



HOW DOES YOUR BRAND NEW CONTRACT COMPARE TO OTHER AIRLINES?

Since receiving their "marching orders" from you, the Flight Attendants of Southwest Airlines, more than a year ago, the Contract 2008 Negotiating Team, lead by TWU Local 556 President Thom McDaniel, worked diligently to bring you another industry-leading Contract—and they succeeded! We believe the numbers speak for themselves, so we've let them. These charts highlight some of the areas that are most important to you and your quality of life compared to other domestic carriers.—*Dan Akin, TWU Local 556 Economic Advisor, with Kyle Whiteley.*

Below, you'll see two columns that represent SWA Flight Attendants (WN). The first column has our trip-for-pay rates converted to an hourly rate, as the rest of the industry works block hours. The second column shows our actual TFP payrates.

A Step Three SWA Flight Attendant makes \$25.33 for approximately every 45-minutes of flight time. To convert this to a block hour rate, multiply \$25.33 by 1.15. This shows the adjusted block hour at \$29.13.

DOMESTIC FLIGHT ATTENDANT HOURLY PAY RATES

Year	AA (a)	CO	DL (b)	NW (b)	UA	US-E (c)	US-W (c)	WN (d)	WN - TFP (e)
1	23.27	19.50	19.67	17.81	18.46	19.13	16.18	24.63	21.28/21.55
2	25.27	22.78	20.46	19.19	19.51	20.23	17.54	27.16	23.62
3	27.38	24.06	21.85	20.53	20.76	21.51	18.76	29.13	25.33
4	28.80	25.95	23.64	21.86	21.34	22.11	19.98	31.51	27.40
5	32.15	27.84	26.05	23.62	24.19	25.06	21.24	34.07	29.63
6	37.17	32.30	28.01	27.31	31.83	30.81	22.30	38.86	33.79
7	40.19	34.32	32.98	29.92	33.53	32.48	23.20	41.07	35.71
8	42.37	36.18	34.05	33.19	34.37	33.27	24.47	43.16	37.53
9	44.10	37.54	34.99	33.53	35.48	34.35	26.31	45.72	39.76
10	45.89	39.44	36.28	35.63	36.62	35.45	28.23	48.40	42.09
11	47.38	40.65	37.29	36.42	37.42	36.23	30.24	50.86	44.23
12	49.03	42.67	39.07	37.34	38.30	37.09	34.74	54.45	47.35
13	50.38	44.27	42.30	38.47	39.14	37.90	35.72	58.26	50.66
14	51.65	46.12	42.30	39.57	39.74	38.73	36.67	61.62	53.58
15	52.92	48.15	42.30	40.16	39.74	38.73	37.59	61.62	53.58

Source: Contract pay rates in effect July 2009.

- Note:
- (a) American Airlines blended rate at 75 hours
 - (b) Delta Airlines and Northwest Airlines are currently operating under separate agreements pending a final merger resolution
 - (c) US Airways (US-E) and America West (US-W) are in joint contract negotiations but continue to be paid under prior separate contracts
 - (d) Southwest hourly pay conversion at 1.15 times TFP rate. Year 1 is a blended rate for the first and second 6 months
 - (e) Southwest TFP rate as shown in the Contract. Actual rate based on 243 miles or approx. 45 minutes. The first and second 6 months are shown.

OVERRIDES

	Holding/Ground Pay	Short Crew Pay	Language Pay	Training Pay	Night Pay
WN	None	\$5.00/TL > 122 if no 4th F/A	None	7.5 TFP/day	\$1.00/TFP if dept 2300-0300 or arv 0100-0500
AA	\$15.00/hr (after 30 min)	\$5.00/hr	\$1.25	\$9.50/hr 3 hr min 12/hr FAA & 20 minute video free	None
CO	\$15.00/hr ground time >30 min	15 yr F/A rate divided by Crew >160 seats	\$2.50	2:15 hrs pay/day (2:30 12/30/09)	\$.50 2200-0600
DL	\$14.74 hold must exceed 1 hr	\$5.73	\$1.35	2:45 hrs/day Non-regulatory \$10.00/hr CBT \$12.00/hr aircraft	None
NW	None	None	None	4:15/day, \$5/hr home study 16hr/yr free	None
UA	1/2 credit for pay purposes after 10 min	\$5.00	\$1.45	\$9.00/hr 1 hr minimum	\$.35 2200-0600
US-E	\$7.00 (hold over 30 min)	\$10.50	\$2.00	\$60/day	None
US-W	\$10.00 (hold over 30 min)	None	\$2.00	6 hrs for recurrent, greater of 1:2 or 3 hrs if non-recurrent	None

DAYS OFF - RESERVE - SICK LEAVE

	Line Holder Min Days Off	Reserve Min Days Off	Reserve Guarantee	Sick Hours Accrual Rate	Max Sick Accrual Hours	Sick Leave Compensation
WN	13	13 in 30 days 14 in 31 days	72 TFP to 102 TFP (a)	1 TFP for each 10 TFP flown or credited	2,400 TFP	Trips missed up to 118.2 TFP or Reserve 6 TFPs/day
AA	10	12	75 hrs	3 hrs/month	1,000 hrs	Trips missed up to 80 hrs/mo (85 Intl & Reserve) LH 3:53/day Reserve 4:10/3:56/day for 30/31 day mo
CO	8	10	83 hrs	4 hrs per month 7 hrs per month Rapid Re-accrual	1,000 + 250 hrs Catastrophic	Trips missed up to 83 hrs. If F/A has 500 hrs remaining at end of sick call, then no cap. Reserve 4:00/day
DL	10	10 No separate Reserve	No separate Reserve	2:18/month (27:30/year)	Hrs do not carry over from year to year	Trips missed Maximum of 27:30/yr
NW	None	12 in 30 days 13 in 31 days	80 hrs	3 hrs/month	850 hrs + grandfathered	Trips missed payed at 75% with 100% deducted for first 28:00 hrs of sick call. Then paid 100%
UA	10	11	75 hrs	4 hrs/month	950 hrs	Trips missed to Maximum of 100 hrs/mo Reserve 3:57/3:45 for 30/31 day mo
US-E	11	11	73 hrs	5 hrs/month	1500 hrs (additional hrs grandfathered)	Trips missed or 3:30/day whichever is greater (1st sick occurrence max 4 days paid and credited at 100%/calendar yr. All other sick calls paid 70% & charged 100%
US-W	10 in 30 days 11 in 31 days	12	70 hrs	45 hrs/year	120 Carry over dependant on system F/A sick used	Trips missed up to 75 hrs or Reserve 3:53 hrs

Note: (a) Variable - Southwest Reserve based on 6.0 TFP times days scheduled

DOMESTIC PER DIEM

WN	\$2.15
US-E	\$1.90
DL	\$1.85
CO*	\$1.85
US-W	\$1.75
NW*	\$1.65
UA	\$1.50
AA	\$1.50

* Northwest and Continental do not include turns.

* Continental will include turns beginning 12/30/09

RESERVE ROTATION

WN	65% Rotating Reserve month to month
AA	1 on 1 off for 3 years - then 1 on 3 off subject to seniority in base
CO	Straight Reserve based on 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
US-E	Straight Reserve based on seniority in base
US-W	Straight Reserve based on seniority in base

LEGEND

IATA Code	Airline	Union	Contract Amendable
WN	Southwest	TWU	5/31/12
AA	American	APFA	4/30/08
CO	Continental	IAM	12/31/09
DL*	Delta	Non-Union	No Contract
NW*	Northwest	AFA-CWA	12/31/11
*Delta Airlines and Northwest Airlines are currently operating under separate agreements pending final merger resolution.			
UA	United	AFA-CWA	1/7/10
US-E**	US Airways East	AFA-CWA	12/31/11
US-W**	US Airways West	AFA-CWA	5/4/04
**US Airways-E (formerly US Airways) and US Airways-W (formerly America West) are currently operating under separate agreements pending a final Contract merger resolution.			

VACATION

Years of Service	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30+
WN	14	14	14	14	21	21	21	21	21	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
AA	9	9	9	9	9	14	14	14	14	14	14	19	19	19	19	19	19	19	19	19	23	23	23	23	23	28	28	28	28	28
CO	7	7	7	7	14	14	14	14	14	21	21	21	21	21	21	21	21	20	20	20	20	20	20	20	20	20	20	20	20	20
DL	14	14	14	14	21	21	21	21	21	21	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
NW	7	7	7	7	11	11	11	11	11	11	11	11	14	14	14	14	14	14	14	14	18	18	18	18	18	18	21	21	21	21
UA	12	12	12	12	18	18	18	18	18	18	25	25	25	25	25	25	33	33	33	33	33	33	33	33	33	33	33	33	33	33
US-E	7	7	7	7	10	11	12	13	14	18	19	20	21	22	23	24	25	26	27	27	27	27	27	28	28	28	28	28	28	28
US-W	7	7	7	14	14	14	14	14	21	28	28	28	30	31	32	33	34	35	35	35	35	35	35	35	35	35	35	35	35	35



Dan Akins is TWU Local 556's Economic Advisor.



Chicago Flight Attendant Kyle Whiteley is Unity Editor and Communications Coordinator.