



Tentative Agreement Two (TA2) **Summary of Changes**

AFA United Master Executive Council

Association of Flight Attendants-CWA, AFL-CIO

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Overview

This document is a side-by-side comprehensive summary comparing provisions of the current JCBA with TA1 and TA2. In sections where a change has occurred from TA1 to TA2, TA1 is grayed out, and the new language is listed under a Purple TA2 header. For organization, some subject matter has been reorganized in TA2. This is noted with the original section and the new section where it will be located under TA2.

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Definitions		
2.P.	Health Care Provider is defined as a Doctor of Medicine (M.D.) or Osteopathy (D.O), <u>Dentist, Orthodontist or Oral Surgeon, Clinical Psychologist, Doctor of Chiropractic (D.C.), Advanced Practice Registered Nurse (APRN), Nurse Practitioner, Physician Assistant.</u>	* Flight Time (“Flight Time is moved from 2.P. to 2.O. and “Healthcare Provider” is a new definition assigned to section 2.P.)
2.Q.1.a.	United States’ and Guam’s “holidays” shall include: New Year’s Day, Independence Day, <u>Halloween</u> , Thanksgiving Day, Christmas Day and the Flight Attendant’s Birthday.	United States’ and Guam’s “holidays” shall include: New Year’s Day, Independence Day, Thanksgiving Day, Christmas Day and the Flight Attendant’s Birthday.
2.Q.1.b.	United Kingdom’s “holidays” shall include: New Year’s Day, Easter Monday, August Bank Holiday, Christmas Day, <u>Boxing Day</u> and the Flight Attendant’s Birthday.	United Kingdom’s “holidays” shall include: New Year’s Day, Easter Monday, August Bank Holiday, Christmas Day and the Flight Attendant’s Birthday.
General		
3.A.2.	Flight Attendants shall be entitled to use the cabin jumpseat. <u>Flight Attendants employed by the Company will have priority for jumpseat use.</u> Use of the cabin jumpseat will be restricted to Flight Attendants employed by the Company, <u>Flight Attendants traveling on a reciprocal jumpseat agreement pursuant to Paragraph 3.a.10. below.</u> United Inflight management and others specifically authorized by the Senior Vice President- Inflight Service <u>shall also be permitted to use the cabin</u>	Flight Attendants shall be entitled to use the cabin jumpseat. Use of the cabin jumpseat will be restricted to Flight Attendants employed by the Company, United Inflight management and others specifically authorized by the Senior Vice President- Inflight Service. Use of the cabin jumpseat shall be subject to Company regulations, policies and procedures.



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	<u>jumpseat.</u> Use of the cabin jumpseat shall be subject to Company regulations, policies and procedures.	
3.A.11.a.	<u>Should the Company enter into a reciprocal agreement with another US carrier for Flight Attendants to occupy the Cabin Jumpseat, any such agreement shall allow for the following priority for Jumpseat use on United aircraft:</u>	
3.A.11.a.(1).	<u>Flight Attendants on the United system seniority list;</u>	
3.A.11.a.(2).	<u>Flight Attendants of United Express carriers.</u>	
3.A.11.a.(3).	<u>Flight Attendants of other airlines with which the Company obtains a reciprocal agreement.</u>	
3.A.11.b.	<u>Any United Flight Attendant shall have priority over any reciprocal user at any time during the awarding of jumpseats, up to ten (10) minutes before departure.</u>	
3.EE.	Jury Duty/Court Witness	* Moved from 15.K.
3.FF.	Bereavement	* Moved from 15.M
3.R.2.	In the event parking facilities are not available for employees at an airport location other than one serving <u>their</u> Domicile, the Company shall assume the monthly parking charges up to a maximum of <u>\$60.00</u> per month. This provision does not apply to original or replacement charges for employees for parking decals, stickers, gate keys or similar items. It is	* Moved from 3.T.2. In the event parking facilities are not available for employees at an airport location other than one serving her/his Domicile, the Company shall assume the monthly parking charges up to a maximum of \$35.00 per month. This provision does not apply to original or replacement charges for employees for



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	<p>understood that a Flight Attendant may park <u>their</u> car at either <u>their</u> Domicile or some other Company station location, if parking space is available, in which case the Company shall be obligated to assume only the expense of one location.</p>	<p>parking decals, stickers, gate keys or similar items. It is understood that a Flight Attendant may park her/his car at either her/his Domicile or some other Company station location, if parking space is available, in which case the Company shall be obligated to assume only the expense of one location.</p>
Compensation		
<p>4.A.</p>	<p><u>Year 1 - \$36.92 (27.8% increase from JCBA)</u> <u>Year 2 - \$39.15 (27.8% increase from JCBA)</u> <u>Year 3 - \$41.65 (27.8% increase from JCBA)</u> <u>Year 4 - \$44.36 (27.8% increase from JCBA)</u> <u>Year 5 - \$48.85 (27.7% increase from JCBA)</u> <u>Year 6 - \$55.31 (27.7% increase from JCBA)</u> <u>Year 7 - \$61.04 (26.1% increase from JCBA)</u> <u>Year 8 - \$63.00 (26.1% increase from JCBA)</u> <u>Year 9 - \$64.74 (26.1% increase from JCBA)</u> <u>Year 10 - \$67.16 (26.1% increase from JCBA)</u> <u>Year 11 - \$69.01 (26.1% increase from JCBA)</u> <u>Year 12 - \$72.29 (26.1% increase from JCBA)</u> <u>Year 13+ - \$84.78 (26.3% increase from JCBA)</u></p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p><u>1st Base Pay increase will be effective May 31, 2026</u></p> <p><u>2nd Increase will take effect on July 30, 2026</u></p> <p><u>Click here to view the Full Base Pay Scale for the</u></p>	<p>Year 1 - \$28.88 Year 2 - \$30.64 Year 3 - \$32.59 Year 4 - \$34.71 Year 5 - \$38.25 Year 6 - \$43.30 Year 7 - \$48.41 Year 8 - \$49.96 Year 9 - \$51.34 Year 10 - \$53.26 Year 11 - \$54.73 Year 12 - \$57.33 Year 13+ - \$67.11</p>



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	<p><u>duration of TA2</u></p> <p><u>Increase as of May 31, 2026</u></p> <p><u>Year 1 - \$37.10 (28.46% increase from JCBA)</u></p> <p><u>Year 2 - \$39.35 (28.43% increase from JCBA)</u></p> <p><u>Year 3 - \$41.86 (28.44% increase from JCBA)</u></p> <p><u>Year 4 - \$44.58 (28.44% increase from JCBA)</u></p> <p><u>Year 5 - \$49.09 (28.34% increase from JCBA)</u></p> <p><u>Year 6 - \$55.59 (28.38% increase from JCBA)</u></p> <p><u>Year 7 - \$61.14 (26.30% increase from JCBA)</u></p> <p><u>Year 8 - \$63.10 (26.30% increase from JCBA)</u></p> <p><u>Year 9 - \$64.85 (26.31% increase from JCBA)</u></p> <p><u>Year 10 - \$67.27 (26.30% increase from JCBA)</u></p> <p><u>Year 11 - \$69.12 (26.29% increase from JCBA)</u></p> <p><u>Year 12 - \$72.41 (26.30% increase from JCBA)</u></p> <p><u>Year 13+ - \$84.92 (26.54% increase from JCBA)</u></p>	
4.B.2.	<p>The Company may, but shall not be obligated to, designate specific days as “white flag” for Flight Attendant staffing. When a Flight Attendant picks up a trip from open time on a day designated as “white flag” <u>they</u> shall be paid one hundred and fifty percent (150%) of the pay rates provided for in Paragraph A. above, for all credited flight time, including holding time, as defined in Section 6-N. <u>If a white flag pairing is subsequently traded directly to another Flight Attendant, the Flight Attendant actually flying the pairing shall be entitled to the white flag pay.</u></p>	<p>The Company may, but shall not be obligated to, designate specific days as “white flag” for Flight Attendant staffing. When a Flight Attendant picks up a trip from open time on a day designated as “white flag” she/he shall be paid one hundred and fifty percent (150%) of the pay rates provided for in Paragraph A. above, for all credited flight time, including holding time, as defined in Section 6.N. Pay for all credited hours flown on a trip in accordance with this Paragraph shall be:</p>



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4.E.	In addition to all other applicable pay protection provisions, a drafted Flight Attendant shall receive four hours (4:00) of pay, including FSL/Purser, galley, and language if applicable, for pay purposes only.	In addition to all other applicable pay protection provisions, a drafted Flight Attendant shall receive three hours (3:00) of pay, including FSL/Purser, galley, and language if applicable, for pay purposes only.
4.F.	When a Flight Attendant is required to provide a urine or breath specimen in order to comply with federally mandated random drug or alcohol testing programs, <u>they</u> shall be compensated in the amount of <u>fifty dollars (\$50.00)</u> .	When a Flight Attendant is required to provide a urine or breath specimen in order to comply with federally mandated random drug or alcohol testing programs, she/he shall be compensated in the amount of \$25.00.
4.G.	Flight Attendants working galley positions on B-757 or widebody (2 aisle) aircraft and narrowbody aircraft <u>engaged in International Flying</u> shall receive an additional <u>\$2.00</u> for each block hour (prorated for partial hours) actually flown on such trips.	Flight Attendants working galley positions on B-757 or widebody (2 aisle) aircraft shall receive an additional \$1.00 for each block hour (prorated for partial hours) actually flown on such trips.
4.H.1.	In addition to regular compensation, a <u>qualified International Purser</u> shall receive <u>\$10.00</u> for each credited flight hour and all ground holding time when performing in an <u>International Purser</u> position.	In addition to regular compensation, a Flight Service Leader shall receive \$7.50 for each credited flight hour and all ground holding time when performing in an FSL position.
4.K.1.	A Language Qualified Flight Attendant who works in a designated Language Qualified position will be provided an override of <u>\$3.75</u> for <u>each credited flight hour and all ground holding time</u> . <u>Language Qualified Pay</u> shall be included in the monthly guarantee.	A Language Qualified Flight Attendant who works in a designated Language Qualified position will be provided an override of \$2.50 for each block hour actually flown and for all credited time in the designated Language Qualified position except sick/occupational leave and vacation.
4.N.4.	Book (JCBA)	The profit sharing program described below shall



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		become effective for profit sharing payments in 2017, and profit sharing payments thereafter. The Company profit sharing plan shall provide that in the event that the Company has more than \$10 million in Pre-Tax Earnings in the relevant calendar year, then the Flight Attendant Annual Profit Sharing Pool shall be based on two components:
4.N.4.a.	Book (JCBA)	10% of Pre-Tax Earnings that are not in excess of the Pre- Tax Earnings for the previous calendar year; and
4.N.4.b.	Book (JCBA)	20% of Pre-Tax Earnings that are in excess of the Pre-Tax Earnings for the previous calendar year.
4.O.1.	Reserves shall be guaranteed seventy-eight (78) hours pay and credit per month, provided that when a Reserve is unavailable for duty on a without pay basis, <u>their</u> her/his minimum guarantee will be reduced by 4:20 (1/18th) in a thirty (30) day month and 4:07 (1/19th) in a thirty-one (31) day month for each day unavailable for schedule duty.	Reserves shall be guaranteed seventy-eight (78) hours pay and credit per month, provided that when a Reserve is unavailable for duty on a without pay basis, her/his minimum guarantee will be reduced by 4:20 (1/18th) in a thirty (30) day month and 4:07 (1/19th) in a thirty-one (31) day month for each day unavailable for schedule duty.
4.P.1.	Book (JCBA)	In addition to Paragraph 4.O. above, a Reserve shall be compensated at the following rate prorated for each credited flight hour: \$2.00.
4.Q.2.	Whenever a flight meets the requirements of this section for Short Crew Pay, each Flight Attendant working the flight will be compensated at the rate of <u>\$9.25</u> dollars per hour or fraction thereof for each	Whenever a flight meets the requirements of this section for Short Crew Pay, each Flight Attendant working the flight will be compensated at the rate of \$7.50 dollars per hour or fraction thereof for each



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	Flight Attendant absent, block to block and for holding time when a meal is served.	Flight Attendant absent, block to block and for holding time when a meal is served.
4.S.1.	<u>Flight Attendants shall be paid fifty percent (50%) of the pay rates provided for in Paragraph A. above, for boarding a flight based on the standard customer boarding time established by the Company for the aircraft on which their flight is operating.</u>	
4.S.1.a	<p><u>In the application of paragraph 4.S.1., above, the following provisions shall apply:</u></p> <p><u>4.S.1.a.(1).</u> <u>If a Flight Attendant boards a flight and all passengers are required by the Company to deplane, the Flight Attendant shall receive the boarding pay for each boarding.</u></p> <p><u>4.S.1.a.(2).</u> <u>If a flight is boarded and the flight subsequently cancels, the Flight Attendant shall receive boarding pay for the boarding.</u></p> <p><u>4.S.1.a.(3).</u> <u>Boarding pay shall only be paid for the actual boarding of passengers.</u></p> <p><u>4.S.1.a.(4).</u> <u>Boarding pay shall not be paid on ferry flights or to Flight Attendants who are deadheading on a flight.</u></p>	



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4.S.1.b.	<u>Boarding Pay shall be for pay purposes only and shall not be treated as credit for any purpose. Boarding pay will be paid as ADD pay.</u>	
4.S.1.c.	<u>Standby Reserves shall not be entitled to boarding pay for pre-boarding a flight unless they are assigned to the flight and actually depart.</u>	
4.T.	<p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p><u>When a Flight Attendant is scheduled for ground time between two flight segments in the same duty period in excess of two hours and thirty minutes (2:30), the Flight Attendant shall be paid one minute (:01) for every two minutes (:02) of continuous ground time in excess of the first two hours and thirty minutes (2:30).</u></p>	
4.T.1.a.	<u>Sit Pay will be calculated based on the scheduled departure time and the scheduled arrival time of the segments in the original or rescheduled pairing.</u>	
4.T.2.	<u>Sit Pay will not be paid on the actual departure or arrival times of the segments in the original or rescheduled pairing.</u>	



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4.T.3.	<p><u>Scheduled Sit Pay shall be for pay purposes only and shall not be treated as credit for any purpose.</u> <u>Scheduled Sit Pay will be paid as ADD pay.</u></p>	
4.U.	<p>Trainings and general meetings shall be compensated as follows:</p> <p>4.U.1. A Flight Attendant shall receive no less than three (3) hours of flight time pay and credit for each day of training or general meeting.</p> <p>4.U.2. Home study and Computer Based Training (CBT) assignments shall each be paid one hour (1:00) flight time pay and credit for every three hours (3:00) of home study or training, prorated, based on reasonable times established by the Company to complete the training. In no case shall Flight Attendants receive less than one hour (1:00).</p>	*Moved from 11.B.
4.V.1.	<p><u>Vacation shall be paid at a rate of three hours and thirty minutes (3:30) for each day of vacation.</u></p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p>Vacation shall be paid at a rate of three hours and fifteen minutes (3:15) for each day of vacation.</p>	<p>*12.B.1. Vacation shall be paid at a rate of three hours and fifteen minutes (3:15) for each day of vacation.</p>



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	<p><u>Effective with the January 2031 bid month, vacation shall be paid at a rate of three hours and thirty minutes (3:30) for each day of vacation.</u></p>	
Expenses, Transportation and Lodging		
5.A.1.a.	<p>Domestic Per Diem shall be paid for all flights within the <u>Continental United States</u> <u>\$2.97</u> effective Date of Signing</p>	<p>Domestic Per Diem shall be paid for all flights within the fifty (50) United States, Canada, Mexico, Central America and the Caribbean.</p> <p>\$2.20 effective Date of Signing</p>
5.A.1.b.	<p>International Per Diem shall be paid for flights not covered under Paragraph a. above. <u>\$3.54</u> effective Date of Signing</p>	<p>International Per Diem shall be paid for flights not covered under Paragraph a. above.</p> <p>\$2.70 effective Date of Signing</p> <p>per hour prorated from the time she/he is scheduled to report for duty or actually reports for duty, whichever is later and shall continue until termination of duty or flight assignment upon return to her/his home Domicile. Meals will not be placed aboard aircraft in lieu of these allowances on any flight unless requested by the Union Local Schedule Committee for the entire crew for the entire month . When the Company boards meals at the request of the Local Schedule Committee, the payment provided in this Paragraph will be reduced by the cost of the meal to the Company. These per diem rates shall be increased by five cents (\$0.05) every two years after Date of</p>



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		Signing.
5.A.1.d.	<p>These per diem rates in 5.A.1.a. and 5.A.1.b. shall be increased by <u>ten cents (\$0.10) in August, 2027 and every twenty-four months thereafter five cents (\$0.05) every two years after Date of Signing.</u></p>	*5.A.1.b
5.A.3.d.	<p>When a crew meal is provided pursuant to 5-A.3.a. or 5-A.3.b. above, then:</p> <p>5.A.3.d.(1) When First Class/Polaris meals are provided to passengers on a specific flight, a Flight Attendant may order a crew meal, which may include any combination of "Poultry", "Meat", "Seafood", or "Non-meat (which may be pasta)", or they may order from "breakfast options" when a breakfast meal is appropriate. The quality, quantity, nutritional content, portion size, and wholesomeness shall be no less than the First Class/Polaris meal offerings as of January 1, 2025</p> <p>5.A.3.d.(2) If a Flight Attendant does not order a meal and or on flights without Passenger First Class/Polaris meals where a crew meal is required, the Flight Attendant shall be provided a Chicken or Beef meal, a pasta meal, or an appropriate breakfast meal, whose quality, quantity, nutritional content, portion size, and wholesomeness shall be no less than the First Class/Polaris meal offerings as of January 1, 2025.</p>	All food components of the crew meals referenced in this Paragraph shall be business class quality or better.



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	<p>5.A.3.d.(3) Notwithstanding the terms of paragraph 5-A.3.c.(1) above, when a Flight Attendant orders a meal and that Flight Attendant is not on the flight for any reason, the meal ordered and boarded for them shall satisfy the requirements of paragraph 5-A.3.c.(1) above and no substitute meals need to be boarded.</p>	
5.A.3.e.	<p>All Flight Attendant meals shall be separated from passenger meals. If a Flight Attendant has ordered a meal in accordance with 5-A.3.c.(1) above, and such meal is provided, the meal shall be labeled with the Flight Attendant's name.</p>	
5.A.3.f.	<p>Crew meal food items provisioned for Flight Attendants may be removed from the aircraft for consumption off the aircraft and while on layover, unless otherwise prohibited by customs regulations. Reusable service items, including but not limited to, dishware, glasswear and flatwear, may not be removed from the aircraft.</p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p><u>5.A.3. Crew Meals - Book (JCBA)</u></p>	



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5.B.5.	<p>If a Flight Attendant arrives at a layover hotel and their her/his room is not ready within thirty (30) minutes after <u>their originally scheduled arrival</u>, they she/he may obtain other accommodations and claim reasonable actual lodging expenses on a Company expense form supported by the hotel receipt.</p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p>If a Flight Attendant arrives at a layover hotel and their her/his room is not ready within thirty (30) minutes after arrival, they she/he may obtain other accommodations and claim reasonable actual lodging expenses on a Company expense form supported by the hotel receipt. <u>In the event a flight arrives into a city earlier than their scheduled arrival time and the transportation drop off time, including self-help transportation, reflects the earlier arrival at the hotel, the thirty (30) minutes shall be extended by the amount of time the flight is early.</u></p>	<p>If a Flight Attendant arrives at a layover hotel and her/his room is not ready within thirty (30) minutes after arrival, she/he may obtain other accommodations and claim reasonable actual lodging expenses on a Company expense form supported by the hotel receipt.</p>
5.B.6.	<p>Unless mutually agreed by the Union and the Company, on layovers of seventeen (17) nineteen (19) hours (block to block) or more, the Company will provide hotels in downtown or downtown-like locations in close proximity to restaurants and shops.</p>	<p>Unless mutually agreed by the Union and the Company, on layovers of nineteen (19) hours (block to block) or more, the Company will provide hotels in downtown or downtown-like locations in close proximity to restaurants and shops.</p>
5.B.10.	<p><u>In the event the Company has not provided hotel</u></p>	



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	<p><u>accommodation information by the end of a duty period in accordance with 5-B.1.. Flight Attendants may obtain other accommodations and claim reasonable actual lodging expenses on a Company expense form supported by the hotel receipt.</u></p>	
5.C.1.	<p>Flight Attendants who cancel hotel rooms in accordance with the provisions of this Paragraph 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 <u>\$30.00</u> for each cancelled hotel room.</p>	<p>Flight Attendants who cancel hotel rooms in accordance with the provisions of this Paragraph 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 \$20.00 for each cancelled hotel room.</p>
5.D.2.a	<p>A Flight Attendant will be allowed <u>\$20.00</u> for cab or limousine between airport or co terminal and place of lodging at Domicile points whenever departure time of <u>their</u> flight.</p>	<p>A Flight Attendant will be allowed \$10.00 for cab or limousine between airport or co-terminal and place of lodging at Domicile points whenever departure time of her/his flight assignment is between 10:00 p.m. and 8:00 a.m. or when arrival time of the flight is between 8:00 p.m. and 6:00 a.m.</p>
5.D.3.a.	<p><u>A Reserve Flight Attendant shall be reimbursed for the reasonable actual expense for the return cab transportation from the airport to their home or place of lodging. if the Reserve Flight Attendant was unable to utilize their personal transportation in order to make the less than three (3) hour call out.</u></p>	
5.D.3.b.	<p>Claim for such expenses shall be made <u>within sixty (60) days</u> on a regular expense form which shall be supported by a receipt approved by Inflight Scheduling</p>	



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	and the form shall indicate the flight number for any such transportation expenses.	
Minimum Pay and Credit, Hours of Service, and Contractual Legalities		
6.E.1.	A Flight Attendant assigned a line of flying and who is drafted either at <u>their</u> Home Domicile or at any away-from-Domicile point to fly a pairing(s) and is not in position to fly the next scheduled pairings(s) shown in <u>their</u> schedule, shall receive pay and flight time credit on the basis of the scheduled time shown in <u>their</u> schedule or what was actually flown, whichever is greater, for the period during which drafted <u>but shall not be subject to reassignment</u> . In addition to all other applicable pay protection provisions, a drafted Flight Attendant shall receive <u>four hours (4:00)</u> of pay including <u>International Purser/Purser</u> , and language if applicable for pay purposes only. A Flight Attendant may not be drafted if <u>their</u> calendar days off cannot be restored to the monthly minimum specified in Paragraph Q. below.	*6.E. A Flight Attendant assigned a line of flying and who is drafted either at her/his home Domicile or at any away-from-Domicile point to fly a pairing(s) and is not in position to fly the next scheduled pairings(s) shown in her/his schedule, shall receive pay and flight time credit on the basis of the scheduled time shown in her/his schedule or what was actually flown, whichever is greater, for the period during which drafted. In addition to all other applicable pay protection provisions, a drafted Flight Attendant shall receive three hours (3:00) of pay including premium and language if applicable for pay purposes only. A Flight Attendant may not be drafted if her/his calendar days off cannot be restored to the monthly minimum specified in Paragraph Q. below.
6.R.1.c.	<u>1900-0459 Limited to no more than seven hours (7:00) flight time, unless the duty period contains a single segment, in which case that single segment may exceed seven hours (7:00) of flight time; ground time no greater than two hours and thirty minutes (2:30) and no flight segment after a red-eye flight.</u>	*6.S.1



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6.R.1.c.(1).	<p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p><u>Notwithstanding the terms of 6.R.1.a. above, a single duty period pairing which contains a red-eye flight, as defined in 6.R.1.e.(1), may be scheduled for up to fourteen hours (14:00) and operated up to sixteen hours (16:00) on an actual basis so long as the duty period contains no more than two flight segments and ground time no greater than two hours and thirty minutes (2:30).</u></p>	
6.R.1.d.	<p><u>A High Value Trip (HVT) shall be limited to a single duty period containing no more than three (3) flight segments with a total flight time of nine hours (9:00) or more. A High Value Trip (HVT) shall only be scheduled during the duty period starting from 0500 to 1859.</u></p>	
6.R.1.e.(1-3)	<p><u>6.R.1.e.(1).</u></p> <p><u>A red-eye flight is one with any portion scheduled to operate from 0200 to 0400, local time. A duty period containing a red-eye flight may not be scheduled or rescheduled for more than two working segments</u></p>	<p>*7.S.1.* Note - A red-eye flight is one with any portion scheduled to operate from 0200 to 0400, local time.</p>



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	<p><u>6.R.1.e.(2).</u></p> <p><u>A duty period that contains a red-eye flight shall not be scheduled or rescheduled with a working flight segment following the red-eye, subject to the following:</u></p> <p>6.R.1.e.(2).(a).</p> <p>If a non-stop flight makes a stop for operational reasons (such as for mechanical or weather conditions, for emergencies or fuel), even though planned prior to departure, it shall maintain its non-stop status. If the flight makes a stop for revenue purposes (such as to load or unload passengers or freight, except emergencies), it shall not be considered a non-stop flight and will be subject to the night duty limitations.</p> <p><u>6.R.1.e.(3).</u></p> <p><u>A Flight Attendant may be scheduled or rescheduled to deadhead on a flight(s) following a redeye flight, provided that following the deadhead segment(s) they are released to rest, pursuant to paragraph 6.V., below. The Flight Attendant may not be reassigned as a working Flight Attendant on such deadhead</u></p>	<p>*6.T.3.</p> <p>If a non-stop flight makes a stop for operational reasons (such as for mechanical or weather conditions, for emergencies or fuel), even though planned prior to departure, it shall maintain its non-stop status. If the flight makes a stop for revenue purposes (such as to load or unload passengers or freight, except emergencies), it shall not be considered a non-stop flight and will be subject to the night duty limitations.</p>



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	<u>segment(s).</u>	
Scheduling		
7.A.9.a.(1).(a-c).	<p><u>7.A.9.a.(1).(a).</u> <u>The chartering company or person(s) must request specific Flight Attendants by name in writing and they shall be used on the charter subject to their approval.</u></p> <p><u>7.A.9.a.(1).(b).</u> <u>Should the Company deem it necessary to have a language qualified Flight Attendant on a charter, the Company shall have the ability to assign one (1) position on a narrow-body aircraft and two (2) positions on a wide-body aircraft to a Flight Attendant so qualified.</u></p> <p><u>7.A.9.a.(1).(c).</u> <u>All contractual provisions of the Agreement shall apply to charter flights unless specifically delineated otherwise.</u></p>	*7.A.9.a. Charters, extra sections and scenic flights assigned to a Base will be available for use in line construction or placed in open time, unless a particular Flight Attendant(s) has been requested by the charter organization
7.H.3.	<u>A trade between two Flight Attendants must be made in the computer up to four hours (4:00) prior to check in of the earliest trip involved in the trade. If it is less than four hours (4:00) prior to check-in, two (2) Flight Attendants may complete a Flight Attendant to Flight Attendant trade before check-in if both Flight</u>	*7.1.5. A trade between two Flight Attendants must be made in the computer up to four hours (4:00) prior to check in of the earliest trip involved in the trade. If the operation permits as determined by Scheduling, open time trades may be considered inside twelve hours



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	<u>Attendants are physically present at the Base location and provided that the trade is confirmed with scheduling.</u>	(12:00) prior to check-in of the trip being picked up.
7.H.5.	<p><u>Except as provided below in this Section Paragraph,</u> requests for trades <u>with Open Time</u> must be made through the computer at least <u>twenty-four hours (24:00)</u> one (1) calendar day, home Domicile time, before the scheduled departure time of the first trip, except that if the trip being dropped occurs after the trip being picked up, the trade request must be made at least twelve hours (12:00) prior to check-in of the trip being picked up.</p> <p>A trade between two Flight Attendants must be made in the computer up to four hours (4:00) prior to check in of the earliest trip involved in the trade. If the operation permits as determined by Scheduling, open time trades may be considered inside twelve hours (12:00) prior to check-in of the trip being picked up.</p>	<p>*7.1.4. Trades involving two (2) trips which both have scheduled departures less than one (1) calendar day after the trade must be done by exception, and are subject to operational needs.</p>
7.H.14.	<p>A single duty period <u>pairing</u> which contains a flight segment that departs the Base before midnight and a return segment arriving back in the Base after <u>midnight Home Domicile time</u> 0400 local time (“redeye turns”) will be considered to be a one-day pairing. For trip trading purposes, this pairing will be considered to occur on the pairing origination date.</p>	<p>*7.1.15. Open time trades involving an unequal number of days cannot cause a decrease of flight time of more than three hours (3:00) scheduled flight time. Open time trades involving an equal number of days are not subject to the three hours (3:00) decrease parameter. A single duty period which contains a flight segment that departs the Base before midnight and a return segment arriving back in the Base after 0400 local time (“redeye turns”) will be</p>



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		considered to be a one-day pairing. For trip trading purposes, this pairing will be considered to occur on the pairing origination date.
7.H.17.	<u>At its sole discretion, the Company shall determine the specific staffing parameters and metrics that govern trip-trading. The Company agrees to share the general methodology and variables with the AFA Scheduling Chair. Upon request, the AFA Scheduling Chair shall be given the opportunity to consult with and make recommendations to the Company on trade criteria, review specific staffing parameters and metrics, system performance, system upgrades, and error resolution.</u>	
7.I.1.	<u>Flight Attendants may pick up an out of base pairing in open time in any Base beginning at 2000 Home Domicile Time for that Base the day before the start of the pairing, provided that the Flight Attendant has the designated special qualifications for the pairing, if any.</u>	*7.J.2. Less than fourteen hours (14:00) prior to departure, Flight Attendants may pick up open time in any Base regardless of special qualifications for the pairing.
7.I.2.	<u>Flight Attendants may pick up an advertised trip from other Flight Attendants in any Base beginning at 2000 Home Domicile Time for that Base the day before the start of the pairing, provided that the Flight Attendant has the designated special qualification for the advertised trip, if any.</u>	*7.J.3. Less than fourteen hours (14:00) prior to departure, Flight Attendants may pick up advertised trips in any Base provided that the Flight Attendant has the designated special qualification for the advertised trip, if any.



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7.J.1.b.	<p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p>An International Purser <u>qualified Flight Attendant may trade a non- International Purser pairing for an International Purser pairing in Open Time.</u></p>	
7.J.2.	<p><u>International Purser qualified Flight Attendants cannot drop International Purser trips to anyone who is not a qualified International Purser, however, an International Purser can pick up a trip from another Flight Attendant in their Base, if they meet the qualifications for that trip.</u></p>	*7.K.2
7.K.2.	<p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p>A Language-Qualified Flight Attendant may trade a <u>non- language pairing for a language pairing in Open Time.</u></p>	
7.L.1.a.	<p>Flight Attendants may personal drop a trip pairing <u>or a reserve availability day</u> subject to operational requirements.</p>	*7.M.
7.L.1.b.	<p>Requests will only be accepted the day before report time of the trip starting at Noon Home <u>Domicile Time on the 24th of the month prior.</u> <u>Requests for a particular pairing/reserve availability day will be reviewed and may be awarded each day</u></p>	*7.M.1. Flight Attendants may personal drop a trip pairing subject to operational requirements. Requests will only be accepted the day before report time of the trip pairing and will be granted on a first come, first served



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	<p><u>beginning seven (7) days prior to the day the pairing/reserve availability day is scheduled to report, and each subsequent day up to and including the day before the pairing/reserve availability day is scheduled to report.</u> The requests will be granted on a first come, first served basis. <u>Additional personal drops may be granted, on a first come, first served basis up until the report time of the trip for which it is requested with the Flight Attendant's concurrence.</u></p>	<p>basis.</p>
7.L.1.e.	<p><u>Flight Attendants with Special Qualifications may be granted or denied a personal drop when, in the opinion of Crew Scheduling, that individual's Special Qualification will be required in the operation.</u></p>	<p>*7.M.1. Flight Attendants may personal drop a trip pairing subject to operational requirements. Requests will only be accepted the day before report time of the trip pairing and will be granted on a first come, first served basis.</p>
7.N.8.	<p><u>If the International Purser position is picked up from Open Time by a non-International Purser, seniority option shall be permitted among the Flight Attendants on the same or mirror pairing. International Purser qualified Flight Attendants shall have priority over non-International Purser qualified Flight Attendants.</u></p>	
7.O.2.	<p>Scheduling shall approveThe Jetway Trade <u>shall be approved</u> under the following conditions: 7.O.2.a.(1). Both Flight Attendants are Lineholders.</p>	<p>*7.P.2.a. Scheduling shall approve the Jetway Trade under the following conditions: a. Both Flight Attendants are Lineholders.</p>



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	<p><u>7.O.2.a.(2).</u></p> <p><u>Notwithstanding Paragraph (1). above. a Reserve going into days off may Jetway Trade the last segment of a pairing with the approval of Crew Scheduling.</u></p>	
7.Q.1.	<p><u>7.Q.1.a</u></p> <p><u>When a Flight Attendant has a loss of flight time prior to their reporting at Base, the Flight Attendant will be contacted by Notifier, or other electronic means, to advise them of the loss of flight time. The Flight Attendant shall be responsible to acknowledge any such communication and remain available for assignment pursuant to paragraph 7.Q.1.d., below.</u></p> <p><u>7.Q.1.a.(1).</u></p> <p><u>Flight Attendants who do not acknowledge the priority message within fifteen minutes (:15) of being contacted by Notifier, or other electronic means, will be contacted up to an additional two (2) times, spaced approximately fifteen minutes (:15) apart. If the Flight Attendant has not acknowledged the call within five minutes (:05) of the final call, the Flight Attendant will be considered to have been notified.</u></p>	<p>*7.Q.1. Notice on same calendar day as departure Within four hours (4:00) of being notified that a Flight Attendant has lost her/his trip pairing or any portion thereof for any reason other than her/his own unavailability for duty, she/he may:</p> <p>*7.Q.1.a. With the concurrence of the Company, be relieved of all assignment responsibility with no loss of pay, or</p>



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	<p><u>7.Q.1.a.(2).</u></p> <p><u>If a Flight Attendant is contacted, pursuant to Paragraph 7.Q.1.a.(1), above, and the first contact is at least two hours and fifteen minutes (2:15) before the scheduled check in time for the pairing, their duty time will be adjusted to the revised check-in time so long as that check-in time is no earlier than originally scheduled. If the first contact is within two hours and fifteen minutes (2:15) of the check-in time of the pairing, the duty time will remain at the originally scheduled check in time.</u></p>	
7.Q.1.b.	<p><u>Upon reporting for the initial duty period of a pairing, a Flight Attendant shall check CCS, or its future equivalent, and acknowledge any priority messages. The Flight Attendant shall be responsible for any schedule changes contained in those messages.</u></p>	<p>Be given a replacement pairing. Upon request a Flight Attendant will be provided a hotel room at Base for reassignments departing the next day .</p>
7.Q.1.c.	<p><u>In the event a Flight Attendant's flight cancels prior to departure from their base, the Flight Attendant shall check CCS, or its future equivalent, and acknowledge any priority message.</u></p>	
7.Q.1.c.(1).	<p><u>If, after checking CCS, or its future equivalent, the Flight Attendant has not been rescheduled, they will remain available for contact by Crew Scheduling, Notifier, or other electronic means, for a</u></p>	



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	<p><u>reassignment within the timeframe specified in 7.Q.1.d. The Flight Attendant shall acknowledge any priority message and shall be responsible for any schedule changes contained in that message.</u></p>	
7.Q.1.d.	<p>Within four hours (4:00) of <u>cancellation of a flight, being notified that a Flight Attendant who</u> has lost their her/his trip pairing or any portion thereof for any reason other than <u>their</u> her/his own unavailability for duty, <u>they</u> she/he may:</p> <p>7.Q.1.d.(1). With the concurrence of the Company, be relieved of all assignment responsibility with no loss of pay, or</p> <p>7.Q.1.d.(2). Be given a replacement pairing. Upon request a Flight Attendant will be provided a hotel room at Base for reassignments departing the next day <u>or subsequent days if the pairing is scheduled to depart later.</u></p>	
7.Q.1.e.	<p><u>The time of the flight cancellation shall be recorded in the Flight Attendant's Master Schedule history screen.</u></p>	
7.Q.1.f.	<p><u>Nothing in this paragraph 7.Q.1. shall prevent a Flight Attendant from contacting Crew Scheduling immediately following acknowledgment of a priority message in the event they believe the schedule change to be in violation of the Agreement. The</u></p>	



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	<p><u>acknowledgement of a message shall not constitute a waiver of the Flight Attendant's ability to challenge the legality of any assignment.</u></p>	
<p>7.Q.2.(a-d).</p>	<p><u>At the time of the notification, which may be by Crew Scheduling, Notifier or its future equivalent, if the Company does not advise the Flight Attendant of a replacement pairing(s) or relieve them of responsibility, at their option the Flight Attendant will:</u></p> <p>7.Q.2.a. <u>Make up the time lost on days not originally scheduled to fly in which case their line guarantee will be adjusted. They will then be relieved of all reassignment responsibility.</u></p> <p>7.Q.2.b. <u>Make up the time as close as possible to the time lost on days originally scheduled to fly with no loss of pay. They will then be relieved of all reassignment responsibilities;</u></p> <p>7.Q.2.c. <u>Be subject to reassignment in accordance with the following:</u></p> <p>7.Q.2.c.(1). If they choose to remain subject to reassignment, the Flight Attendant must contact Scheduling between 1800 and 2200 local time the day before the original</p>	<p>*7.Q.3. At the time of the notification, if the Company does not advise the Flight Attendant of a replacement pairing(s) or relieve her/ him of responsibility, at her/his option she/he will:</p> <p>a. Make up the time lost on days not originally scheduled to fly in which case her/his line guarantee will be adjusted. She/ he will then be relieved of all reassignment responsibility; or</p> <p>b. Make up the time as close as possible to the time lost on days originally scheduled to fly with no loss of pay. She/he will then be relieved of all reassignment responsibilities; or</p> <p>c. Be subject to reassignment in accordance with the following: (1). After 1600 local time the day before check-in of the original trip, the Flight Attendant may contact Scheduling which will advise the Flight Attendant whether she/he is likely to be given a trip assignment. (2). If she/he chooses to remain subject to reassignment, the Flight Attendant must contact Scheduling between 1800 and 2200 local time the day before the original trip was scheduled to depart.</p>



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	<p>trip was scheduled to depart. Scheduling will either reassign the Flight Attendant or relieve <u>them</u> of all responsibility with no loss of pay.</p> <p>7.Q.3. <u>In the application of paragraph 7.Q.2, the Company may automate the process for Flight Attendants to select their options using CCS or its future equivalent consistent with the terms of the Electronic Communications Letter of Agreement.</u></p>	<p>Scheduling will either reassign the Flight Attendant or relieve him/her of all responsibility with no loss of pay.</p>
7.Q.4.	<p>7.Q.4. Reassignment and/or replacement pairing provided for in Paragraphs Section 7.Q.1. <u>and Section 7.Q.2., 2- and 3-</u> above will comply with the following:</p> <p>7.Q.4.a. Reassignments may not be scheduled to depart earlier than two hours (2:00) before the scheduled departure of the trip lost. If an earlier reassignment interferes with a Flight Attendant's prior day off, <u>they</u> she/he shall receive <u>\$20.00</u> \$15.00 per hour, in addition to <u>their</u> her/his regular rate of pay, for all time worked prior to the scheduled departure of the trip lost.</p> <p>7.Q.4.b. Reassignments may not be scheduled to interfere with the next scheduled calendar day off appearing in the Flight Attendant's bid line without the Flight Attendant's consent. If the Flight Attendant consents to</p>	



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	<p>a reassignment that interferes with <u>their her/his</u> next scheduled day off, in addition to the restoration of days off provided in Paragraph <u>Z.R.</u>, the Flight Attendant will be paid 150% pay for all block hours flown in each scheduled day off for the reassignment.</p> <p>7.Q.4.c. Notwithstanding Paragraph Q.3.b. above, Flight Attendants based at an International Domicile, other than Honolulu and Guam, may be reassigned to a trip scheduled to return to <u>their her/his</u> Base within twenty-four hours (24:00) of <u>their her/his</u> original scheduled arrival.</p> <p>7.Q.4.c.(1). Flight Attendants who receive reassignments under this Paragraph Q.4.c. shall receive pay in accordance with below Paragraph Q.4.d.</p> <p>7.Q.4.c.(2). Reassignments pursuant to this Paragraph Q.4.c. shall not apply in International Domiciles where 25% or more of the trips in the bid packet are less than three (3) days. In those locations, Paragraphs Q.4.a. and b. above, shall apply.</p> <p>7.Q.4.d. Flight Attendants who are reassigned to trips originating from domestic bases, other than those resulting from changeover pairings, which are scheduled to terminate more than two hours (2:00)</p>	



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	<p>after the original scheduled arrival time of the trip lost, shall receive <u>\$20.00</u> \$15.00 per hour and fraction thereof (prorated), in addition to their regular rate of pay, for all time on duty beyond the original scheduled arrival time of the trip lost.</p> <p>7.Q.4.e. Reassignments may be a combination of multiple and/or single duty periods.</p> <p><u>7.Q.4.f.</u> <u>Priority will be given to assigning Flight Attendants to pairings in the same operation and the same number of days.</u></p>	
7.Q.5.(b-e)	<p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p><u>7.Q.5.b.</u> <u>When Crew Scheduling determines that it is necessary to reschedule a Flight Attendant downline, they will always attempt to provide a complete reassignment upon the initial contact between Scheduling and the Flight Attendant;</u></p> <p><u>7.Q.5.c.</u> <u>When, in Crew Scheduling's opinion, it is not possible to provide the complete reassignment and the only reassignment at that time is to return the Flight</u></p>	



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	<p><u>Attendant to their Base, Crew Scheduling may, at its option, and consistent with the terms of Section 7.Q.5., assign the Flight Attendant as follows:</u></p> <p><u>7.Q.5.c.(1).</u> <u>Not later than the actual arrival (block-in) of the rescheduled flight to Base, Crew Scheduling may update the existing pairing to include additional flying:</u></p> <p><u>7.Q.5.c.(2).</u> <u>If such flying is within the same duty period, it must comply with the terms of Sections 6.S., 6.T., or 6.U., as applicable:</u></p> <p><u>7.Q.5.c.(3).</u> <u>If such flying is outside of the current duty period, the flight attendant must:</u></p> <p><u>7.Q.5.c.(3).(a).</u> <u>Have appropriate layover rest consistent with the terms of Section 6.V.3 or 6.W.1., as applicable, between the duty periods:</u></p> <p><u>7.Q.5.c.(3).(b).</u> <u>Be provided a hotel room for any layover(s) that occur at their base:</u></p> <p><u>7.Q.5.d.</u> <u>The parties recognize that any reassignment pursuant to 7.Q.5.c. above, must be accomplished through the</u></p>	



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	<p><u>modification of the Flight Attendant's existing pairing in order to maintain continuous per diem and time away from base calculations based on the original report time for that pairing;</u></p> <p><u>7.Q.5.e.</u> <u>If Crew Scheduling is unable to provide the complete reassignment under 7.Q.5.b. above, but fails to modify the existing pairing to include additional flying under the terms of 7.Q.5.c. above, upon actual arrival (block-in) of the rescheduled flight at Base, and following any debrief/customs requirements, the Flight Attendant will be released without a reduction in pay and without any further reassignment obligation;</u></p>	
7.Q.5.j.(1).	<p><u>A Flight Attendant who has received a push notification from Crew Scheduling during a flight shall acknowledge the notification and shall be responsible for any schedule changes contained in those messages</u></p>	
7.Q.5.j.(3).	<p><u>Any change to the first segment of the next duty period that results in a change to report time, a Crew Scheduler will attempt to contact each Flight Attendant at the contact number(s) they have provided in CCS, or its future equivalent, and at the layover hotel. This</u></p>	



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	<p>requirement will be waived if the Flight Attendant <u>acknowledges the priority message sent in CCS as a result of the pairing modification. Flight Attendants are not on call during a layover. Crew Scheduling may contact the Flight Attendant pursuant to the terms of 6.Y.3. Upon receipt, the Flight Attendant shall acknowledge the priority message in CCS or contact Crew Scheduling.</u></p>	
7.Q.7.a.	<p><u>In the event of an equipment change, Flight Attendants shall assume work positions on the new equipment based on the position matrices published in the bid packet. The position assignment process on board the aircraft will be the responsibility of the Purser.</u></p>	<p>*7.Q.7. In the event of an equipment change which does not require the original number of Flight Attendants scheduled, Scheduling will first reassign Reserves, if any. If the trip still does not require the remaining number of Flight Attendants, the senior bid Lineholder(s) may take or opt off the trip. However, LQ Flight Attendants and the FSL may be required to take or complete the trip when the trip still needs their special qualification(s). If the trip does not require the original number of LQ Flight Attendants, the senior LQ Flight Attendant may take or opt off the trip. If the Reserve is not reassigned and travels on the same flight, she/he will be included in the senior option as provided in Paragraph O. The surplus Flight Attendant (who is either bumped off or who opts off the trip) shall, at her/ his option, be pay protected in accordance with the provisions of Paragraph Q.</p>
7.Q.7.b.	<p>In the event of an equipment change which does not</p>	



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	require the original number of Flight Attendants scheduled, Scheduling will first reassign Reserves, if any. <u>If the Reserve is not reassigned to a different flight, they will be included in the senior option as provided in Paragraph 7.Q.7.b.(1).</u>	
7.Q.7.b.(2).	If the trip does not require the original number of LQ Flight Attendants, the senior LQ Flight Attendant may take or opt off the trip. <u>Any surplus LQ Flight Attendant(s) shall then be grouped by seniority with the other, non-LQ Flight Attendants to determine who will work the trip.</u>	
7.S.4.d.	7.S.4.d. In addition to all other applicable pay protection provisions, a drafted Flight Attendant shall receive <u>four hours (4:00)</u> three hours (3:00) of pay including <u>International Purser/Purser, premium</u> and language if applicable for pay purposes only.	*7.S.7.d. In addition to all other applicable pay protection provisions, a drafted Flight Attendants shall receive three hours (3:00) of pay including premium and language if applicable for pay purposes only.
7.X.1.	If a delay in flight departure or cancellation is known two (2) hours before scheduled departure, Flight Attendants will be notified via <u>a call from Crew Scheduling, Notifier (or its future equivalent) or other electronic means</u> of such delay or <u>cancelation</u> , as soon as possible, provided such delay is estimated to be more than thirty (30) minutes.	*7.X. If a delay in flight departure or cancellation is known two (2) hours before scheduled departure, Flight Attendants will be notified of such delay, as soon as possible, provided such delay is estimated to be more than thirty (30) minutes.
Reserve Scheduling Procedures		
8.B.2.a.	<u>A Reserve shall have the ability to place full move-up</u>	*8.B.1.



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	<p><u>line requests in preferential order based on pairings showing in open time not later than 0800 Home Domicile time on the third to last day of the current bid month.</u></p>	<p>A line of flying which may be constructed from open flying will be assigned to a Reserve unless she/he indicated that she/he did not want to be awarded a move-up line at the time of bidding by checking the appropriate box on her/his bid screen.</p>
8.B.3	<p>The Reserve shall be allowed to remove their <u>her/his</u> name from the move-up list <u>at any time prior to the start of the move-up line building process within a specified period of time established at each Base following the awarding of bids.</u> In addition, subsequent to the bid award a Reserve may <u>place themselves on the move-up list in CCS up until the start of the move-up lines building process</u> notify Scheduling that they wish to be placed on the move-up list. In such instance, the Reserve(s) will be placed on the bottom of the list</p>	<p>The Reserve shall be allowed to remove her/his name from the move-up list within a specified period of time established at each Base following the awarding of bids. In addition, subsequent to the bid award a Reserve may notify Scheduling that they wish to be placed on the move-up list. In such instance, the Reserve(s) will be placed on the bottom of the list.</p>
8.B.4.	<p><u>8.B.4.a.</u> Additional flying remaining on the <u>third to last day of the current first day of the new bid month</u> shall be placed in reserve move-up lines of flying to the extent the Company can maintain adequate reserve coverage.</p> <p><u>8.B.4.b.</u> The Company shall <u>award</u> make up and/or award such line(s) at each Domicile beginning on the <u>third to last day of the current first day of the new bid month at 0800 Home Domicile time</u> and continuing until <u>1100</u></p>	<p>Additional flying remaining on the first day of the new bid month shall be placed in reserve move-up lines of flying to the extent the Company can maintain adequate reserve coverage. The Company shall make up and/or award such line(s) at each Domicile beginning on the first day of the new bid month and continuing until the 5th day of the new bid month. Reserves on the move-up list will be contacted in seniority order as lines open up. If all the protected day(s) specified by the Reserve cannot be accommodated, such Reserve will be bypassed and remain on the move-up list in seniority order until such</p>



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	<p><u>Home Domicile time</u> the 5th day of the new bid month.</p> <p><u>8.B.4.c.</u> No earlier than one (1) hour prior to the start of the Move-Up Line award window, the list of pairings in Open Time will be captured and considered frozen until such time as the Move-Up Line award process is completed as provided for in 8.B.4.b.</p> <p><u>8.B.4.d.</u> Reserves participating in the Move-Up Line award process will have their next month's Reserve line locked beginning at 0700 Home Domicile time until their award is complete.</p> <p><u>8.B.4.e.</u> Reserves on the move-up list will be awarded move-up lines based on their preferences and qualifications in seniority order and will be notified electronically by an email at their United email address as well as by priority CCS message. contacted in seniority order as lines open up. If all the protected day(s) specified by the Reserve cannot be accommodated, such Reserve will be bypassed and remain on the move up list in seniority order until such protected day(s) can be provided. A Reserve who indicates no protected day(s) off, or whose protected day(s) has been satisfied, must accept such assignment. If more than one (1) line is available, the Reserve may be offered a choice of lines.</p>	<p>protected day(s) can be provided. A Reserve who indicates no protected day(s) off, or whose protected day(s) has been satisfied, must accept such assignment. If more than one (1) line is available, the Reserve may be offered a choice of lines.</p>



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	<p><u>8.B.4.f.</u> <u>Special Qualification pairings shall not be built into Move-up lines unless requested by the Flight Attendant, subject to paragraphs 8.B.2.b.(3).(j). and 8.B.2.b.(3).(k)., above.</u></p>	
8.B.5.	<p>A Reserve Flight Attendant who stands reserve for at least one day in a schedule month and is moved into a line of flying for the remainder of the schedule month, as provided in this Paragraph B, will be guaranteed the greater of the value of any Reserve availability day(s) and/or the value of any trips flown as a Reserve, plus the credited value of the move-up line.</p>	<p>A Reserve Flight Attendant who stands reserve for at least one day in a schedule month and is moved into a line of flying for the remainder of the schedule month, as provided in this Paragraph B, will be guaranteed the greater of the value of any Reserve availability day(s) and/or the value of any trips flown as a Reserve, plus the credited value of the move-up line.</p>
8.C.4.a.	<p><u>Reserves with an International Purser qualification or a Language qualification shall be ordered with all other Reserves pursuant to paragraphs 8.C.1, 8.C.2 and 8.C.3, above.</u></p>	
8.C.4.b.	<p><u>When a pairing is available for assignment requiring either an International Purser or a Language Qualified Reserve, a Reserve with the required qualification may be assigned ahead of another Reserve who does not have the required qualification.</u></p>	
8.C.4.c.	<p><u>When assigning a pairing requiring a Special Qualification, the pairing shall be assigned to the Reserve with the qualification who has the lowest TMAC within the appropriate day classification group.</u></p>	



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8.C.4.d.	<u>Pairings not requiring a Special Qualification will be assigned pursuant to Paragraph 8.C.3. above except Scheduling may bypass a Reserve with a Special Qualification when assigning pairings in order to have them available for a later assignment that is currently in Open Time or in "Sick Leave Trips" requiring their Special Qualification.</u>	
8.D.5.	At 1500 the list of assignments in Open <u>Time</u> Flying will be captured and considered frozen.	No earlier than one (1) hour prior to the start of the Reserve Preferencing window, the list of assignments in Open Time Flying will be captured and considered frozen.
8.E.1.b.	<u>Excess Reserves will be released when the number of Reserves still available is equal to or greater than the projected number of Flight Attendants needed for the following day.</u>	
8.G.1	Ready Reserves shall be subject to call at any time <u>within their Reserve Availability Period (RAP)</u> . They shall also be classified in accordance with above Paragraph C. These assignments shall be made as soon as practical <u>in accordance with Section 8.K.</u> and shall include layover hotel and telephone number if assigned to a pairing not published in the monthly bid packet. Every attempt shall be made to assign a Ready Reserve at least three hours (3:00) hours prior to report for duty.	Ready Reserves shall be subject to call at any time. They shall also be classified in accordance with above Paragraph C. These assignments shall be made as soon as practical and shall include layover hotel and telephone number if assigned to a pairing not published in the monthly bid packet. Every attempt shall be made to assign a Ready Reserve at least three hours (3:00) hours prior to report for duty.
8.G.4.	8.G.4.a.	



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	<p>There shall be at least one (1) <u>scheduled RAP in a calendar day.</u></p> <p>8.G.4.b. <u>The availability window for each RAP shall be up to fourteen hours (14) hours.</u></p> <p>8.G.4.c. <u>A Ready reserve shall not be required to be contactable outside of their RAP.</u></p>	
8.G.5.	<p>8.G.5.a. <u>The Company shall publish the start time for each RAP for the following day by 1500 the day prior.</u></p> <p>8.G.5.b. <u>All RAPs shall begin on the hour or half hour.</u></p> <p>8.G.5.c. <u>Reserve shall be able to preference for Reserve Availability Periods, for the following calendar day as part of the Reserve Preferencing process, including requesting a full day of availability.</u></p> <p>8.G.5.d. <u>Flight Attendants shall be able to leave a standing preference bid for RAPs. The standing bid shall be used if the Reserve does not have a daily RAP preference bid on file.</u></p>	



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	<p><u>8.G.5.d.(1).</u> <u>Standing bids will allow for the following RAP start time parameters to be chosen in priority order:</u></p> <p><u>8.G.5.d.(1).(a).</u> <u>Early, 0000 to 0559</u></p> <p><u>8.G.5.d.(1).(b).</u> <u>Mid, 0600 to 1159</u></p> <p><u>8.G.5.d.(1).(c).</u> <u>Afternoon, 1200 to 1759</u></p> <p><u>8.G.5.d.(1).(d)</u> <u>Late, 1800 to 2359</u></p> <p><u>8.G.5.d.(1).(e).</u> <u>Full, 24:00 availability</u></p>	
8.G.5.e.(1-5)	<p><u>8.G.5.e.</u> <u>Following the Reserve Preferencing process to award pairings and stand-by assignments, but prior to 1930, all Reserves who are converted to Ready Reserve shall be assigned RAP or released pursuant to Paragraph 8.E., above. The order of assignment shall be based on:</u></p> <p><u>8.G.5.e.(1).</u> <u>Their indicated preference; and</u></p>	



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	<p><u>8.G.5.e.(2).</u> <u>Their number of days of availability, and</u></p> <p><u>8.G.5.e.(3).</u> <u>Being legal at the start of the RAP; and</u></p> <p><u>8.G.5.e.(4).</u> <u>The remaining RAPs that need to be filled for that day.</u></p> <p><u>8.G.5.e.(5)</u> <u>If all factors are equal, the assignment will be made in order of seniority.</u></p>	
8.G.5.f.	<p><u>Only those Ready Reserves who have no RAP preference on file, daily or standing, or who have preferenced 24-hour availability will be assigned to 24-hour availability for the day.</u></p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p><u>Only those Ready Reserves who have preferenced 24 hour availability will be assigned to 24 hour availability for the day.</u></p>	
8.G.5.g.(1-2)	<p><u>8.G.5.g. Ready Reserves assigned to a RAP may participate in Reserve Preferencing for the following day, however they will not be released to any assignment until they have been released from their RAP. If they are assigned to a pairing during their RAP, they will operate that pairing and their assignment for</u></p>	



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	<p><u>the following day will be removed from their line.</u></p> <p><u>8.G.5.g.(1).</u> <u>Ready Reserves assigned to an availability period during the Reserve Preferencing window for the next day will remain available for call for the remainder of their assigned availability period for the current day. Unless they are assigned to a pairing during the current days' availability period, at the end of that availability period, the Ready Reserve will be released to their next days' assignment.</u></p> <p><u>8.G.5.g.(2).</u> <u>A Ready Reserve who has participated in preferencing and has no further obligation to the Company for that day at the time the Reserve Preferencing Award is posted at 1930 shall be released to their next day's assignment.</u></p>	
8.G.6.(a-d)	<p><u>8.G.6.a.</u> <u>All Ready Reserves assigned to RAP shall be ordered according to the terms of paragraphs 8.C.1. and 8.C.2., above.</u></p> <p><u>8.G.6.b.</u> <u>Ready Reserves assigned to a RAP shall be assigned to pairings according to the terms of Paragraph 8.C.3., above, however in the case of overlapping RAPs the Company may deviate from the order in Paragraph 8.C.3., as necessary to make</u></p>	



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	<p><u>the most efficient use of Ready Reserves assigned to the availability periods that day.</u></p> <p><u>8.G.6.c.</u> <u>A Ready Reserve shall only be assigned open pairings with check-in time no more than three (3) hours after the end of the RAP.</u></p> <p><u>8.G.6.d.</u> <u>A Ready Reserve shall only be assigned a standby period that is scheduled to terminate no more than four (4) hours after the end of the RAP.</u></p>	
8.G.6.e.	<p><u>At the start of their RAP, a Ready Reserve will check CCS (or its future equivalent) to determine if they have already received an assignment. The Ready Reserve shall be responsible for any assignment on their line at the start of the on-call period and upon acknowledgement of the assignment shall be released to report for the assignment.</u></p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p><u>At the start of their RAP, a Ready Reserve will check CCS (or its future equivalent) to determine if they have already received an assignment. The Ready Reserve shall be responsible for any assignment on their line at the start of the on-call period and upon acknowledgement of the assignment the Ready</u></p>	



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	<p><u>Reserve shall be released to report for the assignment. However, for any RAP starting before 8:00 am, the company shall make contact via Notifier or future equivalent for the assignment unless the reserve has already acknowledged the assignment through CCS.</u></p>	
8.G.6.f.	<p><u>A Ready Reserve shall be automatically released at the end of their assigned RAP if they are not given an assignment.</u></p>	
8.G.6.g.	<p><u>Not more than) four (4) times per bid month, a Ready Reserve assigned to a RAP may have their RAP extended to remain on call up to an additional five hours (5:00). The extension will be first offered to Ready Reserves who have volunteered for extension by preferencing in advance. When a Ready Reserve volunteers for extension, that will not count towards the four (4) times maximum for the bid month. Notification of the extension will be no later than two hours (2:00) before the end of the RAP. In all cases, when a Ready Reserve extends their RAP they will receive three hours (3:00) of add pay.</u></p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p>	



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	<p>Not more than <u>three (3) times per bid month, a Ready Reserve assigned to a RAP may have their RAP extended to remain on call up to an additional five hours (5:00). The extension will be first offered to Ready Reserves who have volunteered for extension by preferencing in advance. When a Ready Reserve volunteers for extension, that will not count towards the three (3) times maximum for the bid month. Notification of the extension will be no later than two hours (2:00) before the end of the RAP. In all cases, when a Ready Reserve extends their RAP they will receive three hours (3:00) of add pay.</u></p>	
8.H.6.	<p>A Flight Attendant who is going on Reserve shall be available at <u>0001</u> for assignment to pairings <u>that report for duty 0400 or later, Home Domicile time.</u> A Flight Attendant going off Reserve may be assigned to pairings departing before midnight.</p>	<p>A Flight Attendant who is going on Reserve shall be available at 2000 for assignment to pairings departing after midnight. A Flight Attendant going off Reserve may be assigned to pairings departing before midnight.</p>
8.H.8.c.(1-5)	<p><u>8.H.8.c.(1). Reserve Flight Attendants may preference up to four (4) layover stations where they want to layover on the holiday. If legal and available requests shall be awarded in seniority order.</u></p> <p><u>8.H.8.c.(2). Prior to the Reserve Preferencing Window, Crew Scheduling will process the CWL.</u></p>	<p>*8.H.8.c. At Christmas for three (3) days preceding and two (2) days following the holiday, Reserve Flight Attendants may indicate their choices for these days through the automated means provided by the Company. Whenever possible, Reserves shall be assigned pairings so that they may have the opportunity to be where they wish on this holiday in the order of their seniority.</p>



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	<p><u>8.H.8.c.(3).</u> <u>Starting at 1200 and concluding at 1445 Home Domicile time on the day prior, assignments shall be made by matching the available Reserves with open pairings according to their Christmas Wish List layover choices. If any of the listed choices are available, the most senior, legal Reserve requesting that layover will be awarded the trip.</u></p> <p><u>8.H.8.c.(4).</u> <u>Crew Scheduling will process the Open Trip file in the manner delineated above and grant as many wishes as possible.</u></p> <p><u>8.H.8.c.(5).</u> <u>Once all possible CWL requests have been awarded, Crew Scheduling will create a record of all granted CWL requests and will return to the daily reserve assignment procedures without further consideration of CWL requests for the assignment day</u></p>	
8.H.10.a.	<p><u>Between 1300 and 1400 on the last day off before a block of days of availability, a Reserve shall have the ability to pick up a pairing from Open Time that departs on the following day.</u></p>	
8.H.10.b.	<p><u>The process shall be automated an occur on a first-come-first served instant basis.</u></p>	



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8.H.10.c.	<p>The pairing must have a check-in of <u>0800</u> or earlier.</p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p>The pairing must have a check-in of <u>1000</u> or earlier.</p>	
8.H.10.d.	<p>The pairing picked up must match the Reserve's days of availability classification.</p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p>The pairing picked up must match the Reserve's days of availability classification, <u>however, Crew Scheduling may waive this requirement.</u></p>	
8.H.10.e	<p><u>Upon successful pick-up of a pairing under this paragraph, the reserve shall be considered assigned for the following day and is released to report for the pairing picked up.</u></p>	
8.N.7.	<p>A Standby Reserve shall be limited to four (4) pre-boarding assignments per standby. <u>Upon completion of the fourth pre-board, the Standby Reserve shall be released from Standby duty.</u> Standby Reserve Flight Attendants who are given a pre-boarding assignment that extends beyond the four (4) hour standby period will be paid and credited with one hour (1:00) toward <u>their</u> line value in addition to their minimum credit of five (5) hours specified in</p>	<p>A Standby Reserve shall be limited to four (4) pre-boarding assignments per standby. Standby Reserve Flight Attendants who are given a pre-boarding assignment that extends beyond the four (4) hour standby period will be paid and credited with one hour (1:00) toward her/his line value in addition to their minimum credit of five (5) hours specified in Paragraph N.1. above. A Reserve given a pre-boarding assignment which extends after the end</p>



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	<p>Paragraph N.1. above. A Reserve given a pre-boarding assignment which extends after the end of the standby period will be released at the end of the standby assignment and in no event will be required to stay beyond one (1) hour after the conclusion of the standby period.</p> <p>8.N.7.a. <u>A pre-boarding assignment shall include the pairing number and the work position.</u></p>	<p>of the standby period will be released at the end of the standby assignment and in no event will be required to stay beyond one (1) hour after the conclusion of the standby period.</p>
8.O.7.	<p>8.O.6.(a). <u>Alternatively, a Flight Attendant may choose to receive text messages in lieu of phone calls.</u></p> <p>8.O.6.(b). <u>A Flight Attendant shall have ten minutes (:10) following the last contact (call or text) from Crew Scheduling to respond or be deemed unavailable for contact.</u></p>	<p>A Reserve shall not be deemed unavailable for contact unless Crew Scheduling has made three (3) calls over thirty (30) minutes spaced approximately ten (10) minutes apart.</p>
Special Qualification Flight Attendants		
9.D.2.a.(1).	<p>9.D.2.a.(1). A minimum <u>two (2)</u> years of active service as a Company Flight Attendant;</p>	<p>A minimum three (3) years of active service as a Company Flight Attendant;</p>
9.D.3.c.(2).	<p><u>The crew list on the pairing display shall indicate that the position was picked up from open time.</u></p>	



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9.G.7.b.	<u>An International Purser/Purser may approve the payment of the LIP override for Flight Attendant(s) working a non-designated LIP flight based on the special circumstances of the flight.</u>	
Training & General Meetings		
11.B.1.	A Flight Attendant shall receive flight time pay and credit for deadhead travel to/from training <u>or general meeting(s)</u> .	*11.B.3. A Flight Attendant shall receive one hour (1:00) of flight time pay and credit for each hour of deadhead travel to/from training up to a maximum of five hours (5:00) for deadhead to training and a maximum of five hours (5:00) for deadhead from training.
11.C.1	Per diem expenses as described in Section 5.A. shall apply to <u>all</u> training and general meetings <u>pairings</u>	Per diem expenses as described in Section 5.A. shall apply to training and general meetings, except that retraining required by the Company is specifically excluded from this provision.
11.C.4.a.	<u>A Flight Attendant who becomes ineligible for their next pairing(s) due to being required to remain at the training/general meeting location, or due to other circumstances beyond their control, shall be pay protected for the lost pairing(s), subject to the terms of Section 7.Q., providing the pairing was in their line prior to the event which led to the Flight Attendant becoming ineligible.</u>	
11.D.1.a.	<u>Flight Attendants who are required to drop trips to attend required training or general meetings because</u>	



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	<p><u>the training/general meeting was not offered on their originally awarded line of days off, shall be allowed to elect to either be released from duty with no protection (i.e., their pay guarantee shall be reduced accordingly) for non-training/general meeting days where trips were dropped, or to be protected in accordance with the provisions of Section 7.Q. A line holder who has elected such protection shall receive full pay and credit for the trip(s) missed, or for training/general meeting plus any credit from reassigned trips, whichever is greater. The trip to be dropped shall be by mutual agreement with the Company. If the agreement can't be reached, the trip of least value shall be dropped.</u></p>	
Vacations		
12.B.2.	<p><u>Vacation pay shall be paid at the Flight Attendant's base rate plus any applicable overrides as outlined herein. International Purser and Purser (Blended Rate), Language Qualified, overrides will be paid if the Flight Attendant holds the specified position in their line award for the specific vacation month.</u></p>	
12.B.2.a.	<p><u>Flight Attendants who were paid three hundred fifty (350) credited hours, excluding vacation, in any Purser position in the previous calendar year shall be eligible for Purser premium pay for their vacation(s).</u></p>	
12.B.2.b.	<p><u>Flight Attendants who qualify for Purser premium pay</u></p>	



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	<p><u>for vacation will be paid the premium based on their line award in the month in which their vacation occurs.</u></p>	
12.B.3.b	<p><u>A Reserve who has vacation shall be paid the greater of their reserve guarantee or all credited time for the month.</u></p>	
12.E.	<p>Prior to the annual vacation bid, a Flight Attendant may elect to take seven (7) additional days of Flex vacation. Flight Attendants taking Flex vacation will either take the additional seven (7) days as unpaid vacation or elect to have <u>two hours and two minutes (2:02)</u> pay deducted from their earnings each month to pay for the Flex vacation week. Flight Attendants will have a period of at <u>least (15) days</u> to submit a Flex vacation request.</p>	<p>Prior to the annual vacation bid, a Flight Attendant may elect to take seven (7) additional days of Flex vacation. Flight Attendants taking Flex vacation will either take the additional seven (7) days as unpaid vacation or elect to have one hour and fifty-four minutes (1:54) pay deducted from their earnings each month to pay for the Flex vacation week. Flight Attendants will have a period of at least twenty (20) days to submit a Flex vacation request.</p>
12.I.4.	<p>A Flight Attendant also may elect vacation fly through after the award of monthly schedules, but may only pick up trip pairings within the vacation period from another Flight Attendant (unless otherwise permitted by the Company) <u>or pick up White/Purple flag pairings.</u> No other trading restrictions apply during the month.</p> <p>12.I.4.a. <u>Notwithstanding the above, a Flight Attendant who elects operational fly through may also pick up open time trips in the bid months of June through August.</u></p>	<p>A Flight Attendant also may elect vacation fly through after the award of monthly schedules, but may only pick up trip pairings within the vacation period from another Flight Attendant (unless otherwise permitted by the Company). No other trading restrictions apply during the month.</p>



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12.L.4.a.	A Flight Attendant shall be paid for all accrued <u>vacation credit up to the end of the month in which they leave.</u>	A Flight Attendant who leaves between the 1st and 15th of the calendar month, shall be paid for all accrued vacation credit up to the end of the previous month.
12.L.4.b.	Flight Attendants who are furloughed in a reduction in forces shall be granted vacation pay for all accrued vacation credit up to the end of the month preceding their furlough.	*12.L.4.c.
Sick Leave		
13.A.2.	The maximum accrual in the sick leave bank is <u>one thousand five hundred (1500)</u> hours, and in the occupational injury bank is <u>five hundred (500)</u> hours.	The maximum accrual in the sick leave bank is one thousand two hundred and fifty (1250) hours, and in the occupational injury bank is four hundred (400) hours.
13.A.4.	A Flight Attendant who is absent as a result of maternity, or who as a result of a single injury or illness, has used more than two hundred and fifty-five (255) hours of sick leave shall re-accrue sick leave at the rate of <u>eight (8)</u> hours each month until <u>they reach</u> reaches the same level of sick leave <u>they</u> had at the onset of the injury, illness or maternity.	*13.A.5. A Flight Attendant who is absent as a result of maternity, or who as a result of a single injury or illness, has used more than two hundred and fifty-five (255) hours of sick leave shall re-accrue sick leave at the rate of seven (7) hours each month until she/he Sick Leave reaches the same level of sick leave she/he had at the onset of the injury, illness or maternity.
13.A.5.	A Flight Attendant who <u>has lost hours</u> , due to illness or injury will not have such hours deducted from their her/his sick or occupational injury	*13.A.6. A Flight Attendant who within the same bid month, makes up hours lost due to illness or injury will not



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	<p>leave bank if they <u>notify payroll prior to pay close for that month by telephone or via an automated system.</u></p>	<p>have such hours deducted from her/his sick or occupational injury leave bank.</p>
<p>13.B.1.</p>	<p>13.B.1.a. A Flight Attendant must notify the Company's designated crew desk to place <u>themselves</u> on sick leave <u>using the electronic system established by the Company.</u> They shall remain on sick leave status until <u>they notify</u> the Company that <u>they</u> are coming off sick leave.</p> <p>13.B.1.a.(1). <u>A Lineholder will use the electronic system to place themselves on sick leave up to four hours (4:00) prior to the scheduled check-in for their pairing.</u></p> <p>13.B.1.a.(2). <u>A Reserve will use the electronic system to place themselves on sick leave up to 1500 home domicile time on the day before the Reserve Availability Day for which they are calling in sick.</u></p> <p>13.B.1.a.(3). <u>A Flight Attendant placing themselves on sick leave outside of the parameters in paragraphs (1). and (2)., above, must notify the Company's designated crew desk to place themselves on sick leave.</u></p> <p>13.B.1.b.</p>	<p>13.B.1.a. A Flight Attendant must notify the Company's designated crew desk to place herself/himself on sick leave. She/he shall remain on sick leave status until she/he notifies the Company that she/he is coming off sick leave .</p>



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	<p>A Flight Attendant may <u>designate multiple pairings or reserve days of availability to be covered by the absence</u></p> <p>13.B.1.c. When a Flight Attendant is unable to take <u>their</u> flight, <u>they</u> will notify the Company in not less than eight (8) hours, except in an emergency, before the flight is scheduled to depart, and will in any event give as much notice as possible.</p> <p>13.B.1.d. Flight Attendants checking off sick leave status must notify the Company's designated crew desk <u>through the electronic system</u> that they are off sick leave status not less than <u>twelve (12)</u> hours before their flight is scheduled to depart, and will in any event give as much notice as possible.</p> <p>13.B.1.e. When a Flight Attendant calls on sick leave for a trip pairing, the Company will put that assignment into open time in accordance with Section 7.G.1. If a Lineholder, the Company may not put subsequent trip pairings in the Lineholder's schedule into Open Time earlier than <u>twelve (12)</u> hours prior to the scheduled departure, except when the Lineholder has advised the Company that <u>they</u> will be on sick leave for a longer period of time, <u>in which case, all pairings covered by the absence will be placed in Open Time.</u></p>	<p>13.B.1.d. Flight Attendants checking off sick leave status must notify the Company's designated crew desk that they are off sick leave status not less than eight (8) hours before their flight is scheduled to depart, and will in any event give as much notice as possible.</p> <p>13.B.1.e. When a Flight Attendant calls on sick leave for a trip pairing, the Company will put that assignment into open time in accordance with Section 7.G.1. If a Lineholder, the Company may not put subsequent trip pairings in the Lineholder's schedule into open time earlier than eight (8) hours prior to the scheduled departure, except when the Lineholder has advised the Company that she/he will be on sick leave for a longer period of time.</p>



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13.B.2.	<p>In the event a Flight Attendant goes on sick leave while working away from their her/his Domicile, the Company shall continue per diem and lodging, as provided in Section 5, until the Flight Attendant is able to return to <u>their</u> Domicile, home, or reasonable alternative request. The Company shall provide transportation when <u>they are</u> able to travel. <u>The Flight Attendant will also be paid full compensation for any part of the trip worked before becoming ill or injured. For example, a Flight Attendant who works a flight and then becomes sick during the layover will receive compensation for the first part of the trip and may use sick leave for the remaining part.</u></p>	<p>In the event a Flight Attendant goes on sick leave while working away from her/his Domicile, the Company shall continue per diem and lodging, as provided in Section 5, until the Flight Attendant is able to return to her/his Domicile, home, or reasonable alternative request. The Company shall provide transportation when she/he is able to travel.</p>
13.B.3.	<p>Attendance points under the “Attendance Points System” shall not be assessed for any absence that is the result of a Flight Attendant’s injury on the aircraft caused by verified unannounced clear air turbulence or sudden aircraft movement, passenger assault, emergency evacuation, aircraft accident, hijacking or sabotage <u>or for any other occupational injury or illness.</u></p>	<p>Attendance points under the “Attendance Points System” shall not be assessed for any absence that is the result of a Flight Sick Leave Leave Attendant’s injury on the aircraft caused by verified unannounced clear air turbulence or sudden aircraft movement, passenger assault, emergency evacuation, aircraft accident, hijacking or sabotage.</p>
13.C.2.	<p>Medical verification of the illness or injury and/or <u>Health Care Provider’s</u> release that the Flight Attendant is fit to perform their her/his duties may be required before the Flight Attendant is permitted to return to work in accordance with the following:</p>	<p>*13.C.2.c. In addition, when a Flight Attendant is on sick leave for more than twelve (12) calendar days, she/he will provide to Company Medical an Absence Certificate from an accredited physician that she/he was unable to perform her/his regular duties because of illness.</p>



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	<p>13.C.2.a. Each time a Flight Attendant reaches four (4) sick incidents during any twelve (12) months of active service, <u>they</u> will provide to Company Medical an Absence Certificate (in the form used by the Company) from an accredited physician that <u>they were</u> unable to perform <u>their</u> regular duties because of illness.</p> <p>13.C.2.b. The Company will advise the Flight Attendant, in writing, that <u>they have</u> reached the third incident, and further incidents will be handled under Paragraph C.2.a. above. The letter will also state that failure to provide an Absence Certificate could result in disciplinary action.</p> <p>13.C.2.c. In addition, when a Flight Attendant is on sick leave for more than twelve (12) calendar days, <u>they</u> will provide to Company Medical an Absence Certificate from an accredited physician that <u>they were</u> unable to perform their her/his regular duties because of illness.</p>	
13.C.3.	<p>The Flight Attendant must actually be seen by the <u>Health Care Provider</u> in a timely manner, but no later than seventy-two (72) hours after notifying Scheduling of an illness/injury. <u>The visit may be to the Health Care Provider's office or via virtual or telemedicine services.</u></p>	<p>The Flight Attendant must actually be seen by the accredited physician in a timely manner, but no later than seventy-two (72) hours after notifying Scheduling of an illness/injury. The Absence Certificate must be prepared and signed by the physician after an</p>



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	<p>The Absence Certificate must be prepared and signed by the <u>Health Care Provider</u> after an in-person visit by the Flight Attendant to the <u>Health Care Provider's</u> office or via virtual or telemedicine services. This note must be submitted to Company Medical on or before check-in time of a Lineholder's first trip or a Reserve's first assignment including Standby Reserve, following an illness or injury.</p>	<p>in-person visit by the Flight Attendant to the physician's office. This note must be submitted to Company Medical on or before check-in time of a Lineholder's first trip or a Reserve's first assignment including Standby Reserve, following an illness or injury. If a physician's release is not received, the Flight Attendant will have seventy-two (72) hours after her/his first trip flown or Standby Reserve assignment to provide the note.</p>
13.D.11.	<p><u>Sick leave accrual shall continue during Covered Periods under Section 27 until the Flight Attendant is released or death is legally established. When a Flight Attendant's death is legally established, all remaining Sick Leave bank hours will be paid to beneficiary(ies) at Flight Attendant's base pay rate at time of legally established death.</u></p>	
Leaves of Absence		
15.A.5.	<p>A Flight Attendant may, <u>at their option</u>, attend training and <u>general meetings</u> while on leave and will be paid and provided with transportation and lodging as if they were in active service. <u>Flight Attendants on leave due to a medical condition may not attend training, until they have been cleared to return to work.</u> Flight Attendants may be required to attend training when on a COLA or a Special COLA in accordance with Paragraphs B.3 and C.2 below.</p>	<p>*15.A.4. A Flight Attendant may attend training while on leave and will be paid and provided with transportation and lodging as if she/he were in active service. Flight Attendants may be required to attend training when on a COLA or a Special COLA in accordance with Paragraphs B.3. and C.2. below.</p>



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15.B.7.c.	The Company shall provide Flight Attendants with a reasonable amount of time for return to work. <u>The return date shall be no less than thirty (30) days after such notice is sent by email to the Flight Attendant at the last email address filed by them with the Company.</u>	The Company shall provide Flight Attendants with a reasonable amount of time for return to work.
15.E.	<i>For changes and to review the Medical Leave of Absence Chart (15.M.) please review Section 15.E. in the Full Text Document.</i>	
15.F.4.d.	15.F.4.d. <u>The first ten (10) weeks of Maternity Leave will be paid at the Flight Attendant's hourly rate as delineated in Section 4.A. and calculated based the Lineholder minimum of seventy-one hours (71:00), prorated.</u>	
15.G.1.	A Flight Attendant who has not taken maternity leave in conjunction with a birth shall be granted unpaid parental leave within twelve (12) months after the birth of their child. <u>In the case of surrogacy, where travel is required to be present for the birth of the child, the twelve (12) months may begin when the Flight Attendant begins travel to attend the birth.</u> A request for parental leave must be in writing and include the requested dates. The leave request may not exceed twelve (12) consecutive months. <u>The first two (2) weeks of Parental Leave will be paid at the Flight Attendant's hourly rate as delineated in Section 4.A. and calculated based the Lineholder minimum of seventy-one hours (71:00), prorated.</u>	A Flight Attendant who has not taken maternity leave in conjunction with a birth shall be granted unpaid parental leave within twelve (12) months after the birth of her/his child. A request for parental leave must be in writing and include the requested dates. The leave request may not exceed twelve (12) consecutive months.



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15.H.1.	A Flight Attendant who legally adopts a child shall be granted a leave of absence within twelve (12) months following the date when the Flight Attendant takes custody of the child or, if travel is required, when the Flight Attendant begins travel to obtain custody of the child. A request for adoption leave must be in writing and include the requested dates. The leave request may not exceed twelve (12) consecutive months. <u>The first two (2) weeks of Adoption Leave will be paid at the Flight Attendant's hourly rate as delineated in Section 4.A. and calculated based on the Lineholder minimum of seventy-one hours (71:00), prorated.</u>	A Flight Attendant who legally adopts a child shall be granted a leave of absence within twelve (12) months following the date when the Flight Attendant takes custody of the child or, if travel is required, when the Flight Attendant begins travel to obtain custody of the child. A request for adoption leave must be in writing and include the requested dates. The leave request may not exceed twelve (12) consecutive months.
Filling of Vacancies		
17.G.2.b.	Shipping allowances up to <u>one thousand (1000)</u> pounds of personal effects to the new Base as space available COMAT on Company aircraft.	*17.G.1. Successful bidders on permanent Base transfers, Flight Attendants making mutual transfers by seniority with the approval of the Company, and Flight Attendants transferring in accordance with Paragraph I. of this Section shall pay their own moving expenses to their new Base location except that the Company shall furnish free contingent air transportation on the Company's system for such Flight Attendants and their spouse and dependents to the extent permitted by law, and shall allow such Flight Attendants to ship up to five hundred (500) pounds of personal effects to the new Base as space available COMAT on Company aircraft.



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Reduction in Personnel		
18.A.	<p>Prior to announcing or implementing any involuntary reduction in Flight Attendant personnel, the Company shall notify and confer with the MEC President/designee. <u>The Company shall provide the MEC President/designee with the relevant information including the total number of headcount reduction and the expected date of the announcement.</u> Following such conference the Company shall:</p> <p>18.A.1. <u>Post the number of involuntary furloughs the Company is projecting, the effective date of the involuntary furlough and the seniority number of the most junior person who is not impacted by the involuntary furlough. Such posting must be made at least sixty days (60) or greater if required by law, prior to the effective date of the involuntary furlough. However, when there is temporarily no work because of an Act of God, a war emergency, revocation of the Company's operation certificate or certificates, the grounding of a substantial number of Company aircraft, labor dispute, or other circumstances over which the Company has no control, less notice may be given. For the purpose of this Paragraph, over-staffing of Flight Attendants, flight interruptions or cancellations because of weather conditions are not considered circumstances over which the Company</u></p>	<p>18.A. Prior to announcing or implementing any involuntary reduction in Flight Attendant personnel, the Company shall notify and confer with the MEC President/designee. Following such conference with the MEC President/designee. Following such conference the Company shall:</p> <p>18.A.1. Offer and award in system seniority order voluntary furloughs to those Flight Attendants senior to the most Senior Flight Attendant who would otherwise be involuntarily furloughed. The number of Flight Attendants to be involuntarily furloughed will be reduced based on the number of voluntary furlough requests granted.</p> <p>18.A.2. The posting period for voluntary furloughs shall be agreed upon by the Company and Union. Such posting shall include instructions for submitting bids and the specified duration of the voluntary furlough.</p>



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	<p><u>has no control.</u></p> <p>18.A.2. Offer and award in system seniority order voluntary furloughs to those Flight Attendants senior to the most senior Flight Attendant who would otherwise be involuntarily furloughed. The number of Flight Attendants to be involuntarily furloughed will be reduced based on the number of voluntary furlough requests granted <u>and any other voluntary headcount reduction programs.</u></p>	
18.B.1.	<p><u>When it becomes necessary to furlough Flight Attendants due to reduction in force, at least thirty (30) calendar days' notice of such reduction shall be given all Flight Attendants affected, provided, however, that when there is temporarily no work because of an Act of God, a war emergency, revocation of the Company's operating certificate or certificates, the grounding of a substantial number of Company aircraft, labor dispute, or other circumstances over which the Company has no control, less notice may be given. For the purpose of this Paragraph, overstaffing of Flight Attendants, flight interruptions or cancellations because of weather conditions are not considered circumstances over which the Company has no control.</u></p>	



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18.B.2.	Any reduction in Flight Attendants who have completed probation shall be in inverse order of system classification seniority, subject to Section 14.	*18.B. Any reduction in Flight Attendants who have completed probation shall be in inverse order of system classification seniority, subject to Section 14. A furloughed Flight Attendant shall be re-employed in order of system classification seniority at the time of the furlough. A Flight Attendant recalled to a different Base will be eligible for moving expenses under the provisions of Section 26.
18.C.1.a.	<u>A Flight Attendant shall not be recalled to a different Base from which the Flight Attendant was furloughed unless the Base has been closed or the Base is subject to a surplus and the Flight Attendant's seniority would be subject to the surplus.</u>	
18.F.1.	A Flight Attendant <u>involuntarily</u> furloughed due to reduction in force shall continue to accrue seniority <u>for all purposes, except pay and vacation accrual</u> during the period of furlough.	
Safety, Health and Security		
19.A.4.	<u>The MEC Safety, Health and Security Chairperson/designee will be granted electronic access to all Irregular Operations Reports (currently IORs or future equivalent) where the Flight Attendant</u>	The MEC President and/or the MEC Safety, Health and Security Chairperson/AFA designee will be provided access to the Crisis Center Observation Room for safety related incidents.



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	<p><u>has indicated that they desire the union be provided a copy of the report. The electronic database of these reports shall be searchable. Upon request, the Company shall meet to discuss and review these reports with the MEC Safety, Health and Security Chairperson/designee.</u></p>	
19.F.1.	<p><u>The Company and the MEC Safety, Health and Security Committee shall endeavor to meet and confer at least monthly, on safety, health and security matters pertaining to Flight Attendants. Meetings related to passenger incidents and security issues, such as geopolitical events, may occur more often as necessitated by current and ongoing events.</u></p>	
19.I.	<p><u>Upon declaration of an epidemic or pandemic by the World Health Organization (WHO), the Centers for Disease Control or any national health agency, the Company shall promptly meet and confer with the MEC President, the MEC Safety, Health and Security Chairperson or designee regarding matters related to the health and safety of Flight Attendants and the implementation of the Epidemic & Pandemic Protections in this Section.</u></p>	
Alcohol and Drug Testing		
21.B.2.	<p>A Flight Attendant who uses alcohol within <u>twelve (12)</u> hours of any scheduled duty shall be treated the same as a Flight Attendant who tested positive for alcohol.</p>	<p>A Flight Attendant who uses alcohol within eight (8) hours of any scheduled duty shall be treated the same as a Flight Attendant who tested positive for alcohol.</p>



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21.B.4.b.(13).	<p><u>After meeting with the Company's designated Substance Abuse Professional ("SAP") and upon entering the program recommended by the SAP, and so long as the individual continues in treatment and recovery as directed and facilitated by the SAP, the Flight Attendant will have the option to use up to twelve (12) months of disability benefits while in active treatment and recovery if the Flight Attendant is a participant in the Long Term Disability ("LTD") Plan under Section 29.H. The benefit shall be paid under the LTD Plan and shall not limit benefits payable for other disabilities under the LTD Plan. The drug, alcohol and substance abuse benefit shall not be subject to any waiting period.</u></p>	
Personnel Files		
22.D.1.a.	<p>OCCURRENCE POINTS</p> <p>Illness/Injury: Over 6 days 2 6 days or less, with no physician's note 2 6 days or less, with physician's note 1.5 <u>Did Not Fly (DNF) 3</u> Missed meeting or Training 2 Late boarding 1.5 Late check-in 1</p>	<p>*23.F.1</p> <p>Illness/Injury: Over 6 days - 2 6 days or less, with no physician's note - 2 6 days or less, with physician's note - 1.5 Missed Trip - 3 Missed meeting or Training - 2 Late boarding - 1.5 Late check-in - 1</p>
22.D.4.	<p><u>Occupational injury or illness occurrences will not generate attendance points.</u></p>	<p>*23.F.4. Occupational injury or illness occurrences, except</p>



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		when the occupational injury/illness is covered by Section 13.B.3., will generate points as set forth in above Paragraph F.1., but will not trigger new or escalated discipline.
22.E.2.a.(2).	Performance Warning 2: A <u>maximum</u> duration of <u>12 months</u> of active service from date of issuance unless progressed to a higher level.	*23.G.2.a. Performance Warning 2: Duration of 18 months of active service from date of issuance unless progressed to a higher level.
22.G.	The Company will consider any notations of non-disciplinary discussions regarding dependability or job performance as cleared from a Flight Attendant's record after a <u>one (1)</u> year period of active service from the date of issuance, provided that no disciplinary action or further notations have been issued during that period.	*22.F. The Company will consider any notations of non-disciplinary discussions regarding dependability or job performance as cleared from a Flight Attendant's record after a two (2) year period of active service from the date of issuance, provided that no disciplinary action or further notations have been issued during that period.
Investigations & Grievances		
23.A.1.	When the Company conducts an investigation which may lead to disciplinary action or discharge, the Flight Attendant shall be entitled to Union representation, if reasonably available (or representation by another employee if requested by the Flight Attendant). <u>The Flight Attendant and/or Union will be allowed an opportunity to present information relevant to the investigation. In addition, if more than one (1) management representative is present, the Flight</u>	When the Company conducts an investigation which may lead to disciplinary action or discharge, the Flight Attendant shall be entitled to Union representation, if reasonably available (or representation by another employee if requested by the Flight Attendant), and an opportunity to present information relevant to the investigation.



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	<p><u>Attendant shall be informed of their right to have a Union representative in attendance.</u></p>	
23.E.8.	<p><u>In the settling of NODs, appeals, and grievances under this section, nothing shall preclude a monetary component of such settlement if such settlement is signed by the MEC President on behalf of the Union and the Managing Director, Labor Relations on behalf of the Company, or their designee(s). The Managing Director of Labor Relations and the Managing Director of Crew Scheduling, or their designees, will meet on a quarterly basis with the MEC President, or their designee(s) to discuss issues of concern related to Crew Scheduling.</u></p>	
24.F.1.	<p>Cases shall be scheduled for hearing on eighty-eight (88) <u>eighty (80)</u> days during the System Board calendar year. The hearings shall be scheduled during one week each month for a total of sixty (60) days.</p> <p>The additional twenty-eight (28) <u>twenty (20)</u> days of hearings shall be scheduled during the year, seven (7) five (5) <u>seven (7)</u> days per quarter as agreed to by the parties. System Board hearings shall be held at the Company's headquarters, unless otherwise agreed by the Board. If a scheduled arbitration or mediation day(s) is cancelled or postponed unilaterally, without good cause or settlement of the grievance(s), and before the hearing or mediation begins, the non-cancelling party shall have the right to require the same number</p>	<p>Cases shall be scheduled for hearing on eighty (80) days during the System Board calendar year. The hearings shall be scheduled during one week each month for a total of sixty (60) days. The additional twenty (20) days of hearings shall be scheduled during the year, five (5) days per quarter as agreed to by the parties. System Board hearings shall be held at the Company's headquarters, unless otherwise agreed by the Board. If a scheduled arbitration or mediation day(s) is cancelled or postponed unilaterally, without good cause or settlement of the grievance(s), and before the hearing or mediation begins, the non-cancelling party shall have the right to require the same number of arbitration or mediation days, as applicable, be restored in the same System Board</p>



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	<p>of arbitration or mediation days, as applicable, be restored in the same System Board calendar year, to the extent practicable. Additional days of arbitration or mediation may be scheduled by the parties through mutual agreement. <u>Additional days of arbitration or mediation may be scheduled by the parties through mutual agreement.</u></p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p>Cases shall be scheduled for hearing on <u>eighty (80) days</u> during the System Board calendar year. The hearings shall be scheduled during one week each month for a total of <u>sixty (60) days</u>. The additional <u>twenty (20) days</u> of hearings shall be scheduled during the year, <u>five (5) days</u> per quarter as agreed to by the parties. System Board hearings shall be held at the Company's headquarters, unless otherwise agreed by the Board. If a scheduled arbitration or mediation day(s) is cancelled or postponed unilaterally, without good cause or settlement of the grievance(s), and before the hearing or mediation begins, the non-cancelling party shall have the right to require the same number of arbitration or mediation days, as applicable, be restored in the same System Board calendar year, to the extent practicable. <u>Additional days of arbitration or mediation may be scheduled by the parties through mutual agreement.</u></p>	<p>calendar year, to the extent practicable.</p>



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Uniforms		
25.B.1.	Newly employed Flight Attendants shall be <u>supplied with their first basic uniform, as provided for in paragraph 25.C.1.a., below, a small suitcase, and a large suitcase, as provided for in paragraph 25.C.1.b., below, at Company expense. The cost of alternations to fit the uniform to Company standards shall be borne by the Company through expense reimbursement with receipts for actual cost.</u>	*25.B. Newly employed Flight Attendants shall be required to purchase their first basic uniform and accessories. Such purchase may be made either on a cash basis or an authorized payroll deduction basis not the exceed 5.0% of the total cost of said uniform and accessories per month. The Company will provide a non-wool uniform to newly employed Flight Attendants with wool allergies on the same cost basis as newly employed Flight Attendants using wool uniforms.
25.B.2.	<u>Newly employed Flight Attendants authorized for alternative uniform pieces through the Reasonable Accommodation Program shall be similarly supplied with such pieces on the same basis as newly employed Flight Attendants using the standard uniform pieces at Company expense.</u>	
25.D.1.	The Company shall replace all basic, <u>option, and accessory</u> uniform items (utilizing annual point allotment) and one (1) of the following accessory items, <u>will be replaced at Company expense</u> when necessary due to normal wear. The Flight Attendant may choose which of the following accessory items shall be the no cost item.	The Company shall replace all basic uniform items (utilizing annual point allotment) and one (1) of the following accessory items, when necessary due to normal wear at no cost to the Flight Attendant. The Flight Attendant may choose which of the following accessory items shall be the no cost item.
25.D.4.	If <u>during the period of their probation</u> , a Flight	If a Flight Attendant's employment is terminated and a



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	<p>Attendant's employment is terminated, <u>voluntarily or involuntarily, or they leave the Flight Attendant position they will be required to return all items provided under paragraph 25.B.1., above, to their respective base upon their termination. Failure to do so will result in a deduction from their final paycheck for the actual cost of the items not returned.</u></p>	<p>replacement item has less than one season's wear or six (6) months if a year round uniform, the Flight Attendant will be required to purchase the Company's equity at 60% of the original cost on a prorated basis for use.</p>
24.D.5.b.	<p><u>Uniform points shall be valued at one dollar (\$1) per point.</u></p>	
25.E.	<p>In the case of a major uniform style change, the Company shall replace all uniform items, the <u>handbag</u>, the <u>small suitcase</u>, and the <u>large suitcase</u> at no cost to the Flight Attendant. This does not apply to new pieces that the Flight Attendant is not required to obtain. If a uniform style change does not include a style change in <u>handbag</u>, <u>small suitcase</u> or <u>large suitcase</u>, no replacement will be required except as defined in Paragraph <u>25.D.</u></p>	<p>In the case of a major uniform style change, the Company shall replace all uniform items, the purse and the suitcase at no cost to the Flight Attendant. This does not apply to new pieces that the Flight Attendant is not required to obtain. If a uniform style change does not include a style change in purse or suitcase, no replacement will be required except as defined in Paragraph D.</p>
25.F.1.	<p><u>The Flight Attendant may choose their preferred name for use on the name bar, subject to approval by the Company.</u></p>	
25.J.	<p>If the Company makes optional uniform items available for purchase by Flight Attendants, the purchase shall be paid for on a cash basis, by credit card or with uniform points. <u>Only if the vendor does not accept credit cards shall the use of payroll</u></p>	<p>If the Company makes optional uniform items available for purchase by Flight Attendants, the purchase shall be paid for on a cash basis, by credit card or with uniform points.</p>



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	<u>deduction be authorized by the Company and will be limited to purchases of \$50.00 or more.</u>	
Moving Expenses		
26.C.1.	<u>The total cost of any move may not exceed the lesser of the actual cost of the move or \$20,500.</u>	
Commuter Program		
28.B.4.b.	A Flight Attendant commuting by air, must exercise good judgment and exert every reasonable effort to report for work. <u>In all cases the flight(s) must be scheduled to arrive at their Domicile or the point of their duty assignment at least one hour (1:00) prior to their report time for such assignment. The primary flight may either be a flight for which the seats are controlled by the Company or it may be a flight operated by another carrier (OAL). The secondary flight must be a flight for which the seats are controlled by the Company.</u>	A Flight Attendant commuting by air, must exercise good judgment and exert every reasonable effort to report for work, including having the legitimate reasonable potential to commute on either of at least two (2) flights listed through the Company's employee reservations systems, so long as such seats are controlled by the Company (i.e., twenty-four [24] hours prior to the first flight's departure time both flights must be under authorization as displayed on the Company's employee reservations systems, including accounting for non-revenue space available travelers that are listed and have either a higher boarding priority or greater seniority than the Flight Attendant), that are scheduled to arrive at her/his Domicile or the point of her/his duty assignment at least one hour (1:00) prior to her/his report time for such assignment.
28.B.4.b.(1).	<u>A Flight Attendant commuting on an airline whose seats are controlled by the Company, must have a legitimate reasonable potential to commute on at least</u>	



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	<p><u>one (1) flight listed through the Company's reservations systems, including accounting for non-revenue space available travelers that are listed and have either a higher boarding priority or greater seniority than the Flight Attendant. Within the twenty-four (24) hours prior to the flight departure time the flight must have available capacity as displayed on the Company's reservations system.</u></p>	
28.B.4.b.(2).	<p><u>A Flight Attendant commuting on an airline whose seats are not controlled by the Company, must have a legitimate reasonable potential to commute on the flights for which they are listed. Within the twenty-four (24) hours prior to the flight's departure time the flights must have available capacity as displayed on that company's reservations system/interline booking system. It will be the responsibility of the Flight Attendant to provide the necessary documentation to show the available capacity.</u></p>	
28.B.4.b.(3).	<p><u>Flight Attendants choosing to commute with a revenue ticket with a confirmed seat on any commercial carrier will qualify as long as the flight is scheduled to arrive at their Domicile or the point of their duty assignment at least one hour (1:00) prior to their report time for such assignment.</u></p>	
28.E.3.b.	<p>For international pairings, the substitute pairing may not be scheduled to end later than the calendar day following the day on which the original pairing was</p>	<p>For international pairings, the substitute pairing may not be scheduled to end later than the calendar day following the day on which the original pairing was</p>



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	<p>scheduled to end. <u>The Flight Attendant may advise the Company that they do not want to be assigned to a pairing scheduled to terminate the day after the original pairing was scheduled to terminate. In such cases, the Flight Attendant will not be entitled to a hotel room under Paragraph 28.E.5, and they will still be subject to assignment under Paragraphs 28.E.1, 28.E.2, and 28.E.4.</u></p>	<p>scheduled to end.</p>
Benefits		
29.A.2.g.	<p><u>Notwithstanding the above, in order to receive employer subsidized health insurance, Flight Attendants will be required to maintain a minimum of four hundred eighty hours (480:00) of paid activity per year as defined in paragraph 29.A.2.g.(1), below, measured from the prior year's October bid month through the current year's September bid month.</u></p>	
29.A.2.g.(1)	<p><u>Hours included will be flight time credit, including but not limited to hours attributable to vacation credit, paid sick, bereavement leave, training, deadhead, and FMLA, USERRA and other leaves protected by law.</u></p> <div style="background-color: #fce4ec; padding: 5px; text-align: center;">Tentative Agreement 2 (TA2)</div> <p><u>Hours included will be same as used for the</u></p>	



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	<u>calculation of Vacation accrual in Section 12.A. and Sick Leave Accrual in Section 13.A.</u>	
29.A.2.g.(2).	<u>The four hundred eighty hours (480:00) will be prorated for any months or portions of months on an approved leave of absence, paid and unpaid FMLA, furlough, and any leaves protected by law.</u>	
29.A.2.g.(3).	<u>Any month a Flight Attendant is participating in a Job Share/ Partnership they will receive credit for twenty hours (20:00) plus the credit value of their line, not to exceed fifty-five hours (55:00), exclusive of vacation.</u>	
29.A.2.g.(4).	<u>A Flight Attendant who requires time off due to urgent personal circumstances (ex. family care, natural disasters or other personal circumstances which result in a reduced ability to fly) may request a special exemption for that time. If granted, the Flight Attendant will be credited with 40:00, prorated, for that month or portion thereof.</u>	
29.A.2.g.(5).	<u>The MEC President and Managing Director of Labor Relations, or designees, will review any requests for special exemptions which are not approved by the Base. In the event the parties are unable to agree on a specific exemption, either party may submit the issue to expedited arbitration per Section 24.R.</u>	
29.A.2.h.	<u>Flight Attendants who do not maintain the minimum hours will be required to pay 100% of the cost of any</u>	



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	<p><u>elected insurance coverage under Section 29 of this Agreement for the subsequent calendar year. With respect to new hires, this provision will not apply until enrollment for January 1 of the second calendar year following the year in which the Flight Attendant was hired.</u></p>	
29.B.4.d.	<p><u>Any increase in the composite Required Monthly Contribution for the Core Medical Options, Traditional Medical PPO, Optional Medical Plans and Select Regional Medical Plans from one calendar year to the next will not exceed 9.25% of the prior year's contribution. This percentage will vary for the individual Flight Attendant after taking into account credits and surcharges.</u></p>	<p>*29.B.4.a. The Required Monthly Contributions for the Core Medical Options, the Traditional Medical PPO, and Select Regional Medical Plans shall not exceed 20% of the total projected cost for the Coverage Tier elected, except that this percentage will vary for the individual Flight Attendant after taking into account credits and surcharges described in Paragraph B.4.f. below.</p>
29.F.2.	<p>Any Flight Attendant who retires after the end of the <u>sixteen (16) year period commencing on August 28, 2016, the Effective Date of this Agreement</u> shall not be eligible for retiree medical benefits under the provisions of Paragraphs F.3. or F.4. below, of this Agreement, but shall instead be eligible for retiree medical benefits under Paragraph F.5. below, subject to the terms of such provision.</p>	<p>Any Flight Attendant who retires after the end of the fifteen (15) year period commencing on the Effective Date of this Agreement shall not be eligible for retiree medical benefits under the provisions of Paragraphs F.3. or F.4. below, of this Agreement, but shall instead be eligible for retiree medical benefits under Paragraph F.5. below, subject to the terms of such provision.</p>
29.G.1.d.	<p><u>Each Flight Attendant will be auto-enrolled in coverage equal to four times (4x) their annual salary, spousal</u></p>	<p>29.G. Life & accident insurance in effect on the Effective</p>



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	<u>coverage (if married), and coverage for dependent children in the same way as a new hire Flight Attendant.</u>	Date of this Agreement shall remain in effect through the end of 2016, except as otherwise set forth below. Effective as of January 1, 2017
29.G.6.	<u>In the event a Flight Attendant is legally declared dead pursuant to the terms of Section 27.B.3, the Flight Attendant's beneficiary shall be entitled to a one-time payment of five thousand dollars (\$5000) in addition to any other insurance benefits to which they would be entitled.</u>	
29.I.1.a.(2).	Matching contributions equal to 100% of the Flight Attendant's pre-tax contributions for the plan year up to <u>4%</u> of eligible earnings (i.e., maximum match of <u>4%</u>), which will be trued-up on no less than an annual basis; and	Matching contributions equal to 100% of the Flight Attendant's pre-tax contributions for the plan year up to 3% of eligible earnings (i.e., maximum match of 3%), which will be trued-up on no less than an annual basis; and
Union Activities		
30.H.18	<u>The Company shall maintain records of the movement of pairings between Domiciles and shall provide the information to the MEC President on a monthly basis.</u>	
Duration		



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32.	<p>This Agreement shall become effective on <u>July 30, 2025</u>, and shall continue in full force and effect through and including <u>July 30, 2030</u>, on which date this Agreement shall renew itself in its entirety and on each succeeding <u>July 30th</u> thereafter, unless written notice of intended change is served in accordance with Title 1, Section 6 of the Railway Labor Act, as amended, by either party hereto at least thirty (30) but not more than three hundred and <u>sixty five (365)</u> days prior to <u>July 30, 2030</u>, or any year thereafter. The parties shall commence direct negotiations with respect to such notice no later than thirty (30) days following the delivery of such notice.</p> <p style="text-align: center;">Tentative Agreement 2 (TA2)</p> <p>This Agreement shall become effective on <u>May 31, 2026</u>, and shall continue in full force and effect through and including <u>May 31, 2031</u> on which date this Agreement shall renew itself in its entirety and on each succeeding <u>May 31st</u> thereafter, unless written notice of intended change is served in accordance with Title 1, Section 6 of the Railway Labor Act, as amended, by either party hereto at least thirty (30) but not more than <u>three hundred and sixty five (365)</u> days prior to <u>May 31, 2031</u>, or any year thereafter. The parties shall commence direct negotiations with respect to such notice no later than thirty (30) days</p>	<p>This Agreement shall become effective on August 28, 2016, and shall continue in full force and effect through and including August 28, 2021, on which date this Agreement shall renew itself in its entirety and on each succeeding August 28th thereafter, unless written notice of intended change is served in accordance with Title 1, Section 6 of the Railway Labor Act, as amended, by either party hereto at least thirty (30) but not more than two hundred seventy (270) days prior to August 28, 2021, or any year thereafter. The parties shall commence direct negotiations with respect to such notice no later than thirty (30) days following the delivery of such notice.</p> <p>Notwithstanding the above, if notice is served at least thirty (30) days prior to August 28, 2020, the parties agree to commence direct negotiations with respect to such notice no later than thirty (30) days following the delivery of such notice.</p>



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	following the delivery of such notice.	

LOA - Letters of Agreement		
LOA	LOA Name	Details
8	Hotel Selection Process and Guidelines	<p><u>A consensus should be reached on hotel selections. If a consensus is not reached the Hotel Dispute Process can be invoked by either party.</u></p> <p>...</p> <p>4. Business class hotel. Regular maintenance and cleaning performed to keep it in a tenable condition.</p> <p>...</p> <p>10. Safe, clean, quiet and secure environment. All hotel entry/egress points (i.e. public, employee, loading/receiving entrances and fire safety exits) locked (e.g. key card authorization requirement) or actively monitored at all times. No direct access to guestrooms from parking garages.</p>
9	Implementation Agreement	See LOA 9 Appendix A (page LOA 9-7).
16	Scope	<p>4. <u>In addition to the protections provided in Section 1 and in this Letter of Agreement 16, all flights operated by Pilots covered by the United Airlines/ALPA collective bargaining agreement ("United Pilot</u></p>



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		<p>Agreement”) and which require Flight Attendants will be staffed with United Flight Attendants covered by this Agreement.</p> <p>5. <u>United Express Flying</u></p> <p>a. <u>The Company may create or acquire a controlling interest in and Control of a regional carrier conducting United Express Flying, as the terms Control and United Express Flying are defined in the United Airlines/APLA collective bargaining agreement (“United Pilot Agreement”) at Section 1, as it may be amended. As an exception to Paragraph 1, above, flights of such United Express carrier may be staffed by Flight Attendants of such carrier unless the flights are operated by United Pilots covered by the United Pilot Agreement in which case they will be staffed by United Flight Attendants covered by this Agreement.</u></p> <p>b. <u>All protections and limitations regarding United Express Flying provided in Section 1 of the United Pilot Agreement, as it may be amended, shall apply to Flight Attendants covered by this Agreement.</u></p>
23	One-Time Payment	<p>1. <u>“One-time Payment” as used herein means the payment to an Eligible Flight Attendant computed based on the terms contained in this Letter of Agreement.</u></p> <p>2. <u>“Relevant Period” as used herein means any time during the September 2021 Bid Period through the December, 2021 Bid Period, the bid years 2022, 2023, 2024, and 2025, and the period of time from the January 2026 Bid Period through the May 2026 Bid Period.</u></p> <p>3. <u>“Eligible Flight Attendant” as used herein means an individual in the role of “Flight Attendant”, as defined by Section 2.N. of the Agreement as of March 24, 2026 who was active in the service of United Airlines as a “Flight Attendant” during the Relevant Period, and who is employed as a “Flight Attendant” on the date of the One-time Payment.</u></p>



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		<p>4. <u>In addition, any individual who is initially assigned to the United Airlines Flight Attendant System Seniority list on or after March 24, 2026, who was active in the service of United Airlines as a “Flight Attendant” during the Relevant Period, and who is employed as a “Flight Attendant” on the date of the One-time Payment will be considered an “Eligible Flight Attendant” for purpose of the One-time Payment.</u></p> <p>5. <u>A discharged Flight Attendant who has a grievance pending as of the date of the One-time Payment will receive the One-time Payment if they are reinstated to employment by an award of the United Airlines Flight Attendant System Board of Adjustment and that System Board directs the One-time Payment as part of the award.</u></p> <p>6. <u>“Eligible Earnings” as used herein means Profit Sharing eligible earnings of an Eligible Flight Attendant as defined in the Company Profit Sharing plans.</u></p> <p>2. <u>The One-time Payment to Eligible Flight Attendants will be computed as the sum of the following:</u></p> <ol style="list-style-type: none">1. <u>4% of Eligible Earnings for bid periods Sept.1, 2021 through Dec. 31, 2021;</u>2. <u>4% of Eligible Earnings for bid year 2022;</u>3. <u>4% of Eligible Earnings for bid year 2023;</u>4. <u>4 % of Eligible Earnings for bid year 2024;</u>5. <u>22 % of Eligible Earnings for bid year 2025; and</u>6. <u>25% of Eligible Earnings for the January 2026 through the May, 2026 Bid Periods.</u> <p>3. <u>United will pay the One Time Payment to all Eligible Flight Attendants as a single supplemental payment no later than September 15, 2026. Applicable federal, state, and local taxes will be withheld from the single payment at the applicable withholding rates.</u></p> <p>4. <u>For an otherwise Eligible Flight Attendant who died or dies prior to the final payment date, the One-time Payment (or any remaining portion thereof) will be paid to such Flight Attendant’s estate.</u></p>
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		5. <u>The parties agree to meet and confer regarding any matters that arise regarding the payments or benefits to be paid pursuant to the terms of this Letter of Agreement.</u>
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