



AFA-ENDEAVOR AIR TENTATIVE AGREEMENT FOR FLIGHT ATTENDANTS



FEBRUARY 2020

INTRODUCTION

Endeavor Flight Attendants play a key role in the safety and comfort of our customers every day – and thus in our collective success. That’s why the company leaders and the AFA negotiating committee members began economic discussions in September of 2018 with two key commitments in mind from Day One:

- 1.) To provide EDV Flight Attendants with a total **compensation package that is top tier among the regional carriers** within the Delta Connection portfolio.
- 2.) To provide you **similarity with EDV pilots on common issues** such as deadhead pay, per diem, sick leave accrual, hotel accommodations for a Flight Attendant rescheduled to overnight in domicile, and parking stipend assistance.

Please familiarize yourself with the enclosed information so you have all the details you need on the issues that impact you personally.

Thank you for providing a safe, reliable, and service-focused experience to our customers during this process.



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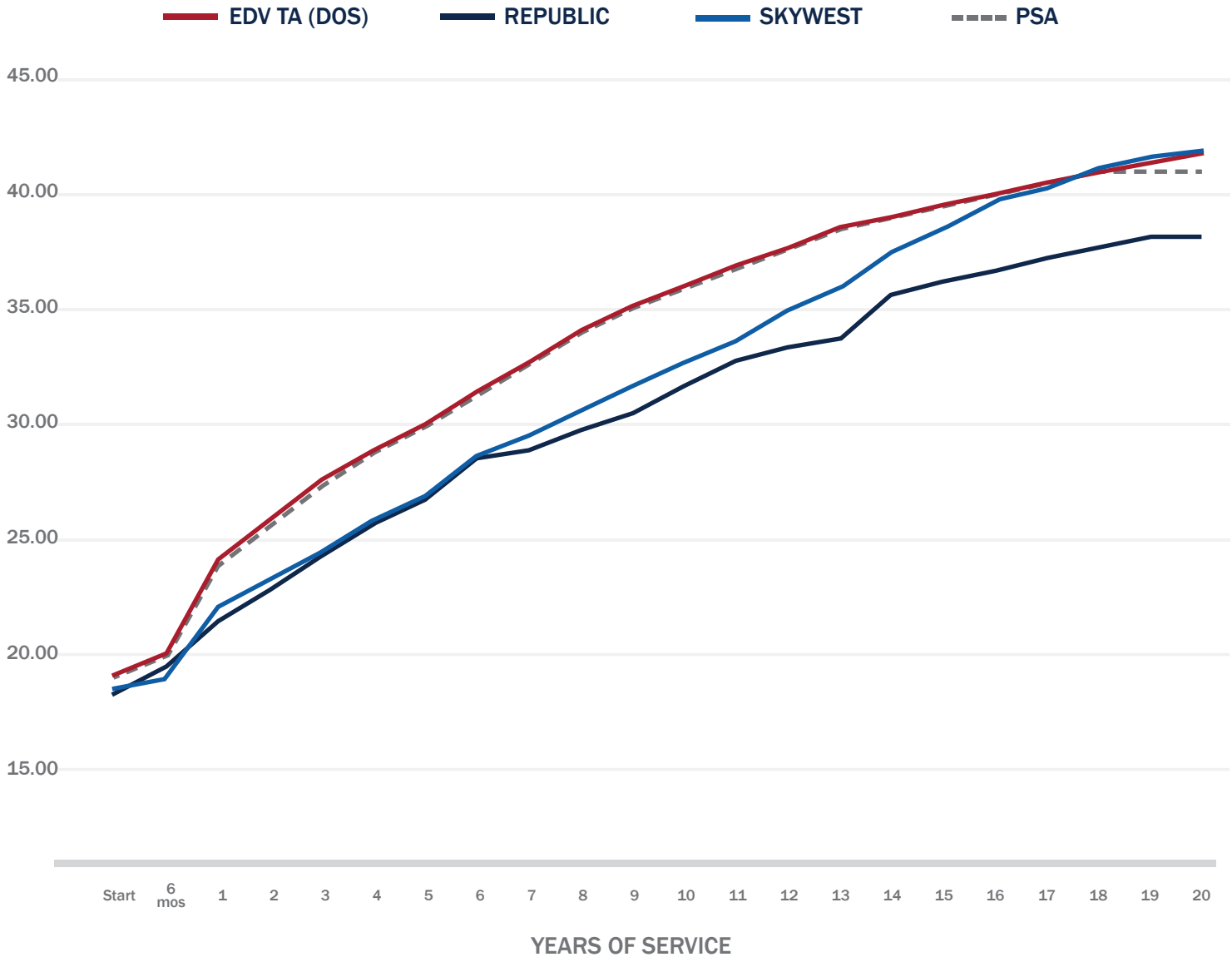
TENTATIVE AGREEMENT (TA) WAGE TABLE

HOURLY WAGES: DATE OF SIGNING (DOS) THROUGH END OF CONTRACT

YEARS OF LONGEVITY	CURRENT	DOS	DOS+1 +1.5%	DOS+2 +1.5%	DOS+3 +1.5%	DOS+4 +1.5%	DOS+5 (AMENDABLE DATE) +1.5%
0-6MO	18.27	\$19.00	\$19.29	\$19.57	\$19.87	\$20.17	\$20.47
6MO-1 *New Step*	18.27	\$20.00	\$20.30	\$20.60	\$20.91	\$21.23	\$21.55
1	22.42	\$23.99	\$24.35	\$24.71	\$25.09	\$25.46	\$25.84
2	23.93	\$25.61	\$25.99	\$26.38	\$26.77	\$27.18	\$27.58
3	25.56	\$27.35	\$27.76	\$28.18	\$28.60	\$29.03	\$29.46
4	26.69	\$28.97	\$29.40	\$29.85	\$30.29	\$30.75	\$31.21
5	27.74	\$30.00	\$30.45	\$30.91	\$31.37	\$31.84	\$32.32
6	28.75	\$31.50	\$31.97	\$32.45	\$32.94	\$33.43	\$33.93
7	29.59	\$32.85	\$33.34	\$33.84	\$34.35	\$34.87	\$35.39
8	30.64	\$34.02	\$34.53	\$35.05	\$35.57	\$36.11	\$36.65
9	31.55	\$35.01	\$35.54	\$36.07	\$36.61	\$37.16	\$37.72
10	32.43	\$35.99	\$36.53	\$37.08	\$37.63	\$38.20	\$38.77
11	33.23	\$36.95	\$37.50	\$38.07	\$38.64	\$39.22	\$39.81
12	33.81	\$37.57	\$38.13	\$38.71	\$39.29	\$39.88	\$40.47
13	34.37	\$38.50	\$39.08	\$39.66	\$40.26	\$40.86	\$41.48
14	35.05	\$39.00	\$39.59	\$40.18	\$40.78	\$41.39	\$42.01
15	35.48	\$39.50	\$40.09	\$40.69	\$41.30	\$41.92	\$42.55
16	35.48	\$40.00	\$40.60	\$41.21	\$41.83	\$42.45	\$43.09
17	35.48	\$40.50	\$41.11	\$41.72	\$42.35	\$42.99	\$43.63
18	35.48	\$41.00	\$41.62	\$42.24	\$42.87	\$43.52	\$44.17
19	35.48	\$41.35	\$41.97	\$42.60	\$43.24	\$43.89	\$44.55
20+	35.48	\$41.81	\$42.44	\$43.07	\$43.72	\$44.38	\$45.05

WAGE RATE COMPARISONS

WAGE RATES BY YEARS OF SERVICE



PLUS

GRADUATED SIGNING INCENTIVE PAYMENT (SIP)

TO ALL ELIGIBLE FLIGHT ATTENDANTS

SIP AMOUNTS

LONGEVITY
4 MOS- 4 YRS

\$850

LONGEVITY
5-9 YRS





\$1,000

LONGEVITY
10+ YRS

\$1,250

PAY COMPARISONS

HOURLY & ESTIMATED ANNUAL PAY AT DATE OF SIGNING

	 ENDEAVOR AIR TENTATIVE AGREEMENT	 REPUBLIC AIRLINE CURRENT	 SkyWest AIRLINES® CURRENT	 PSA AIRLINES CURRENT
6 Months Longevity	\$20.00 \$21,115	\$19.33 \$19,512	\$18.77 \$18.96 \$19,598 \$19,795	\$20.00 \$21,000
5 Years Longevity	\$30.00 \$28,800	\$27.03 \$25,949	\$26.89 \$27.16 \$25,814 \$26,074	\$30.00 \$28,800
10 Years Longevity	\$35.99 \$34,550	\$31.64 \$30,374	\$32.64 \$32.97 \$31,334 \$31,651	\$35.99 \$34,550
15 Years Longevity	\$39.50 \$37,920	\$36.29 \$34,838	\$37.87 \$38.25 \$36,355 \$36,720	\$39.50 \$37,920
20 Years Longevity	\$41.81 \$40,138	\$38.29 \$36,758	\$41.55 \$41.97 \$39,888 \$40,291	\$41.00 \$39,360

- ANNUAL PAY CALCULATED USING AVERAGE OF 80 HOURS WORKED PER MONTH (GUARANTEE OF 75 HOURS + 5 ADDITIONAL HOURS WORKED)

- DOES NOT INCLUDE PER DIEM

- SKYWEST RATES & ANNUAL PAY HAVE BEEN UPDATED TO REFLECT SKYWEST'S MOST RECENT RATE INCREASE

PAY RATES



IF YOU CURRENTLY HAVE 6 MONTHS OF LONGEVITY...

- Your current hourly pay rate is **\$18.27**
- At Date of Signing, your pay rate will be **\$20.00 (+9% increase)**
- In 2 years, your pay rate will be **\$26.38 (+44% increase)**
- In 4 years, your pay rate will be **\$30.75 (+68% increase)**



IF YOU CURRENTLY HAVE 5 YEARS OF LONGEVITY...

- Your current hourly pay rate is **\$27.74**
- At Date of Signing, your pay rate will be **\$30.00 (+8% increase)**
- In 2 years, your pay rate will be **\$33.84 (+22% increase)**
- In 4 years, your pay rate will be **\$37.16 (+34% increase)**



IF YOU CURRENTLY HAVE 10 YEARS OF LONGEVITY...

- Your current hourly pay rate is **\$32.43**
- At Date of Signing, your pay rate will be **\$35.99 (+11% increase)**
- In 2 years, your pay rate will be **\$38.71 (+19% increase)**
- In 4 years, your pay rate will be **\$41.39 (+28% increase)**



IF YOU CURRENTLY HAVE 15 YEARS OF LONGEVITY...

- Your current hourly pay rate is **\$35.48**
- At Date of Signing, your pay rate will be **\$39.50 (+11% increase)**
- In 2 years, your pay rate will be **\$41.72 (+18% increase)**
- In 4 years, your pay rate will be **\$43.89 (+24% increase)**

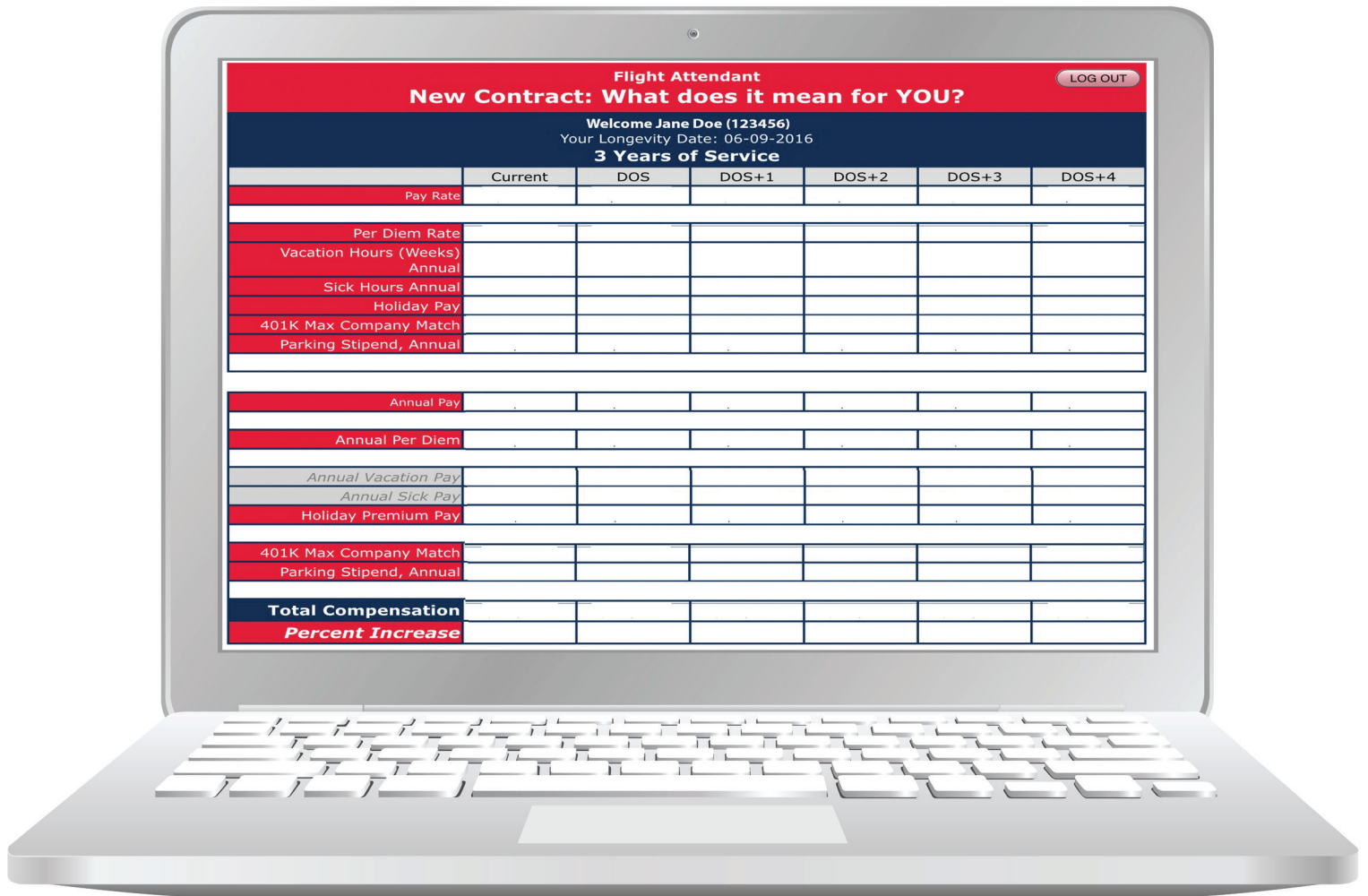


IF YOU CURRENTLY HAVE 20 YEARS OF LONGEVITY...

- Your current hourly pay rate is **\$35.48**
- At Date of Signing, your pay rate will be **\$41.81 (+18% increase)**
- In 2 years, your pay rate will be **\$43.07 (+21% increase)**
- In 4 years, your pay rate will be **\$44.38 (+25% increase)**

FOR A PERSONALIZED WAGE CALCULATOR, VISIT WWW.EDVFA.COM

WHAT DOES IT MEAN FOR YOU?



**FOR A PERSONALIZED WAGE CALCULATOR,
VISIT WWW.EDVFA.COM**

**IPAD KIOSKS ARE ALSO AVAILABLE IN ALL EDV CREW ROOMS TO
HELP YOU ACCESS YOUR PERSONALIZED PAY CALCULATOR.**

**TAKE A CLOSER LOOK AT HOW THE NEW CONTRACT WILL AFFECT YOUR
ANNUAL PAY, ANNUAL PER DIEM, TOTAL COMPENSATION, AND MORE.**

VACATION/SICK PAY COMPARISONS

ENDEAVOR AIR - MONTHLY ACCRUALS (HOURS)

**MATCHES
CURRENT
PILOT CONTRACT**

**CURRENT
VACATION**

YRS OF LONGEVITY	YRS OF LONGEVITY	YRS OF LONGEVITY	YRS OF LONGEVITY
0-1	2-4	5-12	13+
1.75	3.5	5.25	7.0

**CURRENT
SICK**

CURRENT
3 FULL TIME
1 PART TIME

**TA
VACATION**

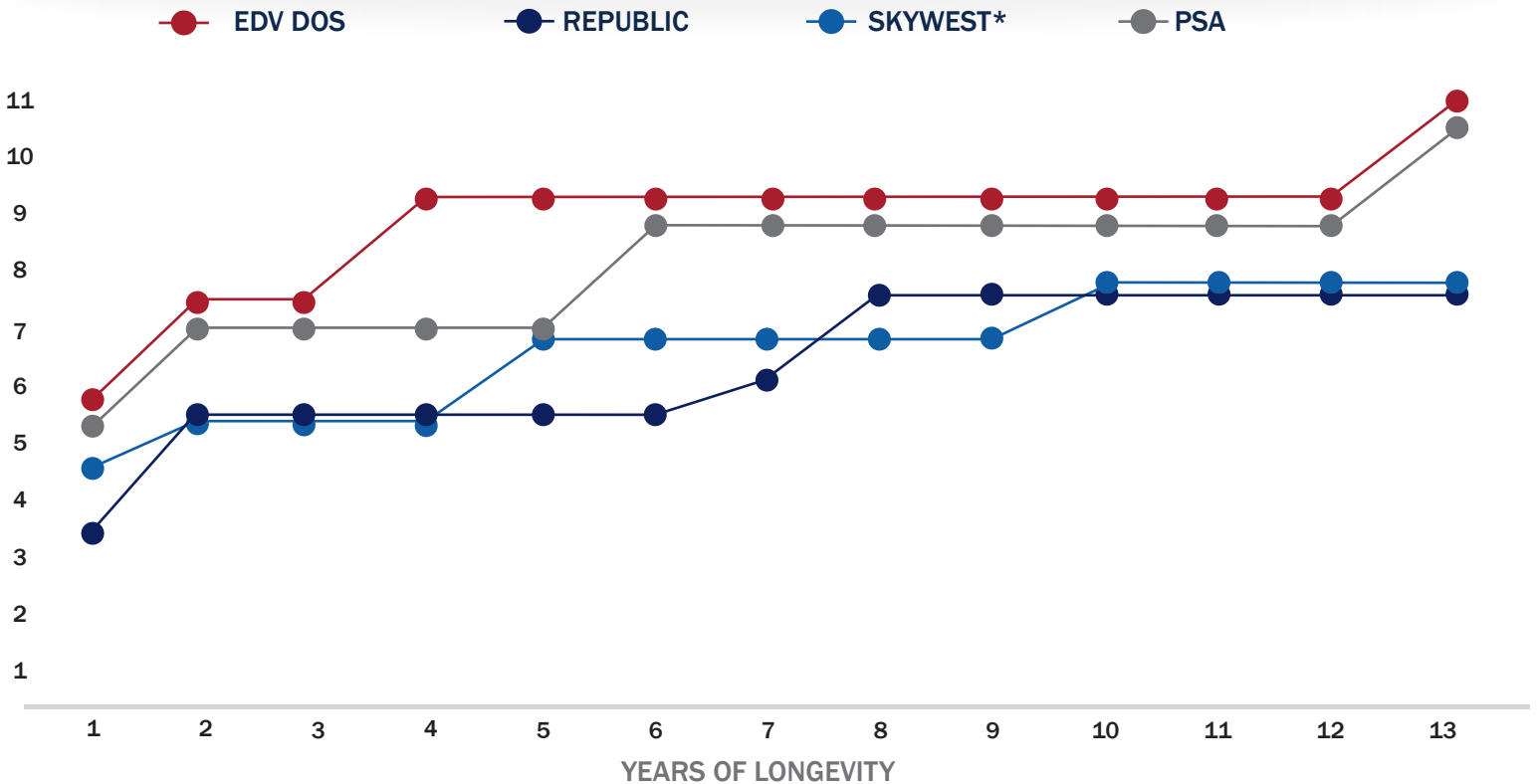
YRS OF LONGEVITY	YRS OF LONGEVITY	YRS OF LONGEVITY	YRS OF LONGEVITY
0-1	2-3	4-12	13+
1.75	3.5	5.25	7.0

EFFECTIVE 1/1/2021

**TA
SICK**

DOS
4 FULL TIME
1.5 PART TIME

COMBINED VACATION/SICK ACCRUALS (HOURS)



*Skywest vacation & sick time are accrued based on hours worked. Accruals are estimated at 80 hrs/month.

WORK RULE & PAY COMPARISONS

**MATCHES
CURRENT
PILOT CONTRACT**

PER DIEM

ENDEAVOR AIR® TENTATIVE AGREEMENT (TA)	DATE OF SIGNING	EFFECTIVE 1/1/2021	EFFECTIVE 1/1/2023	EFFECTIVE ON AMENDABLE DATE
	\$1.85	\$1.90	\$1.95	\$2.00

ENDEAVOR AIR® CURRENT	ENDEAVOR AIR® EFFECTIVE ON AMENDABLE DATE	REPUBLIC AIRLINE CURRENT	SkyWest AIRLINES® CURRENT*	PSA™ AIRLINES CURRENT	PSA™ AIRLINES EFF. 7/15/2022
\$1.70	\$2.00	\$2.00	\$1.95 \$2.00	\$1.85	\$2.00

* Updated to reflect most recent SkyWest rate increase

DAYS OFF PER MONTH

	ENDEAVOR AIR® CURRENT	ENDEAVOR AIR® TA	REPUBLIC AIRLINE CURRENT	SkyWest AIRLINES® CURRENT	PSA™ AIRLINES CURRENT
LINE HOLDER	11*	11*	12	11	11
RESERVE	10*	11*	11	11	10

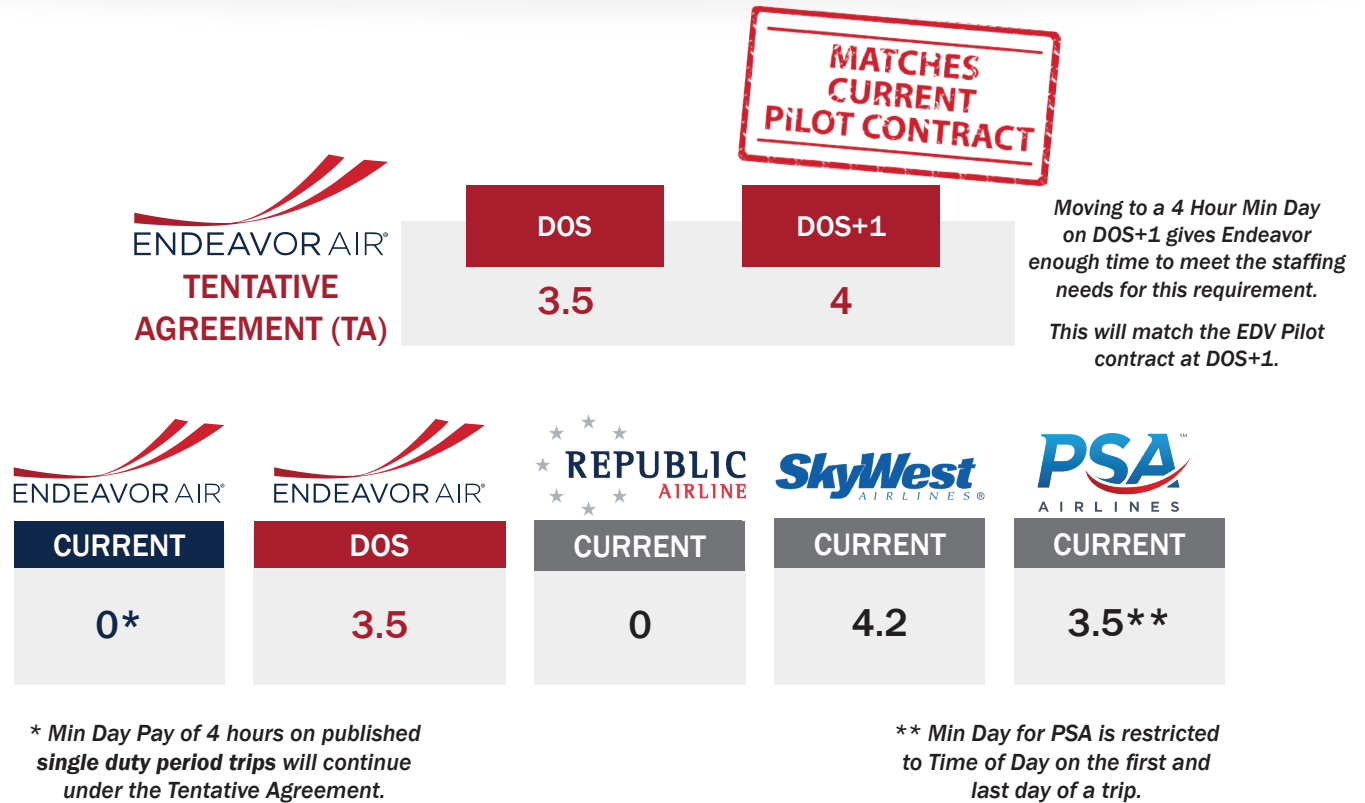
*SUBJECT TO BID SMOOTHING

PAY — HOLIDAY PAY IF WORKING

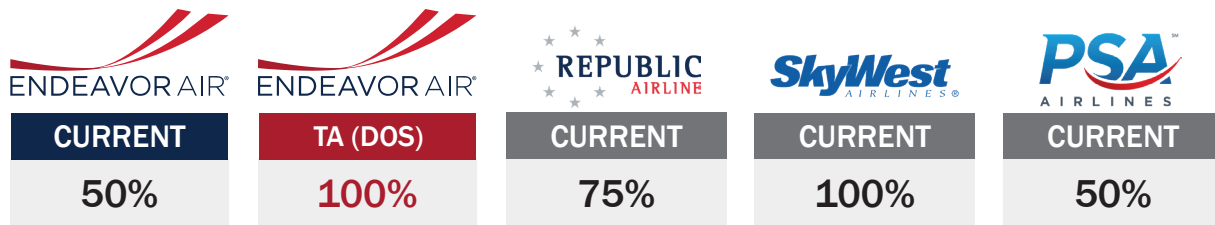
ENDEAVOR AIR® CURRENT	ENDEAVOR AIR® TA (DOS)	REPUBLIC AIRLINE CURRENT	SkyWest AIRLINES® CURRENT	PSA™ AIRLINES CURRENT
Regular Pay	150%	+4 Hours	+4.3 Hours	150%

OTHER WORK RULE & PAY COMPARISONS

MINIMUM DAY GUARANTEED CREDIT HOURS



PAY — DEADHEAD PAY PER BLOCK HOUR



EFFECT OF DEADHEAD & MINIMUM DAY PROVISIONS ON PAY

EXAMPLE 4-DAY PAIRING: 3.5 HR MIN DAY + 100% DEADHEAD PAY

CURRENT ← SAME TRIP → TA (DOS)

DATE	DEP	ARR	CREDIT HOURS	FA CREDIT
15-Apr	ATL	RST	2:24	2:24
15-Apr	RST	ATL	2:16	2:16
15-Apr <small>DEADHEAD</small>	ATL	SGF	1:54	0:57
DAILY CREDIT				5:37
16-Apr	SGF	ATL	1:46	1:46
16-Apr	ATL	AGS	0:55	0:55
16-Apr	AGS	ATL	1:01	1:01
16-Apr	ATL	IAD	1:43	1:43
16-Apr	IAD	ATL	1:48	1:48
16-Apr <small>DEADHEAD</small>	ATL	BHM	0:51	0:26
DAILY CREDIT				7:39
17-Apr	BHM	ATL	1:03	1:03
17-Apr	ATL	AGS	1:01	1:01
DAILY CREDIT				2:04
18-Apr	AGS	ATL	0:55	0:55
18-Apr	ATL	XNA	2:01	2:01
18-Apr	XNA	ATL	1:47	1:47
DAILY CREDIT				4:43
TOTAL TRIP CREDIT				20:03

DATE	DEP	ARR	CREDIT HOURS	FA CREDIT
15-Apr	ATL	RST	2:24	2:24
15-Apr	RST	ATL	2:16	2:16
15-Apr <small>DEADHEAD</small>	ATL	SGF	1:54	1:54
DAILY CREDIT				6:34
16-Apr	SGF	ATL	1:46	1:46
16-Apr	ATL	AGS	0:55	0:55
16-Apr	AGS	ATL	1:01	1:01
16-Apr	ATL	IAD	1:43	1:43
16-Apr	IAD	ATL	1:48	1:48
16-Apr <small>DEADHEAD</small>	ATL	BHM	0:51	0:51
DAILY CREDIT				8:04
17-Apr	BHM	ATL	1:03	1:03
17-Apr	ATL	AGS	1:01	1:01
* MINIMUM DAY *				+1:26
DAILY CREDIT				3:30
18-Apr	AGS	ATL	0:55	0:55
18-Apr	ATL	XNA	2:01	2:01
18-Apr	XNA	ATL	1:47	1:47
DAILY CREDIT				4:43
TOTAL TRIP CREDIT				22:51

Additional Trip Credit +2:48

TRIP PAY AS REFLECTED IN YOUR PAYCHECK

	6 Months Longevity	5 Years Longevity	10 Years Longevity	15 Years Longevity	20 Years Longevity
NOW	\$498	\$688	\$782	\$844	\$844
DOS	\$601	\$829	\$966	\$1,046	\$1,099
INCREASE	+21%	+20%	+23%	+24%	+30%

*TRIP PAY INCLUDES HOURLY PAY & PER DIEM

OTHER WORK IMPROVEMENTS

ANNUAL UNIFORM ALLOTMENT

FULL-TIME
↓
\$200

NOW

PART-TIME
↓
\$100

FULL-TIME
↓
\$300

DOS

PART-TIME
↓
\$300

MONTHLY PARKING STIPEND

FOR ELIGIBLE
FLIGHT ATTENDANTS

**MATCHES
CURRENT
PILOT CONTRACT**

NOW
↓
\$0

DOS
↓
\$40

HOTEL IN DOMICILE

WHEN RESCHEDULED
TO OVERNIGHT

**MATCHES
CURRENT
PILOT CONTRACT**

NOW
↓
N/A

DOS
↓
PROVIDED

VACATION DAILY PAY CREDIT HOURS

**MATCHES
CURRENT
PILOT CONTRACT**

NOW
↓
3.0

DOS
↓
3.5

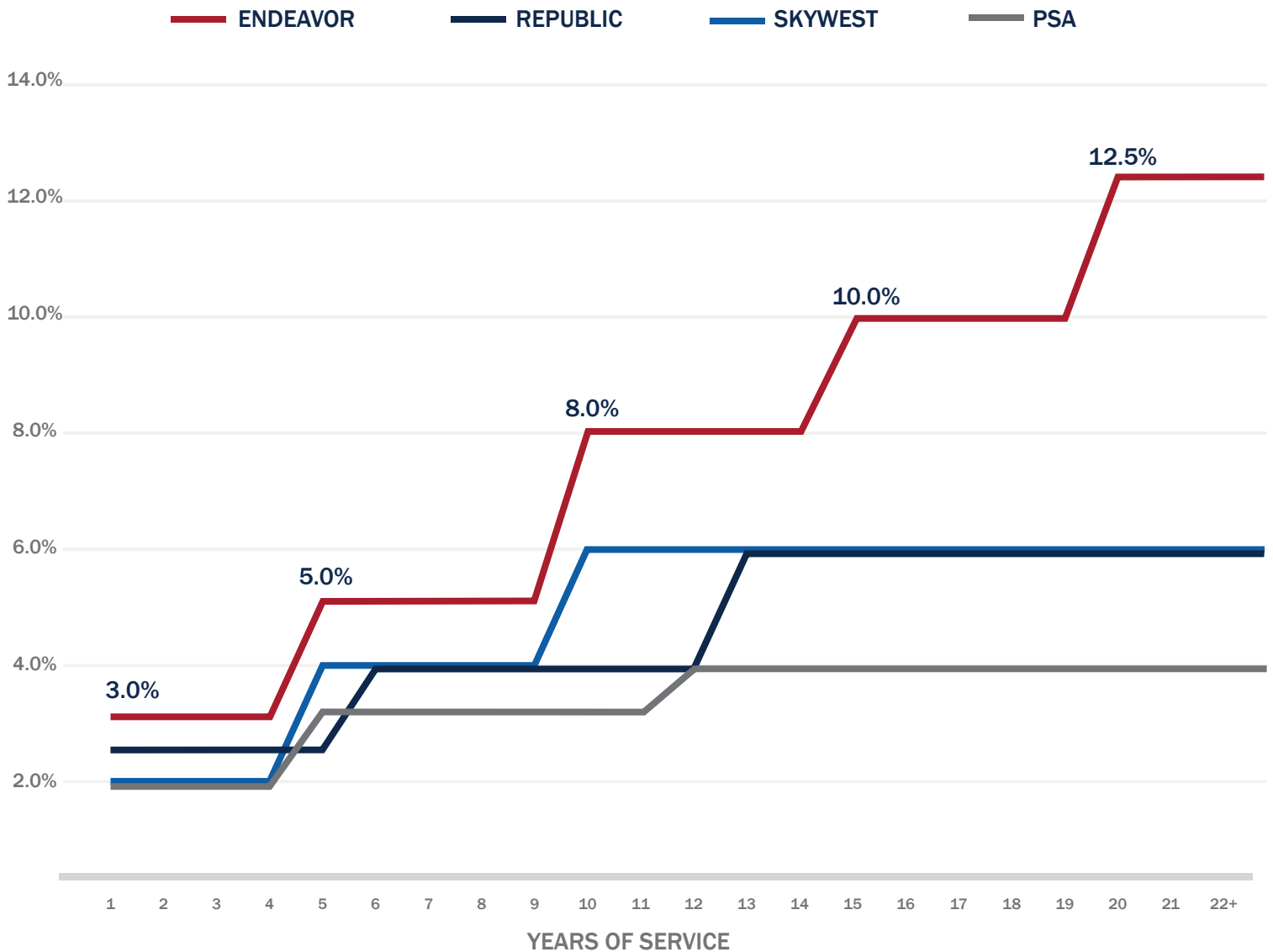
PASSPORT RENEWAL REIMBURSEMENT





NOW
↓
N/A

DOS
↓
PROVIDED

401(K) COMPARISONS


COMPANY 401K CONTRIBUTION MATCH



				
	CURRENT	CURRENT	CURRENT	CURRENT
MAX MATCH AT 20 YRS OF SERVICE RATES	12.5%	6%	6%	4%

TENTATIVE AGREEMENT HIGHLIGHTS

 DENOTES IMPROVEMENTS OVER THE FIRST TENTATIVE AGREEMENT


 **Top tier hourly rates within the Delta Connection portfolio** for Flight Attendants at every step in the pay scale through year 20;

- **Contract duration** of 5 years;


 **Graduated Signing Incentive Payments** to all eligible Flight Attendants as of the date of the CBA:

<u>FA LONGEVITY</u>	<u>SIP AMOUNT</u>
4 MOS-4 YRS	\$850.00
5-9 YRS	\$1,000.00
10+ YRS	\$1,250.00

 **Annual Pay Scale escalations** of 1.5% for all Flight Attendants each year throughout the contract (DOS +1, +2, +3, +4, and Amendable Date);

 **Addition of true “Minimum Day” pay of 3.5 hours** for each Flight Attendant duty period at DOS, and 4 hours at DOS +1;

- **Establish the Holiday Pay program**, providing 150% pay for working on any six designated holidays: *New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day*;
- **Increased Deadhead pay** to 100% on DOS;
- **Increased per diem** to \$1.85 on DOS, to \$1.90 on 1/1/2021, to \$1.95 on 1/1/2023, and to \$2.00 at the end of the contract – matching Endeavor Pilots;
- **Vacation improvements**, increasing **vacation pay credit** per day from 3 hours to 3.5 hours, and increasing **vacation accrual** for Flight Attendants with four years of longevity from 3.5 hours to 5.25 hours effective in 2021;
- **Increased Full-Time sick accrual** from 3 hours to 4 hours per month on DOS; **Increased Part-Time sick accrual** from 1 hour to 1.5 hours per month;
- Adding **one day off per month for reserve** Flight Attendants;

 **Increase the annual Uniform Allotment** to \$300 for both full-time and part-time Flight Attendants; Increase for part-time Flight Attendants was an improvement over the first Tentative Agreement;

- Establish a **\$40 monthly parking stipend** for eligible Flight Attendants;
- Provide **hotel accommodations** for a Flight Attendant rescheduled to overnight in domicile.

The Tentative Agreement provides a total compensation package that is top tier among the regional carriers within the Delta Connection portfolio.

