

Changes from the Tentative Agreement

The new Tentative Agreement revises the terms of the January Tentative Agreement (TA). Included below is a summary of changes from the January TA. This is a summary provided for convenience. Members are encouraged to read the actual contract language in detail as the actual language will govern.

Scope

- Retained the strong scope language included in the January TA, including Labor Protective Provisions.
- Retained language (Section 1.B.4) stating any flight operated by US Airways Pilots will be operated by US Airways Flight Attendants; clarified language of what happens in the event US Airways pilots merge their seniority list with pilots of another carrier prior to US Airways Flight Attendants.
- Modified successorship language (1.C.1) to eliminate reference to one year in definition of multi-step successorship transactions.

Compensation/Expenses

- Modified pay scale:

Years of Service		Company Proposal			
		DOS	DOS+18	DOS+36	DOS+54
1st	Year	21.74	21.96	22.29	22.62
2nd	Year	22.98	23.21	23.56	23.91
3rd	Year	24.43	24.68	25.05	25.42
4th	Year	25.12	25.37	25.75	26.14
5th	Year	28.47	28.76	29.19	29.63
6th	Year	35.00	35.35	35.88	36.42
7th	Year	37.93	38.31	38.88	39.47
8th	Year	38.87	39.26	39.85	40.45
9th	Year	40.12	40.52	41.13	41.75
10th	Year	41.42	41.83	42.46	43.10
11th	Year	42.31	42.73	43.37	44.02
12th	Year	43.33	43.76	44.42	45.09
13th	Year	44.28	44.72	45.39	46.07
14th	Year	45.25	45.70	46.39	47.08
15th	Year	47.15	47.62	48.34	49.06

- New top step of \$47.15 on DOS.
- Top step is \$5.64 per hour (13.5%) above current East top step.
- Top step is \$9.56 per hour (25.4%) above current West top step.
- Reverted to East language on training pay (\$75 hour per training day).
- Eliminated crew meals on Non Transoceanic International (NTI) duty days with less than 8 block hours. Retained crew meals on all TI segments, domestic duty days of greater than 8 block hours, and NTI duty days of greater than 8 block hours.
- Deleted the \$20 per month of uniform allowance and included money in pay rates.

Sick

- Ability to call in well and pick up trip on ISAP/AIL with certain restrictions.
- A Reserve, may call in sick for each day of a block of reserve availability or for multiple days of a block of reserve availability.

Scheduling/Hours of Service

- Eliminated the involuntary pay and assignment process. Retained the stringent priority of trip assignment language from East contract.
- Eliminated the 66 duty period hours in 168 hour limitation; included 35 block in 7.
- Rigs revert to those specified in the East contract (Variable Minimum=5:00, Pairing Rig=1 for 3.5, Duty Rig=1 for 2.25(0600-2159) and 1 for 2 (2200-0559)
- Added additional rest for duty periods scheduled with greater than 9 block hours. (11 hours rest not reducible below 9 hours)

Reserve

- Eliminate same day extensions of On Premise Reserve (OPR) from four to six hours.
- Eliminated crew scheduling discretion regarding working on or into off days (negotiated language specifying under what circumstances and how processed.)
- Modified Reserve Availability Period (RAP) language to state that pairings must depart within two hours of the end of the RAP (modification from January TA which specified pairing must depart within the RAP.)
- A Reserve has the option to extend the end of her/his RAP.
- Modified Open and Closed group language to allow Reserve to take a TI trip, a pure NTI trip, or a one day pairing equal to or greater than eight block hours even if her/his group is closed.
- Hours on Aggressive Reserve earned prior to reaching forty hours of pay and credit (Company Time) in a month will count towards timing out. Once a Reserve has reached forty hours of Company Time, any additional hours flown on Aggressive Reserve status above the forty hours will not count towards timing out.

Other

- Eliminated the requirement to have international or lead experience for Cabin Service Director (CSD) program.
- If Flight Attendant does not pass CSD program, she/he can try again after six months (Changed from one year in the January TA.)
- Modified jumpseat procedure to allow Flight Attendants the option to wait for an open passenger seat before accepting jumpseat.
- Modify implementation timeline to eliminate Transoceanic International (TI) pay for domestic segments flown by pilots date of signing rather than at PBS implementation. Flight Attendants will continue to get TI pay for domestic segments of International pairings.
- Modified implementation timing to address issue of implementation of new pilot regulations and impact of merger discussions on implementation of PBS and related scheduling systems.
- No furloughs due to PBS, scheduling or reserve systems, hours of service, or the end of co-pairing.