What Our Contract Means .... For You

AFA Compass
What did Compass Flight Attendants achieve with their first contract when they joined together and voted in the Association of Flight Attendants as their union?

In order to answer this question, a brief history about Compass Airlines is needed to put this question into proper context.

Compass Airlines was created by Northwest Airlines in 2007 to operate as a wholly owned Northwest Airlink regional airline. Its purpose was to enhance and support Northwest Airlines main line offerings by introducing a 76 seat Embraer fleet into its markets. To implement this start up, Northwest purchased the operating certificate of Independence Air after it had ceased operations. A number of our original employees that made up the first management team and flight/cabin crews came to Compass from Independence Air. A few of them are still with us today.

From the beginning Compass was created and operated with an extremely frugal budget. Because of this, compensation and benefits were the poorest in the regional airline industry, for both the original employees and those that followed. In order to achieve the required staffing levels that it would need, Compass management made promises that it would improve employee pay and benefits as the company grew and prospered. Unfortunately, when that happened, those promises were never honored. In fact, some of the few existing benefits that the flight attendants did have were eliminated or downgraded.

During Compass Airlines short history, it has been owned by 3 separate companies: Northwest Airlines, Delta Airlines and Tran States. Trans States, our current owner, also owns two additional regional carriers, Trans States Airlines and Go Jets. Each owner, in succession, chose to ignore that original promise to its Compass cabin crews.

As Compass grew and prospered, compensation for the Flight Attendants remained the lowest in the industry. Also, during this same time period Compass began to implement high levels of employee terminations as part of its regular business practice. They could do this because Compass flight attendants were defined as ‘At Will’ employees. Any flight attendant could be terminated at a moment’s notice, and many were.

Needless to say, the original trust that the flight attendant group had with Compass management was lost. As the work environment continued to erode, Compass Flight Attendants unified and voted overwhelmingly for union representation through AFA, the Association of Flight Attendants. AFA is the world’s largest labor union organized by flight attendants for flight attendants. AFA represents nearly 60,000 flight attendants at 19 airlines, serving as a voice for flight attendants at their workplace, in the industry, in the media and on Capitol Hill.

AFA Compass is sharing this brief historical overview because Compass Flight Attendants hired after May 1, 2013 did not experience the working conditions of the past that led up to unionizing. By not experiencing the organizing, the contract campaigns, the picketing, the fear, the poverty, and seeing countless friends unjustly terminated, new flight attendants do not have a shared experience of what their predecessors went through. The following is a list of improvements that pre contract flight attendants struggled for and have now provided to all Compass Flight Attendants working today.
‘Top Ten’ improvements that Compass Flight Attendants fought hard for.

By reviewing the following, we hope that all Compass flight attendants will have a better understanding of what it was like to be a Compass Flight Attendant before the contract was signed, and how much better off we all are today. (Supporting documentation is available to registered members upon request.)

#1 – Dramatically Increased Hourly Rates:

The contract raised Compass Flight Attendants up from being last in regional industry pay to the industry average.

The following chart is a comparison of what Regional Airlines pay scales were prior to the contract. The Trans States owned Airlines are highlighted in grey on the left side with Compass (CP2) appearing first on the chart. Compass was the lowest paying regional with the other two Trans States owned regionals offering slightly more.
This chart shows the increased Compass hourly rates achieved with our AFA negotiated Contract:

<table>
<thead>
<tr>
<th>Longevity</th>
<th>Effective: May 1, 2013</th>
<th>Effective: Nov 1, 2014</th>
<th>Effective: May 1, 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 12 Month</td>
<td>$17.40</td>
<td>$17.40</td>
<td>$17.40</td>
</tr>
<tr>
<td>2nd Year</td>
<td>$20.24</td>
<td>$20.44</td>
<td>$20.64</td>
</tr>
<tr>
<td>3rd Year</td>
<td>$21.68</td>
<td>$21.90</td>
<td>$22.11</td>
</tr>
<tr>
<td>4th Year</td>
<td>$22.91</td>
<td>$23.14</td>
<td>$23.37</td>
</tr>
<tr>
<td>5th Year</td>
<td>$24.09</td>
<td>$24.33</td>
<td>$24.57</td>
</tr>
<tr>
<td>6th Year</td>
<td>$25.44</td>
<td>$25.69</td>
<td>$25.95</td>
</tr>
<tr>
<td>7th Year</td>
<td>$26.39</td>
<td>$26.65</td>
<td>$26.92</td>
</tr>
<tr>
<td>8th Year</td>
<td>$27.38</td>
<td>$27.65</td>
<td>$27.93</td>
</tr>
<tr>
<td>9th Year</td>
<td>$28.34</td>
<td>$28.62</td>
<td>$28.91</td>
</tr>
<tr>
<td>10th Year</td>
<td></td>
<td>$29.49</td>
<td>$29.78</td>
</tr>
<tr>
<td>11th Year</td>
<td></td>
<td></td>
<td>$30.56</td>
</tr>
</tbody>
</table>

This chart shows the Compass hourly rates before the contract:

<table>
<thead>
<tr>
<th>Longevity</th>
<th>Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-6 Months</td>
<td>$15.38</td>
</tr>
<tr>
<td>6 months – 1 year</td>
<td>$17.17</td>
</tr>
<tr>
<td>2nd Year</td>
<td>$18.63</td>
</tr>
<tr>
<td>3rd Year</td>
<td>$19.67</td>
</tr>
<tr>
<td>4th Year</td>
<td>$20.70</td>
</tr>
<tr>
<td>5th Year</td>
<td>$21.74 (ceiling rate starts here)</td>
</tr>
<tr>
<td>6th year and for any years after</td>
<td>$21.74</td>
</tr>
</tbody>
</table>

Before and After: A Monthly Gross Pay Comparison
The following chart shows a comparison of the ‘before and after’ of a flight attendants monthly gross earnings when combining their credited block hours with their per diem. This chart assumes that a Compass Flight attendant is credited with 75 hours in a month and has 190 hours TAFB for per diem. Please note that before the contract, the highest possible rate ($21.74) a flight attendant could earn was reached at year 5 pay. There were no other raises beyond this point no matter how long you worked for Compass.

<table>
<thead>
<tr>
<th>Compensation Pay Group</th>
<th>Before Contract Compensation (75 Hours + 190 Hour $1.40 Per Diem)</th>
<th>With our Contract Compensation (75 Hours + 190 Hour $1.55 Per Diem)</th>
<th>Pay Difference Comparison of Contract vs Without</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 6 months FA</td>
<td>1,419.50</td>
<td>1,599.50</td>
<td>$180.00 increase over precontract</td>
</tr>
<tr>
<td>6 months - 1 Year</td>
<td>1,553.75</td>
<td>1,599.50</td>
<td>$46.75 increase over precontract</td>
</tr>
<tr>
<td>1 Year to 2 Year</td>
<td>1,663.25</td>
<td>1,827.50</td>
<td>$164.25 increase over precontract</td>
</tr>
<tr>
<td>2 Year to 3 Year</td>
<td>1,741.25</td>
<td>1,937.00</td>
<td>$195.75 increase over precontract</td>
</tr>
<tr>
<td>3 Year to 4 Year</td>
<td>1,818.50</td>
<td>2,030.00</td>
<td>$211.50 increase over precontract</td>
</tr>
<tr>
<td>4 Year to 5 Year</td>
<td>1,896.50 (lifetime ceiling)</td>
<td>2,119.25</td>
<td>$222.75 increase over precontract</td>
</tr>
<tr>
<td>5 Year to 6 Year</td>
<td>1,896.50</td>
<td>2,221.25</td>
<td>$324.75 increase over precontract</td>
</tr>
<tr>
<td>6 Year to 7 Year</td>
<td>1,896.50</td>
<td>2,293.25</td>
<td>$396.75 increase over precontract</td>
</tr>
<tr>
<td>7 Year to 8 Year</td>
<td>1,896.50</td>
<td>2,368.25</td>
<td>$471.75 increase over precontract</td>
</tr>
<tr>
<td>8 Year to 9 Year</td>
<td>1,896.50</td>
<td>2,441.00</td>
<td>$544.50 increase over precontract</td>
</tr>
<tr>
<td>9 Year to 10 Year</td>
<td>1,896.50</td>
<td>2,506.25</td>
<td>$609.75 increase over precontract</td>
</tr>
<tr>
<td>10 Year to 11 Year</td>
<td>1,896.50</td>
<td>2,586.50</td>
<td>$690.10 increase over precontract</td>
</tr>
</tbody>
</table>
#2 - Job Security was achieved:

Compass Flight Attendants now have job protections marking the end to ‘At Will’ employment and mass forced separations.

At Will Employees (a legal classification of employees) do not have job protections and can be terminated without cause at any time. This is the category that the Compass Flight Attendant Handbook defined its flight attendants as being. By keeping its flight attendants in this classification, Compass was able to institute and maintain an extreme level of flight attendant turnover. The reason: Regional carrier flying is dependent on major airlines ‘out sourcing’ a significant amount of their flying to improve the major airlines bottom line. The major airlines look to regionals to fly many of their passengers cheaper than they can fly them on their own aircraft. At Compass, the high numbers of flight attendants that were ‘forcefully separated’ from the company paralleled the overall flight attendants group rise in seniority and the slight payroll increases to the company. Forced separations were done to limit cost increases to the company.

Once the contract was signed, the number of involuntary separations dropped dramatically. Flight Attendants can now only be Disciplined and Terminated under ‘Just Cause’ rules. The following is a chart showing the monthly totals of ‘known and documented’ flight attendants that were listed as terminated in FLiCA prior to the contract.
#3 - Increased Per Diem:

With our AFA negotiated Contract: $1.55 per hour

Prior to the contract: $1.40 per hour

#4 - Increased Vacation Accrual:

With our AFA negotiated Contract:

<table>
<thead>
<tr>
<th>Months of Longevity</th>
<th>Anticipated Maximum Annual Accrual</th>
<th>Monthly Accrual in Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-12 Months</td>
<td>7 Days</td>
<td>.58 Days</td>
</tr>
<tr>
<td>13-36 Months</td>
<td>10 Days</td>
<td>.83 Days</td>
</tr>
<tr>
<td>37-96 Months</td>
<td>14 Days</td>
<td>1.16 Days</td>
</tr>
<tr>
<td>97-168 Months</td>
<td>21 Days</td>
<td>1.75 Days</td>
</tr>
<tr>
<td>169+ Months</td>
<td>28 Days</td>
<td>2.33 Days</td>
</tr>
</tbody>
</table>

Prior to the contract:

<table>
<thead>
<tr>
<th>Months of Longevity</th>
<th>Anticipated Maximum Annual Accrual</th>
<th>Monthly Accrual in Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-59 Months</td>
<td>10 Days</td>
<td>.83 Days</td>
</tr>
<tr>
<td>60-120 Months</td>
<td>15 Days</td>
<td>1.25 Days</td>
</tr>
<tr>
<td>121+ Months</td>
<td>20 Days</td>
<td>1.66 Days</td>
</tr>
</tbody>
</table>

#5 – The ability to drop to 37.5 hours if desired by the flight attendant

#6 – More Holidays:

With our AFA negotiated Contract: 4 days at 150% premium pay or a paid min day if laying over on the holiday.

- New Year’s Day (January 1st)
- Thanksgiving
- Christmas Eve (December 24th)
- Christmas Day (December 25th)

Prior to the contract: 2 days at 150% premium pay with no min day if laying over on the holiday.

- Thanksgiving day
- Christmas Day
#7 – An extra day off per Month:
Eleven days off for every bid period. This includes reserves that had ten days off per month before the contract.

#8 – Improved Sick Time Accrual and the ability to use it without retribution:
With no protections, prior to the contract flight attendants were terminated for using sick time.

With our AFA negotiated Contract:

<table>
<thead>
<tr>
<th>Months of Completed Active Service</th>
<th>Monthly Accrual</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - 36</td>
<td>2.5 Hours</td>
</tr>
<tr>
<td>37 - 60</td>
<td>2.75 Hours</td>
</tr>
<tr>
<td>61+</td>
<td>3.0 Hours</td>
</tr>
</tbody>
</table>

Prior to the contract:

<table>
<thead>
<tr>
<th>Months of Completed Active Service</th>
<th>Monthly Accrual</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - Life of Employment</td>
<td>2.5 Hours</td>
</tr>
</tbody>
</table>

#9 – Probationary period ends after 270 days. Previous length was 365 days.
As ‘At Will’ employee’s, pre contract flight attendants always viewed themselves as still being on probation following their first year of employment because they had no job protections.

#10 – No discipline without ‘Just Cause’.
Flight attendants earned the right to have representation and a grievance process.

The following are a number of additional improvements and protections that were achieved with our AFA negotiated contract:

Please refer to your contract for more in-depth information regarding any of these or speak to your Compass AFA committee members.

Scope Rules
- All revenue flying performed by Flight Attendants on Compass Flight Attendant seniority list.
- Limitations on sub-contracting of flying.
- Merger and ownership change protections.
Additional Compensation

- Bid Schedule Trip Guarantee. Flight Attendants shall be paid and credited with the greater of scheduled or actual block time for each segment flown in a trip if there are no cancellations within the trip. If there is a cancellation with the pairing, a Flight Attendant shall be paid and credited with the greater of scheduled or actual block on a per trip basis.
- A rescheduled/reassigned Flight Attendant will receive the greater of the pay and credit due for the originally scheduled trip or the pay and credit earned for the changed trip.
- A Flight Attendant shall receive a minimum of three and one-half hours (3:30) of pay and credit for each duty period, except in the case of CDOs. A Flight Attendant on a CDO shall receive a minimum of four hours and thirty minutes (4:30) of pay and credit for each duty period.
- Each Flight Attendant shall receive a minimum seventy-five (75:00) hour guarantee at his/her hourly rate.
- A Flight Attendant shall receive four hours (4:00) of flight pay and credit for each recurrent training day, which shall be in addition to any other pay and credit earned on the same day (e.g., deadhead to or from training on the same day, another trip after training).
- If a Flight Attendant is required to be onboard a ferry or repositioning flight, he/she is credited with and paid for actual block time.
- A Line Check qualified Flight Attendant shall receive an additional ten dollars a flight hour ($10.00) in addition to her/his regular hourly rate for any flight on which she/he is assigned to perform Line Check instructor duties.

Travel Expenses

- Flight Attendants provided single occupancy hotel rooms.
- Company agrees to confer with AFA Hotel Committee regarding hotel issues.
- Contractual factors to consider in hotel selection.
- Day rooms provided for sits of five hours or more (and CDOs of four hours or more).
- Per Diem increased from $1.40 to $1.55.
- Lock in current parking reimbursement and commuter policy.
- Company to pay for passport renewal.
- Crew meals provided on same basis as for pilots

Hours of Service

- Report time at a domicile and at an out station shall not be less than forty-five (45) minutes before scheduled departure time.
- Release time shall be fifteen (15) minutes after block-in, or actual release from duty if later.
- Duty limitations are fourteen hours scheduled and sixteen hours actual.
- Minimum of ten hours scheduled rest in domicile and layover rest in accordance with FARS.
- 24 hours off in domicile per seven days.

Scheduling

- Company to meet with Union Scheduling Committee.
- A trip will not be constructed to exceed five (5) consecutive days or four (4) consecutive nights away from domicile.
- Detailed rules on PBS line construction.
- Set timeline for bidding.
- Eliminate steps in process so final awards available and Flight Attendants allowed to trade on the 22nd of bid period.
- Electronic trip drop and trade system.
- Trips placed into open time.
- Up to two partial trip splits per bid period (a turn either at the beginning or end of a trip.)
- Trip pick up during vacation, with no restrictions, from another Flight Attendant
Reserve rules
- Additional day off for reserves.
- Return calls within ten minutes vs previous five minutes.
- Two hours to report to airport at MSP, DTW and other similarly sized metro areas. If a new domicile is opened in a smaller metropolitan area, the call out time shall be one and a half hours.
- Contractually-specified rules on Reserve flight assignments.
- Ready Reserve assignments not to exceed eight hours with any flight assignment within two hours of end of Ready Reserve shift.
- A Reserve who is assigned Ready Reserve will be paid and credited with four (4) hours, or actual hours flown, whichever is greater.

Grievance and System Board (the end of ‘At Will’ employment)
- Right to AFA Flight Attendant representation at investigatory/disciplinary meetings.
- Requirement to inform the Flight Attendant of the matter to be discussed before the meeting.
- Grievance procedure allowing Flight Attendants to challenge discipline and other violations of the contract.
- The final decision maker on grievances is an independent arbitrator.

Furlough rules
- Company must offer voluntary furloughs prior to furloughing Flight Attendants.
- Furloughs by seniority.
- Furloughed Flight Attendants stay on recall list for five years.

Filling of Vacancies
- Domicile vacancies awarded by seniority.
- A Flight Attendant awarded a permanent domicile vacancy will not be eligible to bid another permanent vacancy which commences within nine (9) months of the first bid period in the awarded vacancy.
- Unpaid moving days for voluntary transfers.

Leaves of Absence
- A Flight Attendant may remain on medical leave for 18-24 months.
- Rules that govern various leaves of absence.
- Jury duty pay limited to 14 calendar days.

Moving Expenses
- Company pays moving expenses for company initiated moves.
- Compensated expenses include vehicle transportation, lease cancellation, etc.
- Flight Attendants reimbursed up to $3000 per move.
- Flight Attendants provided moving days.

Training
- Provisions on scheduling of training.
- Deadhead pay for flights to training, per diem for out of domicile training, single occupancy hotels for training.
- Training normally not to exceed eight hours.
- If training goes fifteen minutes past the eight hours, Flight Attendants will receive one additional hour of pay.
Safety
- Company to meet and consider recommendations from AFA Safety Committee.
- Flight Attendants not required to remain on board during bomb search.
- Input on new aircraft types.
- Emergency response procedures.

Insurance and Retirement
- Flight Attendants entitled to same insurance and premiums as other non-pilot Company employees.
- Employee only cost shall not exceed thirty-eight percent of the cost for the individual tier and for other tiers shall not exceed fifty percent.
- Company-paid life and accidental death and dismemberment benefits in an amount equal to one and one-half times the Flight Attendant’s annual earnings.
- 401(k) plan in which Flight Attendants shall be eligible to participate on the same basis as other Company employees.
- 100% vested in all 401(k) contributions after 3 years of service
- Retiree passes based on Company policy and that of the airline partner(s)
- Same pass privileges as other Company employees.
- Compass Flight Attendants shall continue to have priority on Compass Flight Attendant jump seats over non-Compass employees except for those persons listed in the FAM.

Employee Assistance Program and Professional Standards
- Company to provide Flight Attendants info regarding AFA EAP program.
- Company agrees to recognize AFA Professional Standards Committee, which allows Flight Attendants to resolve disputes internally rather than by getting management involved.
- Provisions on drug and alcohol testing:
  - Procedural safeguards for testing.
  - Flight Attendants to be tested for same substances as pilots.
  - Company pays the cost of testing (except for split sample).
  - Transportation provided to off-site testing.
  - AFA input on testing procedure.
  - One hour pay if required to go off airport location.

Uniforms
- Locked in existing system of uniform reimbursement ($20 per month uniform replacement).
- Company to pay one-half of initial uniform.
- Company to bear cost of uniform changeovers.
- Company to make maternity options available.
- Flight Attendants can wear AFA pin on uniform.
- AFA to provide input on uniform styles.

Seniority
- Seniority will begin to accrue from the first day of initial Flight Attendant training with the Company.
- A Flight Attendant hired into or who transfers into an Inflight-related position remains on seniority list provided she/he maintains regulatory currency.
- Flight Attendants transferring to other Company positions removed from seniority list after one year.
General
- Company to maintain only one personnel file for each Flight Attendant.
- Flight Attendant may inspect personnel file.
- Company to notify Flight Attendant when placing derogatory items in the file.
- Disciplinary letters and derogatory information to be removed after 24 months unless Flight Attendant receives a discipline of a similar nature.
- Company and Union to share cost of printing agreement.
- Company agrees to maintain the current commuter policy.

Deadheading
- No deadheading on single engine aircraft.
- Flight Attendant released, upon request, from tail end deadhead.
- Pay increased to 75% for deadheading to match pilots. (Previously Flight Attendants received 50% pay for deadheading)

Union Activities
- Provisions governing AFA use of mailboxes and bulletin boards.
- Provisions allowing AFA representatives to be released from duty to conduct union business.
- Union ability to address new hire class.

Prisoner, Hostage or Hijacking Benefits
- Procedures and benefits if a Flight Attendant is kidnapped or becomes prisoner or hostage.

Duration of contract
- Five years
- Commence next negotiations at four years on April 30, 2017
www.afacompass.org
AFA Safety Hotline: 1-800-424-2401

AFA Compass Committees

Communications: communications@afacompass.org
EAP: eap@afacompass.org
Government Affairs: legislative@afacompass.org
Grievance: grievance@afacompass.org
Hotel: hotels@afacompass.org
Insurance: insurance@afacompass.org
Jump Seat: jumpseat@afacompass.org
Membership: membership@afacompass.org
Negotiations: negotiations@afacompass.org
New Hire and Mentoring: newhire@afacompass.org
Payroll: payroll@afacompass.org
ProStandards: prostandards@afacompass.org
Safety: safety@afacompass.org
Scheduling: scheduling@afacompass.org
Social Media: socialmedia@afacompass.org
System Board: sba@afacompass.org
Uniform: uniforms@afacompass.org

Power in Numbers – AFA Compass Committee Members and Elected Officers are Volunteer Compass Flight Attendants that fly the Line for a Living