

PAY CHART

	10/19/2001	5/1/2006	5/1/2008	5/1/2009 2% (Step 17)	5/1/2010	5/1/2011
	2%	3%	2%		1.5%	1.5%
1st 6 Months	\$15.27	\$15.27	\$15.58	\$15.58	\$15.81	\$16.05
2nd 6 months	\$15.53	\$16.00	\$16.32	\$16.32	\$16.56	\$16.81
Step 1	\$17.69	\$18.23	\$18.60	\$18.60	\$18.88	\$19.16
Step 2	\$18.79	\$19.36	\$19.75	\$19.75	\$20.05	\$20.35
Step 3	\$20.81	\$21.44	\$21.87	\$21.87	\$22.20	\$22.53
Step 4	\$21.91	\$22.57	\$23.03	\$23.03	\$23.38	\$23.73
Step 5	\$23.01	\$23.70	\$24.18	\$24.18	\$24.54	\$24.91
Step 6	\$24.60	\$25.34	\$25.85	\$25.85	\$26.24	\$26.63
Step 7	\$26.11	\$26.89	\$27.43	\$27.43	\$27.84	\$28.26
Step 8	\$27.96	\$28.80	\$29.38	\$29.38	\$29.82	\$30.27
Step 9	\$29.89	\$30.80	\$31.42	\$31.42	\$31.89	\$32.37
Step 10	\$31.90	\$32.86	\$33.52	\$33.52	\$34.02	\$34.53
Step 11	\$36.78	\$37.89	\$38.65	\$38.65	\$39.23	\$39.82
Step 12	\$37.77	\$38.91	\$39.69	\$39.69	\$40.29	\$40.89
Step 13	\$38.69	\$39.86	\$40.66	\$40.66	\$41.27	\$41.89
Step 14	\$39.66	\$40.86	\$41.68	\$41.68	\$42.31	\$42.94
Step 15	\$40.95	\$42.18	\$43.03	\$43.03	\$43.68	\$44.34
Step 16	\$42.09	\$43.36	\$44.23	\$44.23	\$44.89	\$45.57
Step 17			New step 17 @ 2%	\$45.12	\$45.80	\$46.48

INSURANCE CHART

		5/1/2006	1/1/2007	1/1/2008	1/1/2009	1/1/2010	1/1/2011	1/1/2012
Employee Only	Contract Max	\$64.98	\$74.73	\$85.94	\$98.83	\$113.65	\$100.32	\$115.37
	Actual	\$64.98	\$67.06	\$70.88	\$75.86	\$87.24		
Employee + Spouse	Contract Max	\$129.96	\$149.45	\$171.87	\$197.65	\$227.30	\$200.65	\$230.75
	Actual	\$129.96	\$134.14	\$141.78	\$151.72	\$174.48		
Employee + Children	Contract Max	\$110.47	\$127.04	\$146.10	\$168.01	\$193.21	\$170.55	\$196.13
	Actual	\$110.47	\$114.02	\$120.51	\$128.96	\$148.30		
Employee + Family	Contract Max	\$175.45	\$201.77	\$232.03	\$266.84	\$306.86	\$270.87	\$311.50
	Actual	\$175.45	\$181.08	\$191.40	\$204.82	\$235.54		

Actual is 18% of the PPO cost but not greater than 15% over prior year's actual rate.

New maximum rates are based on current (2009) rates plus 15% per year.

PROFIT SHARING CHART

Variable Pay Plan (Current CBA) vs. Performance Based Pay (Proposed Contract) for Flight Attendants

Year	VPP	PBP
2006	3.48%	7.5%
2007	2.33%	1.1%
2008	0%	2.5%

Percentages are of eligible earnings

For 2008, Flight Attendants would receive approximately \$500 for each \$20,000 in earnings. Your Local Officers will be able to provide your exact figure once we receive that data from management.