



Did You Know?

Thursday, December 20, 2018

Do you know: **How holiday pay works?** 🧑🏻

What is it and how did we get it?

Over thirty years ago, AFA negotiated a hard-won improvement with the addition of holiday pay (Section 3.L.). Holiday pay is an additional amount of pay equal to the number of hours a Flight Attendant works on a holiday such as New Year's Day and Christmas Day. In 2003 the provision was expanded to include Thanksgiving Day.

So how does it work?

Flight Attendants who work on January 1st (New Year's Day), Thanksgiving Day, or December 25th (Christmas Day) receive an extra hour of holiday pay for every hour credited during the holiday, and will receive a minimum of three (3) hours of holiday pay for the holiday. "During the holiday" means from 0001-2359 local domicile time. You will receive an additional minute of pay for every minute you are credited during the holiday.

How about some examples?

An Easy Example

LAX-HNL flight (HA 0001) has a scheduled block time of 6:00. Flight 0001 has an actual block time of 5:50 and all of the hours for the flight are during the hours from 0001-2359 on December 25th. The Flight Attendant will receive 6:00 of credit for the flight during the holiday and will also receive an additional 6:00 of holiday pay!

Another Example

LAS-HNL flight (HA 0017) on December 25th is scheduled to leave LAS at 0140 (2340 HNL time) and has a scheduled block time of 0635. The flight is off the blocks on time so the first twenty minutes (0:20) operate during the hours of (2340-2359 HST) on December 25th. Even though the Flight Attendant worked only twenty minutes (0:20) during the holiday, they will receive three (3) hours of holiday pay – the minimum amount of holiday pay - for working on the 25th.

And if you happen to be on a layover during one of these holidays you'll still receive the minimum holiday pay of 3:00, even if you don't report for duty on that day!

🧐 As a reminder holiday pay is in addition to any hours credited for hours worked during the holiday, and is not doubled. Be sure to check your pay statement to make sure you've been paid your holiday pay! 🙄

Happy Holidays, and be sure to wear your red pin! 📌

