



**Industry**  
**Contract Comparison**  
**S E P T E M B E R 2 0 0 6**

**On-Duty Contract Guide**  
**S U P P L E M E N T**

# Industry Contract Comparison

SEPTEMBER 2006

On-Duty Contract Guide

S U P P L E M E N T

## Legend

AA	American Airlines
CO	Continental Airlines
DL	Delta Airlines
NW	Northwest Airlines
UA	United Airlines
B6	JetBlue Airways
US	US Airways
HP	America West Airlines
WN	Southwest Airlines
TFP	Trips for pay (Specific to WN)
CBT	Computer-based training
DH	Deadhead
SK	Sick
N/B	Narrowbody
W/B	Widebody
B/C	Business Class
A/C	Aircraft
N/U	Non-Union
<	Less than
>	Greater than
≤	Less than or equal to
≥	Greater than or equal to

All rates of pay, work rules and benefits included in this Comparison Guide are those in effect as of September 1, 2006. Best efforts were made to verify the accuracy of all information. Due to subtle differences in terminology and the significant changes to nearly all Agreements in the past few years, each union was afforded an opportunity to correct or update their respective information included in this guide. Most carriers have an annual pay step increase for hourly rates-of-pay. In addition, some contracts have provisions for other compensation, benefit and work rule improvements that take effect prior to the amendable date. Please note: we received a response from United (AFA), Continental (IAM), US Airways (AFA) and America West (AFA). We did not hear back from Northwest or Southwest Airlines. No source was available to verify Delta Airline's data, and JetBlue's Human Resources declined to participate, therefore, complete information for Delta (DL) and jetBlue (B6) was not available. Both carriers have a non-unionized FA workforce.

Information for Northwest Airlines (NW) represents the terms of the first failed Tentative Agreement that management imposed with the approval of the bankruptcy court on July 31, 2006. Also, negotiations are underway for a single contract following the merger of America West (HP) and US Airways (US).

Pay and some scheduling work rules in the Southwest Airlines (WN) contract are based on a Trip-for-Pay (TFP) basis rather than an hourly basis. Flight Attendants are credited with one (1) TFP for each leg of 243 miles or less. For each forty mile increment over 243 miles an additional one-tenth (0.1) TFP is credited. The industry standard conversion of 1.15 hours per TFP was used to represent their compensation on an hourly basis where appropriate, including rates of pay.

Delta does not have entire selections dedicated to Reserve days. Rather, the schedules of the most junior 70 percent of Flight Attendants at a base are subject to three Access Days (A-days) per month. Access Days are the equivalent of a Reserve Day.

This comparison does not include all carriers or all sections of the contract. It is intended to be an overview comparison with that of eight of our competitors. Traditional/Network carriers are listed first, followed by low-cost carriers. This guide is meant as a reference only. While best efforts were made to verify its contents, APFA apologizes in advance for any inaccuracies contained within this Industry Comparison Guide.

*Editor's Note: This incredibly tedious summation of data was compiled and confirmed by APFA's National Contract Coordinator Brent Peterson, and refined and put into an orderly fashion by APFA's Graphic Designer and Webmaster Darren Glenn. They both deserve the patience of the year award.*

*-Leslie Mayo, National Communications Coordinator*

	Amendable Date Art. 38.	Bankruptcy Dates Begin and End	Union
AA	4-30-2008	Never filed BK	APFA
CO	12-31-2009	1983-1986 1991-1993	IAM
DL	Non-Union	2005-Current	N/U
NW	N/A (Failed T/A Imposed July 2006)	2005-Current	AFA
UA	1-7-2010	2002-2006	AFA
B6	Non-Union	Never filed BK	N/U
US	12-31-2011	2002-2005	AFA
HP	5-4-2004	1991-1994	AFA
WN	5-31-2008	Never filed BK	TWU

### Hourly Rates of Pay *Dom*

#### Art. 3.A. & B.

Year	AA	AA	CO	CO	DL	NW
	1-70 hrs	Incentive hrs over 70		Hrs over 225/qr, Limit 110/month		
1 <sup>st</sup>	19.65	22.60	19.50 <sup>1</sup>	24.50 <sup>2</sup>	17.61	17.20
2	21.34	24.54	22.78 <sup>1</sup>	27.78 <sup>2</sup>	18.91	18.53
3	23.11	26.58	24.06 <sup>1</sup>	29.06 <sup>2</sup>	20.69	19.83
4	24.31	27.96	25.95	30.95	22.39	21.11
5	27.15	31.22	27.84	32.84	24.67	22.82
6	31.37	36.08	32.30	37.30	26.40	26.37
7	33.92	39.01	34.32	39.32	31.09	28.90
8	35.75	41.11	36.18	41.18	31.94	32.05
9	37.24	42.83	37.54	42.54	32.82	32.38
10	38.72	44.53	39.44	44.44	33.87	34.41
11	39.99	45.99	40.65	45.65	34.81	35.17
12	41.40	47.61	42.67	47.67	36.47	36.06
13	42.54	48.92	44.27	49.27	39.49	37.15
14	43.59	50.13	46.12	51.12	39.49*	38.22
15	44.65	51.35	48.15	53.15	39.49*	38.79
	UA	B6	B6	US	HP	WN
		1-70 hours	71+ hours			Converted from TFP to hourly
1 <sup>st</sup>	17.22	20.67	31.01	18.56	16.18	20.82
2	18.20	21.70	32.55	19.63	17.54	25.36
3	19.37	22.84	34.26	20.88	18.76	27.08
4	19.91	23.97	35.96	21.47	19.98	29.56
5	22.57	25.58	38.37	24.33	21.24	30.91
6	29.69	27.90	41.85	29.91	22.30	32.44
7	31.29	29.35	44.03	31.52	23.20	34.39
8	32.06	30.90	46.35	32.30	24.47	36.24
9	33.10	32.45	48.68	33.35	26.31	38.50
10	34.16	34.10	51.15	34.41	28.23	40.86
11	34.91	35.86	53.79	35.17	30.24	43.03
12	35.73	37.72	56.58	36.00	34.74	48.35
13	36.52	39.68	59.52	36.79	35.72	49.54
14	37.08	39.68*	59.52*	37.59	36.67	54.77
15	37.08*	39.68*	59.52*	37.59*	37.59	54.77*

\* No further pay-step increases.

<sup>1</sup> If hired after 1/29/06  
(B-Scale)

1 <sup>st</sup>	18.00
2 <sup>nd</sup>	20.00
3 <sup>rd</sup>	22.50

<sup>2</sup> If hired after 1/29/06  
(B-Scale)

1 <sup>st</sup>	23.00
2 <sup>nd</sup>	25.00
3 <sup>rd</sup>	27.50

# Hourly Rates of Pay *Intl*

App. I, Art.3.A. & B.

<u>Year</u>	<u>AA</u> 1-70 hrs	<u>AA</u> Incentive hrs over 70	<u>CO</u>	<u>CO</u> Hrs Over 225/qtr Limit 110/month	<u>DL</u> Same As Domestic Rates	<u>NW</u> Same As Domestic Rates
1 <sup>st</sup>	21.48	24.70	20.50 <sup>3</sup>	25.50 <sup>4</sup>	17.61	17.20
2	22.81	26.23	23.78 <sup>3</sup>	28.78 <sup>4</sup>	18.91	18.53
3	24.31	27.96	25.06 <sup>3</sup>	30.06 <sup>4</sup>	20.69	19.83
4	25.62	29.46	26.95	31.95	22.39	21.11
5	29.57	34.01	28.84	33.84	24.67	22.82
6	32.86	37.79	33.30	38.30	26.40	26.37
7	36.53	42.01	35.32	40.32	31.09	28.90
8	38.71	44.52	37.18	42.18	31.94	32.05
9	40.22	46.25	38.54	43.54	32.82	32.38
10	41.45	47.67	40.44	45.44	33.87	34.41
11	42.98	49.43	41.65	46.65	34.81	35.17
12	44.43	51.09	43.67	48.67	36.47	36.06
13	46.11	53.03	45.27	50.27	39.49	37.15
14	46.90	53.94	47.12	52.12	39.49*	38.22
15	47.69	54.84	49.15	54.15	39.49*	38.79

	<u>UA</u>	<u>B6</u> 1-70 hours Same As Domestic Rates	<u>B6</u> 71+ hours Same As Domestic Rates	<u>US</u> Transoceanic only	<u>HP</u>	<u>SW</u>
1 <sup>st</sup>	17.73	20.67	31.01	21.56	17.43	N/A
2	18.72	21.70	32.55	22.63	18.79	
3	19.88	22.84	34.26	23.88	20.01	
4	20.43	23.97	35.96	24.47	21.23	
5	23.08	25.58	38.37	27.33	22.49	
6	33.04	27.90	41.85	32.91	23.55	
7	34.63	29.35	44.03	34.52	24.45	
8	35.33	30.90	46.35	35.30	25.72	
9	36.49	32.45	48.68	36.35	27.56	
10	37.20	34.10	51.15	37.41	29.48	
11	38.05	35.86	53.79	38.17	31.49	
12	38.98	37.72	56.58	39.00	35.99	
13	39.73	39.68	59.52	39.79	36.97	
14	40.25	39.68*	59.52*	40.59	37.92	
15	40.25*	39.68*	59.52*	40.59*	38.84	

\* No further pay-step increases.

<sup>3</sup> If hired after 1/29/06  
(B-Scale)

1 <sup>st</sup>	19.00
2 <sup>nd</sup>	21.00
3 <sup>rd</sup>	23.50

<sup>4</sup> If hired after 1/29/06  
(B-Scale)

1 <sup>st</sup>	24.00
2 <sup>nd</sup>	26.00
3 <sup>rd</sup>	28.50

## TAFB EXPENSES

Note: All rates are hourly

	TAFB Dom – Art. 4.A.	TAFB Intl – App. I, Art. 4.A.
AA	\$1.50	\$1.75
CO <sup>5</sup>	\$1.85 excludes turn-arounds	\$2.50 excludes turn-arounds
DL <sup>6</sup>	\$1.85	\$2.40
NW	\$1.65 excludes turn-arounds	\$1.85 excludes turn-arounds
UA	\$1.50	\$1.75
B6	\$2.00	\$2.00
US	\$1.90	\$2.10
HP	\$1.75	\$1.75
WN	\$2.15	N/A

<sup>5</sup> Dom: Includes; Mexico, Canada, Central America/Intl: Includes; Alaska, Hawaii, Caribbean

<sup>6</sup> Dom: Includes non-transoceanic international/Intl: Includes Hawaii

## VACATION

	Time accrued after the following years of service Art. 6.A					VC Bidding Line holder Art. 6.H.	VC Bidding Rsvs Art. 6.H.
	1 – 4 yrs	5 – 11 yrs	12 – 19 yrs	20-24 yrs	25+ yrs		
<b>AA</b>	9 days	14 days	19 days	23 days	28 days	Paid and removed from all trips touching vacation	4:10/day for 30 day month 3:56 31 day month
<b>CO<sup>7</sup></b>	7	14	21 (after 10 yrs)	28 (after 18 yrs)	35 (37 days after 30 yrs)	3 hrs/day	3 hrs/day
<b>DL</b>	14	21	28 (after 11 yrs)	35 (after 18 yrs)	42 (only if achieved prior to 11/1/05) 35	2:45/day	2:45/day
<b>NW</b>	7	11	14 (after 13 yrs)	18	21	3 hrs/day	3 hrs/day
<b>UA</b>	12	19	26 (after 10 yrs)	33 (after 17 yrs)	40	2:36/day	3:57/day in a 30 day month, 3:45/day in a 31 day month
<b>B6<sup>8</sup></b>	108 hrs	126 hrs	144 hrs	No further accrual	No further accrual	5 hrs/day	3:48 hrs/day
<b>US</b>	7 days	10-14 days	18-24 days (after 10 yrs)	27	28 (after 23 yrs)	4 hrs/day if $\geq 7$ consecutive days, 3:30/day if < 7 consecutive days	
<b>HP</b>	14 (7 for 1st yr only)	21 (28 after 9 years)	29-34	35 (after 18 yrs)	No further accrual	2:30-4:30/day based on longevity	2:30-4:30/day based on longevity
<b>WN</b>	14	21	28 (after 10 yrs)	35 (after 18 yrs)	No further accrual	Greater of trips missed or 3.75 TFP/ day	3.75 TFP/day (approx. 3:11hrs/day)

<sup>7</sup> Option of additional 7 days unpaid vacation at any seniority

<sup>8</sup> B6 has Paid Time Off (PTO). Hours represent combination of time available for vacation, SK and other personal time off

## COMPENSATION

	Purser Dom W/B  Art. 3.M.	Purser Intl W/B  App. I, Art. 3.M.	Purser Intl N/B  Art. I. Art. 3.M.	Lead Dom N/B  Art. 3.T.	Galley Dom  Art. 3.S.	Galley Intl  App. I, Art. 3.T.	Holding/ Ground  Art. 3.I. & J.	Under- Staffing  Art. 3.L.
AA	\$2.08/hr	\$3.00/hr	\$2.00/hr	None	.63¢/hr W/B & aft 757	.88¢/hr W/B & aft 757	\$15.00/hr (after 30 minutes)	\$5.00/hr
CO	\$2.00 (if > 160 seats)	1 <sup>st</sup> yr: 20% above base rate, up to 4.60/hr. + \$2.00. 2 <sup>nd</sup> yr 25% above base rate up to \$5.50/hr + \$2.00 <sup>9</sup>	\$1.00 ≤ 160 seats	\$1.00 ≤ 160 seats	None	\$1.00 W/B & 757	\$15.00 (un- sheduled ground time over 30 minutes)	15-yr FA rate ÷ by working crew (160+ seats only)
DL	\$2.70	\$5.40	\$2.70	\$2.70	None	\$2.70 "aft galley" 767/777 transoceanic	\$14.74 (hold must exceed 1 hr)	\$5.73
NW	\$2.15	\$5.00	\$3.00	\$1.65	None	None	None	None
UA	\$3.73	\$5.80	\$3.73	\$1.87	.91¢ (A/C with 24+ F/C seats) \$2.07 (aft galley 747)	.91¢ (A/C with 24+ F/C seats) \$2.48 (aft galley 747)	1/2 credit for pay purposes after 10 minutes	\$5.00
B6	N/A	N/A	\$2.00	\$2.00	None	None	\$20.00 (after 1 hr)	None
US	\$2.50	\$4.50	\$2.75	\$1.75-2.25 (depends on aircraft type)	None	\$1.00 for 757/767/ Airbus 330 aft lead, B/C Airbus 330	\$7.00 (hold must exceed 30 minutes)	\$10.50
HP	None	None	None	None	None	None	\$10.00 (after 30 minutes)	None
WN	N/A	N/A	N/A	\$2.00/TFP (approx. \$2.30/hr)	None	N/A	None	\$5.00/ft (if over 122 pax & no 4 <sup>th</sup> FA)

Note: All rates are hourly unless otherwise stated

<sup>9</sup> \$6.30/hr for FAs who have continuously been Purser since 1992

## COMPENSATION

	Rsv Override	Number of Paid Holidays	Holiday Pay	Language Pay	Training Pay	Longevity Pay	Night Pay
	Art. 3.E.	Art. 2.P.	Art. 3.V.	Art. 3.N.	Art. 3.H.	Art. 3.V.	Art. 3.K.
AA	None	None	None	\$1.25	\$9.50/hr 3 hr. min (12-hr FAA & 20-minute video free)	None	None
CO	None	None	None	\$2.50 <sup>10</sup>	2:15 hrs pay/day 1 hr/pay homestudy CBT	None	.50¢ 2200-0600
DL	None	5	\$20/hr	\$1.35	2:45 hrs/day Non-regulatory \$10.00/hr CBT \$12.00/hr aircraft	None	None
NW	None	None	None	None	4:15 hrs pay/day, \$5/hr independent study, 16 hr/year free	None	None
UA	\$1.82	5	Hourly pay x hrs. in seq ÷ seq TAFB x TAFB on holiday	\$1.45	\$9.00/hr 1 hr. min	None	.35¢ 2200-0600
B6	None	3	2 x hourly rate	\$2.00	4 hrs pay/day	None	None
US	None	3	Hourly pay x hrs. in seq ÷ seq TAFB x TAFB on holiday ÷ 2	\$2.00	\$60/day	None	None
HP	None	None	None	\$2.00	6 hrs for recurrent, Greater of 1:2 or 3 hrs if non-recurrent	None	None
WN	\$5.00/TFP (102+TFP) \$1.00/TFP (if Rsv after 12 yrs)	3	2 x rate of pay	N/A	5.5 TFP/day (approx. 4.41hrs/day)	None	\$1.00/TFP if dep. between 2300-0300 or arr. between 0100-0500 local time

Note: All rates are hourly unless otherwise stated

<sup>10</sup> Contract compensates equivalent number of non-language qualified FAs as the number of speakers req'd for the month at an additional \$2.50/hr based on system-wide seniority

## MINIMUM PAY AND CREDIT

	Scheduled vs Actual Flight Time Art. 7.G.1.	Deadheading Art. 8.G.	
		Pay	Credit
AA	Greater of scheduled or actual on a leg by leg basis	100%	50%
CO	Greater of scheduled or actual on a leg by leg basis	50%	100%
DL	Greater of scheduled or actual on a sequence basis	100%	100%
NW	Greater of scheduled or actual on a duty period basis	100%	100%
UA	Greater of scheduled or actual on a leg by leg basis	100%	100%
B6	unavailable	100%	unavail
US	Greater of scheduled or actual on a leg by leg basis	50%	None
HP	Greater of scheduled or actual on a leg by leg basis	100%	100%
WN	Greater of scheduled or actual (excluding the first 7 minutes in excess of schedule) on a leg by leg basis	100%	100%

## DUTY RIGS

	Duty Rig (E-time) Art. 8.E. & App. I, Art. 8.E.	Trip Rig (F-time) Art. 8.F. (P-time) App. I, Art. 8.F	Duty Period Guarantee-Average/Min (G-time) Art. 8.A. & App. I, Art. 8.A.
AA	1 minute for every 2 minutes	1 minute for every 3.5 minutes	5-hr average/3-hr min
CO	None	1 for 4 (only for sequences containing scheduled rest over 29 hrs)	No average/No min
DL	None	1 for 4 (1 for 3.5 if return is more than 4 hrs past original scheduled arrival)	4:45-hr average (exception: duty periods consisting solely of deadheading do not qualify)/No min
NW	1 for 2 (0600-2159 local sign-in time); 1 for 1.75 (2200-0559 local sign-in time)	1 for 3.6	4:15 average/No min
UA	1 for 2	1 for 3.5	5-hr average/No min
B6	None	1 for 4	No average/No min (exception: 4-hr min for turn-arounds)
US	1 for 2.25 (0600-2159 actual on-duty time) or 1 for 2 (2200-0559 actual on-duty time)	1 for 3.5	5-hr average/No min (exception for duty-periods consisting solely of deadheading and split pairings)
HP	1 for 2	1 for 4	No average/No min (exception: Lineholders receive min of 4 hrs for turn-arounds)
WN	.7 TFP for 1 hr (approx. :36 for 1 hr)	1 TFP for 4 hrs (approx. 1 hr for 3:24)	6.5 TFP average (approx. 5:31)/ 4.0 TFP min (approx. 3:24)



## MINIMUM LAYOVER REST

*NOTE: Hours are free of duty (end of debrief to sign-in) unless otherwise noted*

	<b>Dom Scheduled Art. 7.L.2.</b>	<b>Dom Actual Art. 7.L.2.</b>	<b>Intl Scheduled App. I, Art. 7.N.</b>	<b>Intl Actual App. I, Art. 7.N.</b>
<b>AA</b>	9 hrs	8 hrs 20 minutes or "8 behind the door"	Non AIFS/IFS - 9:00 hrs	Non AIFS/IFS 8 hrs + drive time
			AIFS/IFS - 10:30 hrs	AIFS/IFS - 10 hrs
<b>CO<sup>11</sup></b>	8 hrs (9 hrs block-in to block-out)	7:45 hrs <sup>12</sup> (8:45 hrs block-in to block-out)	8 hrs (9 hrs block-in to block-out)	7:45 hrs <sup>12</sup> (8:45 block-in to block-out)
	12 hrs if duty day 14-16 hrs	10 hrs if duty day 14-16 hrs.	12 hrs if duty day 14-16 hrs	10 hrs if duty day 14-16 hrs.
<b>DL<sup>11</sup></b>	9:15 hrs if ≤ 14 hr duty period	8:30	9:15 if ≤ 14-hr duty period	8:30
	12 hrs if > 14 hr duty period	10	Transoceanic - 13 hrs  18 hrs if duty period > 14 hrs	Transoceanic - 11 hrs  14 hrs if duty period > 14 hrs
<b>NW<sup>11</sup></b>	9 hrs if duty aloft < 8 hrs	9 hrs if duty aloft < 8:00	11:30	11:30
	10 hrs if duty aloft ≥ 8 hrs	10 hrs if duty aloft ≥ 8:00	Extended duty-15:45 if ≤ 16 hrs on duty	Extended duty-15:45 if ≤ 16 hrs on duty
	11 hrs if duty aloft ≥ 9 hrs	11 hrs if duty aloft ≥ 9:00	20 if 16 - 18 hrs on duty 24 if > 18:01 on duty	18 hrs actual  24
<b>UA<sup>11</sup></b>	9 hrs if airport hotel	9 hrs if airport hotel	11 hrs (9 at hotel) ≤ 8 Flt/DH time 18 hrs (16 at hotel) 8:01 - 10 Flt/DH time 22 hrs (20 at hotel) 10:01 - 14 Flt/DH time 33 hrs (30 at hotel) if 14:01 + Flt/DH time	
	11 hrs if non-airport hotel	11 hrs if non-airport hotel		
<b>B6<sup>11</sup></b>	9 hrs between flight assignments	FAR minimums	9 hrs between flight assignments	FAR minimums
<b>US<sup>11</sup></b>	8:30 hrs	8	8:30 - 9:45 depending on total on-duty hrs before and after layover	8 - 8:30 hrs depending on total on-duty hrs before and after layover
	9:45 hrs if > 22 hrs on-duty before and after layover	8:30 hrs if > 22 hrs on-duty before and after layover	14 hrs if transoceanic	14 hrs if transoceanic
<b>HP<sup>11</sup></b>	9:15 hrs	8	10 hrs if preceding duty aloft < 6 hrs	10 hrs if preceding duty aloft < 6 hrs.
	11 hrs if on-duty through 0400	10 hrs if on-duty through 0400	2 times block if block time ≥ 6 hrs, up to 14 hrs or 16 hrs if transoceanic	2 times block time if block time ≥ 6 hrs, up to 14 hrs or 16 hrs if transoceanic
<b>WN<sup>11</sup></b>	11 hrs block-in to block-out  10 hrs block-in to block-out if scheduled last flight in - first flt out & duty period following layover not greater than 4 hrs	FAR minimums (financial penalties apply if < 10 hrs block-in to block-out)	N/A	N/A

<sup>11</sup> No "8 behind the door" provision

<sup>12</sup> debrief considered part of rest.

## ON-DUTY LIMITATIONS / DUTY ALOFT

	Dom On-duty Scheduled Art. 7. K.	Rescheduled	Actual On-Duty Max	Intl On-duty Scheduled App I, Art. J.	Actual Max	Duty Aloft Dom Art. 7.J.	Duty Aloft Intl App I, Art. 7.K.
AA	Departure 0600 - 1759 13 hrs	13 hrs	15 hrs	14 hrs	16 hrs	8:59 hrs	Non-long range 12 hrs
	1800 - 2059 11 hrs	12 hrs	13 hrs	16 hrs (Long range)	18 hrs		Long-range/ extended must be within on-duty limits with contractual on board crew rest
	2100 - 0559 10 hrs (Exception for stand-up all-nighter)	11 hrs	12 hrs	21 hrs (Extended long range)	23 hrs		
CO	14	Same as actual max	16	16 hrs  Long range (check-in + Scheduled flight time + debrief)	17:30  Long range 19	None	None
DL	14	Same as actual max	16 hrs	16  Long range 20	16  23	10 (12 hours if 2 leg turnaround)	12 (Exception for non-stop legs over 12)
NW	0501-2159 13 hrs	Same as actual max	14	13	15	Max 10 legs/duty period	Max 3 legs if transatlantic/ intercontinental, 1 working leg if trans-pacific
	2200-0500 12 hrs		13	20 hrs Extended long range	23		
UA	14 hrs High-density turn and stand-up all-nighters	Same as actual max	15	13 hrs Flt + DH < 8 hrs	15	8 hrs in 24 hrs (8:30 in 24 hrs if 2 legs in 1 duty period)	Flight time max governed by on- duty limitations
	Sign in 0500-1859 13 hrs		14:30	14 hrs Flt + DH ≥ 8 hrs	16		
B6	1900-0459 11:30 hrs	Same as actual max	13	14:30 hrs Long range	16:30	Sign in time + flt time + debrief + 3 hrs	
	14 hrs		18	14	18		
US	14 hrs (if no duty between 0100 - 0459)	Same as actual max	15	14	16	2 leg max for all- nighters only	None
	12 hrs (if some duty between 0100 - 0459)		15	16 hrs Transoceanic w/ Intl relief officer	18		
	10 hrs (if all duty includes 0100 - 0459)		15				
HP	Sign in 0500-1600 13 hrs	Same as actual max	14:30	14	16	Max of 7 legs/duty period	None
	1601-1900 12 hrs		14				
	1901-2200 11 hrs		13				
	2201-0459 9:30 hrs		10:30				
WN	10:30	Same as actual max	12:30 hrs (if actually kept on- duty longer pay & rest penalties apply) 10 hrs for red eye or night flights	N/A	N/A	Max of 7 legs in a 24 hour period (may be rescheduled to 8 legs)	N/A

**DAYS OFF  
MONTHLY MAXIMUMS / GUARANTEES**

	Lineholder Minimum Days Off at Base Art. 7.N.	Rsv Days Off Art. 10.F.	Dom Lineholder Max Art. 7.A. ----- Guarantee Art. 3.C.	Rsv Monthly Max Art. 10. B. ----- Guarantee Art. 3.E.	Intl Lineholder Max App I, Art. 7. A. ----- Guarantee App. I, Art. 3.A.	Intl Rsv Max ----- Guarantee App. I, Art. 10.B.
AA	10 days	12 days	77 hrs (82 for pure bids)	85 hrs	82 hrs (87 for pure bids)	85 hrs
			70	75 hrs	70	75 hrs
CO	8	10	92:30	No hourly limit	97	Combined Dom/Intl RSV
			70	83	70	
DL	10	No separate Rsv list. Bottom 70% of FAs at base may have 3 Rsv access days	Lines normally constructed 83 - 84 hrs	Unknown	Same as Domestic	Combined Dom/Intl RSV
			0	Unused "Access"(Rsv) days paid \$76.50/day		
NW	None	13 in 31 day month 12 in 30 day month	100 (87-hr avg)	100	100	Combined Dom/Intl RSV
			75	80	75	
UA	10	11	92	92	92	Combined Dom/Intl RSV
			65	75	65 <i>70 for SEA/HNL bases</i>	
B6	10	10-12	90-hr min No max	None	Same as Domestic	Combined Dom/Intl RSV
			70	75		
US	11	11	85-95 hrs (determined by company on a monthly basis)	Same as lineholder max	95 hrs if pure transoceanic sequences	Combined Dom/Intl RSV
			71	73	71	
HP	10 in a 30 day month. 11 in a 31 day month	12	90	90	Same as domestic	Combined Dom/Intl RSV
			70 High-time line holders have higher guarantees	70		
WN	13	13 in a 30 day month 14 in a 31 day month	130 TFP (approx. 110:30 hrs) or 90 legs whichever is less	118.2 TFP (approx. 100:28 hrs) or 90 legs	N/A	N/A
			0			

## RESERVE ROTATION

### Rotation Art 10.S.

AA	1 on 1 off for 3 years 1 on 3 off thereafter if seniority subject to Rsv
CO	Straight Rsv based on seniority at base
DL	Bottom 70% of FAs at base subject to 3 Rsv "Access" days/month
NW	Straight Rsv based on seniority at base
UA	1-5 yrs straight RSV/5+ yrs 1 on 1 off
B6	Straight Rsv based on seniority at base
US	Straight Rsv based on seniority at base
HP	Straight Rsv based on seniority at base
WN	1 on 1 off, bottom 65% of FAs at a base subject to Rsv

## FURLOUGH

	Max length of recall rights Art. 16. D.	Furlough pay Art. 16. B.
AA	5 years	None
CO	5 years	1/2 mo. – 5 mos. of pay based on seniority at time of furlough
DL	5 years	Not stated
NW	5 years	< 2 weeks notice 37:30/hrs of pay
UA	6 years	2 weeks to 4.5 months of pay based on seniority at time of furlough
B6	unavailable	unavailable
US	Until most junior FA recalled	1/2 mo. – 4.5 mos. of pay based on seniority at time of furlough
HP	5 years (1 year if on probation)	None
WN	5 years	2 – 16 weeks of pay based on seniority at time of furlough

## SICK LEAVE

	<b>Accrual Rate (Hrs/Mo) Art. 26. A.</b>	<b>Max Accrual (Hrs) Art. 26. A.</b>	<b>SK Leave Compensation Art. 26. C.</b>
<b>AA</b>	3:00	1,000	Trips missed up to 80 hrs/mo (85 Intl & Rsv), AVBL 3:53/day, Rsv 4:10/3:56/day for 30/31 day month
<b>CO</b>	4:00 (has a separate IOD pay bank)	1,000 (add'l 250 hrs accrual allowed for catastrophic bank)	Trips missed up to 83 hrs (if FA has 500 hrs remaining in SK bank at end of SK call, then no cap) Rsv: 4:00/day
<b>DL</b>	2:18/mo (27:30/year) <sup>13</sup>	Hours do not carry-over from year to year	Trips missed
<b>NW</b>	3:00	850 (additional hrs grandfathered)	Trips missed paid at 75% with 100% deducted for first 28:00 hrs of each SK call. Thereafter paid 100%
<b>UA</b>	4:00	950	Trips missed to max of 100 hrs/mo Rsv 3:57/3:45 for 30/31 day month
<b>B6<sup>14</sup></b>	108 hrs/yr (0-5 yrs) 126 hrs/yr (6-10 yrs) 144 hrs/yr (11-15 yrs)	216 hrs (0-5 yrs) 252 hrs (6-10 yrs) 288 hrs (11-15 yrs)	Trips missed, Rsv 3:48/day
<b>US</b>	5:00	1,500 (additional hours grandfathered)	Trips missed or 3:30/day whichever is greater (1st SK occurrence, maximum of 4 days paid and credited at 100%/calendar year. All other SK calls paid 70% & charged 100%)
<b>HP</b>	45:00/year	120 Carry over dependent on system-wide FA SK used hrs	Trips missed up to 75 hrs or Rsv 3:53 hrs
<b>WN</b>	1 TFP for each 10 TFP flown or credited	2,400 TFP (approx. 2,040 hrs)	Trips missed up to 118.2 TFP Rsv 6 TFPs/day (approx. 5:06 hrs/day)

<sup>13</sup> DL has Paid Personal Time (PPT). Hours represent a combination of time available for SK and other personal time off, not including vacation.

<sup>14</sup> B6 has Paid Time Off (PTO). Hours represent a combination of time available for vacation, SK and other personal time off.

## CREW MEALS

	Dom	Intl
<b>AA</b>	None	Long range and extended long range only
<b>CO</b>	None	Yes, if duty day > 6 hrs with < 1:15 sit-time
<b>DL</b>	None	Yes
<b>NW</b>	None	Yes, if duty day > 6:15 with < 1:30 sit-time
<b>UA</b>	Yes, if duty day > 8 hrs with < 2 hrs sit-time	Yes, if flight is scheduled $\geq$ 3 hrs
<b>B6</b>	None	None
<b>US</b>	None	Transoceanic flights only
<b>HP</b>	None	None
<b>WN</b>	None	None

## MINIMUM ANNUAL HOURS FOR EMPLOYMENT/BENEFITS

	Employment/Active Status	Full Health Benefits Art. 35. B.	Full Vacation/Sick Benefits Art. 6. A. & Art. 26. A.
<b>AA</b>	No annual min	420	420
<b>CO</b>	No annual min for employment (dropping all trips will affect active status)	Benefits not covered if all trips dropped	40 hrs/month
<b>DL</b>	No annual min	540	540
<b>NW</b>	No annual min	Not stated	900 (75/month)
<b>UA</b>	No min	No min	No min
<b>B6</b>	35	unavailable	70
<b>US</b>	Cannot trade/drop below 50 hrs/month	Cannot trade/drop below 50 hrs/month	Cannot trade/drop below 50 hrs/month
<b>HP</b>	No hourly min stated	No hourly min stated	No hourly min stated
<b>WN</b>	No min	No min	No min

## PENSION & RETIREE MEDICAL

	<b>Pension Art. 36.C.</b>	<b>401(k) Match/Contribution Art. 36. M.</b>	<b>Retiree Health Pre-65 Art. 35.C.</b>	<b>Retiree Health Post 65</b>
<b>AA</b>	1.67% x FAC X YCS	Ability to convert unused SK time at \$3.75/hr at time of retirement, can convert VC on an annual basis	Yes (Benefits pre-funded)	Yes (Benefits pre-funded)
<b>CO</b>	1.19% FAC + .45% of amt over Social Security Comp x YCS (capped at 30 yrs)	No	Yes (Post-funded, may use remaining SK hrs at retirement towards premiums)	No
<b>DL</b>	Plan Frozen 12/31/05	50% match up to 4%	Yes	Yes
<b>NW</b>	Future status of plan undetermined	Provision for future Company contribution of 3-6% based on age and years of service	Yes (Post-funded)	No
<b>UA</b>	Plan Terminated	Company contribution of 2%; 100% match up to 3%	Yes (Post-funded)	Yes
<b>B6</b>	No	100% Company match up to 3%	No	No
<b>US</b>	Plan Terminated	Company contribution of 3% to begin in 2008	Yes (Post-funded, may use remaining SK hrs at retirement towards premiums)	No
<b>HP</b>	No	50% match up to 6%	No	No
<b>WN</b>	No	100% Company match up to 7.3%	Yes (Post-funded, may use remaining SK hrs at retirement towards premiums)	Yes

