

**1. WAGE RATE INCREASE**

Section 4.A will be modified as follows:

**SECTION 4**  
**COMPENSATION**

A. Pay Rates

1. A Flight Attendant will be credited for all flights which are actually flown applying the following hourly applicable rates of pay for scheduled or actual hours flown whichever is greater, on a leg by leg basis (block-to-block).

% increase		2%	2%	1.5%	1.5%	1.5%
	Current Book	DOS 2016	DOS+1 2017	DOS+2 2018	DOS+3 2019	DOS+4 2020
<b>0-1 Year</b>	\$18.95	\$18.95	\$18.95	\$18.95	\$18.95	\$18.95
<b>1-2 Years</b>	\$21.03	\$21.13	\$21.55	\$21.87	\$22.20	\$22.53
<b>2-3 Years</b>	\$21.69	\$21.80	\$22.24	\$22.57	\$22.91	\$23.25
<b>3-4 Years</b>	\$22.54	\$22.65	\$23.10	\$23.45	\$23.80	\$24.16
<b>4-5 Years</b>	\$24.39	\$24.51	\$25.00	\$25.38	\$25.76	\$26.15
<b>5-6 Years</b>	\$25.52	\$25.64	\$26.15	\$26.54	\$26.94	\$27.34
<b>6-7 Years</b>	\$26.61	\$26.74	\$27.27	\$27.68	\$28.10	\$28.52
<b>7-8 Years</b>	\$29.38	\$29.53	\$30.12	\$30.57	\$31.03	\$31.50
<b>8-9 Years</b>	\$30.44	\$30.59	\$31.20	\$31.67	\$32.15	\$32.63
<b>9-10 Years</b>	\$31.53	\$31.68	\$32.31	\$32.79	\$33.28	\$33.78
<b>10-11 Years</b>	\$32.57	\$32.73	\$33.38	\$33.88	\$34.39	\$34.91
<b>11-12 Years</b>	\$32.97	\$33.13	\$33.79	\$34.30	\$34.81	\$35.33
<b>12-13 Years</b>	\$33.22	\$33.38	\$34.05	\$34.56	\$35.08	\$35.61

2. Flight Attendants with thirteen (13) or more years of service will receive an additional \$0.50 per hour for each year over twelve (12), up to a maximum of \$2.00 per hour.

Beginning January 1, 2017, Flight Attendants eligible for the above longevity increase will receive an additional \$0.25 per hour for each year over twelve (12) up to a maximum of \$3.00.

3. All Flight Attendants will be placed on the pay scale ("Pay Scale") set forth in paragraph A.1. above, based on each Flight Attendant's actual date of hire (or adjusted date of hire because of unpaid leaves of absences, etc.).

4. Effective 1/1/2016, all flight attendants on the first year rate of pay will be compensated at a rate of \$18.95.

5. Annual increases in the wage table above will become effective on January 1 of each respective year.

\*Any new or modified language is underlined

## 2. INCREASE TO PER DIEM

Section 5.A will be amended as follows:

### **SECTION 5** **EXPENSES**

#### A. Per Diem

1. Per diem expenses will apply to all pairings. A Flight Attendant will be paid at the following rate for each pairing hour while away from domicile (prorated to nearest minute) for meal expenses:

<b><u>Effective</u></b>	<b><u>Hourly Per Diem:</u></b>
<b><u>3/1/2016</u></b>	<b><u>\$1.75</u></b>
<b><u>1/1/2017</u></b>	<b><u>\$1.80</u></b>
<b><u>1/1/2018</u></b>	<b><u>\$1.85</u></b>
<b><u>1/1/2019</u></b>	<b><u>\$1.90</u></b>
<b><u>1/1/2020</u></b>	<b><u>\$1.95</u></b>

2. Per diem expenses will be paid for each pairing hour (prorated to nearest minute) from the time the Flight Attendant checks in one hour (1:00) before scheduled domicile departure until fifteen minutes (:15) after block-in at her/his domicile (thirty minutes (:30) if required to clear customs). If a Flight Attendant is on temporary assignment at a different domicile other than her/his own, then per diem expenses will start at flight departure to the different domicile and end at flight arrival back at her/his domicile.

3. Flight Attendants assigned to an International Overnight as defined in Section 2, Definitions, or an International Continuous Duty Overnight (ICDO) will receive additional per diem as specified in Section 30 – International Flying.

#### 4. Per Diem for Special Assignment

Per diem shall be calculated as the greater of 1) the amount she/he would have earned in conjunction with any trip(s) from which removed in order to perform the Special assignment; or 2) one hour of per diem for each hour, prorated, spent at work for the duration of the Special Assignment.

### 3. OPERATIONAL PAY CREDIT FOR READY RESERVES

Section 9.F will be amended as follows:

#### Section 9.

F. At hub domiciles, Flight Attendants on reserve may be assigned to Airport Reserve at the airport up to eight hours (8:00) on each of the scheduled reserve days. The Airport Reserve may be assigned to a pairing(s) or portions of a pairing(s) scheduled to depart no later than forty-five minutes (:45) after the end of said "Airport Reserve Period" provided, however, that clean, comfortable, quiet, and secure facilities are available at the airport for the exclusive use of crewmembers on "Airport Reserve." The forty-five minute (:45) window of assignment is illustrated in the examples at the end of this section.

1. Airport Reserve time is duty time. A Flight Attendant assigned to Airport Reserve will receive per diem from report time to release time.
2. A Flight Attendant serving an airport reserve duty period and who actually flies, shall receive credit for the greater of any time flown or the value of the day as an operational credit and for time- balancing purposes.
3. A Flight Attendant serving an airport reserve duty period who does not receive a flight assignment shall receive the value of the day as an operational credit and for time balance purposes. The minimum time balancing credit for each day shall be the value of the day.

#### **4. ELIMINATION OF PROFIT SHARING**

The parties agree to remove Sideletter O “Profit Sharing Plan” from the Collective Bargaining Agreement.

#### **5. AMENDMENT ROUND**

The parties agree that the ratification of this document will replace the process described in Sideletter T “Amendment Round”