

# Together We Keep Climbing

## EIG's 13 Years of Continuous Improvement

^ Increase

+ New

### 2025

^ LOD Pay to \$2.75/hr

^ \$3.55 transoceanic and \$3.30 Domestic Per Diem

^ Daily Vacation Pay 4:35

### 2024

+ Trip Upgrades

+ Changes in AVL

+ Update Arming / Disarming Procedures

+ Paperless Departure

+ Next Gen DPS & IMC Implementation (PCDT EIG Ad-Hoc)

+ Allowing new hires to request base transfer during training

+ Removal of the 10% qualifier for ultra long range

+ Test bases

^ FCAP increased to four

### 2023

^ Vacation pay (4 hours per day)

^ Domestic and International Per Diem

^ Enhanced crew meal program with nearly 2X the number of meals

+ Allow release into off day when scheduled release after red-eye is after 0500

+ Eliminated the +4 hour availability window following the end of an original assignment

+ Pay Protection Options Proposal Passed (Pending Automation)

+ NYC Transit Assistance Program

+ Jury Duty Policy

+ Automatic release for A-Day

+ Lowered the threshold for hotels for qualifying sits

### 2022

^ IPY to 4 / 8 / 12

^ Introduced Airport Sign-In (ASI)

^ Introduced Boarding Premium Pay

^ Pay all weeks of vacation at

the same pay rate (4 hours per day / 3:15 PBS credit)

+ Reevaluated RR04 parameters

+ Trip Upgrade options passed (Automation currently being tested)

### 2021

+ Launched Go forward advisory committee to use time during pandemic to examine EIG's structure

+ Partnered on safely in reintroducing service elements

+ Partnered with leadership and the FAA on unruly customer events

### 2020

+ Introduced monthly override pay

+ Implemented FAA 10-hour rest rule for flight attendants ahead of industry

+ Minimum rest to 9 hours behind the door

+ Reduced sits

+ Worked with Mayo Clinic and Lysol partners to ensure flight attendant safety at start of pandemic

+ Partnered on service reductions for flight attendant safety

### 2019

^ Vacation Pay to 3:45 per day for first two weeks

^ Training Pay by 50% to \$30/hr for mandatory classroom training

+ Minimum Rotation Guarantee

+ Holiday Pay for Memorial Day

+ LOD Short Crew Pay

### 2018

^ Domestic and International Per Diem

^ Short Staffing Pay by 30% to \$10.50

^ LOD Pay to \$2.25/hr

^ Service Leader Pay to \$3.80/hr

^ IPY4 parameters (IPY6, IPY8)

+ Multi-Leg Premium Pay of \$20

+ Expanded OCC Eligibility

+ \$200 Hotel Pay

### 2017

^ Service Leader Pay to \$3.50/hr

^ International Pay to \$2.05/hr

^ Holiday Pay to \$25/hr; TAFB & A-Day rates to 20%

+ Holiday Pay: Guarantee & Longevity Rates of \$26.25 - \$31.91

^ Vacation Pay to 3:30 per day

^ LOD Pay to \$2.10/hr

+ Flight Pay for Ground Time

### 2016

^ PPT to 56 hrs annually

^ Domestic & International Per Diem

+ RR04 Pay

### 2015

+ CQ Travel Pay

^ CQ Per Diem to \$35 per day

^ Flight Leader Pay to \$3.20/hr

+ 4:45 DH-only Minimum Duty Credit

^ CQ Pay to 4:45 per day

### 2014

^ Domestic & International Per Diem

^ LOD Pay to \$1.80/hr

^ Service Leader Pay to \$3.20/hr

^ QQ Pay to 3:30 per day

^ Vacation Pay to 3:15 per day

^ Holding Pay to \$15/hr

+ 4:45 Minimum Duty Credit

+ 4:45 A-Day Guarantee

### 2013

^ CBT Pay by 100% to \$20/hr

^ Vacation Pay to 3:00 per day

^ PTT to 49 hrs annually

^ Domestic & International

### 2012

+ Introduced Out of Base Pickups

+ Holiday Pay for Christmas Eve

^ Holiday Pay to greater of \$20 per flight hr or \$5 TAFB; \$50 flat rate for unused A-Day