



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).

Years of Service	<u>4/1/21</u>	<u>4/1/22</u>	<u>4/1/23</u>	<u>4/1/24</u>	<u>4/1/25</u>
0-1 Year	\$19.50	\$19.89	\$20.34	\$20.85	\$21.47
1-2 Years	\$22.75	\$23.21	\$23.73	\$24.32	\$25.05
2-3 Years	\$24.25	\$24.74	\$25.29	\$25.92	\$26.70
3-4 Years	\$25.50	\$26.01	\$26.60	\$27.26	\$28.08
4-5 Years	\$27.00	\$27.54	\$28.16	\$28.86	\$29.73
5-6 Years	\$28.50	\$29.07	\$29.72	\$30.47	\$31.38
6-7 Years	\$30.00	\$30.60	\$31.29	\$32.07	\$33.03
7-8 Years	\$31.50	\$32.13	\$32.85	\$33.67	\$34.68
8-9 Years	\$32.75	\$33.41	\$34.16	\$35.01	\$36.06
9-10 Years	\$34.00	\$34.68	\$35.46	\$36.35	\$37.44
10-11 Years	\$35.00	\$35.70	\$36.50	\$37.42	\$38.54
11-12 Years	\$35.75	\$36.47	\$37.29	\$38.22	\$39.36
12-13 Years	\$36.50	\$37.23	\$38.07	\$39.02	\$40.19
<u>13-14 Years</u>	\$37.25	\$37.98	\$38.82	\$39.77	\$40.94
<u>14-15 Years</u>	\$38.00	\$38.73	\$39.57	\$40.52	\$41.69
<u>15-16 Years</u>	\$38.75	\$39.48	\$40.32	\$41.27	\$42.44
<u>16 + Years</u>	\$40.00	\$40.73	\$41.57	\$42.52	\$44.00

2. All Flight Attendants will be placed on the 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.).



B. Minimum Monthly Pay Guarantee

1. A Flight Attendant who is available for duty for a full month will be paid flight pay at the applicable hourly rate for seventy-five (75) hours. In the event a Flight Attendant is unavailable for a portion of the month, her/his guarantee for that month will be prorated. A Flight Attendant will be paid on the following bi-monthly schedule:
 - a. For the 15th of the month, paid one half (1/2) of the guarantee (37.50 hours) for the second half of the month prior.
 - b. Last day of the calendar month: paid one half (1/2) of the guarantee (37.50 hours) for the first half of the current month.

Example: On August 15th, a Flight Attendant is paid 37.50 hours which represents compensation for half (1/2) of the monthly guarantee for the time period of July 16th through July 31st. On August 31st, a Flight Attendant is paid 37.50 hours which represents compensation for half (1/2) of the monthly guarantee for the time period of August 1st - 15th. The Flight Attendant picked up and was awarded ten (10) hours of open time in the month of July. Those ten (10) hours will be included on the August 31st paycheck, which is the adjustment check.

C. Cancellation Credit/Adjusted Guarantee

1. A Flight Attendant who is available for a full month and is awarded a regular or relief line of flying will be guaranteed ninety-six percent (96%) of the scheduled credit hours plotted during the PBS build for that bid month. Such scheduled credit hours will include time carried in from the previous bid month.
 - a. Plus:
 - i. Any time added due to assignment of new flying
 - ii. Any junior manning (JM) / Extension (EX-JP) assignment
 - b. Deducting:
 - i. A trade of less flight time value than the Flight Attendant's original
 - ii. Any pairing drops or portions thereof
 - iii. Any pairing(s) missed due to illness or non-occupational injury where the Flight Attendant has no accrued paid sick time available
 - iv. Any missed assignments
2. Application of Cancellation Credit
Flight Attendants who have flights cancelled will be paid the greater of:
 - a. The minimum monthly guarantee, or



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- b. The adjusted guarantee as defined in paragraph 1 above, or
 - c. The flight hours flown during the month.

D. Domicile Report

- 1. A Flight Attendant who reports for duty which begins at such Flight Attendant's domicile and who performs no flying or does no deadheading shall be credited one (1) hour of applicable flight pay.
- 2. A Flight Attendant who is assigned new flying under the provisions of Section 8 will be paid for the rescheduled flying performed.
- 3. A Flight Attendant who is required to remain available at the domicile airport for additional flying assignment within two (2) hours and who does no flying will be credited with the time elapsed prior to release.

E. Deadheading Pay

- 1. A Flight Attendant who deadheads to or from any station at Company direction for the purpose of covering an assignment will be credited for such deadheading at thirty minutes (:30) for each one (1) hour of such deadhead time on the basis of the scheduled flight leg(s) at the Flight Attendant's applicable Pay Rate.
- 2. A Flight Attendant who travels by ground transportation to or from any station at Company direction for the purpose of covering an assignment will be credited for such deadheading at thirty minutes (:30) for each one (1) hour of deadhead time on the basis of the scheduled flight time between the points traveled at such Flight Attendant's applicable Pay Rate.
- 3. A Flight Attendant will not be required to deadhead/position on a "maintenance ferry" flight.

F. Pay for Open Time

- 1. A Flight Attendant, who bids for and is awarded a pairing not scheduled on her/his final bid award, excluding schedule changes and junior manning/extension assignments, will receive pay and credit above guarantee for such time awarded.
- 2. A Flight Attendant scheduled for vacation may bid for and fly open time. In addition to vacation pay, such Flight Attendant will receive pay and credit above guarantee for all hours flown during the vacation period.
- 3. A Flight Attendant who is awarded a regular or relief line will be guaranteed one hundred percent (100%) of the scheduled flight hours awarded as open time.
- 4. A Reserve Flight Attendant may bid for and fly open time. Such Reserve Flight Attendant will receive pay and credit above guarantee as outlined in Section F.1. above.



G. Ferry Pay

When a Flight Attendant is required, by the Company, to ferry as essential crew to or from any station, she/he will receive her/his applicable Pay Rates for the actual flight time.

H. Initial Operating Experience (IOE)

I.O.E. Instructor compensation shall be paid in addition to all other compensation at the rate of seven dollars and fifty cents (\$7.50) per hour for the actual or scheduled flight time, whichever is greater.

I. Special Assignment Pay

A Flight Attendant removed from a pairing(s) or reserve assignment for a special assignment shall receive pay and credit toward her /his guarantee for the scheduled pairing(s) plus per diem for the period of assignment. If the special assignment is worked on a scheduled day off, the Flight Attendant will receive pay and credit above her/his guarantee for three hours and forty-five minutes (3:45), plus per diem, for the period of the assignment. Acceptance of Special Assignments are voluntary. [Monthly Special Assignment, See Sideletter CCC.]

J. Drug and Alcohol Testing

A Flight Attendant shall be paid ten dollars (\$10.00) for each random drug or alcohol test to which she/he is directed to submit.

K. Flexible Hiring Rates

1. In the event the Company, in its sole discretion, determines that the starting Pay Step (Step 0-1) as specified in this Agreement is not sufficiently competitive to attract and retain qualified Flight Attendant candidates, the Company may hire applicants at a Pay Step (Steps 1-2 through 12-13) higher than the starting rate specified in this Agreement. As market conditions change, the Company may, in its sole discretion, change its designated starting rate. Such designated starting rate may be higher or lower than the previously designated starting rate, however, such starting rate may not be lower than Step 0-1 or higher than Step 12-13.
2. Should the Company raise the starting Pay Step as specified in subparagraph 1 above, Flight Attendants who are receiving less than the new designated starting Pay Step will have their Pay Step concurrently increased to the new designated starting Pay Step.
3. A Flight Attendant whose Pay Step is increased in accordance with subparagraphs 1 or 2 above, will progress to the next higher Pay Step of the pay scale on the date such Flight Attendant's length of service catches up with her/his adjusted Pay Step. This is the same date the Flight Attendant would have progressed to that higher Pay Step had the



Flight Attendant's pay not been adjusted. For example, a Flight Attendant who is hired at Step 2, will remain at Step 2 from the date of hire until the completion of one (1) year of service, at which time her/his Pay Rate will progress to Step 3.

4. The Company will notify the MEC President whenever it uses flexible hiring rates.

L. Pay Day

1. Pay Dates will be the 15th and the last day of every calendar month. If such day is a holiday or weekend, Flight Attendants will be paid the last business day (non-holiday Monday through Friday) prior to the payday.
2. Discrepancies will be corrected within thirty (30) days after the discrepancy has been brought to the attention of the Company and verified.
3. Direct deposit will be available to every Flight Attendant to the financial institution of the Flight Attendant's choice.
4. Pay Stub Information will include at a minimum:
 - a. Base Pay
 - b. Additional hours paid
 - c. TAFB hours (per diem)
 - d. Pre-tax deductions B Medical/Dental (pay period and year to date)
 - e. Tax Deductions (pay period and year to date)
 - f. After tax deductions and explanation (pay period and year to date)
 - g. Other information (sick leave and vacation earned) may be added if and when automation is available and programming is completed.

M. Repaying an Overpayment

1. The Repayment Plan (hereinafter also the "Plan") worked out on an individual basis between the Flight Attendant and the payroll department will be negotiated between the individual Flight Attendant and her/his Flight Service Manager.
2. Once notified by the Flight Service Manager that the Flight Attendant has been overpaid and repayment of monies is due, the Flight Attendant must contact and negotiate a Plan with a Flight Service Manager within two pay periods following the receipt of notification. If the Flight Attendant and the Flight Service Manager are not able to successfully negotiate a Plan within the stated time period, details of the Plan will default to those contained in this Agreement (\$25.00 minimum amount per pay period; Plan not to exceed two (2) years in duration).



3. The Plan will contain a minimum payment of the lesser of twenty-five dollars (\$25.00) per pay period or the remaining balance due.
4. The duration of the Plan may not exceed two (2) years. It is understood that as closely as feasible, each payment pursuant to such a plan will be of an amount equal to all other payments under the Plan. For example, a two-year Plan of an overpayment of \$2,000.00 would be repaid in forty-seven (47) equal \$41.67 installments plus a final installment of \$41.51.
5. Payments made pursuant to such a Plan will be by payroll deduction. The Flight Attendant will execute such forms as are necessary to execute the Plan. If a Flight Attendant goes into an "unpaid" status for any reason, the repayment obligation will cease until such time as the Flight Attendant returns to a "paid" status and her/his first paycheck is cut.
6. Once negotiated, the Flight Service Manager will be responsible for forwarding the individual Flight Attendant's Plan to the Company's payroll department.
7. If a Flight Attendant is on an unpaid status anticipated to last an entire bid period, she/he will be removed from payroll until three (3) days prior to the issuance of the mid-month (15th) paycheck. It is understood that this will be done for the sole purpose of reducing the possibility of an overpayment to that Flight Attendant.
8. It is understood that the Company agrees to continue giving consideration to the amount of overpayment and the Flight Attendant's ability to repay.
9. It is understood that time voluntarily dropped or deducted from a Flight Attendant's schedule shall not constitute an overpayment nor shall such Flight Attendant be eligible for the repayment provisions in paragraphs M.1. - M.8. above.

N. Holidays

A Flight Attendant who is on duty on Christmas Day (December 25) and/or Thanksgiving will receive one and one-half times her/his hourly pay rate as described above for all credit hours worked on such days.