

Silver TA summary (Pay Scale at the bottom)

Section 1:

Noteworthy Improvements:

- “Effects bargaining” language with a timeframe of 30 days is added.

Other changes:

- Company can “wet lease” flying up to 120 days; currently it is 60 days
- “Merger and Acquisitions” language was moved to a different paragraph

Section 2:

Changes:

- Clarified “Company seniority” and “Flight Attendant seniority” language

Section 3: no change

Section 4:

Noteworthy Improvements:

- Pay raises ranging from 8-17% depending on seniority level for the 1st year of the contract*
- Pay raises for all seniority levels of 3% per year for the 2nd-4th years of the contract*
- Minimum Daily Guarantee goes up to 3.5 hours for the first 3 years of the contract
- Minimum Daily Guarantee goes up to 4 hours in the 4th year of the contract
- Compensation for deadheads will be at 100% pay credit (up from 60%)
- Per diem rate of \$2.25/hr, which will go up 5 cents every January 1st
- The Union will meet with the Company to discuss a commission for inflight sales if necessary
- Productivity Pay premium of 25% will be paid for all hours worked over 90 hours

*scroll to the bottom of this document for a more detailed description of the pay scale

Other changes:

- Monthly guarantee will be adjusted if Flight Attendant chooses to drop below guarantee
- Clarification that ATS pay is only paid when ATS-related duties are performed
- 1st year pay is separated broken into “1st 6 months, 2nd 6 months”
- Four (4) additional pay steps are added after current “top-out”.

Section 5: no changes

Section 6:

Noteworthy Improvements:

- Deleted the “after 9 hours” requirement for per diem (will now be paid for all hours on duty)
- Improved and strengthened language for hotels and ground transportation
- Reimbursement for off-airport parking and public transportation up to the cost of Company-provided parking
- Protection for Flight Attendants who need to renew or replace their passport

Section 7:

Noteworthy Improvements:

- Added “filling of vacancies” and “temporary vacancies” language to the contract

Other Changes:

- Flight Attendants who take the moving stipend may be required to submit proof of the move
- Only Flight Attendants who live in domicile that is closing are eligible for the moving stipend
- Flight Attendants are eligible for the moving stipend for 12 months (currently 18 months)
- Moving days language was deleted because it was repetitive

Section 8:

Noteworthy Improvements:

- Union Scheduling Committee can give input on lines and pairings (currently just lines)
- Senior Flight Attendant gets to choose their position when working on ATR-72
- Flight Attendants with a 7-hour duty day with delays can have 10 minutes to acquire food
- Buddy Bidding language
- Flight Attendants can drop to 50 hours if traded/dropped to another Flight Attendant (currently the limit is 65 hours)
- If ATR-72 is downgraded to -42, the senior FA will be released from the assignment unless the junior FA is on Reserve (Junior FA will be placed back on Reserve)

Other changes:

- Limit for line average goes up to 95 hours (currently the limit is 90 hours)
- An FX day assignment can be extended into a day off
- Deleted the reference to “FLICA” because the system is no longer used by the Company
- Cut off times for picking up a trip from open time and trading between Flight Attendants were put into the contract
- Uncovered flying will be given to a Flight Attendant on FX status in reverse seniority order
- Flight Attendants have the option to take their “1 calendar day free of duty” on a layover
- Clarification when adding flights before or after a Lineholder’s trip

- Clarifying the language for a reschedule (previously labeled as “reassignment”)
- The Union and the Company will meet to negotiate changes to the contract when the 10-hour rule goes into effect

Section 9:

Noteworthy Improvements:

- Reserves who work into their day off will receive 150% pay or 6 hours over and above their guarantee
- Reserves may pickup trips from Open Time

Other changes:

- The Company can assign a reserve an assignment earlier than 72 hours before departure
- Ready Reserves will not be paid six (6) hours for exceeding 12 hours on duty
- Company will prioritize equalizing credit regarding order of assignment
- Using the single term “Ready Reserve” and deleting “Airport Ready”
- A Flight Attendant on Ready Reserve may work more than 12 hours if they agree

Section 10:

Changes:

- Flight Attendants who cannot be returned to their original trip due to a sick call will not be pay protected for their original trip
- The sick leave balance will be posted in a location agreed upon by the Union and the Company

Section 11:

Noteworthy Improvements:

- Flight Attendants will be eligible for 21 days of vacation after completing their 5th year of employment (current is after 6 years)
- If two Flight Attendants bid for the same monthly vacation on the same day, the senior Flight Attendant will be awarded the vacation
- Flight Attendants will be able to pick up from another Flight Attendant over their vacation
- If approved by the Company, Flight Attendants will be able to pick up from Open Time during their vacation and be paid an additional two hours per day.

Other changes:

- Vacation buy back will no longer be offered
- Clarification for vacation proration
- Vacation will be bid for in 1-week increments (Monday through Sunday)

Section 12:

Changes: There is now a timeline in place for non-disciplinary grievances

Section 13: no change

Section 14:

Changes:

- Clarification that termination will occur if recall doesn't occur within a 5-year period.

Section 15:

Noteworthy Improvements:

- When a base is closed, Flight Attendants who don't want to transfer will be able to resign and have their vacation paid out and file for unemployment

Section 16:

Noteworthy Improvements:

- Pay for bereavement leave goes up to 3.5 (currently 3.0)
- Vacation may be used (moved) to take additional bereavement leave
- Flight Attendants will be given 2-4 personal days per year depending on their seniority
- Four personal days can be rolled over into the next year (currently there is no rollover)
- A pregnant Flight Attendant can take Maternity Leave starting in 4th month of pregnancy (currently there is no Maternity Leave)

Other changes:

- A Flight Attendant must exhaust their vacation in order to receive pay during a parental leave

Section 17: no changes

Section 18:

Noteworthy Improvements:

- Pay for home study is 4 hours (currently 3 hours)
- Flight Attendants who fail a recurrent training drill may request a different instructor

Other changes

- No notice is required for the annual checkride associated with recurrent
- Flight Attendants who fail recurrent or checkride after 2 attempts may receive discipline up to termination

Section 19:

Noteworthy Improvements:

- The Union Health and Safety Committee will meet with the Company on a regular basis and positive space travel will be provided
- The Union Health and Safety Committee now has access to health and safety reports
- The Company will ensure that lavatories are serviced daily
- The captain can be asked to delay boarding if the temperature is hotter than 90 degrees
- Aircraft will be stocked with bottled water, antiseptic wipes, and gloves
- A Flight Attendant involved in an aircraft incident/accident will still receive pay for that day
- As a short-term solution, Flight Attendants will receive an extra 20 minutes of pay above their guarantee in stations where they have to perform a security search until the Company hires local staff to perform the search
- As a long-term solution, Flight Attendants shall not be required to perform the cabin security search
- Flight Attendants who call out fatigued and submit a fatigue report validated by the Company won't suffer a loss of pay
- The Company will legally cover/protect a Flight Attendant who attempts to provide medical assistance to a passenger
- The Company will pay for immunizations if required for a certain destination

Other changes:

- "Aircraft incident/accident" language was moved to another paragraph

Section 20:

Noteworthy Improvements:

- The Company will match 2% of the Flight Attendants 4% 401k contribution
- A "me too" clause for pass travel benefits with any other employee group

Section 21: no change

Section 22:

Noteworthy Improvements:

- The uniform allotment goes up to \$175 (currently \$150)
- Up to \$75 of the allotment can be used for uniform alterations (currently \$25 can be used to adjust waistband only)

Other changes:

- added “as required” after wings and nametag as the Company may no longer require name tags

Section 23: no change

Section 24: no change

Section 25: no change

Section 26:

Changes:

- The Union Service Charge and Dues Form was added

Section 27: no change

Section 28: no change

Section 29:

Noteworthy Improvements:

- The Company must implement a perfect attendance program for Flight Attendants who maintain a zero-point balance

Other Changes:

- Security Search language was moved to the Health and Safety section

Section 30: no change (still a 4-year agreement with the option to re-open 6 months early)

Silver TA Pay Scale “walkthrough”

(using 2nd year and 7th year FA pay as examples)

			3%	3%	3%	
	Book	1/1/2023	1/1/2024	1/1/2025	1/1/2026	
1st 6 mo.	\$20.60	\$23.00	\$23.69	\$24.40	\$25.13	
2nd 6 mo.	\$20.60	\$23.90	\$24.62	\$25.36	\$26.12	
2nd Year	\$22.15	\$24.90	\$25.65	\$26.42	\$27.21	
3rd Year	\$23.47	\$26.10	\$26.88	\$27.69	\$28.52	
4th Year	\$25.02	\$27.40	\$28.22	\$29.07	\$29.94	
5th Year	\$26.70	\$28.80	\$29.66	\$30.55	\$31.47	52.8%
6th Year	\$27.63	\$30.20	\$31.11	\$32.04	\$33.00	49.0%
7th Year	\$28.64	\$31.40	\$32.34	\$33.31	\$34.31	46.2%
8th Year	\$29.07	\$32.45	\$33.42	\$34.42	\$35.45	41.7%
9th Year	\$29.59	\$33.25	\$34.25	\$35.28	\$36.34	36.1%
10th Year	\$29.79	\$34.00	\$35.02	\$36.07	\$37.15	34.5%
11th year	\$29.79	\$34.80	\$35.84	\$36.92	\$38.03	32.8%
12th year	\$29.79	\$35.45	\$36.51	\$37.61	\$38.74	33.3%
13th year	\$29.79	\$35.45	\$37.02	\$38.13	\$39.27	32.7%
14th year	\$29.79	\$35.45	\$37.02	\$38.82	\$39.98	34.2%
						34.2%
						34.2%

A 2nd year FA currently earning \$22.15/hr will jump up to \$24.90 on January 1, 2023, then up to \$26.10 when she/he reaches their next anniversary date, and so on until they reach \$33.00/hr on January 1st 2026. Going from \$22.15/hr to \$33.00/hr is a 49% increase in pay in three years.

A 7th year FA currently earning \$28.64/hr will jump up to \$31.40 on January 1, 2023, then up to \$32.45 when she/he reaches their next anniversary date, and so on until they reach \$38.03/hr on January 1st 2026. Going from \$28.64/hr to \$38.03/hr is a 32.8% increase in pay in three years.

If this is your current pay step...		At 1/1/23 your pay rate will be	Which is an increase of		By the end of the contract your rate will be*	Over the life of the contract, that's an increase of	
1st 6 mo.	\$20.60	\$23.00	\$2.40	11.7%	\$31.47	\$10.87	52.8%
2nd 6 mo.	\$20.60	\$23.90	\$3.30	16.0%	\$31.47	\$10.87	52.8%
2nd Year	\$22.15	\$24.90	\$2.75	12.4%	\$33.00	\$10.85	49.0%
3rd Year	\$23.47	\$26.10	\$2.63	11.2%	\$34.31	\$10.84	46.2%
4th Year	\$25.02	\$27.40	\$2.38	9.5%	\$35.45	\$10.43	41.7%
5th Year	\$26.70	\$28.80	\$2.10	7.9%	\$36.34	\$9.64	36.1%
6th Year	\$27.63	\$30.20	\$2.57	9.3%	\$37.15	\$9.52	34.5%
7th Year	\$28.64	\$31.40	\$2.76	9.6%	\$38.03	\$9.39	32.8%
8th Year	\$29.07	\$32.45	\$3.38	11.6%	\$38.74	\$9.67	33.3%
9th Year	\$29.59	\$33.25	\$3.66	12.4%	\$39.27	\$9.68	32.7%
10th Year	\$29.79	\$34.00	\$4.21	14.1%	\$39.98	\$10.19	34.2%
11th year	\$29.79	\$34.80	\$5.01	16.8%	\$39.98	\$10.19	34.2%
12th year	\$29.79	\$35.45	\$5.66	19.0%	\$39.98	\$10.19	34.2%

***Including the effects of pay scale increases a
advancing through the pay steps.**