

Delta & NWA Flight Attendant Comparison

	Delta	Northwest
Pay and Benefits		
Top of Scale Pay Rates (Based on 75 hours)	<p>\$3080</p> <p>7/1/08: \$3173 (3.0%) Annual review to achieve and maintain industry standard.</p>	<p>\$2982</p> <p>1/1/09: \$3012 (1.0%) 1/1/10: \$3042 (1.0%) 1/1/11: \$3103 (2.0%)</p>
Years to Reach Top of Scale	12	15
Flight Attendant Lead Pay	<p>\$5.40/flight hour for Transoceanic A position \$2.70/flight hour for Transoceanic B, domestic and Latin America</p>	<p>Int'l = \$5.13/flight hour widebody and \$3.08/flight hour narrowbody</p> <p>Domestic = \$2.20/flight hour widebody and \$1.69/flight hour narrowbody (increases over term of agreement proportionately with wage rates)</p>
Profit Sharing	<p>Delta's plan provides a 15% payout beginning at first dollar of pre-tax income: 20% payout on profits over \$1.5 billion</p>	<p>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.</p> <p>If Northwest's pre-tax margin greater than 10%, aggregate payout for the year will equal to: 10% of what pre-tax income would have been if the pre-</p>

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
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
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
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
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
Ground Holding Pay	No pay if hold period	Domestic: \$15.00 per hour

<p>Ground Holding Pay Continued...</p>	<p>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</p>	<p>for all ground holding time > 1 hour International: 50% pay and 50% credit for all ground holding time > 1 hour</p>
<p>2008 Health Insurance</p>	<p>FA pays 24% of cost Premiums range from \$67 (EE) to \$191 (FAM) Consumer Driven Account-Based Healthcare - Self-insured \$1,000 EE/\$3,000 FAM Deductible Delta provided HRA Account \$500EE/\$1,500 FAM (pays first) \$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</p>	<p>FA pays 25% of cost Premiums range from \$91 (EE) to \$295 (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</p>
<p>Sick/Disability</p>	<p>Effective 4/1/2008, accrue to 42 hours annually; Hours not used paid to FA at year end (or the FA may rollover and accumulate up to 84 hours); Hours may be used by FA for illness (paid at trips missed) or for scheduled time off (paid at 6 hours per day) Certified Time Bank 100% pay protection until bank is depleted (average FA has 385 hours of</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 No Short Term Disability provided Long Term Disability 70% pay protection; FA pays 50% of premium cost</p>

Sick/Disability Continued...	certified time – 715 hours max) Short Term Disability 60% pay protection; FA paid Long Term Disability 50% protection; Company paid (FA can pay additional cost to receive 60% pay protection)	
Vacation	28 days max (grandfathered FAs with 35 days) Paid at 2:45 per day	21 days max (incremental increases to a max of 32 days in August, 2010) Paid at 3:00 per day
Work Rules		
Minimum Hours Worked (in Previous 12 Months) to Qualify for Family Medical Leave	540 hours	568 hours
Bidding system (e.g., line of time or PBS)	PBS	First generation PBS system currently in place. New version by 8/2008
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	Minimum 75 bid (can vary each month), but may drop to 52 with most trades, to 0 with drops and “one way trade” to another FA; Sick and Vacation accruals proportionally prorated downward for less monthly minimums above (Company has ability to flex up or down in some situations) 10 hours over max allowed for trades. No cap when picking up flying off the

		open board when no trade involved (straight pickup)
Duty Day Limitations Domestic Max Scheduled	14 hours	13 hours; 14 hours for High Density Turns - single duty period that begins and ends in base greater than 8 block 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	14 hours; 15 hours for High Density Turns Option off at 15:01 hours
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; International High Density turns up to 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	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
Minutes under pay and rules	Greater of scheduled or actual by flight segment (Effective 7/1/2008)	Greater of scheduled or actual by flight segment (NW has the right to offset a portion, but has not yet done so)

Commuter Guidelines	Managed Time Out (MTO) program for the times FA anticipates missing a scheduled trip 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
Duty Rig	1 for 2:00	1 for 2:00 (1 for 1:45 2200 – 0559)
Trip Rig	1 for 3:30	1 for 3:36
Duty Period Average	4:45	4:15 (no average)
Reserve System	New hires in 2008: 6 A days per month Other FAs: 0 - 3 A days per month depending on the base and operational requirements	Flight Attendants bid reserve by seniority
Trip Trade Between Flight Attendants	Yes, no maximum or minimum	Yes, 10 hours above max, 52 hours minimum
Jetway Trade Allowed (Partial Trip Trade)	Yes, one split per trip	Yes, downline only
Contract Duration	Periodic review which always includes FA feedback	December 31, 2011

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