

Flight Attendant Industry Payscale Comparisons by Year (as of TA 12/12/2013)

TFP Equivalents*

DOH		6 Mos		Step 1 / 2nd Year		Step 2 / 3rd Year		Step 3 / 4th Year		Step 4 / 5th Year		Step 5 / 6th Year	
Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP
Southwest	22.36	Southwest	22.64	Hawaiian	25.77	Hawaiian	28.73	Hawaiian	30.57	Hawaiian	36.80	Hawaiian	37.76
Hawaiian	20.23	Hawaiian	22.04	Southwest	24.82	Southwest	26.61	Southwest	28.78	Southwest	31.13	Southwest	35.50
Delta	19.42	Airtran	20.70	Alaska TA	23.00	Alaska TA	24.00	Alaska TA	26.00	Alaska TA	27.75	United	31.59
US Airways	19.24	Virgin America	19.45	Airtran	22.68	Airtran	23.66	Airtran	25.63	Airtran	27.16	US Airways	30.97
Airtran	18.97	Delta	19.42	Allegiant	22.57	Allegiant	23.65	Allegiant	24.82	Allegiant	26.10	American	30.05
American	18.82	US Airways	19.24	Continental	21.18	Continental	22.37	Continental	24.12	American	26.01	Continental	30.04
Alaska TA	18.50	Jetblue	19.01	American	20.43	American	22.13	Delta	23.33	Continental	25.88	Alaska TA	30.00
United	18.34	Alaska TA	19.00	US Airways	20.34	Spirit	21.86	American	23.28	Delta	25.70	Airtran	28.59
Jetblue	18.14	American	18.82	Spirit	20.31	US Airways	21.62	Spirit	23.12	US Airways	25.19	Delta	27.64
Continental	18.13	Spirit	18.62	Delta	20.18	Delta	21.56	Jetblue	22.71	Jetblue	25.06	Allegiant	26.85
Allegiant	17.70	United	18.34	Jetblue	20.00	Frontier	21.35	Alaska	22.53	Spirit	24.53	Jetblue	26.83
Virgin America	17.68	Continental	18.13	Virgin America	19.47	Virgin America	21.24	Frontier	22.45	United	24.03	Spirit	25.68
Frontier	17.27	Allegiant	17.70	United	19.37	United	20.97	US Airways	22.23	Frontier	23.76	Frontier	24.96
Alaska	16.05	Frontier	17.27	Alaska	19.16	United	20.61	Virgin America	22.12	Alaska	23.73	Alaska	24.91
Spirit	15.96	Alaska	16.81	Frontier	18.72	Alaska	20.35	United	21.19	Virgin America	23.01	Virgin America	23.45

Step 6 / 7th Year		Step 7 / 8th Year		Step 8 / 9th Year		Step 9 / 10th Year		Step 10 / 11th Year		Step 11 / 12th Year		Step 12 / 13th Year	
Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP
Hawaiian	38.75	Hawaiian	39.85	Southwest	41.77	Southwest	44.22	Southwest	46.47	Southwest	49.75	Southwest	53.22
Southwest	37.52	Southwest	39.43	Hawaiian	41.03	Hawaiian	41.98	Hawaiian	42.97	Hawaiian	43.40	Alaska TA	44.50
US Airways	33.57	Alaska TA	35.00	Alaska TA	36.25	Alaska TA	37.75	Alaska TA	39.25	Alaska TA	42.50	Delta	44.21
United	33.30	US Airways	34.40	American	35.67	American	37.09	American	38.31	American	39.82	Hawaiian	43.81
Alaska TA	33.00	American	34.24	US Airways	35.50	Continental	36.67	Continental	37.80	Continental	39.67	Continental	41.16
Delta	32.54	United	34.13	United	35.24	US Airways	36.65	US Airways	37.44	American	39.65	Alaska	40.89
American	32.50	Continental	33.64	Continental	34.90	United	36.37	United	37.15	Delta	38.54	American	40.74
Continental	31.91	Delta	33.58	Delta	34.51	Delta	35.80	Delta	36.79	US Airways	38.35	US Airways	39.19
Airtran	29.87	Airtran	31.05	Airtran	32.10	Airtran	33.08	Alaska	34.53	United	38.04	United	38.86
Jetblue	28.04	Jetblue	29.24	Jetblue	30.60	Jetblue	32.37	Airtran	34.02	Airtran	35.10	Airtran	36.09
Allegiant	27.52	Alaska	28.26	Alaska	30.27	Allegiant	31.58	Jetblue	33.31	Jetblue	34.96	Jetblue	34.96
Spirit	27.05	Allegiant	28.21	Allegiant	29.46	Allegiant	30.20	Frontier	31.04	Frontier	31.97	Frontier	32.93
Alaska	26.63	Spirit	27.96	Frontier	28.89	Frontier	30.13	Spirit	30.74	Spirit	31.39	Spirit	31.86
Frontier	26.63	Frontier	27.95	Spirit	28.88	Spirit	30.08	Allegiant	30.20	Allegiant	30.20	Allegiant	30.20
Virgin America	23.89	Virgin America	24.34	Virgin America	24.78	Virgin America	25.22	Virgin America	25.22	Virgin America	25.22	Virgin America	25.22

Step 13 / 14th Year		Step 14 / 15th Year		Step 15 / 16th Year		Step 16 / 17th Year (TOS)**		Step 16 / 18th Year (TOS)**		Contracts/Scales Used in Comparison	
Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP	Carrier	TFP	Airline	Duration/Effective Date
Southwest	56.29	Southwest	56.29	Southwest	56.29	Southwest	56.29	Southwest	56.29	Airtran	10/01/13 - 10/01/15
Alaska TA	46.00	Alaska TA	47.50	Alaska TA	49.00	Alaska TA	51.50	Alaska TA	51.50	Alaska	05/01/06 - 05/01/12
Hawaiian	44.26	Continental	44.77	Continental	46.49	Continental	46.49	Continental	46.49	Alaska TA	02/14/14 - 02/14/19
Delta	44.21	Hawaiian	44.73	Hawaiian	44.73	Alaska	45.57	Alaska	46.48	Allegiant	07/01/10
Continental	42.88	Delta	44.21	Alaska	44.33	Hawaiian	44.73	Hawaiian	45.29	American	09/21/12 - 09/21/18
Alaska	41.89	Alaska	42.94	Delta	44.21	Delta	44.21	Delta	44.21	Continental	01/01/10 - 09/02/12
American	41.75	American	42.77	American	42.77	American	42.77	American	42.77	Delta	01/01/13
US Airways	40.04	US Airways	41.73	US Airways	41.73	US Airways	41.73	US Airways	41.73	Frontier	08/30/11 - 03/01/16
United	39.47	United	39.47	United	39.47	United	39.47	United	39.47	Hawaiian	4/18/12 - 12/31/16
Airtran	37.46	Airtran	39.43	Airtran	39.43	Airtran	39.43	Airtran	39.43	Jetblue	01/01/13
Jetblue	34.96	Jetblue	34.96	Jetblue	34.96	Jetblue	34.96	Jetblue	34.96	Southwest	06/01/08 - 05/31/12
Frontier	32.93	Frontier	32.93	Frontier	32.93	Frontier	32.93	Frontier	32.93	Spirit	02/07/03 - 08/07/07
Spirit	32.17	Spirit	32.52	Spirit	32.80	Spirit	32.80	Spirit	32.80	United	03/01/12 - 02/29/16
Allegiant	30.20	Allegiant	30.20	Allegiant	30.20	Allegiant	30.20	Allegiant	30.20	US Airways	2/28/13 - 2/27/18
Virgin America	25.22	Virgin America	25.22	Virgin America	25.22	Virgin America	25.22	Virgin America	25.22	Virgin America	06/01/10

*AS/WN pay flight attendants per TFP instead of per hour. All other airlines converted to a TFP rate based on the assumption that 1 standard hour = 1.13 TFP

** HA TOS @ 20 YOS = \$45.84/TFP equivalent (\$51.81 / block-hour); SWA TOS @ 25 YOS = \$57.79/TFP; AS TOS @ 50 YOS(?) = \$58.50/TFP