



Flight Attendant Contract Comparison

**ExpressJet-
Atlantic Southeast**

Pay

XJT

Maximum pay is \$38.00. Top out in 15 years.
 Sec. 4.A Pg. 21

ASA

Maximum pay as of 7/21/10 is \$36.94. Top out in 19 years. Sec. 5.A Pg. 20

Year	XJT	ASA	XJT % Higher
1 st 6 mos.	\$19.00	\$16.83	12.9%
2 nd 6 mos.	\$19.00	\$18.20	4.4%
2	\$21.37	\$20.76	2.9%
3	\$23.10	\$22.41	3.1%
4	\$24.43	\$23.95	2.0%
5	\$25.69	\$25.50	0.75%
6	\$27.32	\$26.79	2.0%
7	\$28.69	\$27.56	4.1%
8	\$30.65	\$28.33	8.2%
9	\$31.57	\$29.11	8.5%
10	\$33.05	\$29.99	10.2%
11	\$34.13	\$30.32	12.6%
12	\$35.93	\$31.07	15.6%
13	\$36.59	\$31.85	14.9%
14	\$37.10	\$32.65	13.6%
15	\$38.00	\$33.46	13.6%
16	\$38.00	\$34.30	10.8%
17	\$38.00	\$35.16	8.1%
18	\$38.00	\$36.04	5.4%
19	\$38.00	\$36.94	2.9%

XJT

Monthly Guarantee 80 hours.
 Sec. 4.D Pg. 22

ASA

Monthly Guarantee 75 hours.
 Sec. 5.B Pg. 19

ARC (Airport Alert) receives 5 hours of credit or actual flight time which ever is greater.
 Sec. 4, M Pg 25

Ready reserves receive 4 hours of credit or actual flight time which ever is greater.
 Sec. 5, F Pg 21

Per Diem \$1.80/hr.

Per Diem \$1.65/hr.

	XJT	ASA	Difference
Per Diem	\$1.80	\$1.65	9.2%

XJT	ASA
<p>Holiday pay (Christmas Day and New Year's Day) is \$5.00 per hour add pay, pro-rated. Sec 4.Q. Pg. 26</p>	<p>Holiday pay is paid at 150% for (New Year's Day, Christmas Day, Thanksgiving Day, the Day after Thanksgiving, and Independence Day) actual or scheduled flight pay whichever is greater. 50% is over MMG. Sec 5.O Pg. 23</p>
<p>Incentive Pay for all block hours flown in excess of 255 hours per calendar quarter, to a maximum of 330 hours. (Equivalent to 85 to 110 hours per month, calculated on a quarterly basis.) Sec. 4.B Pg. 22</p>	<p>No Incentive Pay language in CBA.</p>

XJT Incentive Pay Chart	Per Hour
1 st year	\$24.00
2 nd year	\$26.37
3 rd year	\$28.10
4 th year	\$29.43
5 th year	\$30.69
6 th year	\$32.32
7 th year	\$33.69
8 th year	\$35.65
9 th year	\$36.57
10 th year	\$38.05
11 th year	\$39.13
12 th year	\$40.93
13 th year	\$41.59
14 th year	\$42.10
15 th year	\$43.00

XJT	ASA
<p>Drug & Alcohol Testing Pay \$20 for each instance. Sec. 4.U Pg. 27</p>	<p>No language in CBA.</p>
<p>Holding Pay is \$15 an hour pro-rata for unscheduled ground time over 30 minutes, if required to remain onboard aircraft with passengers. Sec. 4.R Pg. 26</p>	<p>No language in CBA.</p>
<p>Reserve Minimum Guarantee 80 hours per month (MMG) = 4.0 hrs. per day</p>	<p>Reserve Minimum Guarantee 75 hours per month (MMG) = 3.75 hrs. per day</p>
<p>Deadhead is paid at 50% of flight time. 2008 Concessions Letter of Agreement</p>	<p>Deadhead is paid at 100% of flight time. Sec. 5.D Pg. 22</p>
<p>Training is credited 2 hours. 2008 Concessions Letter of Agreement</p>	<p>Training is credited 3.75 hours. Sec 5.E Pg. 22</p>

Red Flag Pay

Prior to an open trip's departure, Crew Planning may red flag that trip. Red flagged trips may only be picked up by lienholders on days off and will be paid and credited at 150%.
Sec 4.V, Pg. 27

Voluntary Open Time Pay

If the carry-over trip voluntarily picked up from Open Time has been designated by the Company for "premium" pay, the entire trip will be eligible for premium pay of 150%, such pay to be credited in the month that the flying was performed.
Sec. 5.L. Pg. 22

Scheduling and Bidding	
XJT	ASA
Line holder minimum days off 12. Reserves minimum day off; 10 days off in 30 day month, 11 days off in a 31 day month. Sec. 5.A.4.a. Pg. 29	If a Flight Attendant is available for an entire bid month will have a minimum of 10 days off. Sec. 7.D.2 Pg. 30
Lines are built to an Average between 80 and 95.5 scheduled block hours (not including deadhead). Sec 5.1.a. Pg. 28	Lines are constructed with no less than 75 credit hours, or no more than 97 hours. The term credit does not include trip rig or minimum day credit. Sec. 7.D.3 & 6 Pg. 30
No Language in CBA	Block times frontloaded toward the beginning of the trip. Maintain a mix of types of trips, e.g., 1-day, 2-day, 3-day and 4-day. Sec. 7.B.4 Pg. 27
Trips will not have more than 6 segments in a duty period or more than 4 days in a trip, without approval of the Union Scheduling Committee. Sec. 5.A.8 Pg. 30	Trips will not exceed 4 days. However, the Union MEC President or designee may waive such limitations on a case-by-case basis, to improve the quality of trips and lines. Sec. 7.B.2 Pg. 29
Bid Packets will be posted online for at least 5 days. The bid packets will contain the complete scheduled trips. Bids will be awarded in seniority order at each domicile. Sec. 5.C.4 & 5.C.6 Pg. 34	Preferential Bidding System (PBS): Lines shall be constructed preferentially, in order of seniority, one Flight attendant at a time, with the Flight Attendant holding as many trips available at her/his seniority that meet their specific preferences, such preferences being stated in priority order, provided that those trips do not conflict with known absences, carry-ins, pre-awards, etc. Sec. 7.C Pg. 28
A Flight Attendant shall not be scheduled or rescheduled to be on duty for more than 13.5 consecutive hours. Actual duty can be extended to 15.5 hours because of irregularities. Sec. 5.B.7.a. & 5.B.7.c. Pg. 31	A duty period will not be scheduled to exceed 14 hours. Actual duty periods will not exceed 16 hours. Sec. 9.B.3 Pg. 50
Relief from all duty for not less than one-24 hour period in 7 consecutive days for line holder. Reserve Flight Attendants have relief from duty 1 day in 7 consecutive. Sec. 5.B.9 Pg. 32	A Flight Attendant will have 1 calendar day off in 7. Sec. 9.D.2 Pg. 52
Open time will be available through the Company computer system. All trips that are placed in open time and changes to open time will be made available as soon as possible. Sec. 5.H.1. Pg. 40	The Company will withhold 5% of block hours of known flying per month for Initial Open Time. The Company may, at its discretion, hold Open Time for assignment to reserves if the reserves are projected to fly below guarantee for the month. Sec. 7.B.1, Pg 27 & 7.K.1. Pg. 33
No limit to trip trades. Sec. 5.G.3.a.1. Pg. 38	A Flight Attendant may participate in up to 10 trip trades per bid period. This maximum limit may be waived at Company discretion. While PBS is in the test phase only 5 swaps a day are allowed. Sec. 7.K.7. Pg. 34 & 7.L.5. Pg. 35

XJT	ASA
Minimum rest at home domicile is 11 hours. Sec. 5.8.a.1. Pg. 32	Minimum rest at home domicile is 10 hours. Sec. 9.C.3. Pg. 51
Flight Attendant who trades a trip, personal drops a trip or personal drops a portion of a trip will have their Minimum monthly guarantee reduced. A Flight Attendant can drop down to zero hours. Sec. 5.K.1. Pg. 41 & 5.K.7. Pg. 42	A trade or swap may not cause a Flight Attendant to drop below 62.5 block hours. Sec. 7.P. Pg. 36
A lienholder may displace a reserve Flight Attendant assigned to a trip at any time up to 12 hours before the departure time, provided the lienholder is senior to the reserve Flight Attendant. Sec. 5.9 Pg. 40	Open Flying, once assigned, normally shall not be taken from the employee awarded the trip. Sec. 7.K.10 Pg. 34
A partial trip trade will be allowed if the trip is split in the flight attendant's domicile. A flight attendant may advertise a trip or portion of a trip in the Company's computer system. Sec. 5.4 Pg. 39	Trip trade requests must be for an entire trip. Sec. 7.L.6 Pg. 35

Vacation	
XJT	ASA
Flight Attendant will accrue vacation based on the flight attendants seniority date and months worked in the preceding calendar year. A flight attendant absent without pay for 16 days or more during a bid period will have vacation accrual reduced by 1/12 th the applicable annual accrual (this does not include job shares, partnerships or half-month leaves). Sec. 8.D.5 Pg. 64	Vacation is accrued for each month of longevity. January 1 st of each year vacation days accrued the previous year are earned. No vacation days are accrued for less than fifteen (15) days of active service in a month. Sec. 12.A.1 Pg. 63

XJT Vacation Schedule		
Sec. 8.2 Pg. 64		
Completed years of service	Base Vacation Accrual	Vacation plus Flex Accrual
1-4	7 Days	14 Days
5-9	14 Days	21 Days
10-17	21 Days	28 Days
18-24	28 Days	35 Days
25-29	35 Days	42 Days
30 and above	37 Days	44 Days

ASA Vacation Chart		
Sec. 12.A.2 Pg. 63		
Longevity	Monthly Accrual	Maximum Yearly Accrual
0-6 years	1.2 days	14 days
Beginning 7 th year	1.8 days	21 days
Beginning 16 th year	2.3 days	28 days
Beginning 20 th year	2.9 days	35 days

XJT	ASA
<p>FLEX VACATION PROGRAM: A flight attendant may participate in the Flex Program. Vacation days bought under the Flex Program will be paid at the rate of 2:50 per day. Sec. 8.F Pg. 66</p>	<p>No Language in CBA</p>
<p>Vacation pay is based on the value of trips dropped within the vacation block or 3:00 hours per day of vacation, whichever is greater. Sec. 8.C Pg. 64</p>	<p>A flight attendant will be credited for vacation used or bought by the company at a rate of 3:30 times the number of vacation days. Sec. 12.H Pg. 65</p>
<p>A lienholder whose vacation conflicts with their scheduled trips, will have those trips removed from their line and will not be adjusted as result of this conflict. The MMG will be decreased to the new line value. Sec. 8.E.3 Pg. 65</p>	<p>No language in CBA.</p>
<p>No language in CBA</p>	<p>It is realized that vacation schedule posted a year in advance may have to be modified due to changes of domicile and other factors. Therefore, each calendar quarter the vacations will be reviewed and any necessary changes made as far as possible in advance so as to have minimal effect upon travel plans. Final vacation approval will be given prior to allowing flight attendant to make a monthly schedule bid. Sec. 12.D.1 Pg. 64.</p>
<p>A flight attendant may slide her/his vacation 3 days unless extraordinary circumstances exist, except that the slide of the vacation may not cause the vacation to crossover from 1 bid period to another. If the vacation slide results in a conflict with her/his scheduled trip(s), the trips will be removed from her/his line and the Flight Attendant will not be adjusted as a result this conflict. Sec. 8.E.4. Pg. 65</p>	<p>No Language in CBA.</p>

Sick Leave

XJT	ASA
<p>Accrue 4 hours sick leave credit per month. The maximum accrual in the sick leave bank is 640 hours. 2008 Concessions Letter of Agreement</p>	<p>Accrue 3.75 hours of sick leave for each month. The maximum sick leave accrual shall be 500 hours. Sec. 13.A Pg 67</p>

Occupational Injury Leave

XJT	ASA
<p>Accrue 5 hours OI credit per month. The maximum accrual in the OI Bank is 400 hours. Sec 9.A. Pg. 68</p>	<p>No language in CBA.</p>

Reserve	
XJT	ASA
<p>1) Duty day maximum is 13.5 hours consecutive hours except for stand-up overnights. Sec. 5.7.a. Pg 31.</p> <p>2) Home Domicile rest is 11 hours minimum. Sec. 5.8.a. Pg. 32</p>	<p>A reserve flight attendant will be on-call for up to 12 hours on each reserve day in their line. A reserve flight attendant will remain available for telephone contact for an additional 3 hours beyond their on-call period. A reserve flight attendant contacted during that 3 hour period will be given at least 8 hours rest before they are required to report for duty. Sec. 8.B.1.b. Pg. 43</p>
<p>Reserve lines will be constructed with a minimum of 10 days off in a 30 day bid period and a minimum of 11 days off in a 31 day bid period. Sec. 5.A.4.a. Pg. 29</p>	<p>A reserve flight attendant shall be scheduled for 10 days off in a bid period. Sec. 8.A.2 Pg. 43</p>
<p>The first largest set of days off on a reserve flight attendant's line will be designated as immovable unless the flight attendant notifies Crew Scheduling otherwise by 2359 local time prior to the first day of the bid period. The designated immovable period cannot be changed unless the flight attendant agrees. Sec. 5.T.3 Pg. 51</p>	<p>A reserve flight attendant shall be scheduled for 10 days off in a bid period. Three of these days shall be golden days. A reserve flight attendant may not be drafted on a Golden Day, nor rescheduled for a trip that operates on a Golden Day. Sec. 8.A.2. Pg. 43</p>
<p>Airport Alert (ARC) is limited to an 8 hour period. Sec. 5.T.8. Pg. 53</p>	<p>Ready Reserves duty period will not exceed 8 hours. Sec. 8.D.2. Pg. 46</p>
<p>A reserve flight attendant will receive 5 hours credit for Airport Alert duty or, scheduled or actual flight time for any trips flown, whichever is greater. Sec. 4.M. Pg. 25</p>	<p>A flight attendant who is assigned ready reserve will be paid and credited 4 hours, or actual hours flown, whichever is greater. Sec. 8.D.10. Pg. 46</p>

Seniority	
XJT	ASA
<p>Seniority for bidding purposes will begin to accrue when a flight attendant is placed on the Company's payroll. Sec. 15.A.1. Pg. 104</p>	<p>Seniority shall begin to accrue from the date a Flight Attendant commences Company Flight Attendant training, unless trained under the Company's Contingency Program. Sec. 11.A.2 Pg. 59.</p>

Miscellaneous	
XJT	ASA
<p>Flight Attendants do not begin to lose any accruals (Bidding, Pass Travel, Vacation or Pay Seniority) until after 90 days of leave. Sec. 13.A.13. Pg. 90</p>	<p>Flight Attendants start to lose accruals after 15 days on most kinds of Leaves. Sec.14 Chart, Pg. 77</p>

Outsourcing

XJT	ASA
<p>All flight attendant duties shall be assigned to and performed exclusively by flight attendants holding positions on the System Seniority List. Sec. 1.C. Pg. 2</p>	<p>The Company may contract out revenue flying for a period not to exceed ninety (90) days per occurrence under the following circumstances:</p> <ol style="list-style-type: none"> a. No Flight Attendant will be furloughed as a result of assigning or contracting out such flying. b. The Company determines it does not have sufficient or appropriate aircraft or personnel available to accomplish the needs of the service. c. The Company shall provide prior written notice to the Union explaining the reason(s) for contracting out in accordance with this Section and shall provide the Union with an opportunity to meet and confer in connection with such written notice. Sc. 1.B.2 Pg. 1

401(k)

XJT	ASA
<p>Company Match (dollar for dollar)</p> <ul style="list-style-type: none"> - 2% if less than 5 years of service - 4.6% for 5 to 10 years of service - 6% for 10+ years of service <p>5 year graded vesting</p> <p>Sec.22.E. Pg 126</p>	<p>Company Match of:</p> <p>Based on % of first 6% of contributions</p> <ul style="list-style-type: none"> - 1.2% for Year 1 (20% of first 6%) - 1.8% for Year 2 (30% of first 6%) - 2.4% for Year 3 (40% of first 6%) - 3% for Years 4-6 (50% of first 6%) - 4.5% for Year 7 (75% of first 6%) - 6% for 10+ Years (75% of first 8%) <p>6 year graded vesting</p> <p>Sec. 24.B, Pg 107.</p>