

**Flight Attendant Pay, Benefits and Work Rules Comparison
Delta versus AFA carriers
As of October 1, 2010**

	Delta	Pre-Merger NW AFA Contract	US Airways East*	AirTran	United
Representation	Delta FAs	AFA	AFA	AFA	AFA
Pay and Benefits					
Top of Scale Pay Rates (based on 75 hours)	\$3431	\$3042 <u>-\$43 (dues)</u> \$2999 1/1/11: \$3103 (2.0%)	\$2993 <u>-\$43 (dues)</u> \$2950 1/1/11: \$3023 (1.0%) 1/1/12: \$3113 (3.0%)	\$3000 <u>-\$43 (dues)</u> \$2957	\$2982 <u>-\$43 (dues)</u> \$2939
Years to Reach Top of Scale	12	15	14	15	14
Flight Leader Pay	\$5.40/flight hour for Transoceanic A position \$2.70/flight hour for Transoceanic B, domestic and Latin America	Int'l = \$5.23/flight hour widebody and \$3.14/flight hour narrowbody Domestic = \$2.25/flight hour widebody and \$1.73/flight hour narrowbody (increases over term of agreement proportionately with wage rates) Main cabin coordinator position is unpaid on all flights	Senior FA Premium Rates/Hour: 737-300/400-\$1.75 A319/320-\$1.75 A321-\$2.25 757 Dom-\$2.00 757 Int'l-\$2.75 767 Dom-\$2.50 767 Int'l-\$4.50 A330 Dom - \$2.50 A330 Int'l-\$4.50 Aft Lead Premium Rates/Hour: 757 Int'l-\$1.00 767 Int'l-\$1.00 A330 Int'l- \$1.00	\$2.00	Domestic and Narrowbody - \$1.87-\$3.73/hour Widebody - \$3.73-\$5.80/hour
Profit Sharing	Profit sharing begins at first dollar of profit. Profit Sharing pool will be funded by 15% of profits on the first \$2.5 billion of company profit and 20% on profits over \$2.5 billion.	If company profits exceed \$1M and operating margin is up to 10%, then profit sharing pool will be funded by 10% of profits. If operating margin is over 10%, then profit sharing pool	If US Airways East pre-tax margin ranges from 0.1% to 10%, a profit sharing pool will be established at 10% of the pre-tax profit. In addition, for pre-tax margins in excess of 10%, 15% of the pre-	None	If United pre-tax earnings over \$10MM, 7.5% of pre-tax earnings in 2006 and 15% each calendar year thereafter

	Delta	Pre-Merger NW AFA Contract	US Airways East*	AirTran	United
Profit Sharing (continued)	Example: Using 2007 year end earnings data, the estimated 2008 payout per Delta FA (using top of scale base rates at 75 hrs/month yield) was \$1,651	will be funded by 15% of profits. Example: Using 2007 year end earnings data, the estimated 2008 payout per Northwest FA (using top of scale base rates at 75 hrs/month yield) was \$1,355	tax margin will be in the profit-sharing pool Example: Using 2007 year end earnings data, the estimated 2008 payout per US Airways FA (using top of scale base rates at 75 hrs/month yield) was \$897		Example: Using 2007 year end earnings data, the estimated 2008 payout per United FA (using top of scale base rates at 75 hrs/month yield) was \$1,149
Shared Rewards Performance Incentive Plan	Award based on three performance metrics and pays \$25, \$75 or \$100 per month. FA Total paid: 2007 - \$875 2008 - \$800 2009 - \$1000	Award based on performance metrics and has a minimum payout of 0.5% of wages, target payout of 1% with a maximum payout of 1.25% FA Total paid: 2007 - \$403 2008 - \$425 2009 - \$404	Award based on three performance metrics and pays \$50 if top 3 in on-time performance and \$100 if top 3 in all three goals	None	None
Retirement – 401(k) / Pension	Pension Plan frozen as of December 31, 2005 Defined Contribution Plan: 401(k) Plan – Company contributes up to 7% of pay (2% fixed contribution plus up to 5% Company match on FA contribution)	Pension Plan frozen as of September 30, 2006 Defined Contribution Plan: 401(k) Plan Company contributes: - 3% if sum of age and years of service is less than 40 - 4% if sum of age and years of service is 40 through 59 - 5% if sum of age and years of service is 60 through 79 - 6% if sum of age and years of service is more	No Pension Plan - terminated 1/10/05 and assumed by PBGC Defined Contribution Plan: Replacement 401(k) type Plan became effective 1/1/08 - 3% of eligible earnings	No Pension Plan Defined Contribution Plan: 401(k) Plan - - For more than 4 years of service, Company matches 20 percent of first 15 percent of FA contributions - For more than 7 years of service, Co matches 30 percent of first 15 percent of FA contributions - For more than 10 years of service,	No Pension Plan - terminated 6/30/05 and assumed by PBGC Defined Contribution Plan: 401(k) Plan United makes direct contribution of 3.0% (less for new hires). Additionally, United will match 100% of up to 3% employee contribution

	Delta	Pre-Merger NW AFA Contract	US Airways East*	AirTran	United
Retirement (continued)		than 79		Company matches 40 percent of first 15 percent of FA contributions	
International Premium	\$1.25	\$1.25	\$3.00 (for each hour flown on int'l transoceanic) Encompasses all int'l in 2012	None	Int'l pay rates approximately 7% higher than domestic
Domestic Per Diem	\$1.85 per hour	\$1.65 per hour	\$2.00 per hour	\$1.75 per hour	\$1.50 per hour
International Per Diem	\$2.40 per hour	\$1.85 per hour	\$2.20 per hour	\$2.75 per hour	\$1.75 per hour
Language of Destination Pay	\$1.35 per flight hour paid to LOD program participants on each required language segment even if LOD staffing requirement has been met. You do not have to hold the bid language position to receive the LOD premium	None	\$2.00 per hour flown on a flight containing an LOD trip segment (\$1.25 if other than designated position)	None	\$1.48 per hour (\$0.85 if other than designated position)
Training Pay	CQ (recurrent) paid at 2:45; all other classroom training paid at \$12/hour; CBT training paid at \$10/hour	First 16 hours government required training (i.e., recurrent training) are unpaid; Other training is paid at 4:15 per day and \$5 per hour for CBT	Recurrent: Flat rate of \$60/day for each day of training or home study International training: Flat rate of \$60 / day for each day of training or home study	All training Less than 6 hours in one day - \$10.00 per hour; Greater than 6 hours in one day = 3.5 hours per day	Recurrent paid at greater of trips dropped for training Or \$9.00 per hour for 8 hours classroom plus 7 hours home study All other training paid at \$9.00 per hour
Holiday Pay	(5 holidays) Additional \$20 per hour for all flight hours flown	(see below) Flight attendants with Perfect Attendance	(3 holidays) Compensated for working the actual	(0 holidays) No holiday pay – FAs are paid at regular rate	(5 holidays) Hourly rate of pay times the credited flight time

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	on the actual holiday	from Nov. 25-30 & Dec. 23-Jan. 3 are eligible for \$100 per day for Thanksgiving Day, Christmas Day and News Years day, and \$50 per day for each of the other days in the periods.	holiday; FA who flies trip: Hourly rate of pay times the credited flight time for the trip, divided by the hours away from home, times the number of hours away from home on the Compensated Holiday(s), divided by two	on holidays	for the trip, divided by the number of hours away from home, times the number of hours away from home falling within the holiday
Ground Holding Pay	If holding period is 1 hour or longer, \$14.74 per hour, including the initial hour, prorated for each portion of an hour	Domestic: \$15.00 per hour for all ground holding time > 1 hour International: 50% pay and 50% credit for all ground holding time > 1 hour	At originating & intermediate stations when ground time > 0:30, \$7.00/ hour At crew change stations where ground time > 0:45, \$7.00/hour	\$10.00 per hour for all unscheduled ground time over 60 minutes if required to remain with passengers	After 10 minutes, paid at ½ salary rate
2010 Health Insurance Delta's data is based on the most popular plan; FAs have a choice of five different plans. OAL data is based on the most popular plan for FAs, as identified by the respective carriers. Pre-Merger Northwest FAs now have the same five options including one additional plan strictly for contract employees	FA pays 23% of cost on average. Premiums range from \$70 (EE) to \$200 (FAM) Consumer Driven Account-Based - HRA Self-insured \$1,000 IND/\$3,000 FAM Deductible Delta provided HRA \$500EE/\$1,500 FAM (pays deductible first) \$2,500 IND/\$5,000 FAM out-of-pocket max Plan pays 80%	FA pays 25% of cost, with a 7% annual cap on the dollar amount of premium increases Premiums range from \$97 (EE) to \$316 (FAM) Comprehensive Managed Care - PPO Self-insured \$350 IND/\$700 FAM Deductible \$2000 IND/\$4000 FAM out-of-pocket max Plan pays 80%	FA pays 19% of cost Premiums range from \$109 (EE) to \$360 (FAM) Comprehensive Managed Care - PPO Self-insured \$225 IND/\$450 FAM Deductible No out-of-pocket max for in-network Plan pays 100%	FA pays 31% of cost Premiums range from \$106 (EE) to \$529 (FAM) Managed Care - HMO Self-insured \$200 Deductible IND or FAM No out-of-pocket max Plan pays 100%	FA pays 14% of cost Premiums range from \$76 (EE) to \$227 (FAM) Managed Care - PPO Self-insured \$250 EE/\$500 FAM Deductible \$1,500 IND/\$3,000 FAM out-of-pocket max Plan pays 80%

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	coinsurance except for preventive which is paid at 100% with no deductible	coinsurance except for preventive, which is paid at 90% with no deductible	coinsurance	coinsurance \$10 office visit copay \$20 specialist visit	coinsurance
Sick/Disability	<p>Maximum of 42 hrs of Paid Personal Time per year. FAs can use PPT for any reason, not just personal illness. FAs can choose to receive a cash payout of unused PPT. The average PPT payout for flight attendants was \$980 in 2009 and \$990 in 2010. As an alternative to cash payout, FAs can choose to rollover unused PPT up to 84 hrs max. Once max is reached, FAs can choose to rollover unused PPT to build Certified Time banks up to 1200 hours for 100% pay protection on full-time absences lasting over 7 calendar days when certified as disabled. Average Certified Time balance for FAs is 315 hours (as of 3/26/10).</p> <p>Short Term Disability 60% pay protection; FA paid</p> <p>Long Term Disability 50% pay protection; Company paid (FA can</p>	<p>Accrue 3 hours per month (36 per year) up to 1200 hour maximum at 33 years seniority (There will be a prorated reduction for all hours dropped below monthly minimum) Grandfathered FAs with more than 1200 hours. Can only be used for personal sick. Employees do not receive a cash payout of unused time Average sick time balance for flight attendants is 154 hrs (as of 4/30/10).</p> <p>No Short Term Disability provided</p> <p>Long Term Disability 70% pay protection; FA pays 50% of premium</p>	<p>Accrue 5 hours per month up to 1500 hour maximum at 25 years seniority (if avail for 15 or more days of service and does not call in sick) Max at 25 years assumes perfect attendance</p> <p>No Short Term Disability provided</p> <p>Long Term Disability 50% pay protection; FA pays 25% of Company</p>	<p>Accrue ½ day per month up to maximum of 18 days at 3 years seniority (assumes perfect attendance) Note: If hospitalized or on outpatient status, automatically receive an additional 5 days</p> <p>Short Term Disability 50% pay protection up to \$1000 per week max; FA paid</p> <p>Long Term Disability 66 2/3% pay protection - FA pays 100% of</p>	<p>Accrue 4 hours per month up to 950 hour maximum at 20 years seniority (assumes perfect attendance)</p> <p>No Short Term Disability provided</p> <p>Long Term Disability 50% pay protection; FA pays 100% of premium</p>

	Delta	Pre-Merger NW AFA Contract	US Airways East*	AirTran	United
	pay additional cost to receive 60% pay protection)	cost and enrollment is mandatory	cost up to \$20/month max	premium	
Vacation	28 days max after 11 years of service (grandfathered FAs with 35 days) Paid at 2:45 per day	32 days max after 25 years of service Paid at 3:00 per day	35 days max - If bid in blocks of 7 or more consec. days, paid at 4:00 per day -If bid in blocks of less than 7 consec. days, pd at 3:30 per day	28 days max Paid at 3:00 per day	44 days max Paid at 2:36 per day; pro-rated for partial day
Jury Duty Pay	6:00 per day if trip missed	Trips missed, prorated (Reserve: 4:15/day)	4:00 per day if trip missed	Trips missed	Trips missed (Reserve: 2:36)
Work Rules					
Bidding system (e.g., line of time or PBS)	PBS	PBS	Line of time	Line of time	Implementing PBS
Monthly Minimum Hours and Pick up Cap	Minimum 45 hours bid, but no minimum after drops and swaps; Must have 540 hours annually to maintain company subsidy for active benefits (based on average of 45 hours per month) May pick up time with no limit	Minimum 70 hours bid (can vary each month), but may drop to 52 with most trades, to 0 with drops and "one way trade" to another FA; Sick and Vacation accruals proportionally prorated downward for less monthly minimums above (Company has ability to flex up or down in some situations) 10 hours over max allowed for trades. No	Minimum 50 May pick up time with no limit	Minimum 70 hour credit May pick up time with no limit	Line holder: 65 Reserve: 75 FA may drop hours from schedule, with no minimum Pick up time capped at: 1 st month – 100 hours 2 nd month – 200 hours 3 rd month – 300 hours

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		cap when picking up flying off the open board when no trade involved (straight pickup)			
Duty Day Limitations Domestic Max Scheduled	14 hours	13 hours; 14 hours for High Density Turns - single duty period that begins and ends in base greater than 8 block hours	14 hours for all duty between 0500-0100; 12 hours if duty period touches 0100-0500; 10 hours if duty period includes 0100-0500; 14 hours if duty period includes 0100-0500 and greater than 4 hours	14 hours	13 hours (0500-1859); 11:30 hours (1900-0459)
Duty Day Limitations Domestic Max Rescheduled (Actual)	14 hours; 16 hours if minimum +1 staffing, or if DH segment begins or ends duty period and the working segments do not exceed 14 hours. Option off at 16:01	14 hours (Option Off at 14:01 hours); Except for High Density Turns where the maximum increases to 15 hours (Option Off point is 15:01)	15 hours if duty period 0500-0100 or touches 0100-0500 or includes 0100-0500	16 hours Option off at 16:01	14:30 hours (0500-1859); 13:00 hours (1900-0459)
Duty Day Limitations International Max Scheduled	16 hours; Exception: For non-stop trips with greater than 12 block hours, a FA can be scheduled up to 20 hours	13 hours; Exception: For non-stop flights greater than 11 block hours – a FA can be scheduled up to 20 hours; International High Density turns up to 14 hours	14 hours for all duty between 0500-0100; 12 hours if duty period touches 0100-0500; 10 hours if duty period includes 0100-0500; 14 hours if duty period includes 0100-0500 and greater than 4 hours	14 hours	13, 14 or 14:30 hours, dependent on flight/deadhead time in duty period
Duty Day Limitations International Max Rescheduled (Actual)	16 hours; Exception: For non-stop trips with greater than 12 block hours - max is scheduled duty plus 3 hours. Option off at scheduled duty plus 3:01	15 hours; Exception: Duty plus 3 hours or 18 hours, whichever is greater, for non-stops greater than 11 hours Option off at 18:01 or scheduled duty plus	16 hours	16 hours Option off at 16:01	15, 16 or 16:30 hours, dependent on flight/deadhead time in duty period

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		3:00			
Minutes under pay and rules (offset overfly with underfly)	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment (DL has the right to offset a portion, but has elected not to do so)	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment
Commuter Guidelines	Managed Time Out (MTO) program for the times FA anticipates missing a scheduled trip due to problematic circumstances that occur within 24 hours of scheduled report. If the problem is commuter flight trouble, the expectation is that a primary and a backup flight with available seats have been tried.	FA expected to check passenger loads 24-48 hours in advance, exhaust all other means, and call to report inability to commute at least 2 hours prior to scheduled departure. Primary and backup flight required. FA will be removed without pay or credit, but may pick up additional time. Third occurrence in 12 month period triggers performance development review	FA must list as a commuter and designate a city. Must attempt to commute on 2 consecutive flights. Must call Crew Scheduling. Crew Scheduling will run through options. The first two "unable to commute" incidents will not be treated as dependability infractions, if FA supplies supporting documentation w/in 7 days	None	If unable to commute via primary flight, FA calls Crew Scheduling to inform that he/she is planning to utilize secondary flight. FA calls again if unable to fly on secondary flight. Crew Scheduling may authorize actions to ensure schedule integrity
Duty Rig	1 for 2:00	1 for 2:00 (1 for 1:45 2200 – 0559)	1 for 2:15 (1 for 2 2200 – 0559)	1 for 3:00	1 for 2:00
Trip Rig	1 for 3:30	1 for 3:36	1 for 3:30	None	1 for 3:30
Duty Period Average	4:45	4:15 (no average)	5:00	4:00	5:00
Reserve System	A-Days (reserve days) are awarded in reverse seniority order by base until the operational requirement is met. If operationally required, FAs hired prior to January 2008 have 3 A-	Flight Attendants bid reserve by seniority, assigned by reverse seniority (full month reserve)	Flight Attendants bid reserve by seniority	Flight Attendants bid reserve by seniority	FAs below top 25% are on reserve on a month-to-month rotating basis

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	Days and those hired after January 2008 have 6 A-days per month Exception: A-Day block duration may be amended to ensure operational coverage due to atypical trips.				
Trip Trade Between Flight Attendants	No restrictions on swaps and pick-ups with other flight attendants, with the exception of not being able to swap out of base.	One-way trades can go down to zero, but cannot go over maximum by 10 hours. Swaps can't go below 52 or 10 hours over maximum. Swaps can occur out of base	Yes	Yes, may not drop below 70 hours with trades	Yes, can trade below guarantee but not over maximum
Jetway Trade Allowed (Partial Trip Trade)	Yes, one split per trip	Yes, downline only	Yes, home base only	No	No
Contract Duration	Periodic review which always includes FA feedback	December 31, 2011	December 31, 2011	November 30, 2008	January 7, 2010
Union Dues	None	\$43/month	\$43/month	\$43/month	\$43/month

*This information pertains to US Airways flight attendants only. The AFA has yet to obtain an agreement on behalf of the combined US Airways and America West flight attendant group who have been in negotiations since the merger on 9/27/05.

Flight Attendant Pay, Benefits and Work Rules Comparison
Delta versus other carriers
As of October 1, 2010

	Delta	American	Continental	Southwest	JetBlue
Representation	Delta FAs	APFA	IAM	TWU	JetBlue FAs
Pay and Benefits					
Top of Scale Pay Rates (based on 75 hours)	\$3431	\$3485 <u>-\$41 (dues)</u> \$3444	\$3750 <u>-\$53 (dues)</u> \$3697	\$4967 <u>-\$37 (dues)</u> \$4930 6/1/11: (dependent on profitability) Southwest uses number of trips rather than hours for all its pay calculations. Each trip (trip for pay or TFP) is worth approximately 50 minutes. 90 trips is equivalent to 75 hours	\$2976
Years to Reach Top of Scale	12	15	16	14	13
Flight Leader Pay	\$5.40/flight hour for Transoceanic A position \$2.70/flight hour for Transoceanic B, domestic and Latin America	Domestic widebody - \$2.08/hour Int'l widebody - \$3.00/hour Int'l narrowbody - \$2.00/hour	A position - \$1/hour on a/c w/<=160 seats and \$2/hour on a/c w/>160 seats; Int'l Service Manager pay on int'l Business First flights: 1 st yr – 20% above base rate up to \$4.60/hour, 2 nd year - 25% above base rate up to \$5.50/hour + Int'l Service Managers rec'v premium of \$2.00/hour on Int'l flying and Hawaii (but excluding CA & MX)	A position receives \$2.00 per trip for pay (TFP) flown or credited	\$2.00

	Delta	American	Continental	Southwest	JetBlue
<p>Profit Sharing</p> <p>Profit Sharing (continued)</p>	<p>Profit sharing begins at first dollar of profit. Profit Sharing pool will be funded by 15% of profits on the first \$2.5 billion of company profit and 20% on profits over \$2.5 billion.</p> <p>Example: Using 2007 year end earnings data, the estimated 2008 payout per Delta FA (using top of scale base rates at 75 hrs/month yield) was \$1,651</p>	<p>Plan pays 15% over \$500MM pre-tax income</p> <p>Example: Using 2007 year end earnings data, the estimated 2008 payout per American FA (using top of scale base rates at 75 hrs/month yield) was \$0</p>	<p>Plan pays 30% of the first \$250MM; 25% of the next \$250MM; 20% of all profit in excess of \$500MM</p> <p>Example: Using 2007 year end earnings data, the estimated 2008 payout per Continental FA (using top of scale base rates at 75 hrs/month yield) was \$2,743</p>	<p>Plan pays 15% of pre-tax operating income</p> <p>Example: Using 2007 year end earnings data, the estimated 2008 payout per Southwest FA (using top of scale base rates at 75 hrs/month yield) was \$2,821</p>	<p>Plan pays 15% of pre-tax earnings. Earnings after the first 5% are paid in cash (See Retirement for first 5%)</p> <p>Example: Using 2007 year end earnings data, the estimated 2008 payout per JetBlue FA (using top of scale base rates at 75 hrs/month yield) was \$600</p>
<p>Shared Rewards / Performance Incentive Plan</p>	<p>Award based on three performance metrics and pays \$25, \$75 or \$100 per month.</p> <p>FA Total paid: 2007 - \$875 2008 - \$800 2009 - \$1000</p>	<p>Award based on financial and operational metrics and pays \$25, \$50 or \$100/month, paid quarterly</p>	<p>Award based on on-time arrivals and pays \$65 if in top 6 and \$100 if #1 in industry</p>	<p>None</p>	<p>None</p>
<p>Retirement – 401(k) / Pension</p>	<p>Pension Plan frozen as of December 31, 2005</p> <p>Defined Contribution Plan: 401(k) Plan – Company contributes up to 7% of pay (2% fixed contribution plus up to 5% Company match on FA contribution)</p>	<p>Pension Plan</p> <p>Defined Contribution Plan: 401(k) Plan - No match</p>	<p>Pension Plan</p> <p>Defined Contribution Plan: 401(k) Plan - No match</p>	<p>No Pension Plan</p> <p>Defined Contribution Plan: 401(k) Plan - 100% match up to 8.5% (On 1/1/11, goes to 9.3%)</p>	<p>No Pension Plan</p> <p>Defined Contribution Plan: 401(k) Plan – Company contributes up to 10% of pay (5% fixed plus up to 5% Company match on FA contribution) Note: JetBlue calls the 5% fixed contribution “profit sharing”</p>
<p>International</p>	<p>\$1.25</p>	<p>Intl pay rates</p>	<p>\$1.00 per hour</p>	<p>None</p>	<p>None</p>

	Delta	American	Continental	Southwest	JetBlue
Premium		approximately 6% higher than domestic			
Domestic Per Diem	\$1.85 per hour	\$1.50 per hour	\$1.85 per hour	\$2.15 per hour	\$2.00 per hour
International Per Diem	\$2.40 per hour	\$1.75 per hour	\$2.50 per hour	None	\$2.00 per hour
Language of Destination Pay	\$1.35 per flight hour paid to LOD program participants on each required language segment even if LOD staffing requirement has been met. You do not have to hold the bid language position to receive the LOD premium	\$1.25 per hour for actual hours flown on a flight segment for required LOD positions	\$2.50 per hour flown on flight segments designated as foreign language speaker positions	None	\$2.00 per hour for FAs who are language qualified and only for block hours on designated language flights
Training Pay	CQ (recurrent) paid at 2:45; all other classroom training paid at \$12/hour; CBT training paid at \$10/hour	Training is paid at trips missed or \$9.50 per hour on days off	Recurrent paid at 2:15 per day (1 day max) plus 1:00 for home study and CBT. Other training paid at 2:15 per day	Recurrent paid at 5.5 TFP in classroom plus 2.0 TFP for online training. Base Orientation / Probation exams paid at 2.0 TFP	All training: 4 hours for first day and 2.3 for second day
Holiday Pay	5 holidays Additional \$20 per hour for all flight hours flown on the actual holiday.	0 holidays None	6 holidays None	3 holidays Double time for trips flown on the actual holiday. FAs on reserve on holidays but that do not fly receive 6.0 TFP above their monthly guarantee	3 holidays Paid at two times block/credit (whichever is greater) or at least 4 hours
Ground Holding Pay	If holding period is 1 hour or longer, \$14.74 per hour, including the initial hour, prorated for each portion of an hour	\$15.00 per hour for all time after first 30 minutes until actual departure or until relieved	\$15.00 per hour (pro rata by minute) for all unscheduled ground time over 30 minutes if required to remain with passenger	N/A	\$20.00 per hour for anything over the first hour. From first hour during unscheduled diversions

	Delta	American	Continental	Southwest	JetBlue
<p>2010 Health Insurance</p> <p>Delta's data is based on the most popular plan; FAs have a choice of five different plans. OAL data is based on the most popular plan for FAs, as identified by the respective carriers. Pre-Merger Northwest FAs now have the same five options including one additional plan strictly for contract employees</p>	<p>FA pays 23% of cost on average.</p> <p>Premiums range from \$70 (EE) to \$200 (FAM)</p> <p>Consumer Driven Account-Based Self-insured</p> <p>\$1,000 IND/\$3,000 FAM Deductible Delta provided HRA \$500EE/\$1,500 FAM (pays deductible first)</p> <p>\$2,500 IND/\$5,000 FAM out-of-pocket max</p> <p>Plan pays 80% coinsurance except for preventive which is paid at 100% with no deductible</p>	<p>FA pays 9% of cost</p> <p>Premiums range from \$44 (EE) to \$132 (FAM)</p> <p>Comprehensive Managed Care - POS Self Insured</p> <p>\$100 In-network hospital per IND, \$50 for retail prescriptions per IND</p> <p>\$1,500 per participant out-of-pocket max</p> <p>Plan pays 85% coinsurance</p> <p>\$20 PCP Office Visit \$35 Specialist copay</p>	<p>2009 Data: FA pays 20% of cost</p> <p>Premiums range from \$121 (EE)/\$268 (FAM) Additional \$74 if spouse has alternative coverage available</p> <p>Comprehensive EPO* (HMO type) Self-insured*</p> <p>No Deductible</p> <p>\$1000 IND/\$2000 FAM Out-of-pocket max</p> <p>Plan pays 95% coinsurance</p> <p>\$20 Office Visit copay \$25 Specialist copay</p>	<p>FA pays 7%</p> <p>Premiums range from \$44 (EE) to \$119 (FAM)</p> <p>Comprehensive EPO (HMO type)- Self-insured</p> <p>\$150 IND/\$300 FAM Deductible</p> <p>\$2,750 IND/\$5,500 FAM out-of-pocket max</p> <p>Plan pays 90% coinsurance for all services outside of office visits, urgent care and ER where copay applies; Plan pays 100% after copay</p> <p>\$25 Office Visit copay \$35 Specialist copay</p>	<p>FA pays 24% of cost</p> <p>Premiums range from \$88 (EE) to \$276 (FAM)</p> <p>Comprehensive Self-insured</p> <p>\$400 IND/\$800 FAM Deductible</p> <p>\$2,000 IND/\$4,000 FAM out-of-pocket max</p> <p>Plan pays 90% coinsurance</p> <p>Physician Visits (Office and Specialist Visits): 10% after deductible</p>
<p>Sick/Disability</p>	<p>Maximum of 42 hrs of Paid Personal Time per year. FAs can use PPT for any reason, not just personal illness. FAs can choose to receive a cash payout of unused PPT. The average PPT payout for flight attendants was \$980 in</p>	<p>Accrual of 3 hours per month with 1000 hour maximum at 28 years seniority (assumes perfect attendance)</p>	<p>Accrual of 5 hours per month with 1000 hour maximum at 21 years seniority (assumes perfect attendance)</p>	<p>Accrued at 1 TFP for each 10 TFPs flown with max of 2400 TFPs at 22 years seniority (assumes perfect attendance)</p>	<p>No separate sick leave—part of PTO program. Accrue PTO at 9-12 hours per month with max of 288 at 5 years seniority (assumes perfect attendance)</p> <p>Paid trips missed</p>

	Delta	American	Continental	Southwest	JetBlue
	<p>2009 and \$990 in 2010. As an alternative to cash payout, FAs can choose to rollover unused PPT up to 84 hrs max. Once max is reached, FAs can choose to rollover unused PPT to build Certified Time banks up to 1200 hours for 100% pay protection on full-time absences lasting over 7 calendar days when certified as disabled. Average Certified Time balance for FAs is 315 hours (as of 3/26/10).</p> <p>Short Term Disability 60% pay protection; FA paid</p> <p>Long Term Disability 50% pay protection; Company paid (FA can pay additional cost to receive 60% pay protection)</p>	<p>Short Term Disability 50% pay protection; FA paid</p> <p>Long Term Disability 50% pay protection up to \$8333/month max; FA pays 100% of premium</p>	<p>No Short Term Disability provided</p> <p>Long Term Disability 50%-60% pay protection; FA pays 50% of premium</p>	<p>No Short Term Disability provided</p> <p>Long Term Disability 40% pay protection up to \$10,000/month max, Company paid; (FA can pay additional cost to receive 50% or 60% pay protection)</p>	<p>Short Term Disability 60% pay protection; FA paid</p> <p>Long Term Disability 60% pay protection. Company paid</p>
Vacation	<p>28 days max after 11 years of service (grandfathered FAs with 35 days)</p> <p>Paid at 2:45 per day</p>	<p>28 days max</p> <p>Paid at trips missed.</p>	<p>37 days max</p> <p>Paid at 3:15 per day</p>	<p>35 days max; 1 and 1/6th days for each month of employment</p> <p>Paid at greater of trips lost or 3.75 TFP per day</p>	<p>288 hours max PTO to be used for Vacation and Sick</p> <p>Paid at 5:00 per day</p>
Jury Duty Pay	<p>6:00 per day if trip missed</p>	<p>Trips missed</p>	<p>Trips missed</p> <p>(Reserve: Guarantee</p>	<p>Trips missed</p> <p>(Reserve: 6 Trips For</p>	<p>For each day of jury duty, the Company pays a 1 day proration</p>

	Delta	American	Continental	Southwest	JetBlue
			plus 2:00)	Pay (TFP) for each day missed)	of the 70 hour guarantee
Work Rules					
Bidding system (e.g., line of time or PBS)	PBS	Investigating PBS	Line of time	Line of time	PBS
Monthly Minimum Hours and Pick Up Cap	Minimum 45 hours bid, but no minimum after drops and swaps; Must have 540 hours annually to maintain company subsidy for active benefits (based on average of 45 hours per month) May pick up time with no limit	No minimum except FA must maintain minimum average of 35 paid hours per month to maintain benefits May pick up time with no limit	No minimum except FA must maintain minimum of 40 credit hours per bid month to maintain sick, vacation and occupational injury No options to exceed maximum	None May pick up time with no limit	Full time line holders: 70 hours Part Time: 35 hours No options to exceed maximum
Duty Day Limitations Domestic Max Scheduled	14 hours	13 hours - 0600-1759 departure 11 hours - 1800-2059 departure 10 hours - 2100-0559 departure	14 hours	10:30 hours	14 hours
Duty Day Limitations Domestic Max Rescheduled	14 hours; 16 hours if minimum +1 staffing, or if DH segment begins or ends duty period and the working segments do not exceed 14 hours. Option off at 16:01	15 hours - 0600-1759 departure 12 hours - 1800-2059 departure 11 hours - 2100-0559 departure Option off at 16:01	16 hours Option off at 16:01	12:30 hours	No max Option off at 18 hours
Duty Day Limitations International Max Scheduled	16 hours; Exception: For non-stop trips with greater than 12 block hours, a FA can be scheduled for up	14 hours; Exceptions: For trips with greater than 12 block hours, a FA can be scheduled for up to	16 hours; Exception: For non-stop trips with greater than 12 block hours, a FA can be scheduled	10:30 hours	14 hours

	Delta	American	Continental	Southwest	JetBlue
	to 20 hours	16 hours; For trips with greater than 14:30 hours - can be scheduled up to 20 hours	for 19 hours		
Duty Day Limitations International Max Rescheduled	16 hours; Exception: For non-stop trips with greater than 12 block hours - max is scheduled duty plus 3 hours; Option off at scheduled duty plus 3:01	16 hours; Exceptions: For long range trips, a FA can be rescheduled for up to 18 hours; For extended long range trips, scheduled + 3 hours; Option off at scheduled plus 3 hours	17:30 hours; Exception: For non-stop trips with greater than 12 block hours, a FA can be rescheduled for up to 19 hours OR plus 3 ½ hours, whichever comes first; Option off at 17:31	12:30 hours	No max Option off at 18 hours
Minutes under pay and rules	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 trip	Greater of scheduled or actual by flight segment
Commuter Guidelines	Managed Time Out (MTO) program for the times FA anticipates missing a scheduled trip due to problematic circumstances that occur within 24 hours of scheduled report. If the problem is commuter flight trouble, the expectation is that a primary and a backup flight with available seats have been tried.	FA must list as commuter and designate a city. If commuter attempts to commute on 2 consecutive flights, and due to flight canx or delay is unable to arrive in time for normal sign in, must call Crew Scheduling and manager with flight information. FA will be removed from trip without pay and no attendance occurrence will be charged against the flight attendant's attendance record	FA must list as commuter and designate a city. Must have legitimate potential to commute on either of at least 2 flights. Must call Crew Scheduling if unable to report due to unforecasted weather, impassable roads, enroute mechanical problems or unexpected airport closures and these will be considered authorized absence without pay, not subject to discipline	FA notifies Crew Scheduling of commuting problem as soon as possible prior to scheduled check in. Crew Scheduling runs through all available options. If none of options are used, FA is granted unpaid personal leave and will be required to pick up comparable open time within 30 days	Commuting allowed, but crewmember is responsible to make scheduled trip. If out of position, crewmember is required to continue to base
Duty Rig	1 for 2:00	1 for 2:00	None	0.74 TFP for 1:00	None
Trip Rig	1 for 3:30	1 for 3:30	1 for 4:00 when layover is greater than 29 hours	1 TFP for 4:00	1 for 4:00

	Delta	American	Continental	Southwest	JetBlue
Duty Period Average	4:45	5:00	None	6.5 TFP	4:00
Reserve System	A-Days (reserve days) are awarded in reverse seniority order by base until the operational requirement is met. If operationally required, FAs hired prior to January 2008 have 3 A-Days and those hired after January 2008 have 6 A-days per month. Exception: A-Day block duration may be amended to ensure operational coverage due to atypical trips.	Flight attendants bid reserve by seniority on a month-to-month rotating basis. Exception: After 3 years, one month on, then three off	Flight attendants bid reserve by seniority	FAs below top 35% are on reserve on a month-to-month rotating basis	Flight attendants bid reserve by seniority. FAs also have option to bid reserve
Trip Trade Between Flight Attendants	No restrictions on swaps and pick-ups with other flight attendants, with the exception of not being able to swap out of base.	Yes, no maximum or minimum	Yes, no maximum or minimum	Yes, no maximum or minimum	Yes
Jetway Trade Allowed (Partial Trip Trade)	Yes, one split per trip	No	Yes	Yes, but must encompass the remainder of the pairing	No
Contract Duration	Periodic review which always includes FA feedback	April 30, 2008	December 31, 2009	May 31, 2012	N/A
Union Dues	None	\$41/month	\$53/month	\$37/month	None

The information provided in this document isn't intended to be a complete summary of all pay, benefits and work rules applicable to flight attendants.