



Contract Comparison
United & Continental Flight Attendant Contracts
June 3, 2010

Vacation

Vacation: Annual Days Earned After Following Years' Service:

Airline		Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9	Yr 10	Yr 11	Yr 12	Yr 13	Yr 14	Yr 15	Yr 16	Yr 17	Yr 18	Yr 19	Yr 20	Yr 21	Yr 22	Yr 23	Yr 24	Yr 25		Max	Yrs to Max.	
United	N/A	12	12	12	12	19	19	19	19	19	26	26	26	26	26	26	26	33	33	33	33	33	33	33	33	33	40		40	25
Continental	N/A	7	7	7	7	14	14	14	14	14	21	21	21	21	21	21	21	21	28	28	28	28	28	28	28	35		37	30	

Airline	Splits Allowed	Pay Method	Other
United	<p>Less than 26 days – max of 2 periods of minimum of 7 days</p> <p>26 days or more – max of 3 separate periods</p>	<p>Lineholder paid 2:36 per day</p> <p>Reserve paid: 3:57 per day in 30 day month 3:45 per day in 31 day month</p> <p>Day-at-a-time paid 2:36 per day</p>	<p>May slide vacation up to 3 days in either direction</p> <p>Buy back option for vacation days over 16 per year, paid at 2:36 per day</p> <p>Up to 10 "Day at a Time (DAT)" days, separate from awarded vacation periods</p> <p>Purser/Galley premium pay for vacation if actual flown 450 hours in these positions during the previous year</p>
Continental	Yes, into periods at no less than 7 days	3:15 per day	<p>Optional FLEX plan: Accrue 1 week of optional unpaid vacation each year</p> <p>May slide vacation up to 3 days in either direction</p> <p>May fly through vacation to receive flight pay and vacation pay</p> <p>May contribute 1 week of paid vacation to her/his 401(k)</p>

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Crediting Provisions

Minimum Guarantee							
Airline	Duty Rig	Trip Rig	Duty Period Credit	Report Guarantee/Cancellation Pay	Line/Trip Guarantee	Deadhead	Other
United	1 hour of pay for every 2 hours on duty	1 hour of pay for every 3.5 hours away from home	Minimum average pay/credit of 5:00 per duty period for multi-period IDs 5 hour minimum for 1 duty period	2 hour if report and does not fly	Yes	100% pay/credit	Positive space "must ride" transportation for DHD Paid greater of scheduled or actual
Continental	None	1 hour of pay for every 4 hours away from home for trip with rest period over 29 hours	None No average, no minimum	None	During the last 7 days of the bid month	100% pay/credit for all DHD by air and ferry time Surface DHD: mileage divided by 40 x base hourly rate DHD considered duty time	Paid greater of scheduled or actual on a leg-by-leg basis

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Minimum Legal Rest Away From Home

Airline	Domestic		International			Short-term Rest Facility	On-Board Rest Provisions	Other
	Lineholder	Reserve	Flight/Deadhead Time	Block-to-Block Minimum	Place of Lodging Minimum			
United	9:00 free from duty where lodging within 15 minutes	Same as Lineholder	0-8:00 8:01-10:00 10:01-14:00 Over 14:00	11:00 18:00 22:00 33:00	9:00 16:00 20:00 30:00	Single hotel room if scheduled over 4:00 or delayed over 4:00	International (only): 1:00 minimum rest on flights scheduled between 8:00 and 12:00 hours 2:00 minimum rest on flights scheduled 12:00 hours or more Widebody: 2 sets of 3 seats Narrowbody: 1 row of 3 seats 747-400 crew bunks Partial 777 fleet crew bunks	On new equipment scheduled to fly 8:00 hours or more, bunks will be provided instead of seats for crew rest, where possible Domicile manager may authorize 0:30 on flights 7+ hours operating 2200-0600
	11:00 free from duty where lodging is more than 15 minutes	Same as Lineholder	Between U.S. - Japan	22:00	20:00			
Continental	If duty less than 14 hours: 9:00 block-to-block scheduled / 8:45 actual If duty = 14:00-16:00 hours, 12:00 free from duty scheduled, 10:00 free from duty scheduled if next rest period is 14:00 hours 8:45 actual	Same as Lineholder Same as Lineholder	Same as domestic	Same as domestic	None	If scheduled or known ground time is 5:00 (4:00 if ground time begins 2100-0559) or more, hotel room at or near airport provided	Crew bunk modules to be installed on B777/B787; seats used in interim Other dual-aisle, 4 coach seats Single-aisle, 3 coach seats	None

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Minimum Legal Rest at Home

Airline	Following Domestic Trip		Following International Trip			Other Provisions		
	Lineholder free from duty	Reserve free from duty	Flight/Deadhead Time in Last Duty Period	Lineholder	Reserve	Overnight Lodging	Domestic	International (or combination of Dom+Intl flying)
United	10:00	12:00	Up to 8:00	10	12 (*1)	Single Room	8-in-24: applies	8-in-24: does not apply
	When exceeding 8:00 in 24:00 hours, then 2:00 rest for each 1:00 flight hours/16:00 max	When exceeding 8:00 in 24:00 hours, then 2:00 rest for each 1:00 flight hours/16:00 max	Up to 8:00	10	18 (*2)		1-in-7: applies	30-in-7: does not apply
			Up to 8:00	10	24 (*3)		24-in-7: applies	
			8:01-10:00	24	24		30-in-7: applies	must have either 24 in 7 away from home or 1 in 7 at home
			10:01-12:00	36	36			
	Rest may be reduced to 9:00 to remain legal for next scheduled flight or to pick up open time		Over 12:00	36	48			
	Option to waive legal rest to attend training							
Continental	10:00 block-to-block scheduled / 9:00 actual If duty = 14:00-16:00 hours, 12:00 free from duty scheduled, 10:00 free from duty scheduled if next rest period is 14:00 9:00 actual	11:00 block-to-block scheduled / 9:00 actual If duty = 14:00-16:00 hours, 12:00 free from duty scheduled, 10:00 free from duty scheduled if next rest period is 14:00 9:00 actual If non stop flight over 12:00 greater of 16:00 or rest of calendar day	Same as domestic	Same as domestic	Same as domestic	Single Room	8-in-24: does not apply 1-in-7: does not apply 24-in-7: applies 30-in-7: does not apply	8-in-24: does not apply 1-in-7: does not apply 24-in-7: applies 30-in-7: does not apply

*1 where next ID's scheduled time away from home is up to 44:59
 *2 where next ID's scheduled time away from home is 45:00 to 74:59
 *3 where next ID's scheduled time away from home is 75:00 or more
 *4 see 8-in-24 (Section 7.D.)

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Hours of Service

Airline	Domestic				International			
	Lineholder Guarantee	Monthly/Quarterly Maximum Scheduled	Optional Hours Available	Reserve Guarantee	Lineholder Guarantee	Monthly/Quarterly Maximum Scheduled	Optional Hours Available	Reserve Guarantee
United	65	92/184/261	1 st option to increase to: 97/194/276 2 nd option to increase to: 100/200/300	75	65	92/184/261	1 st option to increase to: 97/194/276 2 nd option to increase to: 100/200/300	75
Continental	70	92:30 monthly Upon company necessity, may build 20% of lines to 3% over monthly max	Unlimited No monthly maximum/cap for Reserves	83	70	97 (monthly) scheduled Upon company necessity, may build 20% of lines to 3% over monthly max	Unlimited	83

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Minimum Days Off, Maximum Duty Periods

Airline	Lineholder	Minimum Days Off		Maximum Duty Periods (Hours)		
		Reserve	Domestic	International	Other	
United	10	11 – no movable days	0500-1859: 13:00 scheduled/ 14:30 actual 1900-0459: 11:30 scheduled/ 13:00 actual	Multi-stop: FLT/DHD 8:00 or less: 13 scheduled / 15 actual FLT/DHD over 8:00 or charter; or flight departing from non-domicile location: 14:30 scheduled / 16:30 actual Non-stop over 11:30-12:00: 14:30 scheduled / 16:30 actual Non-stop over 12:00: Actual duty may exceed scheduled by 3 hours maximum (max is total of check- in, flight and debrief time)	Max 8 segments scheduled per duty period May be scheduled or rescheduled to work both flights in 1 duty period Round trip between West Coast and HI may not exceed 14:30 on duty 8 hours in 24 hours (8:30 in 24 hours if 2 legs in 1 duty period)	
Continental	8	10 – where staffing allows, some Reserve lines will be build with 11, 12, 13, 14 or 15 days off; but guarantee will be reduced by 4:00 for each day off over 10 6 Reserve days out of 10 are movable days at the company's discretion	14 scheduled / 16 actual In irregular operation may be required to exceed duty time limitations to deadhead for rest	16:00 scheduled / 17:30 actual; except non-stop flights over 12:00 scheduled, max is total of check-in, flight and debrief time (actual can exceed scheduled by 3:30) In irregular operation may be required to exceed duty time limitations to deadhead for rest	If voluntarily exceeds duty limitation, receives 1:00 pay for each 1:00 duty in excess of 16:00 domestic or 17:30 international to a max of 5:00 No maximum flight time within duty time	

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Reserve Provisions

Airline	Reserve	Assignments	Days Off	Call Out	Standby	Rest Provision	Pick Up Trip	Guarantee	Move – Up
United	Straight Reserve for maximum of 5 years	Ready Reserve: contactable 24-hours per day	11 days off No movable days off	4-hour call out	Airport Standby (ONSB) scheduled for 4-hours	Legal rest at home: minimum 12 hours free from duty	Reserves may pick up on days off under restrictive conditions	Reserve guarantee: 75 hours	Move up lines constructed and awarded throughout the month
	After 5 years: A/B rotation	Call-in Reserve: Call at 1900 to get next day's assignment			Must be assigned trip departing within 5 hours of check-in	International operation: varies by assignment		Reserve override: \$1.93 per hour	Reserves able to indicate protected days off
	Top 25% of domicile exempt from Reserve	Minimum 65% of Reserve to be Call-in				After flight time over 12 hours: 48-hours free from duty			
Continental	Straight Reserve	Ready Reserve: contactable 24-hours a day	10 days off 6 of 10 days off are movable at company discretion	2-hour call out	Airport Alert (Airport Standby) scheduled for 4 hours, which may be extended by 2 hours at company discretion	Legal rest at home: 11:00 block-to-block scheduled / 9:00 actual If duty = 14-16 hours, 12:00 free from duty scheduled, 10:00 free from duty scheduled if next rest period is 14 hours 9:00 actual If non stop flight over 12 hours greater of 16 hours or rest of calendar day	Reserves returning from days off, may pick up trip departing before 1100	Reserve guarantee: 83 hours	Move up lines may be constructed between the 1 st and 5 th day of the month only
		Call out Reserve: ready Reserve available in 8-hour shifts - no more than 2 shifts per calendar day	Lines may be built with 11, 12, 13, 14, 15 days off and Reserve guarantee reduced by 4 hours/day		Must be assigned within 6 hours of check-in			No Reserve override	
		Minimum 50% of Reserves to be call-out Reserves			Can be used for boarding, deplaning and performing pre-departure duties				
		All Reserves are ready Reserves: First 3 days of every month, July 1-7, 3 days +/- Thanksgiving, December 21 – January 4							

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Airline	Non-Revenue Pleasure Travel	Deadheading Accommodation	Crew Meals	Miscellaneous Provisions		Termination of Duty
				Minimum Flying	Guaranteed Time Off (PTO)	
United	All employees accommodated in company seniority order	Company seniority	Domestic: for duty period of 8 hours or more, without intervening rest of 2 hours International: on flights of 3 hours or more when meals boarded for passengers Business class quality or better	No minimum flying	Guaranteed daily 1% of active domicile population Flight Attendant can use maximum of 8 per year Awarded 15 and 5 days in advance	15 minutes after block-in away from home, 30 minutes at home For DHD, upon block-in away from home, 15 minutes at home 30-minute extension for customs clearance
Continental	Management personnel, including Chelsea Catering and Continental Express go ahead of non-management employees	Captain, First Officer, Second Officer, ISM (Purser)/First Flight Attendant, then remaining Flight Attendants in seniority order	Domestic: No crew meal International: if duty period exceeds 6 hours without 1:15 ground time Provided if report time 0001-0715 & is not for first flight pairing (ID) If Contractual meal not provided will receive: \$10 breakfast/lunch, \$15 dinner	Must provide advanced notice of intent to fly below 40 hours in the month preceding Benefits prorated (medical, dental, life insurance, Defined Benefit Plan) 20-40 hours: 50% vacation and sick leave accrual Below 20 hours: no sick leave or vacation accrual 0 hours: considered on leave of absence	None	15 minutes after block-in, or upon block-in for DHD 30 minutes after block-in if customs clearance

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Pay Components

Airline	Understaffing	Drafting Pay	Line Guarantee Protection	RET Pay	Galley Pay (International)	Holding/Ground Pay	Language Pay	Training Pay	Night Pay
United	\$5.00 x time flown x number of understaffed positions	None	Full month	\$9.00 per hour or value of trip dropped, whichever is greater	\$0.97 per hour for aircraft with 24 first class seats \$2.63 per hour 747 aft galley (B)	½ credit for pay purposes after 10 minutes	\$1.54 per hour	\$9.00/hour, 1 hour minimum	2200-0600, \$0.35
Continental	Only on aircraft of more than 160 seats 15 year pay rate x time flown x number of understaffed positions, divided among remaining Flight Attendants	3 hours pay and credit	Last seven days of the bid month	2 ½ hours pay and credit Flight Attendants required to drop trips because training was not offered on day off will have the option of standing for reassignment or decline pay protection	\$1.00 W/B & 757	\$15.00/hr ground time after 30 min	\$2.50 per hour	2:30 hours/day, 1 hour pay home study CBT	2200-0600, \$0.50

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Miscellaneous Benefits

Airline	Furlough		Sick Leave			Pension / Retiree Medical			
	Max length of recall rights	Pay	Accrual Rate	Max Accrual	Compensation	Pension	401(K) Contribution / Match	Retiree Health, Pre-65	Retiree Health, Post 65
United	6 years	2 weeks to 4.5 months of pay based on seniority at time of furlough	4:00 hours per month	950 max hours	Lineholder: trips missed to max of 100 hours per month Reserve: 3:57/3:45 per day for 30/31 day month	Plan Terminated	Company contribution of 3% Company match up to 3%	Yes (post-funded)	Yes
Continental	5 years	½ month – 5 months of pay based on seniority at time of furlough	4:00 hours per month Separate occupational bank Rapid re-accrual after maternity or long injury	1,000 max hours Additional 250 hours accrual allowed for catastrophic bank	Lineholder: Trips missed up to 83 hours If have 500 hours remaining at end of ONSL then no cap Reserve: 4:00 per day	1.19% FAC + 0.45% of amount over Social Security Comp x YCS (capped at 30 years) Pension plan currently underfunded If frozen or terminated, start as new contributors into IAM NPP	Company match of \$300 per year	Yes (post funded, may use remaining sick hours at retirement towards premiums)	No

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Healthcare

United	Continental
Guaranteed healthcare and dental benefits with coverage, defined cost for premiums, deductible maximums and out of pocket maximums. Individual and family coverage premium caps. The healthcare plan is defined in the Contract and cannot change.	One paragraph in the Contract explaining healthcare is based on company policy and the terms are set by management with prior notification to the union.

Wage Chart

	CAL	UAL Dom	Difference	%	UAL Intl*	Difference	%
1st year	\$18.00	\$18.46	-\$0.46	-2.5%	\$19.00	-\$1.00	-5.3%
2nd year	\$20.00	\$19.51	\$0.49	2.5%	\$20.06	-\$0.06	-0.3%
3rd year	\$22.50	\$20.75	\$1.75	8.4%	\$21.31	\$1.19	5.6%
4th year	\$25.95	\$21.34	\$4.61	21.6%	\$21.89	\$4.06	18.5%
5th year	\$27.84	\$24.20	\$3.64	15.0%	\$24.74	\$3.10	12.5%
6th year	\$32.30	\$31.82	\$0.48	1.5%	\$35.42	-\$3.12	-8.8%
7th year	\$34.32	\$33.54	\$0.78	2.3%	\$37.11	-\$2.79	-7.5%
8th year	\$36.18	\$34.37	\$1.81	5.3%	\$37.86	-\$1.68	-4.4%
9th year	\$37.54	\$35.49	\$2.05	5.8%	\$39.11	-\$1.57	-4.0%
10th year	\$39.44	\$36.63	\$2.81	7.7%	\$39.88	-\$0.44	-1.1%
11th year	\$40.65	\$37.42	\$3.23	8.6%	\$40.77	-\$0.12	-0.3%
12th year	\$42.67	\$38.31	\$4.36	11.4%	\$41.78	\$0.89	2.1%
13th year	\$44.27	\$39.14	\$5.13	13.1%	\$42.57	\$1.70	4.0%
14th year	\$46.12	\$39.75	\$6.37	16.0%	\$43.14	\$2.98	6.9%
15th year	\$48.15	\$39.75	\$8.40	21.1%	\$43.14	\$5.01	11.6%
16th year	\$50.00	\$39.75	\$10.25	25.8%	\$43.14	\$6.86	15.9%

*Continental receives a \$1.00 override for international trips. They must actually fly to receive the override.