



Flight Attendant Contract Comparison

United / Continental

PAY

UAL	CAL
Maximum Pay Per Hour – Domestic \$39.75 per hour Sec. 5, A Pg 25	Maximum Pay Per Hour – Base Pay \$52.53 per hour Sec. 4, A Pg 4-1

Year	Base Pay Comparison				CAL Incentive Rates		CAL White Flag Rates	
	UAL	CAL 1/1/2010	CAL 1/1/2011	CAL % Higher (1/1/2011)	1/1/2010	9/1/2011	1/1/2010	9/1/2011
1	\$18.46	\$19.99	\$20.49	11%	\$24.99	\$25.49	\$29.98	\$30.73
2	\$19.50	\$23.35	\$23.93	22.7%	\$28.35	\$28.93	\$35.02	\$35.90
3	\$20.76	\$24.66	\$25.28	21.8%	\$29.66	\$30.28	\$36.99	\$37.92
4	\$21.34	\$26.60	\$27.26	27.7%	\$31.60	\$32.26	\$39.90	\$40.90
5	\$24.19	\$28.54	\$29.25	20.9%	\$33.54	\$34.25	\$42.80	\$43.87
6	\$31.83	\$33.11	\$33.94	6.6%	\$38.11	\$38.94	\$49.66	\$50.90
7	\$33.53	\$35.18	\$36.06	7.5%	\$40.18	\$41.06	\$52.77	\$54.09
8	\$34.37	\$37.08	\$38.01	10.6%	\$42.08	\$43.01	\$55.63	\$57.02
9	\$35.48	\$38.48	\$39.44	11.1%	\$43.48	\$44.44	\$57.72	\$59.16
10	\$36.61	\$40.43	\$41.44	13.2%	\$45.43	\$46.44	\$60.64	\$62.15
11	\$37.42	\$41.67	\$42.71	14.1%	\$46.67	\$47.71	\$62.50	\$64.06
12	\$38.30	\$43.74	\$44.83	17%	\$48.74	\$49.83	\$65.61	\$67.25
13	\$39.14	\$45.38	\$46.51	18.8%	\$50.38	\$51.51	\$68.07	\$69.77
14	\$39.75	\$47.27	\$48.45	21.9%	\$52.27	\$53.45	\$70.91	\$72.68
15	\$39.75	\$49.35	\$50.59	27.3%	\$54.35	\$55.59	\$74.03	\$75.88
16	\$39.75	\$51.25	\$52.53	32.2%	\$56.25	\$57.53	\$76.88	\$78.80

UAL	CAL
Maximum Pay Per Hour – International \$43.14 per hour Sec. 5, A Pg 26	Maximum Pay Per Hour – International Base Pay \$52.53 per hour Sec. 4, c Pg 4-4
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 \$1.00 per hour Sec. 4, G Pg 4-8
Wide Body Purser Pay - Domestic \$3.96 per hour Sec. 5, B Pg 27	Wide Body (more than 160 seats) Lead Pay \$2.00 per hour Sec. 4, G Pg 4-8
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 A. above, up to \$4.60/hour. 2nd ISM year: 25% above base rate in A. above, up to \$5.50/hour. Plus \$2.00 override. Maximum of \$7.50. Applies to both narrow body and wide body aircraft types. Sec. 4, F Pg 4-5
Per Diem - Domestic \$1.50/hr.	Per Diem – Domestic \$1.95/hr.
Per Diem - International \$1.75/hr.	Per Diem – International \$2.50/hr.

	UAL	CAL	Difference
Domestic Per Diem	\$1.50	\$1.95	30%
International Per Diem	\$1.75	\$2.50	42.9%

UAL	CAL
<p>747 Galley Pay B-747 Lower Galley, aft & forward \$0.97 per hour</p> <p>Sec. 5, B Pg 28</p>	<p>Galley Pay International Galley Pay (exclusive of Canada & Mexico) \$1.00 per hour</p> <p>Sec. 4, H Pg 4-8</p>
<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</p> <p>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 \$2.50 per hour</p> <p>Sec. 4, Q Pg 4-13</p>
<p>No Incentive Pay option</p>	<p>Incentive Pay Rates Flight Attendants will be paid incentive pay for all block hours flown between two hundred and twenty-five hours (225:00) and three hundred and thirty hours (330:00), per calendar quarter, including vacation and deadhead. No incentive pay beyond one hundred and ten (110:00) hours in a given bid month. Incentive pay: \$5.00 / hour</p>
<p>No Senior Premium Pay</p>	<p>Senior Premium Pay The Company will determine on a monthly basis the number of designated foreign language speaker lines, and will pay the same number of active flight attendants, in seniority order, an additional two dollars and fifty cents (\$2.50) flight pay per hour actually flown, Sec. 4, Q Pg 4-13</p>
<p>No White Flag Pay</p>	<p>White Flag Pay Trips picked up by a Flight Attendant during minimum coverage days designated by the Company shall be paid at 150% of their hourly base pay rate. Sec. 4-B-2</p>
<p>Sick Leave Accrued at 4:00 per month. Maximum sick leave usage is 100:00 per month.</p>	<p>Sick Leave Accrued at 4:00 per month. Maximum sick leave usage is 93:00 per month.</p>

	UAL	CAL
ISM Pay	\$6.16 Wide body	\$7.50
	\$3.96 Narrow body	
Narrowbody Lead	\$1.87	\$1.00
Language Pay	\$1.54	\$2.50
Galley Pay	None*	\$1.00
Incentive Pay	None	\$5.00

UAL	CAL
<p>Vacation Pay Two hours, thirty-six minutes (2:36) per day</p>	<p>Vacation Pay Three hours, fifteen minutes (3:15) per day</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>	
<p>No Drug & Alcohol testing pay</p>	<p>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.</p>
<p>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</p>	<p>Short Crew Pay \$52.53 X flight hours X # of missing crew Amount divided evenly between working crew. Sec. 4, E Pg 4-4</p>
<p>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</p>	<p>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. 4, D Pg 4-4</p>
<p>Out-of-Base Parking \$25 / month</p>	<p>Out-of-Base Parking \$30 / month</p>
<p>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</p>	<p>No Holiday Pay</p>

<p>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.</p>	<p>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</p>
<p>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</p>	<p>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. 4, N Pg 4-11</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 Minimum Guarantee 75 hours per month</p>	<p>Reserve Minimum Guarantee 83 hours per month</p>

Year	CAL Incentive Rate 1/1/2010	CAL Incentive Rate 9/1/2011	CAL White Flag Rate 1/1/2010	CAL White Flag Rate 9/1/2011
1	\$24.99	\$25.49	\$29.98	\$30.73
2	\$28.35	\$28.93	\$35.02	\$35.90
3	\$29.66	\$30.28	\$36.99	\$37.92
4	\$31.60	\$32.26	\$39.90	\$40.90
5	\$33.54	\$34.25	\$42.80	\$43.87
6	\$38.11	\$38.94	\$49.66	\$50.90
7	\$40.18	\$41.06	\$52.77	\$54.09
8	\$42.08	\$43.01	\$55.63	\$57.02
9	\$43.48	\$44.44	\$57.72	\$59.16
10	\$45.43	\$46.44	\$60.64	\$62.15
11	\$46.67	\$47.71	\$62.50	\$64.06
12	\$48.74	\$49.83	\$65.61	\$67.25
13	\$50.38	\$51.51	\$68.07	\$69.77
14	\$52.27	\$53.45	\$70.91	\$72.68
15	\$54.35	\$55.59	\$74.03	\$75.88
16	\$56.25	\$57.53	\$76.88	\$78.80

Reserve	
UAL	CAL
<p>Reserve Minimum Guarantee</p> <p>75 hours per month</p>	<p>Reserve Minimum Guarantee</p> <p>83 hours per month</p>
<p>Minimum Days Off - Reserves</p> <p>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</p> <p>Regular reserve lines will be published with a minimum of ten (10) days off; (more days may be built into reserve lines.)</p>
<p>Legal Rest Provisions</p> <p>Twelve (12) hours free from duty at the home domicile.</p>	<p>Legal Rest Provisions</p> <p>Eleven (11) hours free from duty at the home domicile.</p>
<p>Reserve Rotation</p> <p>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</p> <p>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</p> <p>Straight reserve, until the Flight Attendant can hold a line or gets to build a Move-Up Line.</p>
<p>Reserve Override</p> <p>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 – 83 Hour Reserve Guarantee</p>
<p>Reserve Guarantee Reduction</p> <p>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</p> <p>On reserve lines built with more than ten (10) days off, the reserve guarantee will be reduced by four (4) 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. Sec. 5, I Pg. 5-43</p>
<p>Call-in Reserves and Ready Reserves</p> <p>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</p> <p>Reserve time in each base will be constructed so that a minimum of fifty percent (50%) of the reserve time is Call-out reserve. Sec. 5, I Pg. 5-45</p>
<p>Day Off Trade</p> <p>The trade must be submitted for approval to Onboard Scheduling at least two (2) days prior to the first day involved in the trade.</p>	<p>Day Off Trade</p> <p>A reserve may trade a day off with another reserve in her/his base. One (1) day advanced notice.</p>

UAL	CAL
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.	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 time for International reserves). A trip picked-up before 1100 is considered "Golden" and the Reserve cannot be bumped.
Reserve Vacation Pay Maximum of Three hours, fifty-seven minutes (3:57) per day, depending on the number of days in the month.	Vacation Pay Three hours, fifteen minutes (3:15) per day
Call-Out Time Minimum call-out time will be four (4) hours prior to departure.	Call-Out Time Minimum call-out time will be two (2) hours prior to pairing check-in.

International	
UAL	CAL
<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>\$53.53 per hour</p> <p>Sec. 4, c Pg 4-4</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>\$2.50 per hour</p> <p>Sec. 4, Q Pg 4-13</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 \$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. above, up to \$4.60/hour.</p> <p>2nd ISM year: 25% above base rate in A. above, up to \$5.50/hour.</p> <p>Plus \$2.00 override. Sec. 4, F Pg 4-5</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. (International bases fly up to 40% of the International flying.)</p>	<p>Scope</p> <p>This Agreement shall be applicable to flight attendants employed by the Company assigned to bases in the United States, its territories and possessions within the jurisdiction of the Railway Labor Act, as amended. All flight attendant duties shall be assigned to and performed exclusively by flight attendants holding positions on the System Seniority List in accordance with the terms and conditions of this Agreement.</p>
<p>Language Speaker Staffing</p> <p>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</p> <p>The Company may designate the number of language qualified positions on each flight which can be awarded only to language qualified Flight Attendants. Up to 3 speakers on: 777, 767, and 757-300 Up to 2 speakers on: 757-200 and 737</p>
<p>Language Speaker Positions</p> <p>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</p> <p>Language speaker positions are designated by Inflight and are bid positions.</p>
<p>Flight Attendants designated as Language Qualified may bid on any Flight Attendant position and all positions will be filled in seniority order, except that only those qualified in the designated language will be eligible to be awarded a Language Qualified position. Language qualified lines of flying will not have a work position designator.</p>	<p>Not Applicable</p>

UAL	CAL
<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</p> <p>Multi / Non-Stop with Flt/Dhd time greater than eight (8) hours: Max Sched - 14, Max Actual – 16</p> <p>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 for all other trips will be sixteen hours (16:00) scheduled; seventeen hours and thirty minutes (17:30) actual, except as provided in c. below.</p> <p>Sec 5 B Pg. 5-6</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 On a non-stop flight scheduled over twelve hours (12:00) flight time, flight attendants may be scheduled to a maximum of the combination of check-in time, scheduled flight time, and debriefing time. Actual duty time may exceed scheduled duty time by three hours and thirty minutes (3:30). Under no circumstances shall a flight attendant be required to remain on duty in excess of nineteen hours (19:00). Sec 5 B Pg. 5-7</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 5 B Pg. 5-7</p>

	UAL	CAL
Dom Scheduled Duty Time	13	14
Dom Actual Duty Time	14.5	16
Intl Scheduled Duty Time	14	16
Intl Actual Duty Time	16	17.5
Ultra-Long Haul Max Duty	Checkin, Flight Time, Debrief + 3:00	Checkin, Flight Time, Debrief + 3:30
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	11:00
Scheduled Rest at	9:00 free from duty	9:00 block-to-block

Layover Point		
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Scheduling	
UAL	CAL
<p>PBS Contract language provides for a Preferential Bidding system. Sec. 9, C Pg 57</p>	<p>PBS Continental agrees to refrain from implementing any such system during the term of the collective bargaining agreement.</p>
<p>Crew Bid Positions Purser and galley positions (premium 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.</p>
<p>The minimum number of Flight Attendant bid positions on each aircraft will be as follows: Minimum FA Aircraft Bid Positions</p> <ul style="list-style-type: none"> • B-747 - 9 • DC-10 - 7 • B-767 - 4 • B-767-300 - 5 • B-757 - 4 • B-737 - 3 • B-777 - 8 • A320 - 3 • A319 - 3 <p>Sec. 9, C Pg 56</p>	<p>The minimum number of Flight Attendant bid positions on each aircraft will be as follows: Minimum FA Aircraft Bid Positions</p> <ul style="list-style-type: none"> • B-777 - 9 • B-767-400 - 6 • B-767-200 - 4 • B-757-300 - 5 • B-757-200 - 4 • B-737-900 - 4 • B-737-800 - 4 • B-737-700 - 3 • B-737-500 - 3
<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 <u>a minimum</u> 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:</p> <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 <p>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 are generally available on-line as early as the 9th of each month. 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 <u>less than</u> sixty-nine (69) hours. Average should not <u>exceed</u> 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: 90:30 domestic and 95 international.</p>
<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>

UAL	CAL
<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>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>No maximum flight time limitations In addition, a Flight Attendant may drop their line value 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 judgment 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) Unlimited "OOPS" policy where a flight attendant commuting by air, who has a primary and a back-up commuter flight which arrive within one hour of check-in time, cannot be disciplined for missing his/her trip. Policy also provides for ground transportation difficulties, unforeseen road accidents, and severe weather events.</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. Unlimited 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 	<p>Open Time Trip Trades</p> <ul style="list-style-type: none"> • Unlimited number per day based on pool display • Awarded instantly • Can trade down (ex: trade a 4-day for a 3-day) • Can split and move trips throughout the month

during first three days of bid month when they are only processed once per day.	
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	UAL	CAL
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
Partial Trip Drops	No	Yes
Bad Day / Worse Day	No	Yes
Out of Base Trip Pick-ups	No	Yes, from both Open Time and Advertisements
Can split trips when trading	No	Yes
Cap on Hours	Yes (100 max)	None
Drop all of your trips	Yes	Yes
Choosing of Work Position	In seniority order at briefing	By seniority during monthly bidding

<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"> o Twelve hours (12:00) free from duty. o 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>No Duty Rigs</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 (3:30) hours elapsed time, prorated, until return to the blocks at</p>	<p>Trip Rig A flight attendant who departs her/his base on a trip pairing that contains a scheduled rest period of over twenty nine hours (29:00) shall receive a minimum of one hour (1:00) of pay for each four hours (4:00) elapsed period, prorated until s/he returns to her/his</p>

her/his domicile and release from duty.	base.
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UAL	CAL
<p>Move-Up Lines Built by scheduling.</p>	<p>Move-Up Lines Between the first and fifth day of the bid month additional Move-up Lines will be awarded in seniority order. Lines are constructed, by the F/A, from remaining vacation drops, month-to-month adjustments and any remaining open time.</p>
<p>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</p>	<p>Vacation Relief Lines "Constructed" and placed in the bid packet. Awarded in seniority order.</p>
<p>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.</p>	<p>Long Layovers Follow guidelines as set down by the ALPA contract: 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.</p>
<p>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</p>	<p>Personal Drops Assigned on a First Come, First Serve basis</p>
<p>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.</p>	<p>Crew Meals A flight attendant engaged in flight operations on flights to which Premium per diem applies will be scheduled to receive a Crew Meal. A second meal whenever an on-duty period exceeds twelve (12) hours (scheduled) and there is no scheduled ground time of one hour and fifteen minutes (1:15) or more during such on-duty period.</p>
<p>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.</p>	<p>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.</p>

UAL			CAL
At Home - Minimum Legal Rest			<p>Legal Rest Provisions Ten (10) hours free from duty at the home domicile (eleven (11) hours for reserves).</p>
Fit/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	CAL
Dom Scheduled Duty Time	13	14
Dom Actual Duty Time	14.5	16
Intl Scheduled Duty Time	14	16
Intl Actual Duty Time	16	17.5
Ultra-Long Haul Max Duty	Checkin, Flight Time, Debrief + 3:00	Checkin, Flight Time, Debrief + 3:30
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	11:00
Scheduled Rest at Layover Point	9:00 free from duty	9:00 block-to-block

Miscellaneous

UAL	CAL
<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 Company match effective 9/1/12 Up to 3% match based on years of service
<p>Defined Pension Plan No Defined Pension plan available</p>	<p>Defined Pension Plan</p> <ul style="list-style-type: none"> Defined Pension plan currently covered by Continental Airlines Retirement Plan (CARP) In the event Continental terminates or freezes the CARP the Company shall automatically switch to the IAM National Pension Plan for all flight attendants.

Pension

Type	UAL	CAL
Defined Benefit Plan	None	Yes – CARP
		1.19% x Final Average Earnings x Years of Service
		Back-up plan of IAMNPF at \$1.60 per hour if CARP is frozen
Defined Contribution Plan	3% company contribution 3% additional match	Yes. Company match effective 9/1/2012. Up to 3% match based on years of service.

UAL	CAL
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	Airplane Tidying LOA 4 of contract disallows tidying
Reciprocal Cabin Seat Agreements No contractual language protecting reciprocal cabin seat agreements.	Reciprocal Cabin Seat Agreements Contract requires company to implement reciprocal cabin seat agreements.
Furlough Protection Contract does not contain a "no furlough" clause.	Furlough Protection Every flight attendant on the seniority list at the date of signing is protected from furlough by a "no furlough" clause.
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	Continental	Days	Total Hours
1-4 yrs	12	31.2	1-4 yrs	7	22.75
5-9 yrs	19	49.4	5-9 yrs	14	45.5
10-16 yrs	26	67.6	10-17 yrs	21	68.25
17-24 yrs	33	85.8	18-24 yrs	28	91
25 + yrs	40	104	25-29 yrs	35	113.75
Maximum of 2 splits			30+ yrs	37	120.25
Maximum of 3 splits for 10 yrs+			Allowed up to 5 splits		

Paid at 2:36 per day

Paid at 3:15 per day

Glossary of Terms

UAL	CAL
Domicile	Base
Crew Desk	Scheduling
FAOM = Flight Attendant Operations Manual	Inflight Manual
Date of Hire = Bidding Seniority	Date of Entry = Bidding Seniority
ID	Trip Pairing
File Number	Employee Number
LOF = Schedule For Line Holders	BID LINE = Same
PURSER = Specially Trained Lead Flight Attendant on international and domestic wide body a/c	ISM = Specially Trained Lead Flight Attendants used on designated international CAL flights
First Flight Attendant domestic narrowbody a/c	FFA = First Flight Attendant domestic a/c
LQ = Language List Flight Attendants	Foreign Language Base Flight Attendants
XSC = Extra Flight Attendant Line/Position	LOAD / LOAD LINES = Extra Flight Attendant Position / Line
GUAR = Trip Guarantee	Pay Guarantee for trips
Domestic Per Diem International Per Diem	Domestic = Basic Per Diem International = Premium Per Diem
Actuals = Any flight time above published time.	Overs = Any flight time above published time.
GUAR = Trip Guarantee/Line Guarantee	All Lost Time Guaranteed Section 5.K. & 4.P
DUTY RIGS = Pay for all time on duty without intervening crew rest	No Similar Policy
TRIP RIGS = 5/10/15/20 minimum hours per	TRIP RIGS = 1 hour pay for every 4 hours of

duty Period	duty with trips scheduled rest (layover) of over 29:00
MINIMUM DUTY RIGS = Same as Trip Rig-5 hours per duty period	No Similar Policy
R – Reserve	RSV = Reserve
RSV – Ready Reserve	Ready Reserve
CLLR = Call-In Reserve – Assigned At 7 Pm	CALL OUT RESERVE = Assigned In Time Blocks
CONV = Converted To Ready Reserve	Same
RLSE = Released From Duty For Reserve	Same
Airport Standby	Airport Alert
ONSB = On Airport Standby	Airport Alert
OFSB = Off Airport Stand By	Ready Reserve
A/B RESERVE ROTATION	No Similar Policy
OPEN TRIP = Available Open Flying	OPEN TIME = Available Open Flying
WOP = Without Pay	Personal Drop
GWOP = Guaranteed Day Off – awarded in seniority order (eight days per year)	COUPON DROP = Coupons if available and/or restored day off Section 5.K
Allotments = Cap on daily trip trading from open time.	No Similar Policy
Month End Overlap	Carry Over
EOM = Month End Conflict	Bidding Incompatible
Make Yourself Legal	Self-Adjustment
Available For Reassignment	Line Holder / Reserve Available for pay guarantee for trip loss Section 5.K.

ONSL = On Sick Leave	SK = On Sick Leave
FMLA = Family Leave	Same
RDO = Request For Day Off/ Trade Day Off	Personal Drop = Request to be removed from a trip Advertisement / Trip Trades/ Trip Drops /
RLF = Relief Lines Vacation And Dropped Lines	Vacation Relief Lines = Biddable lines made up of trips dropped due to vacation conflict.
DAT = Day At A Time Vacation	No Similar Policy

No Similar Policy	PIGGY BACK = backing 2 trips up on to the same day to increase productivity.
No Similar Policy	JETWAY TRADE = Trade last leg of a trip, returning to base, with commuter.
No Similar Policy	SPLITTING A TRIP = Breaking a multi-day trip into parts and making those parts available as an Advertisement. Split must occur when trip transits Home Base Domicile. (See Advertisement)
No Similar Policy	ADVERTISEMENT = Making all or part of a trip available for another flight attendant to pick-up.
Prudent Commuter Policy	Commuter Policy = "Oops"
VOLUNTARY FURLOUGH	COLA = Company Offered Leave Of Absence