

American Airlines and US Airways –

Why Wages Don't Tell the Full Story of Having a Contract

Category	American Airlines	US Airways	Why it Matters
Vacation	Most workers start with up to 2 paid weeks per year. After 10 years 3 weeks, at 17 years 4 weeks, at 25 years 5 weeks. HBRs get 1 week paid, 1 unpaid, then 1 more unpaid week at 10, 17 and 25 years.	Employees 1st year they get one day per month. After 9 years 3 weeks, at 19 years 4 weeks, at 24 years 5 weeks.	US Airways workers negotiated for everyone to receive equal vacation, because it is the fair thing to do. Additionally, with option to work holidays at regular pay they can add two weeks onto each of these steps.
Holiday Pay	Employees get 1½ pay on holidays, but Home Based Representatives aren't guaranteed 10 holidays -- paid only if scheduled to work.	Option 1: Double pay for time worked or day off, based on seniority; Option 2: Regular pay for holiday work but extra two weeks vacation every year.	Choices matter. Because US Airways workers valued flexibility they negotiated multiple options for if they want to get paid more or take time off.
Sick Leave	Most get 8 days per year and can bank up to 150 days. HBRs only get 5 days per year. No one can use sick days for routine doctor/dentist visits or voluntary medical procedures. On retiring get up to \$25/day for unused leave, up to a maximum of \$2,500.	Everyone gets 12 days per year. If retiring before 65: Option 1: On retiring can use banked leave towards up to \$361/month for medical premiums. Option 2: On retiring can take lump sum of \$7.70 x sick leave in bank for up to \$10,780.	Having a contract means not having to fight for basic rights, like going to see the doctor. Employees at US Airways know that people can't control when they get sick so negotiated for everyone to have equal protection. As with holiday pay, having options for how to spend your sick day bank means you can choose what is best for you.
401K	If workers pay in 5.5% company will match with 5.5%, but no company contribution without worker investment and no match until 13th month of service.	Workers automatically receive 3% contribution from company after 90 days of service, regardless of whether or how much they invest out of pocket.	Saving for retirement is more important now than ever, and at US Airways every worker is guaranteed a nest egg. Because workers were committed to every member having savings for the future they negotiated this benefit.
Profit Sharing	Get profit sharing only in 2013, traded for 2% wage increase, five more holidays, three more sick days (five for HBR and Premium Services).	Because of negotiated contract have gotten profit sharing every year since 2008. 2011: \$650 for full time agent 2012: \$1100 2013: ???	Now that the airlines are merged all signs point to significant profits in the years to come, which US Airways workers will share in. Since regular raises are already guaranteed no need to trade profit sharing for them.

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