



# AFA/US Airways Tentative Agreement Summary

August 10, 2012

The following is a summary of highlights of the US Airways Flight Attendant Tentative Agreement reached August 7, 2012. This is provided as an overview and all members are encouraged to read the actual text of the Tentative Agreement which will be posted online at [www.ourafa.org](http://www.ourafa.org), [www.afausairways.org](http://www.afausairways.org), [www.afa66.org](http://www.afa66.org) and on Wings the week of August 13. In addition, the full Tentative Agreement will be printed for distribution in the crew rooms across the system later next week. This is only a summary - the actual contract language will govern.

## SECTION \_\_\_\_\_ SCOPE

- Scope Section based on East contract language - retains industry-leading job and wage protections in the event of a merger.
- New provision that adds additional protection: any flight time operated by US Airways pilots shall include Flight Attendants on the US Airways System Seniority list. 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.
- Improved successorship language - requiring advance notice of this Agreement to any potential successor or potential merger partner. Modified successorship language (1.C.1) to eliminate reference to one year in definition of multi-step successorship transactions.
- Labor Protective Provisions retained, with the exception of the home purchase protection. LPP's include:
  - Three years of income maintenance if income reduces in the event of a merger.
  - Displacement allowance for up to five years at sixty percent of salary, plus health care.
  - At the Flight Attendant's option, severance pay of up to one year of salary in lieu of displacement allowance.
  - Moving expenses as provided for in the collective bargaining agreement.

The LPPs are industry-leading because they place a heavy financial penalty on management if Flight Attendant jobs and income are not maintained in a merger. Importantly, this protects Flight Attendant jobs and income.

- Retained partial transaction language which provides protections in the event of partial sales of the airline.
- Minimum aircraft requirements retained as long as pilot language remains unchanged.

## SECTION \_\_\_\_\_ COMPENSATION

- 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.

<b>New Compensation Wage Chart</b>				
Years of Service	Effective Date (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

- Out year increases of 1%, 1.5%, and 1.5% at 18, 36 and 54 months.
- Minimum Guarantee:
  - 71 for Lineholders;
  - 75 for Reserves. Increased from current West reserve guarantee of 70 hours and current East reserve guarantee of 73.
- Added E190 senior pay - other Senior and AFT premiums in East contract retained.
- Holding pay uses East \$7 an hour calculation (Improvement for West since it's not prorated)
- Understaffing Pay: \$10.50 (Current East.)
- International Pay: \$3 for Transoceanic International and Non-Transoceanic International (Current East).
- Training pay: \$75 hours pay per day for Recurrent Training and \$75 pay per day for Home Study.
- Limit to length of Training Day of 16 hours (DH to Training-Training-DH to Domicile)
- Holiday Pay: Uses current East formula; changed Memorial Day to Thanksgiving Day.
- Deleted the \$20 per month of uniform allowance and included money in pay rates.
- Additional improvements in Bereavement leave.

**SENIOR PAY PREMIUMS**

Aircraft Type	Domestic	International (TI & NTI)	TI CSD
<b>E190*</b>	<b>\$1.25</b>	<b>\$1.25</b>	
B737-300/400	\$2.50	\$2.50	
A319/A320	\$2.50	\$2.50	
A321	\$3.25	\$3.25	
B757	\$2.75	\$3.75	\$5.75
B767	\$3.25	\$6.50	\$7.50
A330	\$3.25	\$6.50	\$7.50

**AFT LEAD PAY PREMIUMS**

Aircraft Type	Domestic	International (TI & NTI)
B737-300/400	--	--
A319/A320	--	--
A321	--	--
B757	\$1.00	\$1.75
B767	\$1.00	\$1.75
A330	\$1.00	\$1.75

**SECTION \_\_\_ EXPENSES**

- Per Diem: (Current East).
 

Domestic	International
\$2.00	\$2.20
- Retained pilot me-too on per diem.
- 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. Eliminated crew meals on Non Transoceanic International (NTI) duty days with less than 8 block hours.
- \$25 in lieu of domicile parking. Available to any Flight Attendant.

**SECTION \_\_\_ SICK**

- 100 percent pay and credit for every sick call.
- 54 hours accrual per year. (Current East is 60 hours at 70 percent pay; Current West is 45 hours at 100 percent paid only up to 75 hours. This produces a 29% increase in potential sick leave pay on the East and a 20% increase in potential sick leave pay on the West, plus the ability to carry over from year to year.)
- Two year East Short Term Disability bridge to allow West Flight Attendants to establish initial sick leave bank.
- Use East rules on Dr's notes (after four occurrences) and only calling in sick once per trip (Current West - each day of a trip is considered a separate sick call).
- Medical leave or doctor's note only required after 21 days (Current East.)
- 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.

**SECTION \_\_\_\_ DEADHEAD**

- All Deadhead segments pay 100% Pay and Credit (effective Date of Signing).

**SECTION \_\_\_\_ VACATION**

Years of Active Service	Days per Year
1-4	7 days
5	10 days
6	12 days
7-9	14 days
10-12	18 days
13-15	21 days
16-17	23 days
18-25	31 days
26+	35 days

- Daily rate = 4 hours for seven day blocks and 3.5 for less than seven days.
- Modified East vacation rates (reduction for West).
- May bid in less than seven day blocks as per East agreement.
- Right to vacation buyback (bid on an annual basis.)

**SECTION \_\_\_\_ RESERVE**

- Increase Reserve Guarantee to 75 hours.
- Variable minimum of 5:00 for all reserve trip assignments.
- Seniority-based system for assigning trips.
- Eliminate 24 hour call and institute a Reserve Availability Periods (RAP).
- RAP cannot be longer than 12 hours and Reserve is only required to be "contactable" during the RAP
- Includes the following changes from the January TA:
  - Eliminate same day extensions of OPR from four hours to six hours.
  - Eliminated crew scheduling discretion regarding working on or into off days (negotiated language specifying under what circumstances and how processed.)
  - Modified RAP language to state that pairings must report within two hours of the end of 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 in a month will count towards timing out. Once a Reserve has reached forty hours, any additional hours flown on Aggressive Reserve status above the forty hours will not count towards timing out.

## **SECTION \_\_\_ SCHEDULING**

- No Furlough Side Letter – no furloughs as the result of implementation of PBS, Scheduling, Hours of Service, Reserve Sections, or the discontinuation of co-pairing.
- PBS implemented 18-24 months into Agreement.
- Modified language related to the impact of merger discussions on implementation of PBS and related scheduling systems.
- Detailed PBS rules negotiated in the contract.
- Union involvement in all facets of PBS
- Split trips will pay 5:00 when assigned to a Reserve or picked up by a Lineholder. (improvement through elimination of actual time provision in current East contract)
- Limits on aircraft swaps per duty period
- Company pays for FLICA, or substitute, upon implementation of PBS.
- Work under current contractual rules (East and West) for 18 to 24 months until implementation of PBS/ISAP and related scheduling systems, except as specified below.
  - East Flight Attendants co-paired with pilots until the implementation of the new pilot FARS.
  - The Company cannot end co-pairing prior to October 1, 2013.
  - In the event the Company ceases co-pairing, East Flight Attendants will be offered the protections of the negotiated TA, including the new Hours of Service provisions, strengthened rescheduling rules, and penalty pay for violations of rescheduling rules.
  - Flight Attendants will continue to be co-paired with pilots on TI pairings.

## **ISAP**

- New and improved Scheduling Adjustment Process which runs after monthly bid awards and then daily.
- Can conduct transactions between 40 hours and line maximum. Conducts transactions with company open time or other Flight Attendants.
- ALL function in ISAP:
  - Ability to drop touching trips regardless of staffing.
  - No daily limits but monthly limits can be triggered.
  - Replaced weekend restriction with holiday restriction.
  - Eliminated requirement to meet monthly flying obligation.
- Real time ETB board.
- Red flagged pairings (West – Volunteer Fly). Paid at 125% of pairing value.

## **RESCHEDULING**

- Strengthened East rescheduling rules: A “Flight Attendant should not be removed from her/his pairing unless all options have been utilized to prevent a cancellation or delay including assignment to any available Reserve or OPR.”

- Maintains current East, Illegal Through No Fault, Last Trip of the Month, Crew and Equipment Substitution pay protections.
- Eliminates West guarantee reserve process when flights are canceled. Cancellation pay replaced with pay protections based on last trip of the month, crew substitution, and illegal through no fault.
- New language imposing penalty pay for management violations: "Once a Flight Attendant has commenced a pairing, any violation of the Scheduling, Hours of Service, International, LOD/O or Reserve Sections of this Agreement shall be paid at time and a half for the entire pairing (100% pay and credit and 50% pay no credit)."

## **HOURS OF SERVICE**

- Rigs as specified in the East contract
  - Variable Minimum = 5:00,
  - Trip Rig = 1-for-3.5,
  - Duty Rig = 1-for-2.25 (0600-2159) and 1-for-2 (2200-0559)
- New duty and rest based on new pilot regulations:
  - More rest on layovers: 9:30 report to release (10:45 block to block).
  - Increased Home Domicile Rest to 10 hours (11:15 block to block)
  - Duty day length varies by time of check in.
  - Number of legs limited by both duty day length and time of check in.
  - Ability to do high value one day turns with leg limitations.
  - Added additional rest for duty periods scheduled with greater than 9 block hours. (11 hours rest not reducible below 9 hours)
  - 35 block hours in 7 days. (35-in-7 waivable at Flight Attendant option)
- No more than 30% four day pairings in all domiciles.
- Voluntary waiver of duty day providing pay incentive for Flight Attendants opting to fly past their contractual duty time limitations.

## **SECTION\_\_INTERNATIONAL**

- Co-paired with pilots on TI pairings.
- All Duty and Rest rules the same as the pilots for TI pairings.
- Premium pay for flying 16 to 18 hours — 200% pay for the duty period.
- Modify implementation timeline to eliminate TI pay for domestic segments flown by pilots, date of signing rather than at PBS implementation.
- Includes Cabin Service Director (CSD) program upon the implementation of PBS.
  - Eliminated the requirement to have international or lead experience for 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.)

## **DURATION**

The Tentative Agreement contains the same duration – five years with one year early opener. This provides protections and continued improvements in a merger during a new negotiations for a single agreement.