Flight Attendant Pay, Benefits and Work Rules Comparison
Delta versus AFA carriers
As of March 15, 2010

	Delta	Pre-Merger Northwest	US Airways East*	AirTran	United
Representation	Delta FAs	AFA	AFA	AFA	AFA
Pay and Benefits					
Top of Scale Pay Rates (based on 75 hours)	$3268 10/1/10: $3430 (5.0%)	$3042 -$43 (dues) $2999 1/1/11: $3103 (2.0%)	$2993 -$43 (dues) $2950 1/1/11: $3023 (1.0%) 1/1/12: $3113 (3.0%)	$3000 -$39 (dues) $2961	$2982 -$43 (dues) $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	Delta's plan provides a 15% payout beginning at first dollar of pre-tax income: 20% payout on profits over $2.5 billion	Northwest's plan provides a 10% payout if pre-tax margin is less than or equal to 10% and 15% payout on overage if greater than 10%	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	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 Northwest	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**	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**	10%, 15% of the pre-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 - $800 2008 - $800 2009 - $1000	Award based on performance metrics and has target payout of 1% of wages with a maximum payout of 1.25% FA Total paid: 2007 - $403 2008 - $426 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 Northwest	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) $100 per day for Thanksgiving Day,	(3 holidays) Compensated for working the actual	(6 holidays) No holiday pay – FAs are paid at regular rate	(5 holidays) Hourly rate of pay times the credited flight time

	Delta	Pre-Merger Northwest	US Airways East*	AirTran	United
	on the actual holiday	Christmas Day, and New Years Day, plus $50 for the period November 25-30 and December 23-January 3. Perfect attendance required	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%

	Delta	Pre-Merger Northwest	US Airways East*	AirTran	United
	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	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. 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 371 hours.	Accrue 3 hours per month up to 1200 hour maximum at 33 years seniority (assumes perfect attendance) Grandfathered FAs with more than 1200 hours	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	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	Accrue 4 hours per month up to 950 hour maximum at 20 years seniority (assumes perfect attendance)
	Short Term Disability 60% pay protection; FA paid	No Short Term Disability provided	No Short Term Disability provided	Short Term Disability 50% pay protection up to $1000 per week max; FA paid	No Short Term Disability provided
	Long Term Disability 50% pay protection; Company paid (FA can pay additional cost to receive 60% pay protection)	Long Term Disability 70% pay protection; FA pays 50% of premium cost and enrollment is mandatory	Long Term Disability 50% pay protection; FA pays 25% of Company cost up to $20/month max	Long Term Disability 66 2/3% pay protection - FA pays 100% of premium	Long Term Disability 50% pay protection; FA pays 100% of premium

	Delta	Pre-Merger Northwest	US Airways East*	AirTran	United
Vacation	28 days max (grandfathered FAs with 35 days) Paid at 2:45 per day	29 days max (increases to a max of 32 days in August, 2010) 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 cap when picking up flying off the open board when no trade involved (straight pickup)	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: 1st month – 100 hours 2nd month – 200 hours 3rd month – 300 hours

	Delta	Pre-Merger Northwest	US Airways East*	AirTran	United
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; 15 hours for High Density Turns Option off at 15:01 hours	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 trips 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 3:00	16 hours	16 hours Option off at 16:01	15, 16 or 16:30 hours, dependent on flight/deadhead time in duty period
Minutes under pay and rules (offset overfly with	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

	Delta	Pre-Merger Northwest	US Airways East*	AirTran	United
underfly)		(NW has the right to offset a portion, but has not yet done so)			
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. 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-Days and those hired after January 2008 have 6 A-days per month Exception: A-Day block duration may be amended to ensure	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

	Delta	Pre-Merger Northwest	US Airways East*	AirTran	United
	operational coverage due to atypical trips.				
Trip Trade Between Flight Attendants	Yes, no maximum or minimum	Yes, 10 hours above max, 52 hours minimum	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	$39/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 March 15, 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)	$3268 10/1/10: $3430 (5.0%)	$3485 -$41 (dues) $3444	$3750 -$53 (dues) $3697	$4822 -$37 (dues) $4785 6/1/10: $4967 (3.0%) 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: 1st yr – 20% above base rate up to $4.60/hour, 2nd 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	A position receives $2.00 per trip for pay (TFP) flown or credited	$2.00

	Delta	American	Continental	Southwest	JetBlue
			excluding CA & MX)		
Profit Sharing **Profit Sharing (continued)**	Plan provides a 15% payout beginning at first dollar of pre-tax income; 20% payout on profits over $2.5 billion 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**	Plan pays 15% over $500MM pre-tax income 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**	Plan pays 30% of the first $250MM; 25% of the next $250MM; 20% of all profit in excess of $500MM 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**	Plan pays 15% of pre-tax operating income 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**	Plan pays 15% of pre-tax earnings. Earnings after the first 5% are paid in cash (See Retirement for first 5%) 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**
Shared Rewards / Performance Incentive Plan	Award based on three performance metrics and pays $25, $75 or $100 per month. FA Total paid: 2007 - $800 2008 - $800 2009 - $1000	Award based on financial and operational metrics and pays $25, $50 or $100/month, paid quarterly	Award based on on-time arrivals and pays $65 if in top 6 and $100 if #1 in industry	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 Defined Contribution Plan: 401(k) Plan - No match	Pension Plan Defined Contribution Plan: 401(k) Plan - No match	No Pension Plan Defined Contribution Plan: 401(k) Plan - 100% match up to 8.5% (On 1/1/11, goes to 9.3%)	No Pension Plan 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"

	Delta	American	Continental	Southwest	JetBlue
International Premium	$1.25	Intl pay rates approximately 6% higher than domestic	$1.00 per hour	None	None
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
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 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% coinsurance except for preventive which is paid at 100% with no deductible	FA pays 9% of cost Premiums range from $44 (EE) to $132 (FAM) Comprehensive Managed Care - POS Self Insured $100 In-network hospital per IND, $50 for retail prescriptions per IND $1,500 per participant out-of-pocket max Plan pays 85% coinsurance $20 PCP Office Visit $35 Specialist copay	2009 Data: FA pays 20% of cost Premiums range from $121 (EE)/$268 (FAM) Additional $74 if spouse has alternative coverage available Comprehensive EPO* (HMO type) Self-insured* No Deductible $1000 IND/$2000 FAM Out-of-pocket max Plan pays 95% coinsurance $20 Office Visit copay $25 Specialist copay	FA pays 7% Premiums range from $44 (EE) to $119 (FAM) Comprehensive EPO (HMO type)- Self-insured $150 IND/$300 FAM Deductible $2,750 IND/$5,500 FAM out-of-pocket max Plan pays 90% coinsurance for all services outside of office visits, urgent care and ER where copay applies; Plan pays 100% after copay $25 Office Visit copay $35 Specialist copay	FA pays 24% of cost Premiums range from $88 (EE) to $276 (FAM) Comprehensive Self-insured $400 IND/$800 FAM Deductible $2,000 IND/$4,000 FAM out-of-pocket max Plan pays 90% coinsurance Physician Visits (Office and Specialist Visits): 10% after deductible
Sick / Disability	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. As an alternative to cash payout, FAs can choose to rollover	Accrual of 3 hours per month with 1000 hour maximum at 28 years seniority (assumes perfect attendance)	Accrual of 5 hours per month with 1000 hour maximum at 21 years seniority (assumes perfect attendance)	Accrued at 1 TFP for each 10 TFPs flown with max of 2400 TFPs at 22 years seniority (assumes perfect attendance)	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) Paid trips missed

	Delta	American	Continental	Southwest	JetBlue
	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 371 hours. Short Term Disability 60% pay protection; FA paid Long Term Disability 50% pay protection; Company paid (FA can pay additional cost to receive 60% pay protection)	Short Term Disability 50% pay protection; FA paid Long Term Disability 50% pay protection up to $8333/month max; FA pays 100% of premium	No Short Term Disability provided Long Term Disability 50%-60% pay protection; FA pays 50% of premium	No Short Term Disability provided 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)	Short Term Disability 60% pay protection; FA paid Long Term Disability 60% pay protection. Company paid
Vacation	28 days max (grandfathered FAs with 35 days) Paid at 2:45 per day	28 days max Paid at trips missed.	37 days max Paid at 3:15 per day	35 days max; 1 and 1/6th days for each month of employment Paid at greater of trips lost or 3.75 TFP per day	288 hours max PTO to be used for Vacation and Sick Paid at 5:00 per day
Jury Duty Pay	6:00 per day if trip missed	Trips missed	Trips missed (Reserve: Guarantee plus 2:00)	Trips missed (Reserve: 6 Trips For Pay (TFP) for each day missed)	For each day of jury duty, the Company pays a 1 day proration of the 70 hour guarantee

	Delta	American	Continental	Southwest	JetBlue
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 to 20 hours	14 hours; Exceptions: For trips with greater than 12 block hours, a FA can be scheduled for up to 16 hours; For trips with greater than 14:30 hours - can be scheduled up to 20 hours	16 hours; Exception: For non-stop trips with greater than 12 block hours, a FA can be scheduled for 19 hours	10:30 hours	14 hours

	Delta	American	Continental	Southwest	JetBlue
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 reasonable 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
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	Flight attendants bid reserve by seniority on a month-to month	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

	Delta	American	Continental	Southwest	JetBlue
	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.	rotating basis. Exception: After 3 years, one month on, then three off			bid reserve
Trip Trade Between Flight Attendants	Yes, no maximum or minimum	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.