

Holiday Day Pay Questions and Answers

Q. What are the designated Holiday Day(s)?

- Wednesday before Thanksgiving Day
- Thanksgiving Day
- Sunday following Thanksgiving Day
- Monday following Thanksgiving Day
- December 24/Christmas Eve
- December 25/Christmas Day
- December 26/the day following Christmas Day
- December 31/New Year's Eve
- January 1/New Year's Day

Q. How will a flight attendant be paid for flying performed on a designated Holiday Day (s)?

In addition to normal pay and credit for the value of the trip (paid towards your guarantee for reserve), a flight attendant will be paid an additional one hundred percent (100%) for flight hours flown that touch the Holiday Day(s).

- The 100% is pay, no credit.
 - If on reserve, this means flight hours flown that touch the Holiday Day(s) on both RSV or OFF days will be paid the Holiday pay *above* your guarantee.

Q. Does Holiday Day pay include position premiums, speaker, or duty time?

No. Holiday Day pay only applies to flight hours.

Q. Did the seventy-five dollars (\$75) per holiday in Section 3.J. go away?

Yes, Section 3.J. was modified to only include Holiday Day pay as described above.

Q. A flight attendant has a sequence that touches a portion of the designated Holiday Day(s) (e.g., two of the four days of a four-day sequence). Does the entire sequence pay the 100% Holiday Day pay?

No, only flight segments flown that touch the holiday day are eligible for holiday pay.

Q. What sequences are eligible for Holiday Day pay?

If you're a lineholder or reserve, only the flight segments flown that touch a designated Holiday Day(s), regardless of how or when the sequence was placed on the flight attendant's schedule will be paid the Holiday Day pay.

- This includes airport standby if not flown.
- Call out pay (AKA report-no-fly) if no other flying for the duty period on the Holiday Day(s).

Q. A flight attendant has a deadhead on a Holiday Day(s). Is the deadhead eligible for the Holiday Day pay?

Yes, the flight attendant will be paid Holiday Day pay, no credit for the value of the deadhead segment that touches the holiday.

Q. I have a deadhead (DHD) that was scheduled to be over the holiday period. However, I decided to move my DHD to another flight (JCBA Section 16) that departs before the eligible day(s). Will I still receive Holiday Day Pay?

Yes. Because your original DHD will remain on your schedule but will be marked as “no show” (NSHW), you’ll still be eligible for the Holiday Day Pay for the DHD hours.

Q. A flight attendant has soft time, e.g., min guarantee, trip RIG and duty RIG, etc., on a Holiday Day(s). Is the soft time pay on a Holiday Day (s) eligible for the Holiday Day pay, as applicable?

No, only segments flown that touch a Holiday Day (s) (including airport standby if not flown or call out pay (AKA report-no-fly) if no other flying for the duty period) is eligible for the Holiday Day pay.

Q. A flight attendant has a sequence that was originally scheduled to fly on a designated Holiday(s) and because of a Reschedule, the flight attendant doesn’t fly on the Holiday Day(s). Is the flight attendant paid for the Holiday Day(s)?

No, the flight attendant will not be paid Holiday Day pay because there was no flying on the holiday.

Q. A flight attendant has a sequence that didn’t originally have scheduled flying on a designated Holiday(s) and as a result of a Reschedule, the flight attendant flies on the Holiday Day(s), is the flight attendant paid for the Holiday Day(s)?

Yes, the flight attendant will be paid Holiday Day pay for the g segment(s) flown that touch the Holiday Day because the reschedule resulted in actual flying on the holiday(s).

Q. How are ODANs eligible for Holiday Pay?

All segments flown as part of a scheduled ODAN that is completed in a single duty period and touches a designated Holiday Day will be eligible for the additional pay.

Q. I’m available on reserve one of the days listed above, what do I get paid?

You’ll be paid the Holiday Day pay for any segments flown that touch the Holiday Day. If you do not fly on your reserve day (i.e., you only sat on a RAP), Holiday Day pay will not be applicable.

Q. Do I get Holiday Day pay for sitting standby?

If you sit standby on a Holiday Day and do not fly, you’ll be paid Holiday Day pay for the value of the standby shift (5:15 if a 6-hour shift, or 3:30 if a 4-hour shift).

Q. I signed in 10 minutes before the end of the Holiday Day, do I get the pay?

No. In this case, you only reported on the Holiday Day but did not have any actual flying on the Holiday Day.

Q. If I report for my sequence on the Holiday Day and it cancels, do I receive any Holiday Day pay?

No. If your sequence cancels in its entirety and you do no other flying for the duty period, you’re not entitled to Holiday Day pay for the flight segment(s), but you would be paid holiday pay for the call out time since you reported to the airport prior to the cancellation.

Q. How does it work if my flight crosses over midnight on a holiday?

If either the departure time (based on local station time) or the arrival time (based on local station time) touches the actual holiday, then you would be paid Holiday Day Pay for the entire flight segment.

Q. I have a deadhead (DHD) that was scheduled to be over the holiday period. However, I decided to move my DHD to another flight (JCBA Section 16) that departs before/after the eligible day(s). Will I still receive Holiday Day Pay?

Yes. Because your original DHD will remain on your schedule but will be marked as “no show” (NSHW), you’ll still be eligible for the Holiday Day Pay for the DHD hours.

Q. When will I see the Holiday Pay on my paycheck(s)?

You will see any eligible Holiday Pay on your mid-month paycheck the month following the holiday*.

- Sequences that begin and end in the same month, will be on the next mid-month paycheck.
- *Any sequence that begins in one month but ends in the next month (carryover) will be paid the following mid-month paycheck.
 - Example: Your sequence originated on New Year’s Eve (part of the December bid month) and ended in the January bid month. You’ll receive the Holiday Pay on your Feb. mid-month paycheck.

To see examples of eligible/ineligible flights, [click here](#).