

Premium Pay Patterns

Premium Pay Patterns (PPP) are being offered in most bases through July 2010. Please review Section 6.I (pgs. 6.53 - 6.55) of the Flight Attendant Agreement for details and to determine if you are eligible. Please note the following:

1. PPP are designated as patterns in the 35000 range (such as 35001).
2. PPP can be bid for specifically or generically. The Pattern Class Code is PCPP. If bidding generically, be careful not to request "positives" that are not PPP. For example, a bid of PCPP PCIN could award you a PPP pattern, but it could also award you an international pattern that is not eligible for premium pay. In this case, a better request would be NOPCDO PCPP.
3. All patterns designated as PPP will be awarded through the regular contractual process. This means that the patterns may be awarded even if you are not personally eligible for premium pay.
4. Please check the contract for specific rules on premium pay eligibility. But in general, please note:
 - * Lineholders must pick up the pattern as a "straight pick-up" from the Open Flying List (no trading) and must be above monthly minimum. If PPP is picked up as a trade, it will lose PPP designation and associated pay.
 - *Reserves must pick up the pattern wholly on PDO (days off). A PPP will be treated as an RIA, with all hours and premiums paid separately and above monthly reserve guarantee. If PPP is assigned to a regular Reserve serving on call, the pattern will lose the PPP designator and associated pay.
5. PPP will be awarded during the regular SLAP/PAP periods, except for patterns that are open four (4) hours prior to departure. Patterns open within four (4) hours to departure may be awarded in accordance with Section 6.K exception.

NWA AFA Contract Provisions (Section 6.I):

I. Premium Pay Pattern(s)

The Company may designate, and post in advance, a pattern(s) in open flying as a Premium Pay Pattern (PPP). A Flight Attendant awarded such designated pattern(s) shall be paid the value of the Premium Pay Pattern, plus an additional twenty-five percent (25%) at the

Flight Attendant's applicable incentive rate of pay. Flight Attendants may request such flying at any time, subject to the following:

- 1. Requests must be submitted as an upward adjustment or reserve increase adjustment and may be entered at any time through CENTRY or VRU. Such requests shall be processed and awarded in seniority order during the applicable line adjustment period(s) (PLAP and/or SLAP).*
- 2. A Flight Attendant may cancel his/her request for Premium Pay Pattern(s) through CENTRY prior to the applicable line adjustment period(s) (PLAP and/or SLAP). He/She may submit another request through CENTRY or the VRU at any time thereafter.*
- 3. Pattern(s) designated as PPP shall be awarded as specified in 6.K. of this Section. However, to be eligible for the premium pay override, a Regular Flight Attendant must be projected to at least the monthly minimum hours or greater at the time the Premium Pay Pattern(s) is awarded.*
- 4. All hours awarded or assigned as a Premium Pay Pattern(s) to a Regular Flight Attendant shall be isolated and calculated separately from his/her monthly projection for purposes of line adjustments.*
- 5. A Reserve Flight Attendant may request Premium Pay Pattern(s) at any time, subject to the following provisions:*
 - a. Premium Pay Pattern(s) that is awarded to him/her shall be scheduled to operate wholly within his/her Planned Day(s) Off (PDO). Such hours shall be isolated and calculated separately for purposes of reserve assignments and legality calculations and shall be paid in addition to any applicable reserve guarantee as provided in Section 7.K. of this Agreement.*
 - b. In the event a Premium Pay Pattern(s) is subsequently rescheduled and operates over a combination of both PDO and previously scheduled on-duty period(s), all hours in the pattern(s) shall be isolated and calculated separately for purposes of reserve assignment(s) and legality calculations and shall be paid in addition to any applicable reserve guarantee as provided in Section 7.K. of this Agreement. In such case, he/she shall not be required to add an additional on-duty period(s) to his/her Reserve line as*

a result of being rescheduled into his/her previously scheduled on-duty period(s). However, off-duty period(s) affected as a result of such rescheduling shall not be replaced.

c. Premium Pay Pattern(s) shall be processed and awarded to Reserve Flight Attendants as a reserve increase adjustment during the Secondary Line Adjustment Period (SLAP) prior to day the pattern is scheduled to operate.

6. A pattern designated as a Premium Pay Pattern that is awarded to a Flight Attendant as a result of a request other than as an upward adjustment or reserve increase adjustment shall lose its Premium Pay Pattern designation and shall be awarded and paid as a regular pattern.

7. The Company may remove a PPP designation from a pattern on the Open Flying List at any time. However, once awarded a Premium Pay Pattern, such pattern shall retain its PPP designation provided it remains on the Flight Attendant's schedule.

8. A Premium Pay Pattern that is traded to another Flight Attendant shall lose its PPP designation and neither Flight Attendant shall be eligible for premium pay.

9. In the event a previously awarded Premium Pay Pattern is returned to open flying by a Flight Attendant, the Company may remove its PPP designation should it be determined that such designation is no longer needed. Such pattern shall then be posted and awarded as a regular pattern.