



Flight Attendant Contract Comparison

**United—Continental
Micronesia**

PAY

UAL	CMI
Maximum Pay Per Hour – Domestic	Maximum Base Pay Per Hour
\$39.75 per hour	\$50.03 per hour (\$52.00, Jan 2011)
Sec. 5, A Pg 25	Sec. 6, A 1 Pg 6-1

Year	UAL	CMI	CMI % Higher
1	\$18.46	\$18.00	-2.5%
2	\$19.50	\$20.00	2.6%
3	\$20.76	\$22.50	8.4%
4	\$21.34	\$26.28	23.1%
5	\$24.19	\$28.19	16.5%
6	\$31.83	\$32.70	2.7%
7	\$33.53	\$34.75	3.6%
8	\$34.37	\$36.52	6.3%
9	\$35.48	\$37.85	6.7%
10	\$36.61	\$39.88	8.9%
11	\$37.42	\$41.01	9.6%
12	\$38.30	\$43.05	12.4%
13	\$39.14	\$44.62	14.0%
14	\$39.75	\$46.60	17.2%
15	\$39.75	\$50.03	25.9%
16	\$39.75	\$52.00 (Jan 2011)	30.8%

UAL	CMI
Maximum Pay Per Hour – International \$43.14 per hour Sec. 5, A Pg 26	Maximum Pay Per Hour – International Base Pay \$50.03 per hour (\$52.00 Jan 2011) Sec. 6, A1 Pg 6-1
Narrow Body Purser Pay – Domestic (includes: 757 & 739) \$1.99 per hour Sec. 5, B Pg 27	Narrow Body (160 or fewer seats) Lead Pay \$2.00 per hour Sec. 6, J Pg 6-6
Wide Body Purser Pay - Domestic \$3.96 per hour Sec. 5, B Pg 27	Wide Body (more than 160 seats) Lead Pay \$3.00 per hour Sec. 6, J Pg 6-6
747 Aft Purser Pay - Domestic \$2.19 per hour Sec. 5, B Pg 27	
Purser Pay - International WIDE BODY EQUIPMENT B-747, DC-10, B-767, B-777 \$6.16 NARROW BODY EQUIPMENT (includes: 757) \$3.96 B-747 Aft Purser \$2.63 Such compensation shall be paid on a per hour basis for aircraft flown.	International Service Manager (ISM) Pay 1st ISM year: 20% above base rate in A1. above, up to \$5.50/hour. 2nd ISM year: 25% above base rate in A1. above, up to \$6.50/hour. Plus \$1.00 per credit hr. Sec. 6, E Pg 6-3
Per Diem - Domestic \$1.50/hr.	Per Diem – Domestic N/A
Per Diem - International \$1.75/hr.	Per Diem – International \$2.50/hr.

	UAL	CMI	Difference
International Per Diem	\$1.75	\$2.50	42.9%

UAL	CMI
747 Galley Pay B-747 Lower Galley, aft & forward \$0.97 per hour Sec. 5, B Pg 28	Galley Pay Galley F/As on 757 and widebody aircraft on international flights \$1.00 per hour. Sec. 6, V Pg 6-8

<p>First Class Galley – Main Deck for 747-400, 747-200 with more than 24 passenger seats (currently none in fleet) \$0.97 per hour Sec. 5, B Pg 28</p>	
<p>Language Speaker Pay \$1.54 per hour Such compensation shall be paid on a per hour basis for aircraft flown and for all credited time except sick leave and vacation.</p>	<p>Language Speaker Pay \$3.00 per hour for first mandatory 3yrs \$5.00 per hour thereafter Sec. 6, Q Pg 6-7</p>
<p>No Incentive Pay option</p>	<p>Incentive Pay Rates Flight Attendants will be paid incentive pay for all flight hours actually worked in excess of 75 hrs per month, including vacation and deadhead. No incentive pay beyond one hundred and ten (120:00) hours in a given bid month. Incentive pay: \$5.00 / hour Sec6, B</p>
<p>No Basic Language Pay</p>	<p>Basic Language Pay The company will pay all employees not assigned a language specialty base a premium of \$2.00 per flight hour actually worked inclusive of deadhead and vacation provided the employee pass a basic language test.</p>

	UAL	CMI
ISM Pay	\$6.16 widebody	\$7.50
	\$3.96 narrowbody	
Narrowbody Lead	\$1.87	\$2.00
Language	\$1.54	\$3.00/\$5.00
Galley Pay	None*	\$1.00
Incentive Pay	None	\$5.00

UAL	CMI
<p>Vacation Pay Two hours, thirty-six minutes (2:36) per day</p>	<p>Vacation Pay The total value of trips missed within the vacation period or three hours (3:00) per day, whichever is greater. (3:15 effective 1/1/2011)</p>
<p>Reserve Vacation Pay Maximum of Three hours, fifty-seven minutes (3:57) per day, depending on the number of days in the month.</p>	

UAL	CMI
No Drug & Alcohol testing pay	Drug & Alcohol Testing Pay A flight attendant shall receive, in addition to all other compensation \$20.00 for each instance s/he is required to submit to random drug/alcohol testing.
Understaffing Pay Each Flight Attendant working the flight will be compensated at the rate of Five Dollars (\$5.00) per hour or fraction thereof for each Flight Attendant absent, block to block and for holding time when a meal is served. Sec. 5, H Pg 29	Short Crew Pay \$50.03 X flight hours X # of missing crew Amount divided evenly between working crew. Sec. 6, D Pg 6-3
Night Pay Thirty-Five Cents (\$.35) per hour, prorated, for each actual flight hour worked between the hours of 2200-0600. Sec. 5, I Pg 30	Starlight Pay Flight attendants shall receive an additional fifty cents (\$0.50) for each block hour (prorated for partial hours) actually flown between the hours of 2200 and 0600. Sec. 6, C Pg 6-2
Out-of-Base Parking \$25 / month	Out-of-Base Parking \$30 / month
Holiday Pay Hourly rate of pay times the credited flight time for the ID, divided by the number of hours away from home, times the number of hours away from home falling within the holiday. (Hourly Rate X Trip Flight Time) ÷ TAFB X The Number of Hours Falling on the Actual Holiday Sec. 5, L Pg 33	No Holiday Pay
Call-Out Pay A Flight Attendant at her/his home domicile who is called to the airport to fly and does not fly, shall receive a minimum credit for two (2) hours for flight time limitation and pay purposes.	Reserve Show-No-Go Pay A reserve flight attendant who reports for duty and is subsequently released shall receive two hours (2:00) show-no-go pay. Sec. 4 I Pg. 5-49
Holding Time Flight Attendants shall receive one-half (1/2) credit for pay purposes, including premium pay and language pay when applicable, on an actual minute basis for all holding time, in excess of ten (10) minutes beyond scheduled ground time or block arrival time. Sec. 8, H Pg 51	Holding Pay Flight attendants will be paid \$15.00 per hour pro rata by minute as holding pay, for all unscheduled ground time over thirty minutes (:30) if required to remain with passengers or perform customer service duties. Flight attendants will be paid such holding pay in addition to all other compensation. Sec. 7, H 9 Pg 7-33
Reserve Override In addition to Paragraph D above, a reserve shall be compensated at the following rate prorated for each credited flight hour: \$1.93 Sec. 5, E Pg 29	No Reserve Override
Reserve Minimum Guarantee 75 hours per month	Reserve Minimum Guarantee 80 hours per month
Reserve	
UAL	CMI
Reserve Minimum Guarantee 75 hours per month	Reserve Minimum Guarantee 80 hours per month (Includes 5 hrs at incentive rate)
Minimum Days Off - Reserves A reserve shall be relieved of all duties for eleven (11) calendar days each month at her/his domicile.	Minimum Days Off - Reserves Regular reserve lines will be published with a minimum of ten (10) days off; (more days may be built into reserve lines.)

UAL	CMI
<p>Legal Rest Provisions Twelve (12) hours free from duty at the home domicile.</p>	<p>Legal Rest Provisions Ten (10) hours free from duty at the home domicile.</p>
<p>Reserve Rotation With the exception of the top Twenty-Five per cent (25%) of each domicile, who are exempt from reserve rotation, every Flight Attendant will be designated either "A" or "B" for identification. Sec. 10, A Pg 80</p>	<p>No Reserve Rotation – Straight Reserve</p>
<p>Full Time Reserve Continuous reserve status for five (5) years or until such time as their seniority allows them to be awarded a line of flying. After such five (5) year period, they shall be designated "A" or "B" and will serve on reserve status in accordance with their seniority and group designation. Sec. 10, A Pg 80</p>	<p>Reserve Straight reserve, until the Flight Attendant can hold a line or move-up line.</p>
<p>Reserve Override In addition to Paragraph D above, a reserve shall be compensated at the following rate prorated for each credited flight hour: \$1.93 Sec. 5, E Pg 29</p>	<p>No Reserve Override</p>
<p>Reserve Guarantee Reduction A reserve shall be guaranteed ten (10) hours of incentive pay, in addition to base pay, for the month, provided that when a reserve is unavailable for duty on a without pay basis, her/his minimum guarantee will be reduced by three hours and fifty-seven minutes (3:57) (1/19th) in a thirty (30) day month and three hours and forty-five minutes (3:45) (1/20th) in a thirty-one (31) day month for each day unavailable for scheduled duty. Sec. 5, D Pg 29</p>	<p>Reserve Guarantee Reduction On reserve lines built with more than ten (10) days off, the reserve guarantee will be reduced by four (3) hours for each day off in addition to ten (10). A regular reserve flight attendant who is involuntarily assigned a line with more than ten (10) days off may, at her/his option, contact crew scheduling to restore reserve day(s) and corresponding guarantee, provided that such restored line retains a minimum of ten (10) days off. Ism reserve lines will be built with 12 days off. Sec. 7, H,Pg. 7-28</p>
<p>Call-in Reserves and Ready Reserves A minimum of sixty-five percent (65%) of a domicile's reserves will be assigned to Call-In status. Sec. 10, A Pg 83</p>	<p>Call-Out and Ready Reserves Reserve time in each base will be constructed so that a minimum of fifty percent (50%) of the reserve time is Call-out reserve. May indicate am/pm preference. Sec. 7, Hc Pg. 7-30</p>
<p>Day Off Trade The trade must be submitted via computer at least two (2) days prior to the first day involved in the trade.</p>	<p>Day Off Trade A reserve may trade days off via computer with another reserve in her/his base. One (1) day advanced notice.</p>
<p>Picking Up Open Flying In order to avoid drafting, a reserve may, at her/his option pick up open flying on or into scheduled days off.</p>	<p>Reserve Trip Pick-up Reserves who are returning to duty from a day(s) off, including vacation days, personal drop days, personal leaves of absence and twenty-four (24) hour breaks containing a calendar day or who are unassigned after completing Airport Alert may pick up any trip in open time for the next day departing before 1100 local time. Any Trip after 11am they are subject to being bumped.</p>

UAL	CMI
<p>Reserve Vacation Pay</p> <p>Maximum of Three hours, fifty-seven minutes (3:57) per day, depending on the number of days in the month.</p>	<p>Reserve Vacation Pay</p> <p>Three hours (3:00) per day. (3:15 effective Jan 2011)</p>
<p>Call-Out Time</p> <p>Minimum call-out time will be four (4) hours prior to departure time.</p>	<p>Call-Out Time</p> <p>Minimum call-out time will be two (2) hours prior to pairing check-in.</p>

International	
UAL	CMI
<p>Maximum Pay Per Hour – International</p> <p>\$43.14 per hour</p> <p>Sec. 5, A Pg 26</p>	<p>Maximum Pay Per Hour – International Base Pay</p> <p>\$50.03 per hour. (\$52.00 effective Jan 2011)</p> <p>Sec. 6, A 1 Pg 6-1</p>
<p>Per Diem - International</p> <p>\$1.75 per hour</p>	<p>Per Diem – International</p> <p>\$2.50 per hour</p>
<p>Language Speaker Pay</p> <p>\$1.54 per hour</p> <p>Such compensation shall be paid on a per hour basis for aircraft flown and for all credited time except sick leave and vacation.</p>	<p>Language Speaker Pay</p> <p>\$3.00 per hour for 1st 3 years \$5.00 per hour thereafter</p> <p>Sec. 6, Q Pg 6-7</p>
<p>Purser Pay - International</p> <p>WIDE BODY EQUIPMENT B-747, DC-10, B-767, B-777 \$6.16</p> <p>NARROW BODY EQUIPMENT (includes 757) \$3.96 B-747 Aft Purser \$2.63</p> <p>Such compensation shall be paid on a per hour basis for aircraft flown.</p>	<p>International Service Manager (ISM) Pay</p> <p>1st ISM year: 20% above base rate in A 1. above, up to \$5.50/hour.</p> <p>2nd ISM year: 25% above base rate in A. above, up to \$6.50/hour.</p> <p>Plus \$1.00 per credit hour</p> <p>Sec. 6, E Pg 6-3</p>
<p>International Domiciles</p> <p>The total number of International Flight Attendant block hours assigned to U.S. domiciles shall not be less than sixty percent (60%) of the total International Flight Attendant block hours flown in any schedule month.</p> <p>(International bases fly up to 40% of the International flying.)</p>	<p>Recognition</p> <p>This Agreement shall be applicable to all flight attendants assigned to cover Continental Micronesia Inc flights whose terms and conditions of employment are governed by the RLA. Employees subject to the RLA performing flight attendant duties shall hold positions on the system seniority list in accordance with the terms and conditions of this agreement.</p>

UAL	CMI
<p>Language Speaker Staffing The Company may designate the number of language qualified positions on each flight which can be awarded only to language qualified Flight Attendants. The maximum number will be: Widebodied aircraft – 2 Narrowbodied aircraft – 1</p>	<p>Language Speaker Staffing Current staffing level of 1 on 737 and 3 on 767 aircraft. Contract provides for up to 50% language staffing. When language qualified F/As are not available the company may utilize foreign nationals to temporarily meet these requirements as follows: 1 position on all aircraft with 160 customer seats or less; 2 positions on DC-10/757 and 4 on 747. While there are active foreign nationals, no union F/A can be furloughed.</p>
<p>Language Speaker Positions Flight Attendants assigned to language qualified positions shall work non-premium positions. The cabin position will be assigned in briefing in accordance with Section 9.C.6.</p>	<p>Language Speaker Positions Language speaker positions are designated by Inflight and are bid positions.</p>
<p>International Duty Time Multi / Non-Stop with Flt/Dhd time equal to or less than eight (8) hours: Max Sched - 13, Max Actual – 15 Multi / Non-Stop with Flt/Dhd time greater than eight (8) hours: Max Sched - 14, Max Actual – 16 Non-Stop with Flt/Dhd time of 11:30 - 12:00 hours: Max Sched - 14:30, Max Actual - 16:30</p>	<p>International Duty Time The maximum duty limitations shall be sixteen hours (16:00) scheduled; seventeen hours and thirty minutes (17:30) actual. In the case of irregular operation fa’s may be required to exceed these duty limitations to deadhead, deadhead must begin before the end of actual duty. Sec 7, B 7, Pg. 7-6</p>
<p>International Duty Time Maximum On non-stop flights of more than twelve (12) hours, actual duty time may exceed the combination of check-in, flight time, customs and debriefing time by a maximum of three (3) hours. Under no circumstances shall a Flight Attendant be required to remain on duty in excess of the above limitations.</p>	<p>International Duty Time Maximum 16:00 scheduled, 17:30 actual.</p>
<p>Layover Crew Rest Flt/Dhd Time 0-8:00 hours: Min Blk to Blk: 11 / Min Hotel: 9 8:01-10:00 hours: Min Blk to Blk: 18 / Min Hotel: 16 10:01-14:00 hours: Min Blk to Blk: 22 / Min Hotel: 20 Over 14:00 hours: Min Blk to Blk: 33 / Min Hotel: 30 Between US and Japan: Min Blk to Blk: 22 / Min Hotel: 20</p>	<p>Layover Crew Rest</p> <ul style="list-style-type: none"> • Nine hours (9:00) block in to block out at a layover station. • Actual rest periods may not be less than: Eight hours and forty-five minutes (8:45) block in to block out at a layover station. • Flight attendants scheduled for a duty day of 14:01 to 16:00 hours will be scheduled for the following minimum rest period: <ul style="list-style-type: none"> ○ Twelve hours (12:00) free from duty. ○ Ten hours (10:00) free from duty provided the next rest period is fourteen hours (14:00) free from duty. <p>Sec 7 B9-11 Pg. 7-7</p>

	UAL	CMI
Dom Scheduled Duty Time	13	N/A
Dom Actual Duty Time	14.5	N/A

	UAL	CMI
Intl Scheduled Duty Time	14	16
	UAL	CMI
Intl Actual Duty Time	16	17.5
Ultra-Long Haul Max Duty	Checkin, Flight Time, Debrief + 3:00	16 scheduled, 17:30 actual
Report Time, Dom NB	1:00	1:00
Report Time, Intl WB	1:45	1:15
Rest at Base (Dom)	10:00	10:00
Rest at Base for RSV	12:00	10:00
Scheduled Rest at Layover Point	9:00 free from duty	9:00 b-t-b

	UAL	CMI
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UAL	CMI
<p>PBS Contract language provides for a Preferential Bidding system. Sec. 9, C Pg 57</p>	<p>PBS CMI agrees to refrain from implementing any new bid system without first entering into agreement with IAM. Sec 7 A2, Pg 7-1</p>
<p>Crew Bid Positions Purser positions are bid for and assigned in seniority order. All other positions are assigned in seniority order during the preflight briefing. Sec. 9, C Pg 58</p>	<p>Crew Bid Positions All positions are bid for and assigned in seniority order during monthly bidding and trip trading.</p>
<p>Minimum Days Off A lineholder shall be scheduled for a minimum of ten (10) calendar days off each month at her/his domicile free of all duties.</p>	<p>Minimum Days Off Flight attendants available for a full bid month will have a minimum of eight (8) days off at their base.</p>
<p>Line Bidding At all domiciles and co-terminals, lines of flying will be posted for bidding. Bids will remain posted for at least seven (7) consecutive twenty-four (24) hour periods and shall be awarded as soon as possible after the close of bidding. Whenever possible, the schedule will be as follows: <ul style="list-style-type: none"> • Posted no later than 0800 Hours of the 10th • Closed 0800 Hours of the 17th • Awarded no later than 0800 Hours of the 20th Sec. 9, C Pg 57</p>	<p>Line Bidding Bid packets shall be distributed in each domicile no later than the fifteenth of each month unless unusual circumstances prevent such timely distribution. Bid packets will reflect positions/assignments. Bids shall close no earlier than six (6) days after distribution. Note: Bid awards are available on-line the same day bids close.</p>
<p>Construction of Lines of Flying Lines of flying shall be constructed so that the average of all lines at each domicile is not less than sixty-nine (69) hours. Average should not exceed eighty-four (84) hours. Sec. 9, A Pg 54</p>	<p>Line Construction Flight attendants who are awarded any line with less than seventy hours (70:00) original flight time line projection will be pay protected up to seventy hours (70:00). Maximum line value: 97 hrs.</p>

UAL	CMI
<p>Minimum Days Off - Reserves A reserve shall be relieved of all duties for eleven (11) calendar days each month at her/his domicile.</p>	<p>Minimum Days Off - Reserves Regular reserve lines will be published with a minimum of ten (10) days off;</p>
<p>Domestic Flight Time Limitations Ninety-two (92) hours of credited flight time shall constitute the maximum for a Flight Attendant in the first month of the calendar quarter, one hundred eighty-four (184) hours for the first two (2) months of the calendar quarter and two hundred sixty-one (261) hours shall constitute the combined maximum for the full calendar quarter.</p>	<p>No maximum flight time limitations. In addition, a Flight Attendant may drop their line value to 50 hours.</p>
<p>Notwithstanding the provisions of sub-paragraphs 1, 4, 5 and 7 above, a Flight Attendant may, at her/his option, elect to project (i.e., pick up open flying, trip trade, accept a reassignment) to ninety-seven (97) or one hundred (100) hours for the first month of the quarter, one hundred ninety-four (194) or two hundred (200) hours for the first two (2) months of the quarter and two hundred seventy-six (276) or three hundred (300) hours for the full quarter. Once the Flight Attendant elects the 97/194/276 option, it will apply to the remainder of the quarter, except when the Flight Attendant elects the 100/200/300 option, which will then apply to the remainder of the quarter. F/As may drop to zero (0) hours.</p>	
<p>Thirty (30) In Seven (7) Limitation For schedule planning purposes, flight schedules may not be arranged to exceed thirty (30) flight hours in any seven (7) consecutive twenty-four (24) hour periods.</p>	<p>No 30 in 7 limitations</p>
<p>Prudent Commuter Policy Onboard Service management will evaluate on an individual basis when flight attendants who exercise prudent judgement when commuting to work, including having a primary and secondary commuter flight. If a flight attendant arrives at base and cannot be reassigned, he/she is given a DNF (Missed Trip.)</p>	<p>Conscientious Reporting Program (Commuter Policy) N/A</p>
<p>No Jetway Trades</p>	<p>Jetway Trades A flight attendant who wishes to drop the last leg of a pairing in order to remain downline at the end of a trip may initiate a "Jetway Trade." Jetway Trades require the approval of Crew Scheduling.</p>
<p>Flight Attendant to Flight Attendant Trip Trades Flight Attendants based at the same domicile may be involved each month in unlimited exchanges of ID(s). The contract states that such trades will be with the approval of Onboard Scheduling, but in practice they are processed automatically via computer. Maximum of 4 RDOs (straight drops) per month.</p>	<p>Flight Attendant to Flight Attendant Trip Trades Unlimited within the same base – as long as Minimum days off, minimum rest and maximum duty limitations will apply. Unlimited straight drops to other flight attendants in the same base.</p>
<p>Open Time Trip Trades</p> <ul style="list-style-type: none"> • Restricted number of trades per day. The number equal to no less than 4% of active F/A base population for each domicile • Awarded twice per day in seniority order except during first three days of bid month when they are only processed once per day. 	<p>Open Time Trip Trades</p> <ul style="list-style-type: none"> • Unlimited number per day based on pool display • Awarded instantly

	UAL	CMI
Open Time Trades	Limited to 4% of base headcount per day	Unlimited
Same Day Trip Trades	4% rule + 10 additional trades	Unlimited
Trade Processing	Twice per day	Instantly
	UAL	CMI
Partial Trip Drops	No	No
Bad Day/Worse Day	No	Yes
Out of base Trip Pickups	No	Yes
Can Split Trips when Trading	No	No
Cap on hours	Yes (100 max)	No
Drop all your trips	Yes	Cannot drop below 50 hours
Choosing of Work Position	At briefing	When bidding
UAL	CMI	
<p>Legal Rest Provisions b. Nine (9) hours free from duty at any point away from home where lodging is provided within approximately fifteen (15) minutes time from the airport</p>	<p>Layover Crew Rest</p> <ul style="list-style-type: none"> • Nine hours (9:00) block in to block out at a layover station. • Actual rest periods may not be less than: Eight hours and forty-five minutes (8:45) block in to block out at a layover station. • Flight attendants scheduled for a duty day of 14:01 to 16:00 hours will be scheduled for the following minimum rest period: <ul style="list-style-type: none"> ○ Twelve hours (12:00) free from duty. ○ Ten hours (10:00) free from duty provided the next rest period is fourteen hours (14:00) free from duty. 	
<p>Legal Rest Provisions 1. Schedule — A planned legal rest must consist of at least: c. Eleven (11) hours free from duty at any point away from home where lodging is provided more than approximately fifteen (15) minutes time from the airport.</p>		
<p>Minimum Duty Rigs A Flight Attendant who departs on a flight shall be guaranteed minimum pay and credit as follows: 1. A minimum of one (1) hour's flight time pay and credit for each two (2) hours of duty time, prorated. 2. A minimum of five (5) hours flight time pay and credit for a one duty period ID. 3. A minimum average pay and credit of five (5) hours per day for IDs with multiple duty periods (e.g. 5/10/15/20).</p>	<p>Duty Period Minimum of 4:00 pay and credit for each duty period.</p>	
<p>Trip Rig-Time Away From Home When a Flight Attendant is scheduled to report for duty or actually reports for duty, whichever is later, she/he shall receive a minimum of one (1) hour's pay and flight time credit for each three and one-half (3 1/2) hours elapsed time, prorated, until return to the blocks at her/his domicile and release from duty.</p>	<p>No Trip Rig</p>	

UAL		CMI
Move-Up Lines Built by scheduling.		Move-Up Lines Between the first and fifth day of the bid month additional Move-up Lines will be awarded in seniority order.
Relief Lines (Vacation Relief) Relief lines of flying shall be constructed and made available to those Flight Attendants awarded "relief" (RLF) on a monthly basis. All flying created after the line award process and flying which becomes open as a result of vacancies, ANP, vacations, all leaves of absence and sick leave will be used, whenever possible, in the relief line construction process. Sec. 9, A Pg 55		Vacation Relief Lines No longer applicable. Trip fall into open time.
Long Layovers Unless otherwise requested by the Union, on layovers of twenty (20) hours or more, the Company will provide hotels in downtown or downtown-like locations in close proximity to restaurants and shops.		Long Layovers The company in co-ordination with the Union shall maintain a list of suitable hotels including hotels near the airport and hotels near the center of metropolitan areas served by Continental.
Personal Time Off Guaranteed PTO time will be made available to Flight Attendants on a daily basis regardless of Critical Coverage. Guaranteed PTO will consist of one per cent (1%) of a domicile's active Flight Attendant population on any day. Such PTO will be granted on a seniority basis a day at a time to Flight Attendants; however, to ensure equitable distribution, Flight Attendants may use the guaranteed PTO for eight (8) days a year. Sec. 4, V, Pg 22		Personal Drops Assigned on a First Come, First Serve basis
Crew Meals Meals appropriate to the time of day will be boarded for Flight Attendants at Company expense whenever they are scheduled for a period of duty of eight (8) hours or more without an intervening stop of at least two (2) hours. Whenever possible such meals will be boarded during the first six (6) hours of this period of duty.		Crew Meals A crew meal allowance of \$0.75 will be provided for every flight hour that the flight attendant actually worked.
Sit Time Hotel Rooms a. They are scheduled at a layover station in excess of four (4) hours. b. They are delayed at a layover station for four (4) hours or more from the time the delay is known; or after reporting for duty at the home domicile there is a delay for four (4) hours or more from the time the delay is known.		Sit Time Hotel Rooms In the course of working a trip, if a flight attendant's scheduled or known ground time between flights is five hours (5:00) or more (four (4:00) or more hours if the ground time begins between the hours of 2100 and 0559), s/he will be provided a hotel room at or near the airport, except that if such ground time occurs in the flight attendant's domicile, accommodations shall be provided only upon a timely request by the flight attendant to Scheduling.
At Home - Minimum Legal Rest		Legal Rest Provisions Ten (10) hours free from duty at the home domicile.
Flt/Dhd Time in Last Duty Period	Lineholder	Reserve
Up to 8:00	10	12 - Where next ID's scheduled time away from home is up to 44:59

Up to 8:00		18 - Where next ID's scheduled time away from home is 45:00 to 74:59	
Up to 8:00		24 - Where next ID's scheduled time away from home is 75:00 or more	
8:01 - 10:00	24	24	
10:01 - 12:00	36	36	
Over 12:00	36	48	

	UAL	CMI
Dom Scheduled Duty Time	13	N/A
Dom Actual Duty Time	14.5	N/A
Intl Scheduled Duty Time	14	16
Intl Actual Duty Time	16	17.5
Ultra-Long Haul Max Duty	Checkin, Flight Time, Debrief + 3:00	17.5
Report Time, Dom NB	1:00	1:00
Report Time, Intl WB	1:45	1:15
Rest at Base (Dom)	10:00	10:00
Rest at Base for RSV	12:00	10:00
Scheduled Rest at Layover Point	9:00 free from duty	9:00 b-t-b

Miscellaneous	
UAL	CMI
<p>Seniority Upon assignment to the line, a newly employed Flight Attendant shall have her/his Flight Attendant, Company and pay seniority dates adjusted to the date of entering Flight Attendant training. Sec. 17 A Pg 137</p>	<p>Seniority Seniority for bidding purposes begins to accrue when a person is placed on the flight attendant payroll. Sec. 16 A Pg 16-1</p>
<p>401-K</p> <ul style="list-style-type: none"> Offered by the company Company automatically contributes 3% Company matches first 3% of employee contribution 	<p>401-K</p> <ul style="list-style-type: none"> Offered by company No company match

<p>Defined Pension Plan No Defined Pension plan available</p>	<p>Defined Pension Plan</p> <ul style="list-style-type: none"> • Defined Pension Plan • IAM National Pension Plan • Monthly benefit of \$46.98 per year of service
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Pension

Type	UAL	CMI
<p>Defined Benefit Plan</p>	<p>None.</p>	<p>Defined Benefit Plan</p>
		<p>IAM National Pension Plan</p>
		<p>\$46.98 monthly benefit per year of service</p>
<p>Defined Contribution Plan</p>	<p>3% company contribution 3% additional match</p>	<p>Yes. No company match</p>

UAL	CMI
No Hotel Gain Sharing	Hotel Gainsharing Flight attendants who cancel hotel rooms in accordance with the provisions of this paragraph I shall be reimbursed a portion of the resulting savings from such cancellations. The amount of such reimbursement shall be reviewed annually, but shall not be less than twenty dollars (\$20.00) for each cancelled hotel room.
Airplane Tidying A Flight Attendant's duties shall include the tidying of aircraft in flight and on through flights. Flight Attendants may be required to perform additional responsibilities beyond tidying, such as trash pick-up and maintaining a neat cabin appearance throughout the trip sequence. Sec. 4, K, Pg 18	Cabin Duties A flight attendant shall not be required to perform cabin cleaning functions: however s/he shall make every possible effort to bring in as neat an aircraft as possible. At stations where cleaning crew are not available flight attendants will assist ground personnel in tidying in order to avoid or minimize a delay. Flight attendants are designated by the ISM to monitor lavatories every 2hrs.
Maternity Leave <ul style="list-style-type: none"> A Flight Attendant on leave status due to pregnancy must be available to return to active service as a Flight Attendant within ninety (90) days following the date of delivery. Return to active service is contingent on passing a Company physical examination. If, due to the health of the Flight Attendant's new born child, additional time off is deemed necessary by the Company's medical examiner, return to active status may be delayed for up to but in no case exceeding an additional ninety (90) days. 	Maternity Leave At the time of the birth of the baby the flight attendant may, at her option, elect on a one time basis to extend the maternity leave up to twelve (12) months following her pregnancy.

Vacation

United	Days	Total Hours	CMI	Days	Total Hours
1-4 yrs	12	31.2	1-4 yrs	7	Based on flight hours within the vacation
5-9 yrs	19	49.4	5-9 yrs	14	
10-16 yrs	26	67.6	10-17 yrs	21	
17-24 yrs	33	85.8	18-24 yrs	28	
25 + yrs	40	104	25-29 yrs	35	
United	Days	Total Hours	CMI	Days	Total Hours
Maximum of 2 splits			30+ yrs	37	
Maximum of 3 splits for 17 yrs+			Allowed up to 5 splits		
Paid at 2:36 per day			Paid at trips missed or 3:00 per day (3:15 Jan 2011), whichever is greater.		