


| Approved Holidays | Holiday Pay Guidelines |
|---|--|
| <p>If you fly on these approved holidays, you will be paid a \$20/ hour premium for each flight hour and fraction thereof worked on actual holiday:</p> <p>Thanksgiving Day Christmas Day New Year's Eve New Year's Day</p>  | <p>For flights crossing midnight and different time zones, all holiday pay time will be <u>based on the time zone of your base</u>.</p> <p>Only <u>actual flight time</u> flown on the holiday will be paid the holiday premium.</p> <p>Deadhead hours are included for holiday pay.</p> <p>You will receive holiday pay for all standby hours served on an hour for hour basis. If assigned a trip, standby time is calculated and paid separately.</p> |
| <p>Sick Calls - required to submit Doctor's Certification for any absence due to illness or injury touching the following days:</p> <p>November 21,22,23,24,25,26,27,28,29,30 December 19,20,21,22,23, 24,25,26,27,28,29,30,31 January 1,2,3,4</p> | |

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| <p>As outlined per Section 3 of NWA Contract - eligible FAs shall receive Holiday Pay for each 'day worked' during the following periods in 2009/2010:</p> <p>November Thanksgiving Day.....\$100 24,25,27,28.....\$50/day</p> <p>December Christmas Day.....\$100 23,24,26,27 28,29,30,31.....\$50/day</p> <p>January New Year's Day.....\$100 2,3.....\$50/day</p> | <p>FAs who maintain 'perfect attendance' (refer to NWA "Holiday Codes" Memo) during the following periods shall be eligible to receive Holiday Pay:</p> <p>November 24-28 December 23-31 January 1-3</p> <p>Reserve FAs on a Reserve Day (RD or Ready Reserve (RR) receive Holiday Pay. Training days qualify for Holiday Pay.</p>  |
| <p>Sick Calls - as outlined per Section 15 of NWA Contract:</p> <p>A Doctor's note may be required if a FA has exceeded (3) sick calls in a 12 month period or where circumstances suggest the abuse or misuse of the sick leave benefit.</p> | |

PMDAL Example of Holiday Pay Calculation

A 1623 CVG 2100 SFO 2251 4:51 LO SFO = 22:24
B 369 SFO 2230 CVG 0552 4:22

If Day A is the holiday, 3:00 = holiday pay (from 2100 to Midnight CVG/ET Time).

If Day B is the holiday (starts at Midnight out of CVG on Flt. 1623), 1:51 = holiday pay.

If Day C is the holiday, 4:22 = holiday pay (the entire Flt. 369 is after midnight CVG/ET time).

Day A = Holiday = **\$60.00** OR

Day B = Holiday = **\$37** OR

Day C = Holiday = **\$87.33**

*As noted in the Delta Flight Attendant Work Rules: Section 2 - Compensation, Page 42

*The Delta Holiday Pay Program is based on 'actual flight time flown'. Therefore, some FAs will earn more money than others, working the same days.

*If you work a multi-day trip, but do not actually fly on the holiday, you will not receive holiday pay.

PMNWA Example of Holiday Pay Calculation

FA works Thanksgiving = **\$100**

FA works (2) days before & (2) days after Thanksgiving = **\$200**

FA works (5) consecutive days starting on November 24 = **\$300**

FA works Christmas Day= **\$100**

FA works New Year's Day=**\$100**

FA works (4) consecutive days starting on December 23 = **\$250**

FA works each day except Christmas Day & New Year's Day = **\$500**

FA works (5) days starting on December 23 and (5) days starting on December 30 = **\$600**