Widebody Purser: \$6.16/hour Narrowbody Purser: \$3.96/hour Aft-Purser: \$2.63/hour	Up to \$4.60/hour for first year as ISM Up to \$5.50/hour ISM override \$2.00 /hour	\$5.75 narrowbody \$7.50 widebody \$6.50 non-qualified	\$5.65/hour



	Tentative Agreement	S-UA	S-CO	AAL	DAL
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 days, 7 if outside the US In case of hardship check issued within 3 business days	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 4 business days (7 days for electronic deposit)	1 st and 16 th day of month If adjustment check required in excess of \$50.00, must be issued not later than 2 business days	15 th and 30 th day of month - 37.5 hours in 30 th paycheck If adjustment check required must be issued not later than next paycheck if <2 hours, if >2 but <5 five days, if >5 overnight	15 th and 30 th day of month Pay is based on min 45 hour allotment, 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 1/1/19 2.20/hour Domestic \$2.50 International	\$2.20/hour Domestic \$2.70/hour International



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



	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 If transportation not made available by Company to hotel, reasonable and actual expenses reimbursed	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 :30 after block arrival	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
	Tentative Agreement	S-UA	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 Reserve Transportation \$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	\$10 cab allowance if departure between 2000 and 0800 or arrival between 2000 and 0600 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	None	Actual expense cab reimbursement for arrival between 2300-0600 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 Legalities	Duty RIGs 1 hour pay for 2 hours on duty Single Duty Period	1 hour pay for 2 hours on duty	None	1 hour pay for 2 hours on duty 5 hours	1 hour pay for 2 hours on duty 4:45 hours
Minimum Pay and Credit	5 hours Multiple Duty Periods Average of 5:00/day	5 hours Average of 5:00/day	None 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 Guarantee	71 hour min Pay protected for value of line and trips, line value remains as it was prior to loss of flight time No loss of overs	71 hour min Pay protected for line value	70 hour min No loss of overs for last 7 days of month	70 hours min Pay protected for value of line and trips, line value remains as it was prior to loss of flight time	45 hour min 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 Monthly Maximum for Lineholders	95/100/100+ Flight attendant choice	95/100/100+ Flight attendant choice	None	90/95 hours Waivable	None
Flight Time Limitations Monthly Maximum for Reserves	100/105/105+ Flight attendant choice	95/100/100+ Flight attendant choice	None	90/95 hours Waivable	None
Holding Time	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 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: 1 day calendar day off at home International: 1 calendar day off at home or 24 hours off away from home	Domestic: 1 calendar day off at home International: 1 calendar day off at home or 24 hours off away from home	Domestic: 24 hours off at home International: 24 hours off at home or away from home	24 hours off at home or away from home	24 hours off at home or away from home
Minimum days off Lineholder	10	10	8	11	10
Minimum Days Off: Waivable	Yes	Yes	No	Yes	Yes
Minimum days off Reserve	12	12	10	12	10
Commencement of Duty Check-in Time	Home A319/320, B737: 1:00 B747/757/767/777/787: 1:15 Layover: A319/320, B737: :45 B747/757/767/777/787: 1:00 DHD: :45 at all points DHD for charters, off-line and ferries may be increased by :15 AMC flights may be increased by :45 Company may increase check-in time by an additional 15 minutes, in 5 minute increments, except for A319/320 and B737-700 \$5.00 additional pay for each 5-minute increment Increased by :15 if pre-clear customs	Home: A319/320, B737: 1:00 B747/757/767/777/787: 1:15 Layover: A319/320, B737: :45 B747/757/767/777/787: 1:00 DHD :45 at all points DHD for charters, off-line & ferries may be increased by :15 *For specific int'l flights, company may increase check-in time by up to 0:45 Increased by :15 if pre-clear customs	1:15 for aircraft >160 seats 1:00 for aircraft <160 seats 1:00 for aircraft >160 seats :45 for aircraft <160 seats	1:00 Domestic 1:15 International \$3.75 override for earlier International check-in time	1:00 Domestic 1:15 International 1:30 Transoceanic 2:00 for select International destinations



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



Maximum Duty Day: International	<p>Flight Time Multi/Non-Stop ≤ 8:00: 14:00 Sched/16:00 Actual</p> <p>Multi/Non-Stop 8:01 - 12:00: 14:00/16:30</p> <p>Non-Stop > 12: 00: Check-in, FTM+Customs+ Debrief: Sched</p> <p>Sched day + 3:30: Actual</p>	<p>FTM ≤ 8:00: 13:00/15:00</p> <p>8:01 - 11:29 14:00/16:00</p> <p>11:30 - 12:00 14:30 -16:30</p> <p>> 12: 00 Check-in, FTM+Customs+ Debrief: Sched</p> <p>Sched day + 3:00: Actual</p>	<p>FTM ≤12:00: 16:00/17:30</p> <p>> 12: 00 Check-in, FTM+Customs+ Debrief: Sched</p> <p>Sched day + 3:30: Actual</p>	<p>FTM ≤ 12:00: 14:00/16:00 (Short Range) 15:00/17:00 (Mid range)</p> <p>FTM up to 14:30: 16:00/18:00</p> <p>> 14:30: Check-in, FTM+Customs+ Debrief: Sched</p> <p>Sched day + 3:00: Actual</p>	<p>Duty up to 14:00: Greater of 16:00 or Sched + 3:00</p> <p>Duty over 14:00: Sched + 3:00</p> <p>Single duty: Greater of 15:00 or Sched + 2:00</p>
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Minimum Layover Rest: International	<p>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</p> <p>In Japan: 19:00/17:00</p> <p>No contact at layover points for first 8 hours</p> <p>Reserve is guaranteed 24:00 minimum rest after a pairing of more than 5 days</p>	<p>FTM ≤ 8:00: 11:00 FFD/9:00 POL</p> <p>8:00 – 10:00: 18:00/16:00</p> <p>10:01 – 14:00: 22:00/20:00</p> <p>> 14:00: 33:00/30:00</p> <p>In Japan: 22:00/20:00</p>	<p>9:00/8:45 Block-to-block</p> <p>Duty day over 14:00: 12:00 FFD (10:00 if next rest is 14:00)</p>	<p>Non –IPD: 9:30 FFD 8:00 POL</p> <p>IPD: 14:00 FFD</p>	<p>Short range: 9:15/9:00 FFD Min 8:30 POL</p> <p>Mid range: Duty up to 14:00 13:00/11:00 FFD</p> <p>Duty > 14:00 18:00/14:00 FFD</p> <p>FTM > 16:00 24:00/20:00 FFD</p>



	Tentative Agreement	S-UA	S-CO	AAL	DAL
Minimum Home Rest: International	Flight/DHD Time Rest Pickup/Trade Waiver <8:00 12:00 10:00 8:01-10:00 14:00 10:00 10:01-14:00 18:00 12:00 14:01-16:30 24:00 12:00 16:31-18:30 30:00 16:00	LH - 10 to 36 hours depending on flight RSV – 12 to 48 hours depending on flight	LH – 10 hours RSV – 11 hours May be reduced to 9 hours	14:30 to 48 hours depending on flight	LH – 10 hours RSV – 11 hours 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'l - 200%, including premiums for duty period	None
Scheduling Construction of Lines of Flying	All flying in lines of flying or open time for trades Average of all lines at each base not less than 69:00 Charters placed in lines unless flight attendant requested by chartering organization	All flying in lines of flying Average of all lines at each base not less than 69:00 Charters placed in lines unless flight attendant requested by chartering organization	All flying in lines of flying or open time for trades Monthly maximum for line construction is 92:30 Domestic and 97:00 International, but the Company can build 20% of bid lines 3% higher than the maximum	All flying in lines of flying Preferential Bidding System (PBS)	Preferential Bidding System (PBS)



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



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 20 th	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 Sub-Bases	Company will establish sub-bases at locations for Flight Service Leader (FSL) and/or Language Qualified (LQ)	No	Yes	No	No
Flight Service Leader (FSL)	FSL will be awarded FSL position in bid award process, unless has been awarded an opt out for that month	Purser has ability to hold non-purser LOF in seniority order	ISM awarded ISM Line of Flying (LOF)	Purser has ability to hold non-purser LOF in seniority order	Purser has ability to hold non-purser LOF in seniority order



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



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



<p>Trip Trading and Picking up Open Time</p>	<p>1 seniority based trade run with Open Time on the 27th of the preceding month, real time trip trading will resume after and remain open for remainder of bid month</p> <p>Trades with Open Time at least 1 calendar day before scheduled departure of the first trip, except if trip being dropped occurs after trip being picked up, then 12 hours before check-in of trip being picked up</p> <p>Trip Trading with other Flight attendant up to 4 hours before check-in</p> <p>Picking up from Open Time up to 3 hours before check-in</p> <p>Position trades on same pairing at check-in</p> <p>Partial trip trades</p> <p>No 3-way trades</p> <p>Complete line trades, 1 day before start of bid month</p> <p>Trip trades must be for trips</p>	<p>Seniority based at 0001 and 1000 Local</p> <p>Guaranteed daily minimum number of trades, increased if sufficient coverage</p> <p>Guaranteed daily minimum of same day trades, increased if sufficient coverage</p> <p>Preference trip characteristics if no specific ID currently available</p> <p>Trip Trading with other flight attendant up to 2 hours before check-in</p> <p>Picking up from Open Time up to check-in</p> <p>Position trades on same pairing at check-in</p> <p>Partial trip trades</p> <p>Trip trades must be</p>	<p>Trades with Open Time at least 1 calendar day before scheduled departure</p> <p>Trip Trading with other flight attendant up to 3 hours before check-in</p> <p>Picking up from Open Time up to 3 hours before check-in</p> <p>Position trades on same pairing up to check-in</p> <p>Partial trip trades</p> <p>Complete line trades, 1 day before start of bid month</p> <p>Trade with Open Time for less days if value decreased by less than 2 hours, Flight Time includes only actual flight time and does not include non-flight time credit (e.g. credit time attributable to RIGs or DHD)</p>		
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	<p>originating in same month, no month to month trades</p> <p>Lineholder may displace reserve 15 hours prior to check-in, except if reserve assigned trip by preferencing</p> <p>Open time trades of unequal days may not cause decrease of more than 3 hours, Flight Time includes only actual flight time and does not include non-flight time credit (e.g. credit time attributable to RIGs or DHD)</p> <p>Single duty period trip departing before 2400 and arriving back in base after 0400, considered one-day pairing (red-eye turn)</p> <p>Open time trades must have minimum of 1:30 block to block for same duty period, if a combined duty period contains an international segment, international rest and duty limits apply (“piggyback”)</p> <p>Bad-Day-Worse- Day trades</p> <p>Trades with Open Time based on reserve coverage as determined by Company</p> <p>Trades must not conflict with training or required meetings without written permission</p> <p>Parking of trips is not permitted</p>	<p>for trips originating in same month, no month to month trades</p> <p>Open time trades of unequal days may only increase time</p> <p>Open time trades must have minimum legal rest between trips</p> <p>Trades must not conflict with training or required meetings</p>	<p>1:30 buffer for “piggyback”</p> <p>Trades with Open Time based on reserve coverage as determined by Company</p> <p>Bad-Day-Worse- Day trades</p> <p>Out-of-base trades within 14 hours of departure from Open Time and Flight attendants</p> <p>Trip trades must be for trips originating in same month, no month to month trades</p> <p>Lineholder may displace reserve 12 hours prior to check-in</p> <p>Trades with Open Time based on reserve coverage as determined by Company</p> <p>Trades must not conflict with training or required meetings without written permission</p> <p>Parking of trips is not permitted</p>		
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	Tentative Agreement	S-UA	S-CO	AAL	DAL
Out of Base Trades	<p><14 hours prior to departure, may pick up Open Time trips at any base</p> <p><14 hours prior to departure, may pick up advertised (trade board) trip in any base provided they have any special qualification designated for the advertised trip</p>	None	<p><14 hours prior to departure, may pick up Open Time trips at any base</p> <p><14 hours prior to departure, may pick up advertised trip in any base provided they have any special qualification designated for the advertised trip</p>	None	Beginning on the 22 nd of each month may pick up from out of base up to max 21 hours prior to report, and no less than 3 hours before report
FSL Trip Trades and Pick-ups	<p>FSL trips must be traded with FSL qualified flight attendant</p> <p><14 hours prior to departure FSLs may pick up open time in any base regardless of special qualifications for pairing</p> <p><14 hours prior to departure, FSLs may pick up advertised (trade board) trip in any base provided they have any special qualification designated for the advertised trip</p> <p>FSLs are able to pick up non-qualified pairings, but must maintain 50 hours of FSL flying</p> <p>Only trade with other FLS</p> <p>FSLs paid flight attendant rate of pay when flying non-qualified trips</p>	<p>Purser qualified positions must be traded with Purser qualified flight attendant</p> <p>No minimum Purser flying</p>	<p>ISM trips must be traded with ISM qualified flight attendant</p> <p><14 hours prior to departure ISMs may pick up open time in any base regardless of special qualifications for pairing</p> <p><14 hours prior to departure, ISMs may pick up advertised trip in any base provided they have any special qualification designated for the advertised trip</p> <p>ISMs must have 65 hours of ISM trips to pick up non-qualified pairing</p> <p>Only trade with other ISM</p>	<p>Purser qualified positions must be traded with Purser qualified flight attendant</p>	



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



	Tentative Agreement	S-UA	S-CO	AAL	DAL
Personal Drop	<p>May drop pairing day before report time, subject to operational requirements, first come first served</p> <p>May drop a portion of trip when it transits base, if staffing allows</p>	Without pay drops based upon operation needs	<p>May drop pairing day before report time, subject to operational requirements, first come first served</p> <p>May drop a portion of trip when it transits base, if staffing allows</p>	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	<p>Bad-Day-Worse- Day Trades</p> <p>Trading trip on bad reserve coverage day for a trip on a worse reserve coverage day</p> <p>Company determines the min amount of reserves needed to staff flights</p>	Company may increase guaranteed allotments to allow for trades	<p>Bad-Day-Worse- Day Trades</p> <p>Trading trip on bad reserve coverage day for a trip on a worse reserve coverage day</p> <p>Company determines the min amount of reserves needed to staff flights</p>	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	<p>Reserve can be opted out of assigned work position by more senior flight attendant, only once prior to pre-flight duties</p> <p>If purser position is picked up from open time, may be opted out of position</p>	More senior flight attendant can assume premium position if assigned to a reserve	<p>Reserve can be opted out of assigned work position by more senior flight attendant, only once prior to pre-flight duties</p> <p>If FFA is picked up from open time, may be opted out of position</p>	No	Not stated



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



	<p>Notice on day of departure: Flight attendant given replacement pairing within 4 hours of being notified they have lost their trip or released with pay</p> <p>Notice on one or more calendar: If not reassigned or released when notified of lost trip, Flight attendant option to:</p> <p>Make up time on days not originally scheduled to fly, pay adjusted; or</p> <p>Make up time on days originally scheduled to fly with no loss of pay; or</p> <p>Scheduling will make a reassignment between 1800-2200 the day before departure of original trip. If no reassignment given at that time, released with no loss of pay.</p> <p>International Bases, except HNL, may be reassigned to return no later than 24 hours after originally scheduled arrival time. If reassigned to return more than 2 hours after originally scheduled arrival time, paid additional \$15.00/hour for all time on duty beyond original scheduled arrival time</p> <p>Reassignment after leaving base:</p> <p>Return no later than 12 hours original arrival and no more than 8</p>		<p>original trip, paid additional \$15.00 /hour</p> <p>Reassignment after leaving base: Return no later than 12 hours original arrival and no more than 8 hours into calendar day off</p> <p>If reassignment >4hours into calendar day off, or past midnight if originally scheduled to arrive prior to 1900, day off to be restored or 5 hours additional pay and credit</p> <p>If reassigned to a domestic trip, paid additional \$15/hour for all time on duty beyond original scheduled arrival</p> <p>May remain downline for 24 hours due to mechanical</p> <p>After leaving base, may be reassigned even when original trip is operating</p> <p>If reassignment</p>		
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	<p>hours into calendar day off</p> <p>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</p> <p>If reassigned to a domestic trip, paid additional \$15/hour for all time on duty beyond original scheduled arrival</p> <p>May remain downline for 24 hours due to mechanical</p>		<p>>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</p>		
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Restoration of Days Off	<p>If flight attendant flies into day off to be restored with pay within 90 days</p> <p>If flight attendant declines restoration, 5 hours of pay</p> <p>Applicable only if maintain 10 day off min</p>	<p>If arrives after 0200 on day off, day off restored</p> <p>If restoration of day off requires dropping of ID, pay protected</p>	<p>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</p> <p>If flight attendant declines restoration, 5 hours of pay</p>	Day restored	<p>If reassignment causes flight attendant to be on duty 10 hours or more into day off, receives 4 hours of pay</p> <p>Does not apply if due to delayed flight</p>
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 Assignment	Flight attendant subject to reassignment Reserve	Flight attendant subject to reassignment		Flight attendant subject to reassignment	



	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-in	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 Scheduling Procedures Reserve System	Straight Reserve A/B Rotation Non-US locations and HNL	A/B Rotation	Straight Reserve	Rotation First (12) months, straight, Then 1 month on/one month off for 3 years. Reserve after four (4) years, 1 month on/ 3 months off rotation.	Proportional System based on PBS (A-Days)
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 4 protected days	Yes 2 protected days	Yes	Yes	N/A



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



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



	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 that have been restored	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 RSV day	N/A
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 Company may only contact RSV during last hour of crew rest	May be required by telephone upon return to home base Company may contact after 8 hours	Block-in with scheduling by phone Company may attempt contact during last hour of crew rest	Company may contact after 8:30 hours	Yes, except when on duty for >12 hours and next day is off, returning from 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 Maintain availability for shortest trip in base Unlimited trade with other flight attendants Unlimited trades with availability pool based on reserve coverage Minimum reserve coverage determined by Company 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	At least 2 days prior to availability Maintain no less than 3 days of availability Start on same day Same number of days Reserve guarantee reduced by number of days vacated	At least 1 day prior to availability Maintain availability for shortest trip May trade with other flight attendants and availability pool	May trade with other flight attendants and company	Not stated



	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 Assignment	15 hours notice at home domicile, except if cannot be determined in advance Once per day, RSV may request release from contact for period of time	15 hours notice at home domicile, except if cannot be determined in advance RSV may request release from contact for period of time	Notification period not to exceed 8hours or number more than 2 in a calendar day	Notification period not to exceed 12hours	Not stated
Short call	<3 hours to report time	<4 hours to departure	<3 hours to report time	<2 hours to report time (3:00 for MIA, LAX, NYC, DCA and SFO)	Not stated
Picking up from Open Time on Days Off	To avoid drafting or during White Flag	To avoid drafting	During White Flag	On Flex and Golden days During Red Flag	Yes
Picking up from Flight Attendants on Days Off	May pick up, drop and trade pairings from other flight attendants on days off when released by crew scheduling on last day of availability Hours will not count towards RSV guarantee, monthly max, or time accrued Paid above RSV guarantee	No	No	Yes	Yes



	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	<p>4 hour period, released no later than 4 hours after report if not assigned</p> <p>May be assigned to pairing departing no later than 5 hours after report, except when drafting</p> <p>5:00 hour pay and credit if does not fly</p> <p>1/2 pay and credit for time on standby if given assignment</p>	<p>4 hour period, released no later than 4 hours after report if not assigned</p> <p>May be assigned to pairing departing no later than 5 hours after report, except when drafting</p> <p>5:00 hour pay and credit if does not fly</p> <p>1/2 pay and credit for time on standby if given assignment</p>	<p>4 - 6 hour period</p> <p>4:00 pay and credit if does not fly</p> <p>If assigned after 2 hours, paid 2 hours plus flight time or 4 hours, whichever is greater</p>	4 or 6 hour period	Not stated
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	<p>Contract between Company and Airlift Military Command</p> <p>Operations outside of Continental US</p> <p>Override: \$4.00 per credited hour</p> <p>Report time may be increased by :90</p> <p>Additional death benefits, permanent total disability, Worker's Compensation</p> <p>Civil Reserve Air Fleet (CRAF)</p> <p>All flight operated at direction of the Department of Defense</p> <p>Volunteer List</p> <p>Additional compensation, expenses and crew meals</p>	<p>Contract between Company and Airlift Military Command</p> <p>Operations outside of Continental US</p> <p>Override: \$2.25 per credited hour</p> <p>Maximum scheduled and actual duty may be extended to FAR maximum</p> <p>Duty Time above maximum receive extra compensation for each hour of duty in excess of maximum</p> <p>Report time may be increased by :90</p> <p>Additional death benefits, permanent total disability, Worker's Compensation</p>	<p>Contract between Company and Airlift Military Command</p> <p>Maximum scheduled and actual duty may be extended to FAR maximum</p> <p>Duty Time above medical maximum receive extra compensation each hour of duty in excess of maximum</p> <p>Additional death benefits, permanent total disability, Worker's Compensation</p>	<p>Contract between Company and Airlift Military Command</p> <p>Operations outside of Continental US</p> <p>Maximum scheduled and actual duty may be extended to FAR maximum</p> <p>Duty Time above maximum receive extra compensation for each hour of duty in excess of maximum</p> <p>Report time may be increased by :90</p> <p>Additional death benefits, permanent total disability, Worker's Compensation</p>	<p>Contract between Company and Airlift Military Command</p> <p>Conducted in accordance with FAA regulations</p> <p>Domestic military charters are picked up from open time</p> <p>International military charters awarded in seniority order</p>



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



	<p>Min 15-hour rest if over 9:00 flight time to training – waivable, min 12-hour rest if over 9:00 flight time to home – waivable</p> <p>Training not to exceed 8:00, except one day CQ 9:00</p> <p>CQ ability to attend during early, due or grace month</p> <p>Training away from home, will be available as a pairing with DHD segments, paid 1 hour of pay for each hour of DHD to max of 5 hours</p> <p>NRPS must-ride for travel to training, NRPS (not must ride) for return</p> <p>Single occupancy hotel accommodations, gainsharing where available</p>	<p>Min 15-hour rest if over 9:00 flight time to training</p> <p>If over 9:00 flight time to home, min 12 hour rest</p> <p>Training not to exceed 8:00</p> <p>CQ ability to attend during early, due or grace month</p> <p>NRPS must-ride for travel to and from training</p> <p>Single occupancy hotel accommodations</p>	<p>open dates</p> <p>CQ ability to attend during early or due month</p> <p>For training and meetings other than CQ, NRPS must-ride for travel to training, NRPS (not must ride) for return</p> <p>Single occupancy hotel accommodations</p>	<p>Training not to exceed 8:00</p> <p>CQ ability to attend during due month</p> <p>NRPS must-ride for travel to and from training</p> <p>Single occupancy hotel accommodations</p>	
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	Tentative Agreement	S-UA	S-CO	AAL	DAL
Vacations Accrual	<p>Based on start date with Company</p> <p>1-4 years: 12 days 5-9 years: 19 days 10-16 years: 26 days 17-24 years: 33 days 25+ years: 40 days</p> <p>More than 120 hours paid activity in a quarter: 100% accrual 120-60 hours paid activity: 50% accrual Less than 60 hours, paid activity in quarter: No accrual</p> <p>Flex Vacation</p> <p>May elect to take additional seven (7) days unpaid vacation or elect to have 1:54 deducted from earnings each month to pay for Flex vacation</p> <p>Days off immediately preceding and following vacation are considered part of vacation period and free from Company obligations</p> <p>Retains vacations when transfer</p> <p>Vacation bid conducted in 2 rounds</p> <p>Max 5 vacation periods</p> <p>Vacation Bid Seniority will be Flight Attendant Bid seniority or Company Seniority, as used for pass travel, whichever date is earliest</p>	<p>Based on start date with Company</p> <p>Reduced by 1/12 for each 30 days on LOA (except occupational)</p> <p>1-4 years: 12 days 5-9 years: 19 days 10-16 years: 26 days 17-24 years: 33 days 25+ years: 40 days</p> <p>Minimum 97:30/quarter for full accrual. If less than 97:30 paid hours. in quarter, accrues 1/24th for each 16:15 paid hours. If < 16:15 hours in quarter, no accrual.</p> <p>Days off immediately preceding and following vacation are considered part of vacation period and free from Company obligations</p>	<p>Based on start date with Company</p> <p>1-4 years: 7 days 5-9 years: 14 days 10-17 years: 21 days 18-24 years: 28 days 25-29 years: 35 days 30+ years: 37 days</p> <p>Must have 40+ hours in month to accrue full vacation that month.</p> <p>20:00 – 39:59 hours + ½ accrual.</p> <p><20 hours, no accrual</p> <p>Flex Vacation</p>	<p>Based on start date with Company</p> <p>1-4 years: 7 days 5 years: 10 days 6 years: 12 days 7-9 years: 14 days 10-12 years: 18 days 13-15 years: 21 days 16-17 years: 23 days 18-25 years: 31 days 26+ years: 35 days</p> <p>Days off, max 4 days, immediately preceding and following vacation are considered part of vacation period and free from Company obligations</p> <p>May donate days to others in need</p>	<p>Based on start date with Company</p> <p>1-4 years: 14 days 5-10 years: 21 days 11+ years: 28 days</p> <p>If completed 18 years of service by March 31, 2006, 35 days</p> <p>No</p>



	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 thorough 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 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	Sick Leave bank – Max accrual 1,000hours, 4:00 hours/month, and additional 1:30 per quarter for 234 paid hours in quarter Occupational Sick leave pay used to supplement workers' compensation	Sick Leave bank- Max accrual 1,000 hours, accrue 4:00 hours/month, if paid more than 40 hours in month Catastrophic bank- after max accrual in Sick Leave bank max accrual 250 hours Occupational Injury bank, max accrual 400	Sick Leave bank- Max accrual 1,500 hours, accrue 4.5 hours/month, if available > 14 days per month Occupational	Sick Leave bank-Max accrual 147 hours (Paid Personal Time) Accrue 4:10 hours/month Unused time paid out annually



	<p>illness/injury has used more than 255 hours of sick leave, accrue 7:00 hours/month</p> <p>Can make up in same month</p> <p>Medical verification for 4 incidents in 12 months, if on sick leave for more than 12 days, July 4th, and Christmas</p> <p>Sick Leave for entire month pay options:</p> <p>Min guarantee of 71 hours Paper bid line projection 100 hours</p> <p>Up to 3 days for spouse and child</p> <p>No trade restrictions</p> <p>If pick up or trade over 93 hours, paid up to 93 if does not fly traded or picked up trips</p> <p>Occupational:</p> <p>Hours deducted from occupational bank first, when bank exhausted, utilize sick leave bank</p> <p>Workers' Compensation Jurisdiction:</p> <p>Benefits provided in accordance with applicable state laws</p> <p>Company will not contest Illinois jurisdiction for employees whose</p>		<p>hours</p> <p>Up to 3 days for spouse and child</p>	<p>6 month salary continuance</p>	
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	<p>contract of hire was made in Illinois</p> <p>Guam and International domiciled, Company will not contest Illinois jurisdiction</p> <p>Option of direct deposit for payments</p> <p>No points/discipline for injury caused by unannounced clear air turbulence, aircraft accident, assault and similar</p>				
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Seniority	<p>Upon assignment to line, Pay and Company adjusted to date of entering training</p> <p>Probation 180 days</p>	<p>Probation 180 days</p>	<p>Probation 8 months</p>	<p>Probation 180 days</p>	<p>Probation 6 months</p>
<p>Leaves of Absence</p> <p>*See LOA Chart</p>	<p>Personal, Medical, Maternity, Parental, Adoption, Military, Bereavement, Jury Duty/Court Witness, Union, COLA, Special COLA, Family Medical Leave</p> <p>Accrues seniority for bidding and pass travel</p> <p>Accrues pay and longevity for limited period of time</p> <p>Does not accrue sick leave and vacation, except special COLA</p> <p>Maintains active insurance benefits and rates except on personal LOA</p>	<p>Personal, Educational, Special, Medical (inc maternity), Parental, Military, Union, Jury Duty, Funeral, Family Medical</p> <p>Accrues seniority for limited period of time</p> <p>Maintains active insurance benefits except on personal LOA</p> <p>Maintains pass travel</p>	<p>COLA, Personal, Medical (inc maternity), Parental, Military, Educational, Funeral, Emergency, Jury Duty, Union, Family Medical Leave</p> <p>Accrues seniority for limited period of time</p> <p>Medical LOA maximum duration is lesser of the period of disability, or 6 years, or length of active service</p>	<p>Personal, Voluntary, Leave in lieu of Furlough, Education, Maternity/Medical, Family Medical, Paternity, Union, Military</p> <p>Accrues seniority for all LOA's, Pay and Vacation accrual for limited period of time</p> <p>Maintains active insurance benefits if receiving pay (i.e.</p>	<p>Personal, Educational, Special, Medical (inc maternity), Parental, Military, Jury Duty, Funeral, Family Medical</p> <p>Maternity LOA ends 6 weeks after birth</p>



	<p>Maintains pass travel for duration</p> <p>Medical LOA maximum duration is lesser of the period of disability, or 3 years, or length of active service</p> <p>Maternity, parental, adoption maximum duration up to 12 months</p> <p>Ability to transfer while on LOA</p>	<p>for duration for medical & military, others for limited period of time</p> <p>Medical LOA maximum duration is 3 yrs</p> <p>Maternity LOA transition to medical or personal LOA if unable to return to work 90 days following birth</p> <p>Parental LOA maximum duration 30 days</p>	<p>Accrues seniority for all purposes while on Medical LOA</p> <p>Parental LOA maximum duration 90 days, may be extended</p> <p>Ability to transfer while on LOA</p>	<p>sick leave pay)</p> <p>Maintains pass travel for duration</p> <p>Medical LOA maximum duration is 5 yrs</p> <p>Ability to transfer while on LOA, if able to report within 15 days of report date</p>	
	Tentative Agreement	S-UA	S-CO	AAL	DAL
Job Share and Partnership Flying Programs	<p>Job Share: Single month</p> <p>Partnership: Multi-month, Annual and Furlough Mitigation</p> <p>Line awards based upon senior partner's seniority</p> <p>Same qualifications</p> <p>Monthly maximum of 55 hours</p>	<p>Partnership: multi-month</p> <p>Line awards based upon junior partner's seniority</p> <p>Same qualifications</p> <p>Monthly maximum of 46:00 hours, opt to 48:30 or 50:00 hours</p> <p>Benefit accruals: Sick leave and vacation ½ accrual,</p>	<p>Jobshare: single month</p> <p>Line awards based upon senior partner's seniority</p> <p>Monthly maximum 55 hours</p> <p>Partnership: annual, total not to exceed 5% of base complement</p> <p>Same qualifications</p> <p>Line awards based</p>	No	Not stated



		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	<p>Transfers:</p> <p>May have request for 2 locations on file</p> <p>If awarded and not accepted transfer freeze for 3 months</p> <p>If awarded and accepted transfer freeze for 6 months</p> <p>May transfer while on LOA</p> <p>Base Locations:</p> <p>Company provides 90 day notice for base open/close</p> <p>Moving Provisions include, free air transportation, 500 lbs personal effects and if new hire free 7 day hotel accommodations</p> <p>Settling Time & Monthly Guarantee:</p> <p>First transfer, involuntarily transferred and new base, 3 days within 12 months, no adjustment to guarantee</p>	<p>Transfers</p> <p>May have request for 2 locations on file</p> <p>If awarded and not accepted transfer freeze for 3 months</p> <p>If awarded and accepted transfer freeze for 6 months</p> <p>Base Locations</p> <p>Company provides 90 day notice for base open/close</p> <p>Moving Provisions include, free air transportation, 500 lbs personal effects and if new hire free 7 day hotel accommodations, if involuntary actual</p>	<p>Transfers</p> <p>May have request for multiple locations on file</p> <p>Must accept transfer if awarded</p> <p>If awarded and accepted transfer freeze for 6 months</p> <p>May transfer while on LOA</p> <p>Base Locations</p> <p>Company provides 30 day notice for base open/close</p> <p>Moving Provisions include, actual moving expenses</p> <p>Surplus, offered in</p>	<p>Transfers</p> <p>May have request for multiple locations on file</p> <p>Must accept transfer if awarded</p> <p>If awarded and accepted transfer freeze for 3 months</p> <p>May transfer while on LOA</p> <p>Base Locations</p> <p>Company will meet and confer promptly for base open/close, in no case <120 days for close</p> <p>Moving Provisions include, free air transportation, free</p>	<p>Transfers</p> <p>May have request for multiple locations on file</p>



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



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



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



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



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



	<p>Investigatory meeting within 10 days of notification</p> <p>Grievances:</p> <p>Multi-step process</p> <p>LECP able to settle local grievance at Step 1</p> <p>MECP able to settle at all levels</p> <p>Company employee involved may not sit as hearing officer</p> <p>Grievances to be filed within 30 days of reasonable knowledge of incident</p> <p>Non-disciplinary actions, Contract Matters & Company Policies resolved utilizing local dispute resolution process</p> <p>Progressive Discipline Dual Track – Attendance/ Dependability and Performance</p>	<p>discharge</p> <p>Hearing within 10 days of notification</p> <p>Grievances:</p> <p>Multi-step process</p> <p>Hearing at local, LECP able to settle Appeal to System Board, MECP able to settle</p> <p>Company employee involved may not sit as hearing officer</p> <p>No time limit on filing of MEC grievances to be filed</p> <p>Non-disciplinary actions, Contract Matters & Company Policies</p> <p>Utilize local dispute resolution process Progressive Discipline Dual Track – Attendance/ Dependability and Performance</p>	<p>Investigatory meeting within 10 days of notification</p> <p>Grievances:</p> <p>Multi-step process</p> <p>LECP able to settle local grievance at Step 1</p> <p>MECP able to settle at all levels</p> <p>Company employee involved may not sit as hearing officer</p> <p>Grievances to be filed within 30 days of reasonable knowledge of incident</p> <p>Progressive Discipline</p>	<p>charge if incident may lead to discharge</p> <p>Investigatory meeting within 10 days of notification</p> <p>Grievances: Multi-step process</p> <p>Hearing at local, local able to settle</p> <p>Appeal to System Board able to settle</p> <p>Company employee involved may not sit as hearing officer</p> <p>Presidential grievances to be filed within 45 days of reasonable knowledge of incident</p> <p>Non-disciplinary actions, Contract Matters & Company Policies</p> <p>Utilize local dispute resolution process</p> <p>Progressive Discipline</p>	
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	Tentative Agreement	S-UA	S-CO	AAL	DAL
Attendance & Dependability	<p>Point System</p> <p>Illness/Injury: >6 days 2 pts</p> <p>6 days or less, with no physicians note 2 pts</p> <p>6 days or less, with physicians note 1.5 pts</p> <p>Missed trip 3 pts</p> <p>Late boarding that delays flight 2.5 pts</p> <p>Missed meeting or training 2 pts</p> <p>Late boarding, no flight delay 1.5 pts</p> <p>Late check-in 1 pt</p> <p>Attendance Warning 1 6 or more points in rolling 12-month period, in effect for 12 months</p> <p>Attendance Warning 2 12 or more points, in effect for 12 months</p> <p>Attendance Warning 3 18 or more points, in effect for 18 months</p> <p>Attendance Warning 4 30 or more points, in effect for 24 months</p> <p>When Attendance discipline expires exits with all points removed</p>	<p>Point System</p> <p>Illness/Injury >6 days 2 pts</p> <p>6 days or less with no physicians note 2 pts</p> <p>6 days or less with no physicians note 1.5 pt</p> <p>Missed trip 3 pts</p> <p>Late boarding that delays flight 2.5 pts</p> <p>Missed meeting or training 2 pts</p> <p>Late boarding, no flight delay 1.5 pts</p> <p>Late check-in 1 pt</p> <p>Attendance Warning 1 6 or more points in rolling 12 month period, in effect for 12 months</p> <p>Attendance Warning 2 12 or more points, in effect for 12 months</p> <p>Attendance Warning 3 18 or more points, in effect for 18 months</p>	<p>4 sick in 12 months must provide doctors medical verification of illness</p> <p>Medical verification 4th of July, Thanksgiving and Christmas, if no absences in prior 12 months no verification required</p>	<p>The Company will not automatically require medical verification based on a specific number of sick calls</p>	<p>At Company discretion may require medical verification of illness</p>



	<p>Performance:</p> <p>Applies to progressive discipline issued pursuant to Working Together Guidelines</p> <p>Performance Warning 1 12-month duration</p> <p>Performance Warning 2 18- month duration</p> <p>Performance Warning 3 18-month duration</p> <p>Performance Warning 4 24-month duration Discharge</p> <p>Simultaneous Attendance Warning 4 and Performance Warning 4, subject to discharge</p> <p>Transition LOA provides for orderly conversion for CAL and CMI Flight Attendants in active discipline</p>	<p>Attendance Warning 4 30 or more points, in effect for 24 months</p> <p>When Attendance discipline expires exits with all points removed</p> <p>Performance</p> <p>Applies to progressive discipline issued pursuant to Working Together Guidelines</p> <p>Performance Warning 1 12-month duration</p> <p>Performance Warning 2 18- month duration</p> <p>Performance Warning 3 18-month duration</p> <p>Performance Warning 4 24-month duration Discharge</p> <p>Simultaneous Attendance Warning 4 and Performance Warning 4, subject to discharge</p>			
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	Tentative Agreement	S-UA	S-CO	AAL	DAL
System Board of Adjustment	<p>Jurisdiction over disputes, scheduling of hearings, composition and independence of Board</p> <p>3 member board, 1 neutral, 1 Company and 1 Union</p> <p>Decisions of the Board within 10 days</p>	<p>Jurisdiction over disputes, scheduling of hearings, composition and independence of Board</p> <p>5 member board, 1 neutral, 2 Company and 2 Union, may use 3 member board on case by case basis if agreed</p>	<p>Jurisdiction over disputes, scheduling of hearings, composition and independence of Board</p> <p>3 member board, 1 neutral, 1 Company and 1 Union</p>	<p>Jurisdiction over disputes, scheduling of hearings, composition and independence of Board</p> <p>3 member board, 1 neutral, 1 Company and 1 Union, may invoke 5 member board</p> <p>Hearing within 45 days of submission</p>	None
Uniforms	<p>Company provides basic uniform, annual points for use in replacement or for accessories</p> <p>Replacement of garment bag, small suitcase, large suitcase and purse based on normal wear and tear</p> <p>New hire payroll deduction not to exceed 5% of cost/month</p> <p>Non-wool uniform provided for allergies</p> <p>Not required to wear name insignia off aircraft</p> <p>Company to pay costs of alterations</p>	<p>Company provides basic uniform, annual points for use in replacement or for accessories</p> <p>Replacement of garment bag, small suitcase, large suitcase and purse based on normal wear and tear</p> <p>New hire payroll deduction not to exceed 5% of cost/month</p> <p>Non-wool uniform provided for allergies</p> <p>Not required to wear name insignia off aircraft</p>	<p>Company provides basic uniform, annual points for use in replacement or for accessories, may carry over point to following year</p> <p>Replacement of one of the following every 3 yrs: all weather coat, wool overcoat or rollerboard</p> <p>Non-wool uniform provided for allergies</p> <p>Company to pay costs of alterations</p>	<p>Company provides basic uniform, annual points based on annual hours flown for use in replacement or for accessories</p> <p>Replacement of luggage every 3 years, coat every 5 years</p> <p>New hire payroll deduction not to exceed \$20 per month for 1st 12 months, then \$50 per month</p> <p>Not required to display last name</p>	Not stated



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



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



	<p>Lineholder may request hotel room if does not assigned immediately or if report time is > 5 hours after arrival at base</p> <p>No limit on number of instances but repeated invocation may be considered in evaluation of overall attendance/reliability</p>		<p>the original pairing scheduled return</p> <p>Assigned a mutually agreeable pairing</p> <p>Lineholder may request hotel room if does not assigned immediately or if report time is > 5 hours after arrival at base</p> <p>No limit on number of instances but repeated invocation may be considered in evaluation of overall attendance/reliability</p>	<p>1st 3 incidents covered</p>	
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	Tentative Agreement	S-UA	S-CO	AAL	DAL	
Benefits and Retirement *See Plan Design Chart There are many different medical and dental plan options available at all airlines The plans used here are for illustrative purposes only and may not reflect your individual choices or personal selections	Required Medical Plans	Various medical plans including HMO's offered	Various medical plans including HMO's offered	3 medical plans: Value, Standard and Core	3 medical plans: Gold, Silver and Bronze	
	Core Medical PPO					
	Core Medical EOP					
	Core Medical High Deductible Health Plan with Health Savings Account	In-network PPO	In-network PPO 350	In-network PPO 350	In-network Standard Plan	In-network Silver Plan
	Traditional Medical PPO	Traditional Plan	Plan Family Medical	Plan Family Medical	Family Medical	Family Medical
	Select Regional Medical Plans	Family Medical Coverage:	Coverage (most expensive plan used because most comparable to UA traditional plan):	Coverage:	Coverage:	Coverage:
	International Flight Attendants	Monthly Cost: \$306.76	Monthly Cost: \$306.76	Monthly Cost: \$325.05	Monthly Cost: \$325.05	Monthly Cost: \$199.00
	Traditional PPO	Deductible \$500.00	Deductible \$500.00	Deductible \$2,400	Deductible \$2,400	Deductible \$7,800
	Core Medical PPO					
	Guam Flight Attendants	Out-of-Pocket Max \$3,000	Out-of-Pocket Max \$3,000	Out-of-Pocket Max \$5,000	Out-of-Pocket Max \$5,000	Out-of-Pocket Max \$12,800
	Traditional PPO	Preventive Care 100%	Preventive Care 100%	Preventive Care 100%	Preventive Care 100%	Preventive Care 100%
	Core Medical PPO	Co-insurance 80/20% until out-of-pocket max, then 100%	Co-insurance 80/20% until out-of-pocket max, then 100%	Co-insurance 80/20% until out-of-pocket max, then 100%	Co-insurance 80/20% until out-of-pocket max, then 100%	Co-insurance 80/20% until out-of-pocket max, then 100%
Select Regional Medical Plan	No co-pay	No co-pay	Co-pay (does not apply to deductible or out-of-pocket max)	Primary Care Visit \$30	Preventive Care 100% Co-insurance Max (excludes deductible) \$5,000	
Company may also offer Optional Medical Plans				After deductible: Hospital 80/20% Specialist 80/20% Urgent Care 80/20% Emergency Room \$100 + 20%	Preventive Care 100% Co-insurance Max (excludes deductible) \$5,000	
80/20 Cost Sharing					After co-insurance max plan pays 100%	
HMO cost sharing to be phased in through 2020						
Preventive Services						
Access to other plans offered by Company						
Annual premium increases capped at 9.25% per year						
Plan terms for Required Medical	In-network Standard Plan Family	In-network Standard Plan Family	In-network Standard Plan Family	In-network Standard Plan	In-network Standard Plan Family Prescription Coverage:	



	<p>Plans cannot be changed without Union approval</p> <p>In-network PPO Traditional Plan Family Medical Coverage:</p> <p>Monthly Cost: \$366.49 (2016 rate, wellness and spousal surcharge excluded, subject to annual increase)</p> <p>Deductible \$500.00</p> <p>Out-of-Pocket Max \$3,000</p> <p>Preventive Care 100%</p> <p>Co-insurance 80/20% until out-of-pocket max, then 100%</p> <p>No co-pay</p> <p>In-network Standard Plan Family Prescription Coverage:</p> <p>Retail (30 days) 80/20%</p> <p>Mail Order (90 days)</p> <p>Generic \$30.00 (2016 rate subject to 7% annual increase)</p>	<p>Prescription Coverage:</p> <p>Retail (30 days) 80/20%</p> <p>Mail Order (90 days)</p> <p>Generic \$30.00</p> <p>Formulary \$95.00</p> <p>Non-Formulary \$95.00</p>	<p>Prescription Coverage:</p> <p>Retail (30 days) Generic \$5.00 Formulary \$25.00 Non-Formulary \$50.00</p> <p>Mail Order (90 days)</p> <p>Generic \$12.50</p> <p>Formulary \$62.50</p> <p>Non-Formulary \$125.00</p>	<p>Family Prescription Coverage:</p> <p>Retail (30 days) Generic 80/20% \$10 min/\$40 max</p> <p>Preferred 70/30% \$30 min/\$100 max Non-Preferred 50/50% \$45min/\$150 max</p> <p>Mail Order (90 days) Retail Generic 80/20% \$5 min/\$80 max</p> <p>Preferred 70/30% \$60 min/\$200 max Non-Preferred 50/50% \$90min/\$300 max</p>	<p>Tier 1 Drugs \$10.00</p> <p>Tier 2 Drugs 80/20% \$30 min/\$75 max</p> <p>Tier 3 Drugs 80/20% \$50 min/\$125 max</p>
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	<p>Formulary \$95.00 (2016 rate subject to 7% annual increase)</p> <p>Non-Formulary \$95.00 (2016 rate subject to 7% annual increase)</p> <p>Flexible Spending Account</p>				
	Tentative Agreement	S-UA	S-CO	AAL	DAL
<p>Dental *See Plan Design Chart</p>	<p>Standard Family Dental PPO</p> <p>Monthly Cost: \$29.88 (2016 rate subject to annual increase)</p> <p>Deductible \$100 per person</p> <p>Annual Max Benefit \$2,000 per person</p> <p>Orthodontic Lifetime \$2,000 per person</p> <p>Preventive Care 100% Basic Care 80/20% Major Care 80/20% Orthodontic Care 50/50%</p> <p>Flexible Spending Account (FSA)</p>	<p>Traditional Family Dental PPO</p> <p>Monthly Cost: \$29.88</p> <p>Deductible \$100.00</p> <p>Annual Max Benefit \$2,000 per person</p> <p>Office Visit 100%</p> <p>Preventive Care 100%</p> <p>Flexible Spending Account (FSA)</p>	<p>Standard Family Dental PPO</p> <p>Monthly Cost: \$95.20</p> <p>Deductible \$50 per person</p> <p>Annual Max Benefit \$1,500 per person</p> <p>Orthodontic Lifetime \$1,500 per person</p> <p>Preventive Care 100% Basic Care 80/20% Major Care 80/20% Orthodontic Care 50/50%</p> <p>Flexible Spending Account (FSA)</p>	<p>Standard Family Dental</p> <p>Monthly Cost: \$28.85</p> <p>Deductible \$50.00 per person</p> <p>Annual Max Benefit \$1,500 per person</p> <p>Orthodontic Lifetime \$1,500 per person</p> <p>Preventive Care 100% Basic Care 80/20% Major Care 80/20% Orthodontic Care 50/50%</p> <p>Health Savings Account (HSA)</p>	<p>Health Savings Account (HSA)</p>



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



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

