

For those Members with less than 20 years seniority it is important to read a step up each year in the pay charts for your true pay rate. For example, if a Member is currently in the fifth year pay scale, she or he should view the 6th year pay rate for 2011.

Single Pay Scale Percentage Increase with Longevity Steps to 20 Years from Current Domestic Hourly Wage

Yrs	Current Domestic	2010 16.00% Raise + Single Scale	Total % Increase	2011 7.00% Raise + Single Scale	Total % Increase	2012 7.00% Raise + Single Scale	Total % Increase	2013 7.00% Raise + Single Scale	Total % Increase
1	\$18.46	\$22.04	19.39%	\$23.58	27.75%	\$25.23	36.69%	\$27.00	46.26%
2	\$19.51	\$23.27	19.27%	\$24.90	27.62%	\$26.64	36.55%	\$28.51	46.11%
3	\$20.75	\$24.72	19.13%	\$26.45	27.47%	\$28.30	36.39%	\$30.28	45.94%
4	\$21.34	\$25.39	18.99%	\$27.17	27.32%	\$29.07	36.23%	\$31.11	45.77%
5	\$24.20	\$28.70	18.59%	\$30.71	26.89%	\$32.86	35.77%	\$35.16	45.28%
Yrs	Current Domestic	2010 16.00% Raise + Single Scale	Total % Increase	2011 5.00% Raise + Single Scale	Total % Increase	2012 5.00% Raise + Single Scale	Total % Increase	2013 5.00% Raise + Single Scale	Total % Increase
6	\$31.82	\$41.09	29.12%	\$43.14	35.58%	\$45.30	42.36%	\$47.56	49.48%
7	\$33.54	\$43.05	28.35%	\$45.20	34.76%	\$47.46	41.50%	\$49.83	48.58%
8	\$34.37	\$43.92	27.78%	\$46.11	34.17%	\$48.42	40.88%	\$50.84	47.92%
9	\$35.49	\$45.37	27.83%	\$47.64	34.22%	\$50.02	40.93%	\$52.52	47.98%
10	\$36.63	\$46.26	26.29%	\$48.57	32.61%	\$51.00	39.24%	\$53.55	46.20%
11	\$37.42	\$47.29	26.38%	\$49.66	32.70%	\$52.14	39.34%	\$54.75	46.31%
12	\$38.31	\$48.46	26.51%	\$50.89	32.83%	\$53.43	39.47%	\$56.10	46.45%
13	\$39.14	\$49.38	26.17%	\$51.85	32.47%	\$54.44	39.10%	\$57.16	46.05%
14	\$39.75	\$50.04	25.89%	\$52.54	32.19%	\$55.17	38.80%	\$57.93	45.74%
New Longevity Steps									
Yrs	Current Highest Rate	2010 Single Scale w/ \$1 Extra Per Year	Total % Increase	2011 5.00% Raise + Single Scale	Total % Increase	2012 5.00% Raise+ Single Scale	Total % Increase	2013 5.00% Raise + Single Scale	Total % Increase
15	\$39.75	\$51.04	28.41%	\$53.59	34.83%	\$56.27	41.57%	\$59.09	48.65%
16	\$39.75	\$52.04	30.92%	\$54.64	37.47%	\$57.38	44.34%	\$60.25	51.56%
17	\$39.75	\$53.04	33.44%	\$55.69	40.11%	\$58.48	47.12%	\$61.40	54.47%
18	\$39.75	\$54.04	35.96%	\$56.74	42.75%	\$59.58	49.89%	\$62.56	57.39%
19	\$39.75	\$55.04	38.47%	\$57.79	45.40%	\$60.68	52.66%	\$63.72	60.30%
20	\$39.75	\$56.04	40.99%	\$58.84	48.04%	\$61.79	55.44%	\$64.88	63.21%

NOTES:

- Highest Domestic Wage Rate in 2002, before bankruptcy forced cuts, was \$45.02.
- AFA has already put management on notice that we expect retroactive pay to the amendable date of the Contract, January 7, 2010.
- Pay Rate increases take effect each year on January 7.



Single Pay Scale Percentage Increase with Longevity Steps to 20 Years from Current International Hourly Wage

Yrs	Current Intl	2010 16.00% Raise	Total % Increase	2011 7.00% Raise	Total % Increase	2012 7.00% Raise	Total % Increase	2013 7.00% Raise	Total % Increase
1	\$19.00	\$22.04	16.00%	\$23.58	24.12%	\$25.23	32.81%	\$27.00	42.10%
2	\$20.06	\$23.27	16.00%	\$24.90	24.12%	\$26.64	32.81%	\$28.51	42.10%
3	\$21.31	\$24.72	16.00%	\$26.45	24.12%	\$28.30	32.81%	\$30.28	42.10%
4	\$21.89	\$25.39	16.00%	\$27.17	24.12%	\$29.07	32.81%	\$31.11	42.10%
5	\$24.74	\$28.70	16.00%	\$30.71	24.12%	\$32.86	32.81%	\$35.16	42.10%

Yrs	Current Intl	2010 16.00% Raise	Total % Increase	2011 5.00% Raise	Total % Increase	2012 5.00% Raise	Total % Increase	2013 5.00% Raise	Total % Increase
6	\$35.42	\$41.09	16.00%	\$43.14	21.80%	\$45.30	27.89%	\$47.56	34.28%
7	\$37.11	\$43.05	16.00%	\$45.20	21.80%	\$47.46	27.89%	\$49.83	34.28%
8	\$37.86	\$43.92	16.00%	\$46.11	21.80%	\$48.42	27.89%	\$50.84	34.28%
9	\$39.11	\$45.37	16.00%	\$47.64	21.80%	\$50.02	27.89%	\$52.52	34.28%
10	\$39.88	\$46.26	16.00%	\$48.57	21.80%	\$51.00	27.89%	\$53.55	34.28%
11	\$40.77	\$47.29	16.00%	\$49.66	21.80%	\$52.14	27.89%	\$54.75	34.28%
12	\$41.78	\$48.46	16.00%	\$50.89	21.80%	\$53.43	27.89%	\$56.10	34.28%
13	\$42.57	\$49.38	16.00%	\$51.85	21.80%	\$54.44	27.89%	\$57.16	34.28%
14	\$43.14	\$50.04	16.00%	\$52.54	21.80%	\$55.17	27.89%	\$57.93	34.28%

New Longevity Steps

Yrs	Current Highest Rate	2010 Single Scale w/ \$1 Extra Per Year	Total % Increase	2011 5.00% Raise	Total % Increase	2012 5.00% Raise	Total % Increase	2013 5.00% Raise	Total % Increase
15	\$43.14	\$51.04	18.32%	\$53.59	24.23%	\$56.27	30.45%	\$59.09	36.97%
16	\$43.14	\$52.04	20.64%	\$54.64	26.67%	\$57.38	33.00%	\$60.25	39.65%
17	\$43.14	\$53.04	22.95%	\$55.69	29.10%	\$58.48	35.56%	\$61.40	42.33%
18	\$43.14	\$54.04	25.27%	\$56.74	31.54%	\$59.58	38.11%	\$62.56	45.02%
19	\$43.14	\$55.04	27.59%	\$57.79	33.97%	\$60.68	40.67%	\$63.72	47.70%
20	\$43.14	\$56.04	29.91%	\$58.84	36.40%	\$61.79	43.22%	\$64.88	50.38%

NOTES:

- Highest International Wage Rate in 2002, before bankruptcy forced cuts, was \$48.87.
- AFA has already put management on notice that we expect retroactive pay to the amendable date of the Contract, January 7, 2010.
- Pay Rate increases take effect each year on January 7.



Compensation Comparison Chart

This chart does not include other pay factors in the AFA United Flight Attendant Contract that affect total compensation including Flight Attendant cost of benefits, lineholder minimum guarantees, profit sharing, pass travel, transportation (taxi) reimbursements, errors in pay, deadhead, MAC/CRAF, publicity, drug and alcohol testing.

	United Proposal	Continental (CAL)	American (AA)	Southwest (SWA)	AFA Proposal	AFA % Higher/Lower - or Contract w/ Highest Pay
Highest Base Hourly Rate	No Proposal	\$51	\$49.14	\$64.70	\$64.88	0.30%
International Per Diem	No Proposal	\$2.50	\$1.75	none	\$3.50	40%
Domestic Per Diem	No Proposal	\$1.85	\$1.50	\$2.15	\$3.00	39.50%
Reserve Override	No Proposal	None	None	None	\$5.00	AFA
Reserve Minimum Guarantee	No proposal	83 hours	75 hours	89 hours	90 hours	1.10%
Call Out Pay	No Proposal	Two (2) hours	Three (3) hours	Two hours thirty six minutes (2:36)	Minimum credit of five (5) hours	92%
Minimum Duty RIG	Eliminate	None	One (1) hr's flight time pay and credit for each two (2) hrs (1 for 2), with a minimum of five (5) hrs flight time pay and credit for each duty period	One (1) hr's flight time pay and credit for each one hr and forty minutes (1 for 1.6), with a minimum of three and one half (3.5) hrs flight time pay and credit for each duty period	One (1) hr's flight time pay and credit for each one and two tenths (1.2) hrs of duty time prorated (1 for 1:12), with a minimum of five (5) hrs flight time pay and credit for each duty period	AFA
Minimum Trip RIG-Time Away From Home	One (1) hour's pay for each four (4) hours elapsed time (1 for 4) only when ID has pre-scheduled layover of 29 hours	One (1) hour's pay for each four (4) hours elapsed time (1 for 4) only when ID has pre-scheduled layover of 29 hours	One (1) hour's pay and credit for each three and one-half (3 1/2) hours elapsed time (1 for 3.5)	One (1) hr's pay and credit for each three and one-half (3 1/2) hrs elapsed time (1 for 3.5) if unscheduled overnight. One (1) hr's pay and credit for each four and six tenths (4:36) hrs elapsed time (1 for 4.6)	One (1) hour's pay and credit for each three and one-half (3 1/2) hours elapsed time (1 for 3.5)	AFA & AA
Penalty Pay	No Proposal	None	None	None	Five (5) hours	AFA



	United Proposal	Continental (CAL)	American (AA)	Southwest (SWA)	AFA Proposal	AFA % Higher/Lower - or Contract w/ Highest Pay
Vacation Pay	Three hours, fifteen minutes (3:15) per day	Three hours, fifteen minutes (3:15) per day	Four hours, ten minutes (4:10) per day	Three hours, fifteen minutes (3:15) per day	Five (5) hours per day	53.90%
Sick Leave Pay	Sick leave and occupational pay capped at 83 hours	Sick leave and occupational pay capped at 83 hours	Sick leave and occupational pay capped at 85 hours	Sick leave and occupational pay capped at 103 hours	Full pay	AFA
Holding Pay	No Proposal	\$15.00 per hour paid after 30 minutes	\$15.00 per hour paid after 30 minutes	None	Full pay including premium and language	AFA
Ground Pay	No Proposal	None	None	None	One half (1/2) hourly rate of pay including premium and language	AFA
Incentive pay	None	\$5 between 75 and 110 hours	\$7.37 over 70 hours	\$5.75 over 89 hours	No Proposal	AA
Galley Pay	No Proposal	\$1.00	\$0.88	None	\$0.97	CAL
Language pay	No Proposal	\$2.50 for hours flown	\$1.25	None	\$2.50 incl sick leave and vacation	AFA
Language Incentive Pay	No Proposal	None	None	None	\$1.50 including sick leave and vacation	AFA
Purser Pay	No Proposal	\$2.00	Narrow Body \$2.00 Wide Body \$2.08	\$2.30	Narrow Body \$3.00 Wide Body \$4.50 Aft Purser \$4.50	95.60%
Qualified Purser Pay	No Proposal	Up to \$5.50 + \$2.00 override for hours flown	\$3.00	None	Narrow Body \$5.00 Wide Body \$7.00 Aft Purser \$7.00	CAL
Contractual Holidays & Pay	No Proposal	None	None	3 Contract Holidays at two (2) times rate of pay	10 Contract Holidays for hourly rate of pay times the credited flight time for the ID, divided by the number of hrs away from home, times the number of hrs away from home falling within the holiday	AFA



	United Proposal	Continental (CAL)	American (AA)	Southwest (SWA)	AFA Proposal	AFA % Higher/Lower - or Contract w/ Highest Pay
Understaffing Pay	No Proposal	\$50 X flight hours X # of missing crew divided equally among crew (160+seats only)	\$5.00	\$5.75	\$10.00	42.50%
Reassignment Pay	\$15.00/hr prorated beyond original trip or four (4) hr pay credit during severe weather	\$15.00 per hour prorated beyond original trip or four (4) hour pay credit during severe weather	None	None	Twice rate of pay including premium and language	AFA
Parking	No Proposal	Out-of-Base Parking \$30	None	None	\$100.00	233.33%
Drafting Pay	Three (3) hour pay credit	Three (3) hour pay credit	None	None	Twice rate of pay including premium and language	AFA
Night Pay	No Proposal	\$0.50	None	\$1.15	\$0.50	SWA
Critical Coverage Pay	1.5 x hourly rate of pay	None	None	None	1.5 x hourly rate of pay	AFA
Extended Duty Time Pay	Minimum one (1) hrs pay at five (5) times hourly rate	One for one maximum 5 hours	None	None	Minimum one (1) hrs pay at five (5) times hourly rate	AFA



	United Proposal	Continental (CAL)	American (AA)	Southwest (SWA)	AFA Proposal	AFA % Higher/Lower - or Contract w/ Highest Pay
Training Pay	<p>Eliminate 3-hour min pay guarantee</p> <p>Paid at 2:30 hours per day</p> <p>1-hour pay for home study regardless of length</p>	<p>Paid at 2:30 hours per day</p> <p>1-hour pay for home study regardless of length</p>	<p>\$9.50/hr</p> <p>3 hr. min</p>	<p>4:45hrs/day</p>	<p>Greater of one (1) hr's pay and credit for each three and one-half (3 1/2) hrs elapsed time (1 for 3.5) or one (1) hr's flight time pay and credit for each one and two tenths (1.2) hrs of duty time prorated (1 for 1:12), with a minimum of five (5) hrs flight time pay and credit for each duty period.</p>	<p>5.30%</p>

- Pay and some scheduling work rules in the Southwest Airlines Contract are based on a Trip-for-Pay (TFP) basis rather than an hourly basis. Flight Attendants are credited with one (1) TFP for each leg of 243 miles or less. For each forty mile increment over 243 miles an additional one-tenth (0.1) TFP is credited. The industry standard conversion of 1.15 hours per TFP was used to represent their compensation on an hourly basis where appropriate, including rates of pay.
- This comparison does not include all carriers or all Sections of our Contract. It is intended to be an overview.



Examples of Monthly Wages

Other than Reserve Override these examples do not include expenses or premium and other pay factors. The examples are simply calculated based on hourly pay rates for a 5, 10, 15 and 20 year Flight Attendant.

5 Year Lineholder				
	Pay Rate	65 Hours	85 Hours	100 Hours
DOM Current	\$24.20	\$1,573.00	\$2,057.00	\$2,420.00
INTL Current	\$24.74	\$1,608.10	\$2,102.90	\$2,474.00
2010	\$28.70	\$1,865.50	\$2,439.50	\$2,870.00
2011	\$30.71	\$1,996.15	\$2,610.35	\$3,071.00
2012	\$32.86	\$2,135.90	\$2,793.10	\$3,286.00
2013	\$35.16	\$2,285.40	\$2,988.60	\$3,516.00

5 Year Reserve				
	Pay Rate	75 Hours	90 Hours	100 Hours
DOM Current*	\$26.13	\$1,959.75	\$2,351.70	\$2,613.00
INTL Current*	\$26.67	\$2,000.25	\$2,400.30	\$2,667.00
2010**	\$33.70	\$2,527.50	\$3,033.00	\$3,370.00
2011**	\$35.71	\$2,678.25	\$3,213.90	\$3,571.00
2012**	\$37.86	\$2,839.50	\$3,407.40	\$3,786.00
2013**	\$40.16	\$3,012.00	\$3,614.40	\$4,016.00

* Current Reserve Pay Rate includes \$1.93 Reserve Override

** Future Reserve Pay Rate includes \$5.00 Reserve Override

10 Year Lineholder				
	Pay Rate	65 Hours	85 Hours	100 Hours
DOM Current	\$36.63	\$2,380.95	\$3,113.55	\$3,663.00
INTL Current	\$39.88	\$2,592.20	\$3,389.80	\$3,988.00
2010	\$46.26	\$3,006.90	\$3,932.10	\$4,626.00
2011	\$48.57	\$3,157.05	\$4,128.45	\$4,857.00
2012	\$51.00	\$3,315.00	\$4,335.00	\$5,100.00
2013	\$53.55	\$3,480.75	\$4,551.75	\$5,355.00

10 Year Reserve				
	Pay Rate	75 Hours	90 Hours	100 Hours
DOM Current*	\$38.56	\$2,892.00	\$3,470.40	\$3,856.00
INTL Current*	\$41.81	\$3,135.75	\$3,762.90	\$4,181.00
2010**	\$51.26	\$3,844.50	\$4,613.40	\$5,126.00
2011**	\$53.57	\$4,017.75	\$4,821.30	\$5,357.00
2012**	\$56.00	\$4,200.00	\$5,040.00	\$5,600.00
2013**	\$58.55	\$4,391.25	\$5,269.50	\$5,855.00

* Current Reserve Pay Rate includes \$1.93 Reserve Override

** Future Reserve Pay Rate includes \$5.00 Reserve Override



15 Year Lineholder				
	Pay Rate	65 Hours	85 Hours	100 Hours
DOM current	\$39.75	\$2,583.75	\$3,378.75	\$3,975.00
INTL Current	\$43.14	\$2,804.10	\$3,666.90	\$4,314.00
2010	\$51.04	\$3,317.60	\$4,338.40	\$5,104.00
2011	\$53.59	\$3,483.35	\$4,555.15	\$5,359.00
2012	\$56.27	\$3,657.55	\$4,782.95	\$5,627.00
2013	\$59.09	\$3,840.85	\$5,022.65	\$5,909.00

15 Year Reserve				
	Pay Rate	75 Hours	90 Hours	100 Hours
DOM Current*	\$41.68	\$3,126.00	\$3,751.20	\$4,168.00
INTL Current*	\$45.07	\$3,380.25	\$4,056.30	\$4,507.00
2010**	\$56.04	\$4,203.00	\$5,043.60	\$5,604.00
2011**	\$58.59	\$4,394.25	\$5,273.10	\$5,859.00
2012**	\$61.27	\$4,595.25	\$5,514.30	\$6,127.00
2013**	\$64.09	\$4,806.75	\$5,768.10	\$6,409.00

* Current Reserve Pay Rate includes \$1.93 Reserve Override

** Future Reserve Pay Rate includes \$5.00 Reserve Override

20 Year Lineholder				
	Pay Rate	65 Hours	85 Hours	100 Hours
DOM current	\$39.75	\$2,583.75	\$3,378.75	\$3,975.00
INTL Current	\$43.14	\$2,804.10	\$3,666.90	\$4,314.00
2010	\$56.04	\$3,642.60	\$4,763.40	\$5,604.00
2011	\$58.84	\$3,824.60	\$5,001.40	\$5,884.00
2012	\$61.79	\$4,016.35	\$5,252.15	\$6,179.00
2013	\$64.88	\$4,217.20	\$5,514.80	\$6,488.00

20 Year Reserve				
	Pay Rate	75 Hours	90 Hours	100 Hours
DOM Current*	\$41.68	\$3,126.00	\$3,751.20	\$4,168.00
INTL Current*	\$45.07	\$3,380.25	\$4,056.30	\$4,507.00
2010**	\$61.04	\$4,578.00	\$5,493.60	\$6,104.00
2011**	\$63.84	\$4,788.00	\$5,745.60	\$6,384.00
2012**	\$66.79	\$5,009.25	\$6,011.10	\$6,679.00
2013**	\$69.88	\$5,241.00	\$6,289.20	\$6,988.00

* Current Reserve Pay Rate includes \$1.93 Reserve Override

** Future Reserve Pay Rate includes \$5.00 Reserve Override



Questions and Answers

Are these compensation proposals for both United and Continental Flight Attendants?

The merger provides another means for Contract improvements and we will coordinate with our pre-merger Continental Flight Attendants to achieve the best of both Contracts – or better - in single Contract negotiations at the appropriate time. When that time comes we will conduct surveys and provide the various ways we collect feedback from all Flight Attendants to determine our collective priorities. We are not yet at that point. These Railway Labor Act Section 6 negotiations remain focused on the priorities set by 15,000 United Flight Attendants.

What about retroactive pay since the amendable date was over 300 days ago?

We have already put management on notice that we expect retroactive pay to be negotiated to the amendable date of the Contract, January 7, 2010.

What were the percentage wage cuts during bankruptcy?

Wage rate cuts were 9% in the first round cuts and 9.5% in the second round of cuts. Since 2007 we have had two 2% wage rate increases and one 3% wage rate increase.

How does the wage rate proposal compare with our wages before bankruptcy?

- Highest international rate in effect prior to cuts \$48.87 as of April 1, 2002
- Highest international book rate prior to cuts \$49.85 as of March 1, 2004
- Highest AFA proposal rate: \$64.88 for a difference of 50.38%

- Highest domestic \$45.02 prior to cuts as of April 1, 2002
- Highest domestic book rate prior to cuts \$45.92 as of March 1, 2004
- Highest AFA proposal rate: \$64.88 for a difference of 63.21%

