

American Airlines and US Airways – *What's Isn't Being Said in the Discussion About Wages*

Category	American Airlines	US Airways	Why it Matters
Pay Progression	Management has complete discretion over raises-- 2.1% 2014 - 2018; no set pay progression.	Workers not already at top step are guaranteed raises of between 4% and 10% every year by their contract.	Having a contract means being able to negotiate for regular, guaranteed raises, compared to having to hope that your manager happens to be in a good mood when you ask for one.
Contact Premium	None.	An extra 30¢/hour while assisting customers.	The most important part of our work is customer service, and US Airways workers negotiated with management to ensure that frontline employees are fairly compensated for being the face of the company.
Shift Differential	None, taken away by management.	Both early morning and late evening shifts receive extra pay: 51¢/hour for shifts starting 12:00 PM - 5:59 PM 58¢/hour for shifts starting between 6:00 PM - 5:59 AM.	Loving your job is important, but so is being able to have a life. US Airways workers negotiated a shift differential to ensure that when employees make the extra sacrifice of seeing their family and friends less because of the schedule they are fairly compensated.

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