



MEMO

To: All Flight Attendants
Date: July 25, 2007
From: Joanne Smith
Subject: Making Delta a great place to work

One of the objectives of our Win Together strategy is for Delta to be a great place to work with an expressed commitment to achieve industry-standard pay and benefits. Obviously, base pay and benefits are key components of compensation, but for flight attendants, work rules and schedule flexibility are vitally important to ensure Delta is a great place to work. Understanding our relative overall position within our competitive set of airlines for pay, benefits, work rules and flexibility is therefore important as we set out to achieve industry standard. I am pleased to share with you the attached, comprehensive review of pay, benefits and work rules.

A couple of things may pop off the page when you review this document. We fare well in some categories, either better than or the same as most. In other categories we still have work to do. In assessing what areas to focus on, it also is essential that we establish the right priorities in order to allow Delta to succeed, to invest and to grow. As we strive to improve quality of work life for you, while keeping a sharp focus on maintaining a competitive and sustainable cost structure, the comparison will help us gain better perspective and determine opportunities for improvement. Most importantly, we will need your help as we prioritize what is most important to you.

The recent positive changes in pay, profit sharing and stock awards have been a big step in the right direction. You should feel proud, as well, that your voice helped Delta save your pension plan through pension legislation. I am confident that we can achieve the right mix of certainty and flexibility in your work life in view of difficult industry operational conditions, and that we will, with your help, identify and implement positive work rules changes going forward.

Please take time to review the document. I look forward to working with all of you as we bring this airline back up where she belongs and to distribute profit sharing and Shared Rewards payouts when we succeed.

Finally, I must take a moment to thank you for your passion for customer service and for all you do every day. It's a tough summer, and your commitment is truly appreciated. You are the most professional and gracious flight attendants in the business and I am proud to work for you.

Joanne

**Flight Attendant Pay, Benefits and Work Rules Comparison
Delta versus AFA carriers
As of July 1, 2007**

	Delta	Northwest	US Airways East*	AirTran	United
Representation	Delta FAs	AFA	AFA	AFA	AFA
Pay and Benefits					
Top of Scale Pay Rates (based on 75 hours)	\$3080 Annual review to achieve and maintain industry standard	\$2953 1/1/08: \$2982 (1.0%) 1/1/09: \$3012 (1.0%) 1/1/10: \$3042 (1.0%) 1/1/11: \$3103 (2.0%)	\$2848 1/1/08: \$2905 (2.0%) 1/1/09: \$2963 (2.0%) 1/1/10: \$2993 (1.0%) 1/1/11: \$3023 (1.0%) 1/1/12: \$3113 (3.0%)	\$2903 6/1/08: \$3000 (1.2–3.4%)	\$2837 5/1/08: \$2893 (2.0%) 1/1/09: \$2952 (2.0%)
Years to Reach Top of Scale	12	15	14	15	14
Flight Leader Pay	\$5.40/flight hour for Transoceanic A position \$2.70/flight hour for Transoceanic B, domestic and Latin America	Int'l = \$5.08/flight hour widebody and \$3.05/flight hour narrowbody Domestic = \$2.18/flight hour widebody and \$1.67/flight hour narrowbody (increases over term of agreement proportionately with wage rates)	Senior FA Premium Rates/Hour: 737-300/400-\$1.75 A319/320-\$1.75 A321-\$2.25 757 Dom-\$2.00 757 Int'l-\$2.75 767 Dom-\$2.50 A330 Dom - \$2.50 767 Int'l-\$4.50 Lead Aft Premium Rates/Hour: 757 Int'l-\$1.00 767 Int'l-\$1.00 A330 Int'l- \$1.00	\$2.00	Domestic and Narrowbody - \$1.87-\$3.73/hour Widebody - \$3.73-\$5.80/hour
Profit Sharing	Delta's plan provides a 15% payout beginning at first dollar of pre-tax income: 20% payout on profits over \$1.5 billion	If Northwest pre-tax margin is less than or equal to 10%, aggregate pay-out will be equal to 10% of income, provided such amount is in excess of \$1M. If Northwest's pre-tax margin greater than 10%, aggregate payout	If US Airways East pre-tax margin ranges from 0.1% to 10%, a profit sharing pool will be established at 10% of the pre-tax profit. In addition, for pre-tax margins in excess of 10%, 15% of the pre-tax margin will be in the profit-sharing pool	None	If United pre-tax earnings over \$10MM, 7.5% of pre-tax earnings in 2006 and 15% each calendar year thereafter

	Delta	Northwest	US Airways East*	AirTran	United
Profit Sharing (continued)	<p>Example: Assuming Delta has a pre-tax margin of 5.3% for 2007, the 2008 payout to each top of scale FA would be approximately 6% of wages, or a \$2,200 payment</p>	<p>for the year will equal to: 10% of what pre-tax income would have been if the pre-tax margin were 10% less \$1M; PLUS, 15% of pre-tax income in excess of the pre-tax income amount if the pre-tax margin were 10%</p> <p>Example: Assuming Northwest has a pre-tax margin of 5.3% for 2007, the 2008 payout to each top of scale FA would be approximately 4.1% of wages, or a \$1,470 payment</p>	<p>Example: Assuming US Airways East has a pre-tax margin of 5.3% for 2007, the 2008 payout to each top of scale FA would be approximately 3.9% of wages, or a \$1,350 payment</p>		<p>Example: Assuming United has a pre-tax margin of 5.3% for 2007, the 2008 payout to each top of scale FA would be approximately 5.8% of wages, or a \$1,980 payment</p>
Shared Rewards Performance Incentive Plan	<p>Award based on three performance metrics and pays \$25, \$75 or \$100 per month Have paid \$950 over last 12 months</p>	<p>Award based on performance metrics and has target payout of 1% of wages with a maximum payout of 1.25%</p>	<p>Award based on three performance metrics and pays \$50 if top 3 in on-time performance and \$100 if top 3 in all three goals</p>	None	<p>Award based on performance metrics and has target payout of 1% of wages with a maximum payout of 2%</p>
Retirement – 401(k) / Pension	<p>Pension Plan frozen as of December 31, 2005</p> <p>Defined Contribution Plan: 401(k) Plan – Company contributes up to 7% of pay (2% fixed contribution plus up to 5% Company match on FA contribution)</p>	<p>Pension Plan frozen as of September 30, 2006</p> <p>Defined Contribution Plan: 401(k) Plan Company contributes: - 3% if sum of age and years of service is less than 40 - 4% if sum of age and years of service is 40 through 59 - 5% if sum of age and</p>	<p>No Pension Plan - terminated 1/10/05 and assumed by PBGC</p> <p>Defined Contribution Plan: Replacement 401(k) type Plan effective 1/1/08 - 3% of eligible earnings</p>	<p>No Pension Plan</p> <p>Defined Contribution Plan: 401(k) Plan - - For more than 4 years of service, Company matches 20 percent of first 15 percent of FA contributions - For more than 7 years of service, Co matches 30 percent of first 15</p>	<p>No Pension Plan - terminated 6/30/05 and assumed by PBGC</p> <p>Defined Contribution Plan: 401(k) Plan United makes direct contribution of 2.5% in '07 and 3.0% in '08 (less for new hires). Additionally, United will match 100% of 3% employee contribution</p>

	Delta	Northwest	US Airways East*	AirTran	United
Retirement (continued)		years of service is 60 through 79 - 6% if sum of age and years of service is more than 79		percent of FA contributions - For more than 10 years of service, Company matches 40 percent of first 15 percent of FA contributions	
International Premium	None Reviewed annually	None 1/1/09: \$1.25	\$3.00 (for each hour flown on int'l transoceanic) Encompasses all int'l in 2012	None	Int'l pay rates approximately 7% higher than domestic
Domestic Per Diem	\$1.85 per hour	No per diem for turns; \$1.65 per hour for non-turns; 12/1/08: \$1.65 per hour includes turns	\$1.90 per hour	\$1.75 per hour	\$1.50 per hour
International Per Diem	\$2.40 per hour	No per diem for turns \$1.85 per hour for non-turns 12/1/08: \$1.85 per hour includes turns	\$2.10 per hour	\$2.75 per hour	\$1.75 per hour
Language of Destination Pay	\$1.35 per flight hour paid to LOD program participants on each required language segment even if LOD staffing requirement has been met	None	\$2.00 per hour flown on a flight containing an LOD trip segment (\$1.25 if other than designated position)	None	\$1.48 per hour (\$0.85 if other than designated position)
Training Pay	Recurrent paid at 2:45; all other classroom training paid at \$12/hour; CBT training paid at \$10/hour	First 16 hours government required training is unpaid; 4:15 per day thereafter; Other training is paid at trips missed; \$5 per hour for CBT	Recurrent: Flat rate of \$60/day for each day of training or home study International training: Flat rate of \$60 / day for each day of training or home study	All training Less than 6 hours in one day - \$10.00 per hour; Greater than 6 hours in one day = 3.5 hours per day	Recurrent paid at greater of trips dropped for training Or \$9.00 per hour for 8 hours classroom plus 7 hours home study All other training paid at \$9.00 per hour

	Delta	Northwest	US Airways East*	AirTran	United
Holiday Pay	(5 holidays) \$20 per hour for all flight hours flown on the actual holiday	(8 holidays) \$100 per day for Christmas, Thanksgiving and New Years Day; \$50 for all other days included in the holiday period (2 days before and after Thanksgiving and between December 23 and January 3 inclusive) for perfect attendance during those periods	(3 holidays) Compensated for working the actual holiday; FA who flies trip: Hourly rate of pay times the credited flight time for the trip, divided by the hours away from home, times the number of hours away from home on the Compensated Holiday(s), divided by two	(6 holidays) No holiday pay – FAs are paid at regular rate on holidays	(5 holidays) Hourly rate of pay times the credited flight time for the trip, divided by the number of hours away from home, times the number of hours away from home falling within the holiday
Ground Holding Pay	No pay if hold period is 59 minutes or less. If holding period is 1 hour or longer, \$14.74 per hour, including the initial hour, prorated for each portion of an hour	None	At originating & intermediate stations when ground time > 0:30, \$7.00/ hour At crew change stations where ground time > 0:45, \$7.00/hour	\$10.00 per hour for all unscheduled ground time over 60 minutes if required to remain with passengers	After 10 minutes, paid at ½ salary rate
Health Insurance	FA pays 22% of cost Premiums range from \$67 (EE) to \$191 (FAM) Comprehensive Managed Care - Self-insured \$500 EE/\$1,500 FAM Deductible \$2,500 EE/\$5,000 FAM out-of-pocket max Plan pays 80% coinsurance except for preventive which is paid at 100% with no deductible	FA pays 25% of cost Premiums range from \$79 (EE) to \$258 (FAM) Comprehensive Managed Care - Self-insured \$350 EE/\$700 FAM Deductible \$2000 EE/\$4000 FAM out-of-pocket max Plan pays 80% coinsurance except for preventive, which is paid at 90% with no deductible	FA pays 14% of cost Premiums range from \$58 (EE) to \$192 (FAM) Comprehensive Managed Care - Self-insured \$225 EE/\$450 FAM Deductible \$1,500 EE/\$3,000 FAM out-of-pocket max Plan pays 90% coinsurance	FA pays 40% of cost Premiums range from \$92 (EE) to \$451 (FAM) Managed Care - Self-insured No Deductible Out-of-pocket N/A Plan pays 100% coinsurance	FA pays 13.5% of cost Premiums range from \$56 (EE) to \$168 (FAM) Managed Care - Self-insured \$250 EE/\$500 FAM Deductible \$1,500 EE/\$3,000 FAM out-of-pocket max Plan pays 80% coinsurance

	Delta	Northwest	US Airways East*	AirTran	United
Health Insurance (continued)	Note: Does not reflect enhancements to be made in 2008 Healthcare Plan				
Sick/Disability	<p>Accrue to 27.5 hours annually; Hours not used paid to FA at year end (or the FA may rollover and accumulate up to 55 hours); Hours may be used by FA for illness or any other purpose</p> <p>Certified Time Bank 100% pay protection until bank is depleted (average FA has 385 hours of certified time – 715 hours max)</p> <p>Short Term Disability 60% pay protection; FA paid</p> <p>Long Term Disability 50% pay protection; Company paid (FA can pay additional cost to receive 60% pay protection)</p>	<p>Accrue 3 hours per month up to 1200 hour maximum at 33 years seniority (assumes perfect attendance) Grandfathered FAs with more than 1200 hours</p> <p>No Short Term Disability provided</p> <p>Long Term Disability 75% pay protection; FA pays 50% of premium cost</p>	<p>Accrue 5 hours per month up to 1500 hour maximum at 25 years seniority (if avail for 15 or more days of service and does not call in sick) Max at 25 years assumes perfect attendance</p> <p>No Short Term Disability provided</p> <p>Long Term Disability 50% pay protection; FA pays 100% of premium</p>	<p>Accrue ½ day per month up to maximum of 18 days at 3 years seniority (assumes perfect attendance) Note: If hospitalized or on outpatient status, automatically receive an additional 5 days</p> <p>Short Term Disability 50% pay protection; FA paid</p> <p>Long Term Disability 66 2/3% pay protection - Company paid</p>	<p>Accrue 4 hours per month up to 950 hour maximum at 20 years seniority (assumes perfect attendance)</p> <p>No Short Term Disability provided</p> <p>Long Term Disability 50% pay protection; FA pays 40% of premium</p>
Vacation	<p>28 days max (grandfathered FAs with 35 days)</p> <p>Paid at 2:45 per day</p>	<p>21 days max (incremental increases to a max of 32 days in August, 2010)</p> <p>Paid at 3:00 per day</p>	<p>28 days max 35 day max (1/1/09)</p> <p>- If bid in blocks of 7 or more consec. days, paid at 4:00 per day -If bid in blocks of less than 7 consec. days, pd at 3:30 per day</p>	<p>28 days max</p> <p>Paid at 3:00 per day</p>	<p>44 days max</p> <p>Paid at 2:36 per day; pro-rated for partial day</p>

	Delta	Northwest	US Airways East*	AirTran	United
Work Rules					
Minimum Hours Worked (in Previous 12 Months) to Qualify for Family Medical Leave	540 hours	568 hours	1250 hours	1250	590
Bidding system (e.g., line of time or PBS)	PBS	Implementing PBS by 4/2008	Line of time	Line of time	Implementing PBS
Monthly Minimum Hours and Pick up Cap	<p>Minimum 45 hours bid, but no minimum after drops and swaps; Must have 540 hours annually to maintain benefits (average of 45 hours per month)</p> <p>May pick up time with no limit</p>	<p>Minimum 75 bid, but may drop to 0; Sick and Vacation accruals proportionally prorated downward for less than 75 (Company has ability to flex up or down in some situations)</p> <p>10 hours over max allowed for trades. No cap when "High Time" is offered by the Company</p>	<p>Minimum 50</p> <p>May pick up time with no limit</p>	<p>Minimum 70 hour credit</p> <p>May pick up time with no limit</p>	<p>Line holder: 65 Reserve: 75</p> <p>FA may drop hours from schedule, with no minimum</p> <p>Pick up time capped at: 1st month – 100 hours 2nd month – 200 hours 3rd month – 300 hours</p>
Duty Day Limitations Domestic Max Scheduled	14 hours	<p>13 hours; 14 hours for High Density Turns - single duty period that begins and ends in base greater than 8 block hours</p>	<p>14 hours for all duty between 0500-0100; 12 hours if duty period touches 0100-0500; 10 hours if duty period includes 0100-0500; 14 hours if duty period includes 0100-0500 and greater than 4 hours</p>	14 hours	<p>13 hours (0500-1859); 11:30 hours (1900-0459)</p>
Duty Day Limitations Domestic Max Rescheduled	<p>14 hours; 16 hours if minimum +1 staffing, or if DH segment begins or ends duty period and the working segments do not exceed 14 hours. Option off at 16:01</p>	<p>14 hours; 15 hours for High Density Turns Option off at 15:01 hours</p>	<p>15 hours if duty period 0500-0100 or touches 0100-0500 or includes 0100-0500</p>	<p>16 hours Option off at 16:01</p>	<p>14:30 hours (0500-1859); 13:00 hours (1900-0459)</p>

	Delta	Northwest	US Airways East*	AirTran	United
Duty Day Limitations International Max Scheduled	16 hours; Exception: For trips with greater than 12 block hours, a FA can be scheduled up to 20 hours	13 hours; Exception: For non-stop trips greater than 11 block hours – a FA can be scheduled up to 20 hours	14 hours for all duty between 0500-0100; 12 hours if duty period touches 0100-0500; 10 hours if duty period includes 0100-0500; 14 hours if duty period includes 0100-0500 and greater than 4 hours	14 hours	13, 14 or 14:30 hours, dependent on flight/deadhead time in duty period
Duty Day Limitations International Max Rescheduled	16 hours; Exception: For trips with greater than 12 block hours - max is scheduled duty plus 3 hours. Option off at scheduled duty plus 3:01	15 hours; Exception: Duty plus 3 hours or 18 hours, whichever is greater, for non-stops greater than 11 hours Option off at 18:01 or scheduled duty plus 3:00	16 hours	16 hours Option off at 16:01	15, 16 or 16:30 hours, dependent on flight/deadhead time in duty period
Minutes under pay and rules	Minutes-under applies by rotation - greater scheduled or actual by rotation	Greater of scheduled or actual, but offset of overfly with underfly by pattern (rotation)	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment
Commuter Guidelines	Managed Time Out (MTO) program for the times FA anticipates missing a scheduled rotation due to problematic circumstances that occur within 24 hours of scheduled report. If the problem is commuter flight trouble, the expectation is that a primary and a backup flight with available seats have been tried.	FA expected to check passenger loads 24-48 hours in advance, exhaust all other means, and call to report inability to commute at least 2 hours prior to scheduled departure. FA will be removed without pay or credit, but may pick up additional time. Third occurrence in 12 month period triggers performance development review	FA must list as a commuter and designate a city. Must attempt to commute on 2 consecutive flights. Must call Crew Scheduling. Crew Scheduling will run through options. The first two “unable to commute” incidents will not be treated as dependability infractions, if FA supplies supporting documentation w/in 7 days	None	If unable to commute via primary flight, FA calls Crew Scheduling to inform that he/she is planning to utilize secondary flight. FA calls again if unable to fly on secondary flight. Crew Scheduling may authorize actions to ensure schedule integrity

	Delta	Northwest	US Airways East*	AirTran	United
Duty Rig	None	1 for 2:00 (1 for 1:45 2200 – 0559)	1 for 2:15 (1 for 2 2200 – 0559)	1 for 3:00	1 for 2:00
Trip Rig	1 for 4:00 Exception: 1 for 3:30 when trip release is more than 4 hours past the original scheduled release	1 for 3:36	1 for 3:30	None	1 for 3:30
Duty Period Average	4:45	4:15	5:00	4:00	5:00
Reserve System	3 A days per month depending on the base and operational requirements	Flight Attendants bid reserve by seniority	Flight Attendants bid reserve by seniority	Flight Attendants bid reserve by seniority	FAs below top 25% are on reserve on a month- to-month rotating basis
Trip Trade Between Flight Attendants	Yes, no maximum or minimum	Yes, 10 hours above max	Yes	Yes, may not drop below 70 hours with trades	Yes, can trade below guarantee but not over maximum
Jetway Trade Allowed (Partial Trip Trade)	Yes, one split per rotation	Yes, downline only	Yes, home base only	No	No
Contract Duration	Periodic review which always includes FA feedback	December 31, 2011	December 31, 2011	November 30, 2008	January 7, 2010
Union Dues	None	\$39/month	\$39/month	\$39/month	\$39/month

*This information pertains to US Airways flight attendants only. The AFA has yet to obtain an agreement on behalf of the combined US Airways and America West flight attendant group who have been in negotiations since the merger on 9/27/05.

Flight Attendant Pay, Benefits and Work Rules Comparison
Delta versus other carriers
As of July 1, 2007

	Delta	American	Continental	Southwest	JetBlue
Representation	Delta FAs	APFA	IAM	TWU	JetBlue FAs
Pay and Benefits					
Top of Scale Pay Rates (based on 75 hours)	\$3080 Annual review to achieve and maintain industry standard	\$3433 5/1/08: \$3485 (1.5%)	\$3611 12/30/09: \$3750 (3.8% - 16 th step added)	\$4545 Southwest uses number of trips rather than hours for all its pay calculations. Each trip (trip for pay or TFP) is worth approximately 50 minutes. 90 trips is equivalent to 75 hours	\$2976
Years to Reach Top of Scale	12	15	15	14	13
Flight Leader Pay	\$5.40/flight hour for Transoceanic A position \$2.70/flight hour for Transoceanic B, domestic and Latin America	Domestic widebody - \$2.08/hour Int'l widebody - \$3.00/hour Int'l narrowbody - \$2.00/hour	A position - \$1/hour on a/c w/<=160 seats and \$2/hour on a/c w/>160 seats; Int'l Service Manager pay on int'l Business First flights: 1 st yr – 20% above base rate up to \$4.60/hour, 2 nd year - 25% above base rate up to \$5.50/hour + Int'l Service Managers rec'v premium of \$2.00/hour on Int'l flying and Hawaii (but excluding CA & MX)	A position receives \$2.00 per trip for pay (TFP) flown or credited	\$2.00
Profit Sharing	Plan provides a 15% payout beginning at first dollar of pre-tax income; 20% payout on profits over \$1.5	Plan pays 15% over \$500MM pre-tax income	Plan pays 30% of the first \$250MM; 25% of the next \$250MM; 20% of all profit in excess of \$500MM	Plan pays 15% of pre-tax operating income	Plan pays 15% of pre-tax earnings. 100% goes into 401(k) accounts

	Delta	American	Continental	Southwest	JetBlue
Profit Sharing (continued)	billion Example: Assuming DL has a pre-tax margin of 5.3% for 2007, the 2008 payout to each top of scale FA would be approximately 6% of wages, or a \$2,200 payment	Example: Assuming AA has a pre-tax margin of 5.3% for 2007, the 2008 payout to each top of scale FA would be approximately 2.5% of wages, or a \$1,000 payment	Example: Assuming CO has a pre-tax margin of 5.3% for 2007, the 2008 payout to each top of scale FA would be approximately 9% of wages, or a \$3,840 payment	Example: Assuming Southwest has a pre-tax margin of 5.3% for 2007, the 2008 payout to each top of scale FA would be approximately 3.3% of wages, or a \$1,770 payment	Example: Assuming JetBlue has a pre-tax margin of 5.3% for 2007, the 2008 payout to each top of scale FA would be approximately 4.7% of wages, or a \$1,670 payment
Shared Rewards / Performance Incentive Plan	Award based on three performance metrics and pays \$25, \$75 or \$100 per month. Have paid \$950 over last 12 months	Award based on financial and operational metrics and pays \$25, \$50 or \$100/month, paid quarterly	Award based on on-time arrivals and pays \$65 if in top 6 and \$100 if #1 in industry	None	None
Retirement – 401(k) / Pension	Pension Plan frozen as of December 31, 2005 Defined Contribution Plan: 401(k) Plan – Company contributes up to 7% of pay (2% fixed contribution plus up to 5% Company match on FA contribution)	Pension Plan Defined Contribution Plan: 401(k) Plan - No match	Pension Plan Defined Contribution Plan: 401(k) Plan - No match	No Pension Plan Defined Contribution Plan: 401(k) Plan - 100% match up to 7.3%	No Pension Plan Defined Contribution Plan: 401(k) Plan - 100% match up to 3%
International Premium	None Reviewed annually	Intl pay rates approximately 6% higher than domestic	\$1.00 per hour	None	None
Domestic Per Diem	\$1.85 per hour	\$1.50 per hour	No per diem for turns; \$1.85 per hour for non-turns	\$2.15 per hour	\$2.00 per hour
International Per Diem	\$2.40 per hour	\$1.75 per hour	No per diem for turns; \$2.50 per hour for non-turns	None	\$2.00 per hour
Language of Destination Pay	\$1.35 per flight hour for LOD program participants on each required language flight	\$1.25 per hour for actual hours flown on a flight segment for required LOD positions	\$2.50 per hour flown on flight segments designated as foreign language speaker	None	\$2.00 per hour for FAs who are language qualified and only for block hours on

	Delta	American	Continental	Southwest	JetBlue
LOD Pay (continued)	segment; paid even if LOD staffing requirement has been met		positions		designated language flights
Training Pay	Recurrent paid at 2:45; all other classroom training paid at \$12/hour; CBT training paid at \$10/hour	Training is paid at trips missed or \$9.50 per hour on days off	Recurrent paid at 2:15 per day (1 day max) plus 1:00 for home study and CBT. Other training paid at 2:15 per day	Recurrent paid at 5.5 TFP in classroom plus 0.5 TFP home study. Base Orientation / Probation exams paid at 2.0 TFP	All training: 4 hours for first day and 2.3 for second day
Holiday Pay	5 holidays \$20 per hour for all flight hours flown on the actual holiday.	0 holidays None	6 holidays None	3 holidays Double time for trips flown on the actual holiday. FAs on reserve on holidays but that do not fly receive 6.0 TFP above their monthly guarantee	288 hours max PTO to be used for Vacation, Sick and Holiday Paid at two times block/credit (whichever is greater) or at least 4 hours
Ground Holding Pay	No pay if hold period is 59 minutes or less. If holding period is 1 hour or longer, \$14.74 per hour, including the initial hour, prorated for each portion of an hour	\$15.00 per hour for all time after first 30 minutes until actual departure or until relieved	\$15.00 per hour (pro rata by minute) for all unscheduled ground time over 30 minutes if required to remain with passenger	N/A	\$20.00 per hour for anything over the first hour. From first hour during unscheduled diversions
Health Insurance	FA pays 22% of cost Premiums range from \$67 (EE) to \$191 (FAM) Comprehensive Managed Care - Self-insured	FA pays 9.7% of cost Premium is \$119 (FAM) POS plan Comprehensive Managed Care - Self Insured	FA pays 20% of cost Premiums range from \$123 (EE) to \$273 (FAM) for medical Comprehensive - Self-insured	FA pays approximately 5% Premiums range from \$5 to \$25 (EE) Comprehensive - Self-insured	FA pays 25% of cost Premiums range from \$80 (EE) to \$250 (FAM) Comprehensive - Self-insured

	Delta	American	Continental	Southwest	JetBlue
Health Insurance (continued)	<p>\$500 EE/\$1,500 FAM Deductible</p> <p>\$2,500 EE/\$5,000 FAM out-of-pocket max</p> <p>Plan pays 80% coinsurance except for preventive which is paid at 100% with no deductible</p> <p>Note: Does not reflect enhancements to be made in 2008 Healthcare Plan</p>	<p>\$50 Deductible per participant</p> <p>\$1,500 per participant out-of-pocket max</p> <p>Plan pays 85% coinsurance</p>	<p>No Deductible</p> <p>Out-of-pocket max N/A</p> <p>Plan pays 95% coinsurance</p>	<p>\$250 EE/\$500 FAM Deductible</p> <p>\$2,750 EE/\$5,500 FAM out-of-pocket max</p> <p>Plan pays 85% coinsurance</p>	<p>\$400 EE/\$800 FAM Deductible</p> <p>\$2,000 EE/\$4,000 FAM out-of-pocket max</p> <p>Plan pays 90% coinsurance</p>
Sick/Disability	<p>Accrue to 27.5 hours annually; Hours not used paid to FA at year end (or the FA may rollover and accumulate up to 55 hours); Hours may be used by FA for illness or any other purpose</p> <p>Certified Time Bank 100% pay protection until bank is depleted (average FA has 385 hours of certified time – 715 hours max)</p> <p>Short Term Disability 60% pay protection; FA paid</p> <p>Long Term Disability 50% pay protection; Company paid (FA can pay additional cost to receive 60% pay protection)</p>	<p>Accrual of 3 hours per month with 1000 hour maximum at 28 years seniority (assumes perfect attendance)</p> <p>Short Term Disability 50% pay protection; FA paid</p> <p>Long Term Disability 60% pay protection FA pays 100% of premium</p>	<p>Accrual of 4 hours per month with 1000 hour maximum at 21 years seniority (assumes perfect attendance)</p> <p>No Short Term Disability provided</p> <p>Long Term Disability 50%-60% pay protection; FA pays 50% of premium</p>	<p>Accrued at 1 TFP for each 10 TFPs flown with max of 2400 TFPs at 22 years seniority (assumes perfect attendance)</p> <p>No Short Term Disability provided</p> <p>Long Term Disability 40% pay protection, Company paid; optional additional is paid by FA</p>	<p>No separate sick leave—part of Holiday and Vacation PTO. Accrue PTO at 9 hours per month with max of 288 at 5 years seniority (assumes perfect attendance)</p> <p>Paid trips missed</p> <p>Short Term Disability 60% pay protection; FA paid</p> <p>Long Term Disability 60% pay protection. Company paid</p>

	Delta	American	Continental	Southwest	JetBlue
Vacation	28 days max (grandfathered FAs with 35 days) Paid at 2:45 per day	28 days max Paid at trips missed.	37 days max Paid at 3:00 per day (3:15 on amendable date)	35 days max; 1 and 1/6 th days for each month of employment. Paid at greater of trips lost or 3.75 TFP per day	288 hours max PTO to be used for Vacation, Sick and Holiday. Paid at 5:00 per day
Work Rules					
Minimum Hours Worked (in Previous 12 Months) to Qualify for Family Medical Leave	540 hours	480 hours	Must have been available to work 7 out of last 12 months	1050 hours	750 hours
Bidding system (e.g., line of time or PBS)	PBS	Investigating PBS	Line of time	Line of time	PBS
Monthly Minimum Hours and Pick Up Cap	Minimum 45 hours bid, but no minimum after drops and swaps. Must have 540 hours annually to maintain benefits (average of 45 hours per month) May pick up time with no limit	No minimum except FA must maintain minimum average of 35 paid hours per month to maintain benefits May pick up time with no limit	No minimum except FA must maintain minimum of 40 credit hours per bid month to maintain sick, vacation and occupational injury No options to exceed maximum	None May pick up time with no limit	Full time line holders: 70 hours Part Time: 35 hours No options to exceed maximum
Duty Day Limitations Domestic Max Scheduled	14 hours	13 hours - 0600-1759 departure 11 hours - 1800-2059 departure 10 hours - 2100-0559 departure	14 hours	10:30 hours	14 hours
Duty Day Limitations Domestic Max Rescheduled	14 hours; 16 hours if minimum +1 staffing, or if DH segment begins or ends duty period and the working segments do not exceed 14 hours. Option off at 16:01	15 hours - 0600-1759 departure 12 hours - 1800-2059 departure 11 hours - 2100-0559 departure Option off at 16:01	16 hours Option off at 16:01	12:30 hours	No max Option off at 18 hours

	Delta	American	Continental	Southwest	JetBlue
Duty Day Limitations International Max Scheduled	16 hours; Exception: For trips with greater than 12 block hours, a FA can be scheduled for up to 20 hours	14 hours; Exceptions: For trips with greater than 12 block hours, a FA can be scheduled for up to 16 hours; For trips with greater than 14:30 hours - can be scheduled up to 20 hours	16 hours; Exception: For non-stop trips with greater than 12 block hours, a FA can be scheduled for 19 hours	10:30 hours	14 hours
Duty Day Limitations International Max Rescheduled	16 hours; Exception: For trips with greater than 12 block hours - max is scheduled duty plus 3 hours; Option off at scheduled duty plus 3:01	16 hours; Exceptions: For long range trips, a FA can be rescheduled for up to 18 hours; For extended long range trips, scheduled + 3 hours; Option off at scheduled plus 3 hours	17:30 hours; Exception: For non-stop trips with greater than 12 block hours, a FA can be rescheduled for up to 19 hours OR plus 3 ½ hours, whichever comes first; Option off at 17:31	12:30 hours	No max Option off at 18 hours
Minutes under pay and rules	Minutes-under applies by rotation – greater of scheduled or actual by rotation	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by flight segment	Greater of scheduled or actual by rotation	Greater of scheduled or actual by flight segment
Commuter Guidelines	Managed Time Out (MTO) program for the times FA anticipates missing a scheduled rotation due to problematic circumstances that occur within 24 hours of scheduled report. If the problem is commuter flight trouble, the expectation is that a primary and a backup flight with available seats have been tried.	FA must list as commuter and designate a city. If commuter attempts to commute on 2 consecutive flights, and due to flight canx or delay is unable to arrive in time for normal sign in, must call Crew Scheduling and manager with flight information. FA will be removed from trip without pay and no attendance occurrence will be charged against the flight attendant's attendance record	FA must list as commuter and designate a city. Must have legitimate reasonable potential to commute on either of at least 2 flights. Must call Crew Scheduling if unable to report due to unforecasted weather, impassable roads, enroute mechanical problems or unexpected airport closures and these will be considered authorized absence without pay, not subject to discipline	FA notifies Crew Scheduling of commuting problem as soon as possible prior to scheduled check in. Crew Scheduling runs through all available options. If none of options are used, FA is granted unpaid personal leave and will be required to pick up comparable open time within 30 days	Commuting allowed, but crewmember is responsible to make scheduled trip. If out of position, crewmember is required to continue to base

	Delta	American	Continental	Southwest	JetBlue
Duty Rig	None	1 for 2:00	None	0.7 TFP for 1:00	None
Trip Rig	1 for 4:00 Exception: 1 for 3:30 when trip release is more than 4 hours past the original scheduled release	1 for 3:30	1 for 4:00 when layover is greater than 29 hours	1 TFP for 4:00	1 for 4:00
Duty Period Average	4:45	5:00	None	6.5 TFP	4:00
Reserve System	3 A days per month depending on the base and operational requirements	Flight attendants bid reserve by seniority on a month-to month rotating basis. Exception: After 3 years, one month on, then three off	Flight attendants bid reserve by seniority	FAs below top 35% are on reserve on a month-to-month rotating basis	Flight attendants bid reserve by seniority. FAs also have option to bid reserve
Trip Trade Between Flight Attendants	Yes, no maximum or minimum	Yes, no maximum or minimum	Yes, no maximum or minimum	Yes, no maximum or minimum	Yes
Jetway Trade Allowed (Partial Trip Trade)	Yes, one split per rotation	No	Yes	Only allowable on last live working leg of rotation	No
Contract Duration	Periodic review which always includes FA feedback	April 30, 2008	December 31, 2009	May 31, 2008	N/A
Union Dues	None	\$41/month	\$43.50/month	\$37/month	None

The information provided in this document isn't intended to be a complete summary of all pay, benefits and work rules applicable to flight attendants.