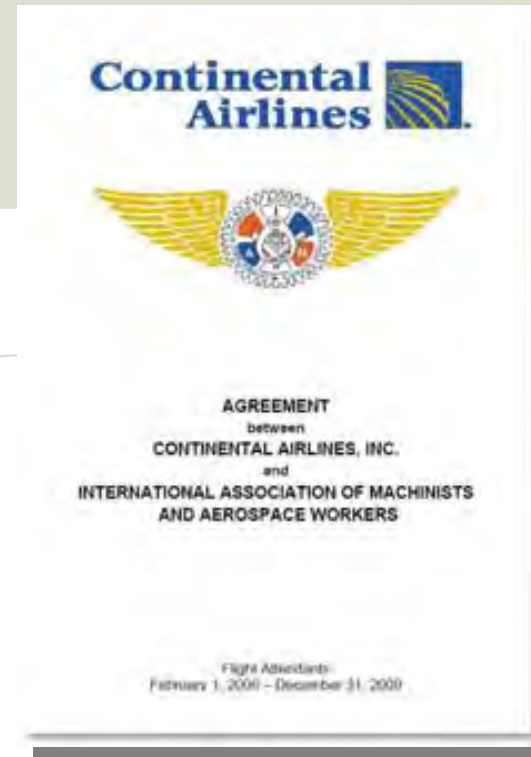


Reserve Rotation

- CO Straight Reserve based on seniority in base
- AA 1 on 1 off for 3 years - then 1 on 3 off subject to seniority in base
- DL 70% in base subject to 3 Reserve days/month
- NW Straight Reserve based on seniority in base
- UA Straight Reserve for 5 years - then 1 on 1 off subject to seniority in base
- WN 65% in base subject to 1 month on 1 month off
- US-E Straight Reserve based on seniority in base
- US-W Straight Reserve based on seniority in base

Industry Contract Comparison

7-1-10



	<u>Airline</u>	<u>Union</u>	<u>Contract Amendable</u>
CO	Continental	IAM	12-31-2009
AA	American	APFA	04-30-2008
DL	Delta	Non-Union	No Contract
NW	Northwest	AFA-CWA	12-31-2011
UA	United	AFA-CWA	01-07-2010
WN	Southwest	TWU	05-31-2012
US-E	US Airways East	AFA-CWA	12-31-2011
US-W	US Airways West	AFA-CWA	05-04-2004

Continental
American
Delta
Northwest
United
Southwest
US Airways (US-E)
America West (US-W)



WWW.IAMDL142.ORG/FA

HOURLY BASE RATES OF PAY - DOMESTIC

Year	CO	AA	DL	US-W *	NW	UA	US-E *	WN**
1	18.00	20.24	19.67	16.18	17.81	18.46	19.13	25.23
2	20.00	21.98	20.46	17.54	19.19	19.51	20.23	27.97
3	22.50	23.61	21.85	18.76	20.53	20.76	21.51	29.13
4	25.95	25.04	23.64	19.98	21.86	21.34	22.11	32.45
5	27.84	27.97	26.05	21.24	23.62	24.19	25.06	35.10
6	32.30	32.32	28.01	22.30	27.31	31.83	30.81	40.02
7	34.32	34.95	32.98	23.20	29.92	33.53	32.48	42.30
8	36.18	36.83	34.05	24.47	33.19	34.37	33.27	44.46
9	37.54	38.37	34.99	26.31	33.53	35.48	34.35	47.09
10	39.44	39.89	36.28	28.23	35.63	36.62	35.45	49.85
11	40.65	41.20	37.29	30.24	36.42	37.42	36.23	52.39
12	42.67	42.65	39.07	34.74	37.34	38.30	37.09	56.09
13	44.27	43.83	42.30	35.72	38.47	39.14	37.90	60.00
14	46.12	44.90	42.30	36.67	39.57	39.75	38.73	63.46
15	48.15	46.00	42.30	37.59	40.16	39.75	38.73	63.46
16	50.00	46.00	42.30	37.59	40.16	39.75	38.73	63.46

PER DIEM PAID AT HOURS AWAY FROM BASE

	Domestic	International
CO	\$1.85	\$2.50
AA	\$1.50	\$1.75
DL	\$1.85	\$2.50
HP	\$1.75	\$1.75
NW*	\$1.65	\$1.85
UA	\$1.50	\$1.75
US	\$1.90	\$2.10
WN	\$2.15	N/A

*NW does not include turns

HOURLY BASE RATES OF PAY - INTERNATIONAL

Year	CO	AA	DL	US-W *	NW	UA	US-E *	WN
1	19.00	22.13	19.10	17.43	17.63	18.45	22.13	NA
2	21.00	23.50	19.86	18.79	19.00	19.47	23.23	NA
3	23.50	25.04	21.21	20.01	20.33	20.69	24.51	NA
4	26.95	26.39	22.95	21.23	21.64	21.25	25.11	NA
5	28.84	30.46	25.29	22.49	23.39	24.01	28.06	NA
6	33.30	33.85	27.19	23.55	27.04	34.38	33.81	NA
7	35.32	37.64	32.02	24.45	29.62	36.02	35.48	NA
8	37.18	39.88	33.06	25.72	32.86	36.76	36.27	NA
9	38.54	41.43	33.97	27.56	33.20	37.96	37.35	NA
10	40.44	42.70	35.22	29.48	35.28	38.70	38.45	NA
11	41.65	44.27	36.20	31.49	36.06	39.58	39.23	NA
12	43.67	45.78	37.93	35.99	36.97	40.55	40.09	NA
13	45.27	47.50	41.07	36.97	38.09	41.33	40.90	NA
14	47.12	48.31	41.07	37.92	39.18	41.87	41.73	NA
15	49.15	49.14	41.07	38.84	39.76	41.87	41.73	NA
16	51.00	49.14	41.07	38.84	39.76	41.87	41.73	NA

* US Airways (US-E) and America West (US-W) are in "Transition Agreement" negotiations

** Southwest paid by trip. Rate determined is a conversion factor of 1.15

	Defined Benefit Pension Plan	401(k)
CO	Yes	Yes
UA	Plan Terminated	Yes
NW	Plan Frozen	Yes
DL	Plan Frozen 12/31/05	Yes
WN	No	Yes
AA	Yes	Yes
US-E	Plan Terminated	Yes
US-W	No	Yes

	Lineholder Min Days Off	Reserve Min Days Off	Reserve Guarantee	Sick Hours Accrual Rate	Max Accrual Hours	Sick Leave Compensation
CO	8	10	83 hrs	4 hrs/month 7hrs/month Rapid Re-accrual	1,000 +250 Catastrophic	Trips missed up to 83 hrs. If FA has 500 hrs remaining in sick bank at end of sick call, then no cap. Reserve 4:00/day
AA	10	12	75 hrs	3 hrs/month	1000	Trips missed up to 80 hrs/mo (85 Intl & Reserve), AVBL 3:53/day, Reserve 4:10/3:56/day for 30/31 day month
DL	10	10 No Separate Reserve	No Separate Reserve	2:18/mo (27:30/year)	Hours do not carry over from year to year	Trips missed Maximum of 27:30/yr
NW	None	12 in 30 days 13 in 31 days	80	3 hrs/month	850 + grandfathered	Trips missed paid at 75% with 100% deducted for first 28:00 hrs of sick call. Then paid 100%
UA	10	11	75	4 hrs/month	950	Trips missed to max of 100 hrs/mo Reserve 3:57/3:45 for 30/31 day month
US-E	11	11	73	5 hrs/month	1500 (additional hours grandfathered)	Trips missed or 3:30/day whichever is greater (1 st sick occurrence, maximum of 4 days paid and credited at 100%/calendar year. All other sick calls paid 70% & charged 100%.
US-W	10 in 30 days 11 in 31 days	12	70	45 hrs/year	120 Carry over dependent on system FA sick used	Trips missed up to 75 hrs or Reserve 3:53 hrs
WN	13	13 in 30 days 14 in 31 days	72 TFP to 102 TFP	1 TFP for each 10 TFP flown or credited	2,400 TFP (approx 2,040 hrs)	Trips missed up to 118.2 TFP Reserve 6 TFPs/day (approx 5:06 hrs/day)