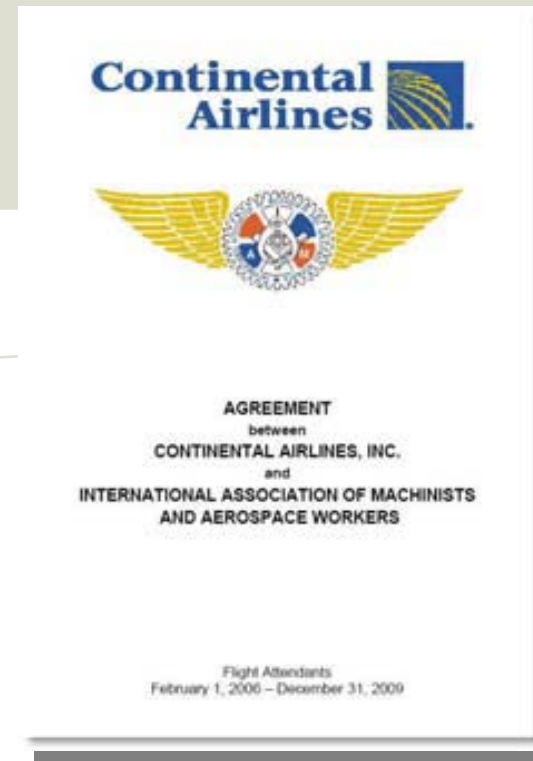


## Reserve Rotation

- CO Straight Reserve based on seniority in base
- AA 1 on 1 off for 3 years - then 1 on 3 off subject to seniority in base
- DL 70% in base subject to 3 Reserve days/month
- NW Straight Reserve based on seniority in base
- UA Straight Reserve for 5 years - then 1 on 1 off
- WN 65% in base subject to 1 on 1 off
- US-E Straight Reserve based on seniority in base
- US-W Straight Reserve based on seniority in base

# Industry Contract *comparison*



	<u>Airline</u>	<u>Union</u>	<u>Contract Amendable</u>
CO	Continental	IAM	12-31-2009
AA	American	APFA	04-30-2008
DL	Delta	Non-Union	No Contract
NW	Northwest	AFA-CWA	12-31-2011
UA	United	AFA-CWA	01-07-2010
WN	Southwest	TWU	05-31-2008
US-E	US Airways East	AFA-CWA	12-31-2011
US-W	US Airways West	AFA-CWA	05-04-2004

Continental  
American  
Delta  
Northwest  
United  
Southwest  
US Airways (US-E)  
America West (US-W)



[WWW.IAMDL142.ORG/FA](http://WWW.IAMDL142.ORG/FA)



## HOURLY BASE RATES OF PAY - DOMESTIC

Year	CO <sup>1</sup>	AA	DL	US-W <sup>4</sup>	NW	UA	US-E <sup>4</sup>	WN <sup>2</sup>
1	19.50	19.65	19.10	16.18	17.63	17.57	19.13	20.82
2	22.78	21.34	19.86	17.54	19.00	18.56	20.23	25.36
3	24.06	23.11	21.21	18.76	20.33	19.75	21.51	27.08
4	25.95	24.31	22.95	19.98	21.64	20.31	22.11	29.56
5	27.84	27.15	25.29	21.24	23.39	23.02	25.06	30.91
6	32.30	32.32	27.19	22.30	27.04	30.29	30.81	32.44
7	34.32	34.95	32.02	23.20	29.62	31.91	32.48	34.39
8	36.18	36.83	33.06	24.47	32.86	32.71	33.27	36.24
9	37.54	38.37	33.97	26.31	33.20	33.77	34.35	38.50
10	39.44	39.89	35.22	28.23	35.28	34.85	35.45	40.86
11	40.65	41.20	36.20	30.24	36.06	35.61	36.23	43.03
12	42.67	42.65	37.93	34.74	36.97	36.44	37.09	48.35
13	44.27	43.83	41.07	35.72	38.09	37.25	37.90	49.54
14	46.12	44.90	41.07	36.67	39.18	37.82	38.73	54.77
15	48.15 <sup>3</sup>	46.00	41.07	37.59	39.76	37.82	38.73	54.77

## HOURLY BASE RATES OF PAY - INTERNATIONAL

Year	CO <sup>1</sup>	AA	DL	US-W <sup>4</sup>	NW	UA	US-E <sup>4</sup>	WN
1	20.50	22.13	19.10	17.43	17.63	18.45	22.13	NA
2	23.78	23.50	19.86	18.79	19.00	19.47	23.23	NA
3	25.06	25.04	21.21	20.01	20.33	20.69	24.51	NA
4	26.95	26.39	22.95	21.23	21.64	21.25	25.11	NA
5	28.84	30.46	25.29	22.49	23.39	24.01	28.06	NA
6	33.30	33.85	27.19	23.55	27.04	34.38	33.81	NA
7	35.32	37.64	32.02	24.45	29.62	36.02	35.48	NA
8	37.18	39.88	33.06	25.72	32.86	36.76	36.27	NA
9	38.54	41.43	33.97	27.56	33.20	37.96	37.35	NA
10	40.44	42.70	35.22	29.48	35.28	38.70	38.45	NA
11	41.65	44.27	36.20	31.49	36.06	39.58	39.23	NA
12	43.67	45.78	37.93	35.99	36.97	40.55	40.09	NA
13	45.27	47.50	41.07	36.97	38.09	41.33	40.90	NA
14	47.12	48.31	41.07	37.92	39.18	41.87	41.73	NA
15	49.15 <sup>3</sup>	49.14	41.07	38.84	39.76	41.87	41.73	NA

<sup>1</sup> Hired after 1/29/06 1st yr 18.00, 2nd 20.00, 3rd 22.50 Intl 1st 19.00, 2nd 21.00, 3rd 23.50

<sup>2</sup> Southwest paid by trip. Rate determined is a conversion factor of 1.15

<sup>3</sup> \$50.00 Domestic, \$51.00 International 12/30/09

<sup>4</sup> US Airways (US-E) and America West (US-W) are in "Transition Agreement" negotiations creating a single Agreement.

Max Accrual Hours	Sick Leave Compensation
1,000 +250 Catastrophic	Trips missed up to 83 hrs. If FA has 500 hrs remaining in sick bank at end of sick call, then no cap. Reserve 4:00/day
1000	Trips missed up to 80 hrs/mo (85 Intl & Reserve), AVBL 3:53/day, Reserve 4:10/3:56/day for 30/31 day month
Hours do not carry over from year to year	Trips missed Maximum of 27:30/yr
850 + grandfathered	Trips missed paid at 75% with 100% deducted for first 28:00 hrs of sick call. Then paid 100%
950	Trips missed to max of 100 hrs/mo Reserve 3:57/3:45 for 30/31 day month
1500 (additional hours grandfathered)	Trips missed or 3:30/day whichever is greater (1 <sup>st</sup> sick occurrence, maximum of 4 days paid and credited at 100%/calendar year. All other sick calls paid 70% & charged 100%.
120 Carry over dependent on system FA sick used	Trips missed up to 75 hrs or Reserve 3:53 hrs
2,400 TFP (approx 2,040 hrs)	Trips missed up to 118.2 TFP Reserve 6 TFPs/day (approx 5:06 hrs/day)

	Defined Benefit Pension Plan	401(k)
NW	Plan Frozen	Yes
UA	Plan Terminated	Yes
DL	Plan Frozen 12/31/05	Yes
WN	No	Yes

## DAYS OFF - RESERVE - SICK LEAVE

	Lineholder Min Days Off	Reserve Min Days Off	Reserve Guarantee	Sick Hours Accrual Rate
CO	8	10	83 hrs	4 hrs/month 7hrs/month Rapid Re-accrual
AA	10	12	75 hrs	3 hrs/month
DL	10	10 No Separate Reserve	No Separate Reserve	2:18/mo (27:30/year)
NW	None	12 in 30 days 13 in 31 days	80	3 hrs/month
UA	10	11	75	4 hrs/month
US-E	11	11	73	5 hrs/month
US-W	10 in 30 days 11 in 31 days	12	70	45 hrs/year
WN	13	13 in 30 days 14 in 31 days	118.2 TFP (approx 100:28 hrs) or 90 legs	1 TFP for each 10 TFP flown or credited

## RETIREMENT

	Defined Benefit Pension Plan	401(k)
CO	Yes	Yes
AA	Yes	Yes
US-E	Plan Terminated	Yes
US-W	No	Yes

## PER DIEM PAID AT HOURS AWAY FROM BASE

	Domestic	International
CO <sup>1</sup>	\$1.85	\$2.50
AA	\$1.50	\$1.75
DL <sup>2</sup>	\$1.85	\$2.50
HP	\$1.75	\$1.75
NW	\$1.65	\$1.85
UA	\$1.50	\$1.75
US	\$1.90	\$2.10
WN	\$2.15	N/A

<sup>1</sup> Domestic includes Mexico, Canada, Central America

<sup>1</sup> International includes Alaska, Hawaii, Caribbean

<sup>2</sup> Domestic Includes non-transoceanic

<sup>2</sup> International includes Hawaii

Northwest and Continental do not include turns

Continental includes turns 12/30/09



IAM Headquarters

