

Comparison

AFA Contract - Teamster Contract - Frontier Handbook

| | AFA Contract at Midwest | Teamster Contract at RJET | Frontier Handbook |
|-------------------------------|---|---|--|
| Contract Status | Amendable, in mediation | Amendable | N/A |
| Mo. Guarantee | 78 hours | 75 hours | 75 hours for reserves, no guarantee for lineholders |
| Line Guarantee | Guaranteed pay and credit for all trips on the line if available the entire month | Only guaranteed pay and credit for trips on line if available the entire month and company achieves a 98.5% completion factor for the month | Guaranteed pay and credit for all trips on the line if available the entire month |
| Sch. or Actual | Paid and credited with scheduled or actual block, whichever is greater per leg | Paid and credited with the scheduled block, regardless of actual flight time, only receive actual block if aircraft diverts | Paid and credited with scheduled or actual block, whichever is greater per trip |
| Recurrent Training Pay | 4 hrs pay & credit per day, value of originally scheduled trip, 4 hrs + rescheduled, whichever is greater | 4 hrs per day, no trips missed | 1 hour of pay for every 2 hours of training |
| Other Training | 1 hour of pay & credit for every 2 hours of training | Unstated | 1 hour of pay for every 2 hours of training, to a max of 4 hours of pay |
| Mini-Training | One minute of pay and credit for each minute of training | Unstated | Same as other training |
| Early Reporting Pay | N/A, flight attendants not required to report early for a trip | \$10 per hr for each hr before her/his original report time | No additional pay |
| Cancellation Pay | 100% pay and credit for originally scheduled trip | No cancellation pay | 100% pay and credit for originally scheduled trip |
| International Pay | \$.50 an hour for all hours flown outside of the contiguous 48 states, except Canada and Mexico | None | None |
| Ground Holding Pay | \$12 an hour after the first thirty minutes of holding on the ground with passengers at the gate | None | \$10 an hour after the first thirty minutes of holding on the ground with passengers |
| Jr. Assign Pay | 150% (time and a ½) | No jr. assignment | 150% (time and a ½) |

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| Drug & Alcohol Test Pay | 1 hour of pay & credit for every two hours of time spent at a drug test, prorated after the first 15 min after release with a max of 1 hour | \$10/hr at the end of a trip, if taken off-site 1 hr pay above guarantee | |
| Per Diem | \$1.50 | \$1.70 | \$1.85 |
| Duty Rig | 1 hr pay and credit for every 2 hrs of duty pr the scheduled or actual block time for the trip, whichever is greater (example, my block for the day is 3.6 hours and the duty time is 12:30 hours my pay for the day will be 6:15) | None | None |
| Trip Rig | 1 hr of pay and credit for every 4 hrs of time away from base per trip or scheduled or actual for the trip, whichever is greater (example, 4-day trip has a total of 72 hours away from base and is blocked at 15 hours, my pay for the trip is 18 hours) | None | None |
| Holiday Pay | double time for 8 holidays; if no scheduled flying that day but still on a trip the pay is 6.4 hours | 4 hrs of pay a day extra for 7 holidays | Time and a half for 7 holidays, unless flight attendants flies 82 hrs or more, then holiday pay is double time, also may purchase two buddy passes |
| Sick Leave Accrual | 4 hours per month | 1 st year: 2 hours, yrs 2-6: 2:30 hrs, 7 yrs+: 3 hours per month | 10 days per year |
| Retirement | Defined Contribution Plan and 401(k) Plan | 401(k) Plan | 401(k) Plan |
| FMLA Qualification | All flight attendants who have completed 12 months of active service are eligible for FMLA | Flight attendant must have 1250 duty hours or 720 pay hours in the last 12 months to qualify for FMLA | Flight attendant must have 12 months with the company and at least 540 block hours |
| Annual Vacation Accrual | Less than 1 yr - 1.167 days/month 1 - 3 yrs - 14 days 4 - 10 yrs - 21 days 11 - 16 yrs - 28 days 17 - 23 years - 35 days 24 yrs + - 42 days | Less than 1 yr - 18 hours per year 2 - 7 yrs - 36 hours per year 8 yrs + - 54 hours per year | Less than 1 yr - 1.16 days/month 1 - 4 yrs - 14 days 5 - 9 yrs - 21 days 10 yrs + - 28 days |
| Maternity Leave | 20 weeks, extended for medical complications of the mother, she may, at her option, use sick time, vacation, short term disability, long term disability or comp time to supplement her pay | Applicable law | 12 weeks, extended for medical complications of the mother (and she must use sick time and may use vacation time) |

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| Paternity/ Adoption Leave | 20 weeks | Applicable law | Applicable law |
| Pre-Maternity Leave | Pregnant flight attendant may fly until doctor determines she is no longer able to perform her duties and she is placed on a medical leave, she may, at her option, use sick time, vacation, short term disability, long term disability or comp time to supplement her pay and remain on active status for benefit purposes | Unstated | Pregnant flight attendant will be offered a reduced schedule between the 28 th and 32 nd week and will be removed from flying after that, she will use sick time and may use vacation time |
| Monthly Hour Cap | Lines may not be built with more than 90 credit hours, no limit on how many hours a person may pick up during the month | Lines may not be built with more than 100 credit hours, no limit on how many hours a person may pick up during the month | None |
| Max Duty Period | 13:30 scheduled, 15:30 actual | 14 scheduled, 16 actual | 14 scheduled, 16 actual, with an exception if flight is expected to departed prior to the 16 th hour, the crew is returning to domicile and to avoid cancellation |
| Max Legs per Duty Period | 5 legs, may add 1 to deadhead to domicile | 9, max extended to 10 with concurrence of scheduled committee | None |
| Min Domicile Rest | 10 scheduled, may be reduced to 9 for irregular operations | 10 scheduled, may be reduced to 8 | 10 scheduled, may be reduced to 9 for irregular operations |
| Min RON Rest | 9 scheduled, may be reduced to 8 | 8:30 scheduled, may be reduced to 8 | 9 scheduled, may be reduced to 8 |
| Reserve Call Out | 2 hours | 1 hr, 30 minutes | 2 hours |
| Reserve Period | 12 hours | 12 hours | 24 hours |
| Airport Reserve ("ready reserve") | No more than 6 hours | No more than 10 hours | 6 to 8 hours |
| Safety and Health Section | Yes | No | No |
| Union Committees | Safety and Health Committee, Scheduling, Professional Standards, Hotel, EAP, Negotiating | Safety, Professional Standards, Hotel, Jumpseat, Scheduling | Peer Advisory Council, Uniform, Hotel, Safety, Scheduling, Catering/Service, Mediation Board |