

Air Transport International

TENTATIVE AGREEMENT 2025

Open: Monday, July 14th, 2025, 12:00pm ET
Close: Thursday, July 31st, 2025, 12:00pm ET

Association of Flight Attendants-CWA, AFL-CIO
afacwa.org

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DEFINITION IMPROVEMENT

Deadhead Transportation (Deadhead or Deadheading): The movement of a Flight Attendant from one duty reporting point to another or from a reporting point to a duty ending point at the direction of the Company while the Flight Attendant is not performing any assigned Flight Attendant duties. **It also includes movement of a Flight Attendant from or to her Home Base (if any) in connection with a Trip or travel to or from training.**

Deadhead Transportation may occur on a Company aircraft, via commercial flight or surface transportation.

SECTION 3: HOURS OF SERVICE, SCHEDULING AND RESERVE

- **Flight Attendant may request deadhead travel to or from a location other than their Home Base, in lieu of deadhead to or from the Home Base, provided the cost of tickets, duty, rest, days off, and per diem are each equal to or less than travel to their Home Base.**
1. **Bid Line Transition Period Procedures** – Flight Attendants will be compensated in accordance with Section 4.G.1 for days off lost due to transition conflicts or have such days off restored subject to trip and reserve coverage. If days off are restored, it may result in the Flight Attendant being placed on reserve for the remaining duty days of the trip that was dropped to accommodate restoring the lost days off. The Flight Attendant may request specific days to be restored, and every attempt will be made to honor this request, however the final decision will be at the Company's discretion. It is the Company's discretion whether to restore days or compensate the Flight Attendant.

Example 1: *Flight Attendant A has a carryover trip that requires them to work on 4 days off at the beginning of the new bid cycle. Upon contacting crew scheduling, they are advised that due to reserve/trip coverage the days off cannot be restored, and instead they will be compensated for the 4 days in accordance with Section 4.G.1.*

Example 2: *Flight Attendant B has a carryover trip that requires them to work on 4 days off at the beginning of the new bid cycle. Upon contacting crew scheduling, they are advised that their days off can be restored. Their next trip is a 10-day assignment. They may be taken off the 10-day trip and given 4 days off and be placed on reserve for the remaining 6 days. They will be pay protected for BUG, or actual, whichever is greater, but will not be less than the credit for the original line of flying.*

When booking Deadhead flights on commercial carriers that offer pre-selected seat assignments the Company will attempt to secure preferred seat assignments in aisle or window seats.

Regardless of duration, the Flight Attendant may expense, and the Company will reimburse, up to \$40.00 for any fee required during the booking or check-in process to select an economy class seat. If the Flight Attendant cannot be booked into a window or aisle economy-class seat, then such Flight Attendant will be paid an additional \$200 for each one-way trip.

Deadheading to another duty assignment at the end of a trip or assignment without an intervening rest period is permissible provided the total continuous duty time, including any flight duty and deadheading, does not violate any applicable FARs/CFRs.

International Deadhead - For AMC operations only, ATI will provide Premium Economy seating (e.g., Delta Premium Select or Delta Comfort, United Premium Plus, American Premium Economy, or equivalent classes on any carrier) for Flight Attendants deadheading on published Bid Line travel, subject to the following provisions:

Eligibility for Premium Economy:

- The awarded or assigned Trip has a published deadhead between the contiguous United States and: Japan, Singapore, and/or Bahrain.

- The Company will purchase no more than one (1) Premium Economy ticket per Trip, as published in the Bid Lines. If a Trip is reassigned to a different Flight Attendant, the Company will book Premium Economy for the replacement Flight Attendant only if the original qualifying ticket has not yet been purchased. The Company may, at its discretion, book Premium Economy for the replacement Flight Attendant, provided the original ticket has been fully refunded or if a transferable credit equal to the full cost of the replacement ticket is available and can be applied.
- If the Company initiates new long-haul international AMC flying, the Company and AFA will meet and confer on possible booking of Premium Economy seating for equivalent long-haul deadheads on those routes.

Booking Process:

- As soon as practicable following the award of monthly bids, the Company will book Premium Economy seats for eligible Flight Attendants.
- If Premium Economy is not available for an eligible Deadhead at the time of booking, the next lower available class of service will be provided. The Company will document availability at the time of purchase.
- The Company has full discretion to, and nothing will preclude the Company from booking a higher class of service.

If a Flight Attendant occupies an Economy seat on a Deadhead segment(s) for which the Flight Attendant otherwise would be entitled to Premium Economy pursuant to paragraphs 10 and 10.a., the Flight Attendant will be paid:

- A total of \$250 for each one-way Deadhead segment or sequence of segments, or
- A total of \$500 per round trip Deadhead if paragraph 10.c.(1). applies to both the inbound and outbound (i.e., round trip) Deadheads.

LONG STOPOVERS

The Company will provide a Flight Attendant using Company assigned deadhead an “Airline Club Pass” or hotel on the following terms:

- If an intermediate stop is scheduled or rescheduled in excess of 3.5 hours, the Company will provide, upon request by the Flight Attendant, and if not otherwise available to the Flight Attendant, an Airline Club Pass during such intermediate stop if such Airline Club is available. The Flight Attendant may claim, and expense for the Club Pass, and the Company will reimburse the Flight Attendant for such expense.
- If an intermediate stop is scheduled or rescheduled to be in excess of eight hours, the Company will provide, upon request by the Flight Attendant, a hotel room if the Flight Attendant can obtain more than six hours behind the door.
- If a qualifying Flight Attendant cannot be provided a hotel accommodation within two hours of advising the Company for the need of a hotel room, the Flight Attendant may book directly and then claim expense for the hotel and the Company will reimburse the Flight Attendant for such expense.
- Company Corporate Travel will use reasonable efforts to minimize the duration of stopover time when booking deadhead flights, while taking cost into consideration.

The Company will consider **availability and time balancing** in assigning reserve Flight Attendants. (deleted seniority)

A Reserve must be available for contact between the hours of **0600- and 1800 Local Time at the Flight Attendant’s Home Base** for every day of reserve duty.

A Reserve Flight Attendant **must check-in and acknowledge their assignment** at least 24 hours prior to the start of workdays. **This can be accomplished through any available systems such as automated check-in and notification, or phone call.**

SECTION 4: COMPENSATION AND BENEFITS

Hourly Rates of Pay

Flight Attendant compensation during the term of this Agreement shall be based on the following hourly pay scale for Bid Unit Guarantee hours:

10% DOS plus 3% out years

A Signing Bonus of one thousand (\$1,000) dollars will be paid to eligible flight attendants (see paragraph B.2.) on the first payroll period following DOR.

For each Bid Month, a Flight Attendant shall receive the greater of BUG or cumulative credited hours during the Bid Unit. Hours in excess of BUG will be paid at the Flight Attendant's hourly Rate of Pay.

(See BUG charts on following pages.)

Visit afacwa.org/ATI for
all Tentative Agreement
and Voting Information



HOURLY RATES OF PAY

YOS	DOS	DOS +1 (3%)	DOS +2 (3%)	DOS +3 (3%)
1	\$47.22	\$48.64	\$50.10	\$51.60
2	\$48.62	\$50.08	\$51.58	\$53.13
3	\$49.16	\$50.63	\$52.15	\$53.72
4	\$50.52	\$52.04	\$53.60	\$55.21
5	\$51.22	\$52.75	\$54.34	\$55.97
6	\$51.88	\$53.43	\$55.04	\$56.69
7	\$53.21	\$54.80	\$56.45	\$58.14
8	\$55.88	\$57.56	\$59.28	\$61.06
9	\$57.21	\$58.93	\$60.70	\$62.52
10	\$58.81	\$60.57	\$62.39	\$64.26
11	\$61.42	\$63.27	\$65.16	\$67.12
12	\$64.04	\$65.96	\$67.94	\$69.98
13	\$66.67	\$68.67	\$70.73	\$72.85
14	\$69.29	\$71.37	\$73.51	\$75.71
15	\$70.60	\$72.72	\$74.90	\$77.14
16	\$72.01	\$74.17	\$76.39	\$78.68

	Book	DOR	DOR+1	DOR+2	DOR+3		
		10%	3%	3%	3%		
1st yr	\$42.93	\$47.22	\$48.64	\$50.10	\$51.60		
2nd yr	\$44.20	\$48.62	\$50.08	\$51.58	\$53.13		
3rd yr	\$44.69	\$49.16	\$50.63	\$52.15	\$53.72		
4th yr	\$45.93	\$50.52	\$52.04	\$53.60	\$55.21		
5th yr	\$46.56	\$51.22	\$52.75	\$54.34	\$55.97	\$13.04	30.40%
6th yr	\$47.16	\$51.88	\$53.43	\$55.04	\$56.69	\$12.49	28.30%
7th yr	\$48.37	\$53.21	\$54.80	\$56.45	\$58.14	\$13.45	30.10%
8th yr	\$50.80	\$55.88	\$57.56	\$59.28	\$61.06	\$15.13	32.90%
9th yr	\$52.01	\$57.21	\$58.93	\$60.70	\$62.52	\$15.96	34.30%
10th yr	\$53.46	\$58.81	\$60.57	\$62.39	\$64.26	\$17.10	36.30%
11th yr	\$55.84	\$61.42	\$63.27	\$65.16	\$67.12	\$18.75	38.80%
12th yr	\$58.22	\$64.04	\$65.96	\$67.94	\$69.98	\$19.18	37.80%
13th yr	\$60.61	\$66.67	\$68.67	\$70.73	\$72.85	\$20.84	40.10%
14th yr	\$62.99	\$69.29	\$71.37	\$73.51	\$75.71	\$22.25	41.60%
15th yr	\$64.18	\$70.60	\$72.72	\$74.90	\$77.14	\$21.30	38.10%
16th yr	\$65.46	\$72.01	\$74.17	\$76.39	\$78.68	\$20.46	35.10%
		\$72.01	\$74.17	\$76.39	\$78.68	\$18.07	29.80%

Stepping through the Pay Scale

	\$74.17	\$76.39	\$78.68	\$15.69	24.90%
		\$76.39	\$78.68	\$14.50	22.60%
			\$78.68	\$13.22	20.20%

PAY RATES VS. DOR

	PAY RATE NOW	AT DOR YOU WILL EARN	INCREASE OF	
1st yr	\$42.93	\$47.22	\$4.29	10.00%
2nd yr	\$44.20	\$48.62	\$4.42	10.00%
3rd yr	\$44.69	\$49.16	\$4.47	10.00%
4th yr	\$45.93	\$50.52	\$4.59	10.00%
5th yr	\$46.56	\$51.22	\$4.66	10.00%
6th yr	\$47.16	\$51.88	\$4.72	10.00%
7th yr	\$48.37	\$53.21	\$4.84	10.00%
8th yr	\$50.80	\$55.88	\$5.08	10.00%
9th yr	\$52.01	\$57.21	\$5.20	10.00%
10th yr	\$53.46	\$58.81	\$5.35	10.00%
11th yr	\$55.84	\$61.42	\$5.58	10.00%
12th yr	\$58.22	\$64.04	\$5.82	10.00%
13th yr	\$60.61	\$66.67	\$6.06	10.00%
14th yr	\$62.99	\$69.29	\$6.30	10.00%
15th yr	\$64.18	\$70.60	\$6.42	10.00%
16th yr	\$65.46	\$72.01	\$6.55	10.00%

END OF CONTRACT COMPARISON

By the end of the contract, you will earn*	Which, compared to book, is an increase of:	
\$55.97	\$13.04	30.40%
\$56.69	\$12.49	28.30%
\$58.14	\$13.45	30.10%
\$61.06	\$15.13	32.90%
\$62.52	\$15.96	34.30%
\$64.26	\$17.10	36.30%
\$67.12	\$18.75	38.80%
\$69.98	\$19.18	37.80%
\$72.85	\$20.84	40.10%
\$75.71	\$22.25	41.60%
\$77.14	\$21.30	38.10%
\$78.68	\$20.46	35.10%
\$78.68	\$18.07	29.80%
\$78.68	\$15.69	24.90%
\$78.68	\$14.50	22.60%
\$78.68	\$13.22	20.20%

****from scheduled wage increases and progression through the wage scale***

Coral									
57.28 hours									
11/14/2022									
Over									
56									
BUG									
				Total		10%	hourly rate		DOR
				Total			all at		
1st yr	\$42.93	\$26.00	\$2,437.36	\$2,437.36	\$47.22	\$2,704.76	\$267.40	11.0%	
2nd yr	\$44.20	\$26.00	\$2,508.48	\$2,508.48	\$48.62	\$2,784.95	\$276.47	11.0%	
3rd yr	\$44.69	\$26.00	\$2,535.92	\$2,535.92	\$49.16	\$2,815.88	\$279.96	11.0%	
4th yr	\$45.93	\$26.00	\$2,605.36	\$2,605.36	\$50.52	\$2,893.79	\$288.43	11.1%	
5th yr	\$46.56	\$26.00	\$2,640.64	\$2,640.64	\$51.22	\$2,933.88	\$293.24	11.1%	
6th yr	\$47.16	\$26.00	\$2,674.24	\$2,674.24	\$51.88	\$2,971.69	\$297.45	11.1%	
7th yr	\$48.37	\$26.00	\$2,742.00	\$2,742.00	\$53.21	\$3,047.87	\$305.87	11.2%	
8th yr	\$50.80	\$26.00	\$2,878.08	\$2,878.08	\$55.88	\$3,200.81	\$322.73	11.2%	
9th yr	\$52.01	\$26.00	\$2,945.84	\$2,945.84	\$57.21	\$3,276.99	\$331.15	11.2%	
10th yr	\$53.46	\$26.00	\$3,027.04	\$3,027.04	\$58.81	\$3,368.64	\$341.60	11.3%	
11th yr	\$55.84	\$26.00	\$3,160.32	\$3,160.32	\$61.42	\$3,518.14	\$357.82	11.3%	
12th yr	\$58.22	\$26.00	\$3,293.60	\$3,293.60	\$64.04	\$3,668.21	\$374.61	11.4%	
13th yr	\$60.61	\$26.00	\$3,427.44	\$3,427.44	\$66.67	\$3,818.86	\$391.42	11.4%	
14th yr	\$62.99	\$26.00	\$3,560.72	\$3,560.72	\$69.29	\$3,968.93	\$408.21	11.5%	
15th yr	\$64.18	\$26.00	\$3,627.36	\$3,627.36	\$70.60	\$4,043.97	\$416.61	11.5%	
16th yr	\$65.46	\$26.00	\$3,699.04	\$3,699.04	\$72.01	\$4,124.73	\$425.69	11.5%	

Japan-Singapore		58 hours									
		11/14/2022								DOR	
		Over								Total -	
		56								all at	
		BUG		Total		10%		hourly rate			
1st yr	\$42.93	\$26.00	\$2,456.08	\$47.22	\$2,738.76	\$282.68	11.5%				
2nd yr	\$44.20	\$26.00	\$2,527.20	\$48.62	\$2,819.96	\$292.76	11.6%				
3rd yr	\$44.69	\$26.00	\$2,554.64	\$49.16	\$2,851.28	\$296.64	11.6%				
4th yr	\$45.93	\$26.00	\$2,624.08	\$50.52	\$2,930.16	\$306.08	11.7%				
5th yr	\$46.56	\$26.00	\$2,659.36	\$51.22	\$2,970.76	\$311.40	11.7%				
6th yr	\$47.16	\$26.00	\$2,692.96	\$51.88	\$3,009.04	\$316.08	11.7%				
7th yr	\$48.37	\$26.00	\$2,760.72	\$53.21	\$3,086.18	\$325.46	11.8%				
8th yr	\$50.80	\$26.00	\$2,896.80	\$55.88	\$3,241.04	\$344.24	11.9%				
9th yr	\$52.01	\$26.00	\$2,964.56	\$57.21	\$3,318.18	\$353.62	11.9%				
10th yr	\$53.46	\$26.00	\$3,045.76	\$58.81	\$3,410.98	\$365.22	12.0%				
11th yr	\$55.84	\$26.00	\$3,179.04	\$61.42	\$3,562.36	\$383.32	12.1%				
12th yr	\$58.22	\$26.00	\$3,312.32	\$64.04	\$3,714.32	\$402.00	12.1%				
13th yr	\$60.61	\$26.00	\$3,446.16	\$66.67	\$3,866.86	\$420.70	12.2%				
14th yr	\$62.99	\$26.00	\$3,579.44	\$69.29	\$4,018.82	\$439.38	12.3%				
15th yr	\$64.18	\$26.00	\$3,646.08	\$70.60	\$4,094.80	\$448.72	12.3%				
16th yr	\$65.46	\$26.00	\$3,717.76	\$72.01	\$4,176.58	\$458.82	12.3%				

Singapore-Diego Garcia 61.56 hours										
	11/14/2022				DOR					
	Over							Total -		
	56							all at		
	BUG			Total				hourly rate		
1st yr	\$42.93	\$26.00	\$2,548.64	\$47.22	\$2,906.86	\$358.22	14.1%			
2nd yr	\$44.20	\$26.00	\$2,619.76	\$48.62	\$2,993.05	\$373.29	14.2%			
3rd yr	\$44.69	\$26.00	\$2,647.20	\$49.16	\$3,026.29	\$379.09	14.3%			
4th yr	\$45.93	\$26.00	\$2,716.64	\$50.52	\$3,110.01	\$393.37	14.5%			
5th yr	\$46.56	\$26.00	\$2,751.92	\$51.22	\$3,153.10	\$401.18	14.6%			
6th yr	\$47.16	\$26.00	\$2,785.52	\$51.88	\$3,193.73	\$408.21	14.7%			
7th yr	\$48.37	\$26.00	\$2,853.28	\$53.21	\$3,275.61	\$422.33	14.8%			
8th yr	\$50.80	\$26.00	\$2,989.36	\$55.88	\$3,439.97	\$450.61	15.1%			
9th yr	\$52.01	\$26.00	\$3,057.12	\$57.21	\$3,521.85	\$464.73	15.2%			
10th yr	\$53.46	\$26.00	\$3,138.32	\$58.81	\$3,620.34	\$482.02	15.4%			
11th yr	\$55.84	\$26.00	\$3,271.60	\$61.42	\$3,781.02	\$509.42	15.6%			
12th yr	\$58.22	\$26.00	\$3,404.88	\$64.04	\$3,942.30	\$537.42	15.8%			
13th yr	\$60.61	\$26.00	\$3,538.72	\$66.67	\$4,104.21	\$565.49	16.0%			
14th yr	\$62.99	\$26.00	\$3,672.00	\$69.29	\$4,265.49	\$593.49	16.2%			
15th yr	\$64.18	\$26.00	\$3,738.64	\$70.60	\$4,346.14	\$607.50	16.2%			
16th yr	\$65.46	\$26.00	\$3,810.32	\$72.01	\$4,432.94	\$622.62	16.3%			

A Flight Attendant who performs flight duty and/or Deadhead Travel for flight duty during the Scheduled Day(s) Off shall receive four (4) hours of Pay above BUG at the Flight Attendant's hourly Rate of Pay and credit for hours derived from live flight duty and/or Deadhead in accordance with this Section.

b. A Flight Attendant who is called out or held over on a Scheduled Day(s) Off and does not perform any live flight duty or Deadhead Travel shall receive four (4) hours of Pay above BUG at the Flight Attendant's hourly Rate of Pay.

A Check Flight Attendant will receive an additional fifteen dollars (\$15.00) per hour in addition to their regular rate for all time served completing the assigned duties of the position.

Pay Shortage and Overpayments - At the Flight Attendant's request, any pay shortage, including earnings, per diem, extension, vol pay, cabin cleaning, over guarantee pay and junior assign pay of one hundred dollars (\$100) or more will be rectified by the Company within five (5) business days or less via direct deposit. Overpayments exceeding one hundred dollars (\$100) will be returned to the Company on an agreed upon repayment plan. Overpayments of one hundred dollars (\$100) or less will be corrected on the next pay date after the Flight Attendant has been notified.

SECTION 8: LEAVES OF ABSENCE AND SICK PAY

Bereavement Leave of Absence - In the event of a death in the Flight Attendant's immediate family, she/he shall be granted leave for up to three (3) consecutive days of work and will be pay protected for her/his BUG. Immediate family will be as defined as Spouse, Parent or Step-Parent, Legal Guardian, Child or Step-Child, Brother or Sister, Step-Brother or Step-Sister, Grandparent or Parent or Legal Guardian of Spouse.

SECTION 16: DURATION

Four years with a 365 day early open.

TENTATIVE AGREEMENT VOTING Q&A

Q

Am I Eligible To Cast a Ballot in the TA Vote?

- Eligibility to vote will be determined prior to the ballot mailing. This TA Summary booklet and balloting instructions will be provided to all Flight Attendants eligible to vote, including Flight Attendants who have the opportunity to become eligible during the voting process.
- All active AFA Members in good standing (dues current, active AFA Member) are eligible to vote. Members ineligible due to non-payment of dues will be notified when attempting to vote and directed to the AFA Membership Department to become current in order to vote.
- Inactive Members (Unpaid Leaves of Absence of more than 3 months, etc.) may choose to “leave and remain active” to continue payment of dues during the leave in order to be eligible to vote. Contact the AFA Ballot Help Line at (844) 232-2228, extension 2, to complete the process to “leave and remain active.”





Can anyone see my vote?

No. No one has access to how you voted. Once you have cast your ballot it is electronically sealed and cannot be connected to you. AFA uses a third-party vendor that ensures your vote is secret and secure.



Can I change my vote if I already voted?

No. Once you hit “submit,” your vote is cast, and it cannot be changed.



How can I be sure my vote has been recorded?

You will be issued a confirmation page/email. If you are voting over the phone, you may write down the confirmation number for your records. If you are voting online, you may print the screen containing your confirmation for your records.



I have questions, who can I talk to?

You can send your questions to taquestions@atifa.org and we'll get them answered.



2025 Tentative Agreement VOTING STEPS



STEPS TO VOTE BY INTERNET

Go to afacwa.org/elections and choose “Click Here to VOTE”

1. Enter your activation code
2. Write down your username
3. Create, confirm, and write down your password (8-digit numerical password)
4. Follow the prompts to cast your vote
5. Print your confirmation page or email

If you already activated your account for this ballot and have a username and password and need to complete your ballot:

1. Click “Already have an account”
2. Enter your username and password and complete your ballot

ⓘ IMPORTANT VOTING NOTES

- Remember once your vote is cast, it cannot be changed. Get all of your questions answered **before** you cast your vote!
- If you need a new Activation Code visit afacwa.org/elections
- The Voter Help Line number is 1-844-232-2228 ext. 2 is open (M-F) 9:30 am - 5:00 pm EST.

SCAN ME



For more information visit afacwa.org