

## 2018 Base Rate Comparison

[timeweunite.com](http://timeweunite.com)

1st 6 Mos		7-12 Mos		After 1 Year		After 2 Years		After 3 Years		After 4 Years		After 5 Years	
American	\$29.47	American	\$29.47	American	\$31.24	Southwest	\$33.42	Southwest	\$36.14	Southwest	\$39.09	Southwest	\$44.57
Delta	\$28.89	Delta	\$28.89	Southwest	\$31.17	American	\$33.24	American	\$35.40	American	\$38.99	American	\$44.16
Southwest	\$27.84	Southwest	\$28.43	Delta	\$30.63	Delta	\$32.59	Delta	\$34.71	Delta	\$38.23	Delta	\$43.29
United	\$27.22	United	\$27.22	United	\$28.87	United	\$30.71	United	\$32.71	United	\$36.04	United	\$40.80
Industry A	\$25.51	JetBlue S	\$26.02	Alaska	\$28.54	JetBlue S	\$30.49	JetBlue S	\$32.66	JetBlue S	\$35.19	JetBlue S	\$38.82
Alaska	\$25.18	Industry A	\$25.86	JetBlue S	\$28.39	Industry A	\$30.11	Alaska	\$32.53	Industry A	\$34.77	Industry A	\$38.71
JetBlue P	\$21.00	Alaska	\$25.18	Industry A	\$28.07	Alaska	\$29.96	Industry A	\$32.23	Alaska	\$33.97	Alaska	\$38.28
Spirit	\$20.42	JetBlue P	\$23.70	JetBlue P	\$25.86	JetBlue P	\$27.78	JetBlue P	\$29.76	JetBlue P	\$32.06	JetBlue P	\$35.36
Frontier	\$19.52	Spirit	\$22.31	Spirit	\$24.88	Spirit	\$26.70	Spirit	\$28.77	Spirit	\$30.25	Spirit	\$31.67
JetBlue S	N/A	Frontier	\$19.52	Frontier	\$21.15	Frontier	\$24.13	Frontier	\$25.37	Frontier	\$26.85	Frontier	\$28.20
After 6 Years		After 7 Years		After 8 Years		After 9 Years		After 10 Years		After 11 Years		After 12 Years	
American	\$48.31	American	\$49.86	Southwest	\$52.45	Southwest	\$55.52	Southwest	\$58.35	Southwest	\$62.47	Southwest	\$66.82
Delta	\$47.36	Southwest	\$49.51	American	\$51.23	American	\$53.15	American	\$54.61	American	\$57.21	American	\$66.26
Southwest	\$47.10	Delta	\$48.88	Delta	\$50.23	Delta	\$52.11	Delta	\$53.54	Delta	\$56.09	Delta	\$64.96
United	\$45.62	United	\$47.08	United	\$48.38	United	\$50.18	United	\$51.57	United	\$54.03	United	\$63.24
JetBlue S	\$42.05	Industry A	\$43.70	Industry A	\$45.16	Industry A	\$47.05	Alaska	\$49.63	Alaska	\$52.96	Alaska	\$57.64
Industry A	\$42.03	JetBlue S	\$43.66	JetBlue S	\$45.12	JetBlue S	\$46.95	Industry A	\$48.98	Industry A	\$51.40	Industry A	\$56.91
Alaska	\$42.01	Alaska	\$43.37	Alaska	\$44.56	Alaska	\$46.23	JetBlue S	\$48.81	JetBlue S	\$51.10	JetBlue S	\$56.40
JetBlue P	\$38.32	JetBlue P	\$39.78	JetBlue P	\$41.10	JetBlue P	\$42.78	JetBlue P	\$44.48	JetBlue P	\$46.56	JetBlue P	\$51.38
Spirit	\$33.69	Spirit	\$35.60	Spirit	\$36.62	Spirit	\$38.14	Spirit	\$40.05	Spirit	\$40.88	Spirit	\$42.23
Frontier	\$30.09	Frontier	\$31.58	Frontier	\$32.64	Frontier	\$34.05	Frontier	\$35.08	Frontier	\$36.13	Frontier	\$37.21

**Notes:** Industry A = Industry Average, JetBlue S = JetBlue Straight Scale Base Rate, JetBlue P = JetBlue Premium Scale Base Rate. Other airlines have top rates not indicated above: **Alaska \$60.85** after 15 years, **Spirit \$47.26** after 15 years, **Southwest \$70.68** after 13 years. Trip For Pay (TFP) Hourly Conversion \*Alaska TFP converted to hourly using TFP x 1.13 \*Southwest TFP converted to hourly using TFP x 1.15. JetBlue 1.5 x Premium Base Rate over 70, Frontier 1.5 x Base Rate over 86, Spirit 1.5 x Base Rate over 85. Straight Scale is N/A for all new Inflight Crewmembers 1st 6 months. *The rates provided are those already in effect or will be effective on 1/1/2018.*

Management touts 4 pay scale increases including 5% on Jan 1, 2018, yet both base rates remain at or below the industry average. After 7 years of service, both pay scales' base rates are below the industry average based on 70 hours. Voting YES will give our workgroup the ability to collectively bargain negotiated pay rates. IFCAT can't collectively bargain. IFCAT and JetBlue have never provided us in-depth pay comparisons like this one. *Why?* Without a union, we will continue to lag behind the rest of the industry always playing "catch up" every two years. Company controlled pay reviews ensure JetBlue Leadership can continue to pay us below the industry average wage. Many Flight Attendant contracts have yearly raises built into the life of the contract. Since we don't get to vote on IFCAT pay reviews we are forced to accept whatever JetBlue Leadership decides. The Direct Relationship ensures more profits for JetBlue and below average pay and weak work rules for us. The effort to unionize is not about asking for more than we deserve, this is about using our collective voice to collectively bargain negotiated pay rates that we will all get to vote on. Voting YES will give us the collective power that we can use to improve our pay, benefits and work rules. We believe Our Culture will improve and the five values will thrive once we improve pay, benefits, work rules by solidifying them in a legally binding contract we are worthy of. JetBlue can have a Direct Relationship with Our Union which is lead by US!

**If you are tired of being "average" VOTE YES!**

Report discrepancies to  
leadorganizers@googlegroups.com

Updated 2/1/2018