



2025 GoJet Tentative Agreement Summary

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This Tentative Agreement (TA) Summary booklet provides an overview of TA 2025 improvements and changes.

GoJetAFA.org/TA2025 has all the details, including the full TA 2025, and Roadshow Dates.

**Annotated
TA Text**



Important: Once you vote, you cannot change your vote!
Get your questions answered before voting.

Credentials will be mailed to each AFA Member.



Dear GoJet Flight Attendants,

We are happy to announce we have reached a 2025 Tentative Agreement for GoJet Flight Attendants and, significantly, AFA negotiated that the new pay rates go into effect immediately for this pay period while we conduct the ratification process. At the bargaining table, we had a clear mandate from Flight Attendants to fight not only for better wages but also for improved work rules.

What we have achieved are some truly remarkable improvements. We could not have done it without your help and support through these negotiations, along with the strength and support of our entire AFA-CWA union. Our new wage rates are in effect immediately and will become the permanent basis for additional raises if the contract is ratified.

TA 2025 establishes a Minimum Day, 100% pay and credit for Deadhead and Repositioning Pay, and an increase to Per Diem rates. Throughout the tentative agreement, you will also see provisions that match the pilots, such as Customs Pay and Sick Leave accrual rates and usage. Longevity will be recognized in pay for Flight Attendants beyond Year 15. If this tentative agreement is approved, we have built in additional improvements throughout the duration of the contract, including a trigger for Boarding Pay and a pathway to Reserve Availability Periods (meaning no more 24-hour reserve days!).

We are excited to share the many other improvements soon. Please keep an eye out for our newsletters where we will announce the release of the Tentative Agreement summaries and full language, Roadshow dates, and voting information.

TA 2025 is a major improvement for GoJet Flight Attendants and it helps raise standards for Flight Attendants at all regional airlines. The entire MEC (your elected Flight Attendant leaders) supports this Tentative Agreement and recommends a "YES" vote!

In Solidarity,

Your MEC Officers

Mel Higgins, LEC/MEC President, Negotiating Committee Member
Stephanie Beisel, LEC/MEC Vice President, Negotiating Committee Member
Joanne Churchill, LEC/MEC Secretary, Negotiating Committee Alternate

New Pay Rates	
1 Year	\$28.00
2 Year	\$29.00
3 Year	\$30.00
4 Year	\$31.00
5 Year	\$32.00
6 Year	\$33.00
7 Year	\$34.50
8 Year	\$36.00
9 Year	\$37.50
10 Year	\$39.00
11 Year	\$40.00
12 Year	\$41.00
13 Year	\$42.00
14 Year	\$43.00
15 Year	\$44.00

Wages and Minimum Day Pay

Wages and Minimum Day Pay

- Immediate increase to hourly pay rates
- Annual 2.5% increases

	Current Contract	TA Rates Effective 6/16/2025	8/16/2026 (2.5%)	8/16/2027 (2.5%)	8/16/2028 (2.5%)
1st yr.	\$19.58	\$28.00	\$28.70	\$29.42	\$30.15
2nd yr.	\$22.07	\$29.00	\$29.73	\$30.47	\$31.23
3rd yr.	\$23.77	\$30.00	\$30.75	\$31.52	\$32.31
4th yr.	\$25.21	\$31.00	\$31.78	\$32.57	\$33.38
5th yr.	\$26.66	\$32.00	\$32.80	\$33.62	\$34.46
6th yr.	\$28.14	\$33.00	\$33.83	\$34.67	\$35.54
7th yr.	\$29.52	\$34.50	\$35.36	\$36.25	\$37.15
8th yr.	\$30.08	\$36.00	\$36.90	\$37.82	\$38.77
9th yr.	\$31.14	\$37.50	\$38.44	\$39.40	\$40.38
10th yr.	\$32.19	\$39.00	\$39.98	\$40.97	\$42.00
11th yr.	\$33.22	\$40.00	\$41.00	\$42.03	\$43.08
12th yr.	\$34.40	\$41.00	\$42.03	\$43.08	\$44.15
13th yr.	\$36.04	\$42.00	\$43.05	\$44.13	\$45.23
14th yr.	\$37.17	\$43.00	\$44.08	\$45.18	\$46.31
15th yr.	\$38.30	\$44.00	\$45.10	\$46.23	\$47.38
16th yr.	\$38.30	\$44.25	\$45.35	\$46.48	\$47.63
17th yr.	\$38.30	\$44.50	\$45.60	\$46.73	\$47.88
18th yr.	\$38.30	\$44.75	\$45.85	\$46.98	\$48.13
19th yr.	\$38.30	\$45.00	\$46.10	\$47.23	\$48.38
20th yr.	\$38.30	\$45.25	\$46.35	\$47.48	\$48.63
21st yr.	\$38.30	\$45.50	\$46.60	\$47.73	\$48.88
22nd yr.	\$38.30	\$45.75	\$46.85	\$47.98	\$49.13
23rd yr.	\$38.30	\$46.00	\$47.10	\$48.23	\$49.38
24th yr.	\$38.30	\$46.25	\$47.35	\$48.48	\$49.63
25th yr.	\$38.30	\$46.50	\$47.60	\$48.73	\$49.88

Stepping Through the Pay Scale

[illegible]

Pairing Comparison – 3rd Year Flight Attendant

Book pay rates are effective rates with Daily Bonus, assuming 80 hours per month. Boarding pay is 50% of pay rate for 0.42 hours.

E5548		Check-In 09:15		Check-Out 12:44		2-Day		
Day	Flt	Dep	Local	Arr	Local	Turn	Block	Duty
1	DH 4177	EWB	10:00	IAD	11:36	001:06	000:00	
1	4419	IAD	12:42	CVG	14:09		001:27	
	CVG 015:10	HYATT PLACE AIRPORT					859-647-1170	005:09
2	4190	CVG	06:19	EWB	08:24	000:36	002:05	
	4444	EWB	09:00	DCA	10:27	000:43	001:27	
2	4446	DCA	11:10	EWB	12:29		001:19	
								007:10

Credit: 007:30							006:18	012:19
TAFB: 027:29								
Crew Comp: 1 FA								

	With Daily Bonus	This trip		TA	This trip	
Pay rate	\$28.65			\$30.00		
Per diem	\$2.00	27:29:00	\$54.97	\$2.05	27:29:00	\$56.34
Flying Credit		6:18:00	\$180.50		6:18:00	\$189.00
Deadhead credit @	75%	1:12:00	\$34.38	100%	1:12:00	\$48.00
Min day				4:00:00	0:57:00	\$28.50
Boardings					4	\$25.20
		Total	\$709.96		Total	\$347.04
					Increase	\$77.20
					% Increase	28.6%

Pairing Comparison – 3rd Year Flight Attendant

Book pay rates are effective rates with Daily Bonus, assuming 80 hours per month. Boarding pay is 50% of pay rate for 0.42 hours.

S5529		BASE REPT: 1215L						Mo	Tu	We	Th	Fr	Sa	Su
Base : STL (FA01)								--	--	5	--	--	--	--
								--	--	--	--	--	--	--
								--	--	--	--	--	--	--
WE	4454	STL-IAD	1300	1604	204	121	CR5							
WE	4465	IAD-CMH	1725	1850	125	55	CR5	--						
WE	4430	CMH-IAD	1945	2107	122	108	CR5							
WE	4451	IAD-YOW	2215	2354	139		CR5	630	0	630	1054	1417		
D-END: 0009L		REPT: 1426L												
SHERATON OTTOWA HOTEL		613-238-1500												
TH	4388	YOW-EWR	1511	1650	139	110	CR5							
TH	4497	EWB-DCA	1800	1931	131	39	CR5							
TH	4174	DCA-EWR	2010	2141	131		CR5	441	0	441	730	1308		
D-END: 2156L		REPT: 1104L												
HILTON NEWARK AIRPORT		908-351-3900												
FR	4168	EWB-YOW	1149	1320	131	45	CR5							
FR	4441	YOW-IAD	1405	1558	153	152	CR5							
FR	4527	IAD-STL	1750	1925	235		CR5	559	0	559	936			
D-END: 1940L														
TOTALS BLK 1710 DHD		0 TRIP RIG:		0 CDT 1710		T.A.F.B.		5525		LDGS: 10				

	With Daily Bonus	This trip		TA	This trip	
Pay rate	\$28.65			\$30.00		
Per diem	\$2.00	55:25:00	\$110.83	\$2.05	55:25:00	\$113.60
Flying Credit		17:10:00	\$491.83		17:10:00	\$515.00
Deadhead credit @	75%		\$0.00	100%		\$0.00
Min day				4:00:00		
Boardings					10	\$63.00
Customs Pay				0:18:00	1	\$9.00
		Total	\$602.66		Total	\$700.60
					Increase	\$97.94
					% Increase	16.3%

Pairing Comparison – 3rd Year Flight Attendant

Book pay rates are effective rates with Daily Bonus, assuming 80 hours per month. Boarding pay is 50% of pay rate for 0.42 hours.

05520	Check-In 08:00			Check-Out 19:10			3-Day	
Day	Flt	Dep	Local	Arr	Local	Turn	Block	Duty
1	4504	ORD	08:45	CHA	11:35	000:35	001:50	
	4407	CHA	12:10	ORD	13:15	000:45	002:05	
	4425	ORD	14:00	GRR	16:04	000:39	001:04	
	4430	GRR	16:43	ORD	16:50	001:05	001:07	
1 DH	534	ORD	17:55	EWL	21:28		000:00	
EWL	015:02		HILTON	NEWARK	AIRPORT		908-351-3900	012:43
2	4193	EWL	13:30	AVL	15:30	000:35	002:00	
	4457	AVL	16:05	EWL	17:59	001:30	001:54	
2	4462	EWL	19:29	GSO	21:28		001:59	
	GSO	011:57		EMBASSY	SUITES	GREENSBORO	336-668-4535	008:58
3	4537	GSO	10:25	ORD	11:45	002:10	002:20	
	4476	ORD	13:55	CAE	17:00	000:35	002:05	
3	4405	CAE	17:35	ORD	18:55		002:20	
								010:30

Credit: 020:39							018:44	032:11
TAFB: 059:10								
Crew Comp: 1 FA								

	With Daily Bonus	This trip		TA	This trip	
Pay rate	\$28.65			\$30.00		
Per diem	\$2.00	59:10:00	\$118.33	\$2.05	59:10:00	\$121.29
Flying Credit		18:44:00	\$536.71		18:44:00	\$562.00
Deadhead credit @	75%	1:55:00	\$54.91	100%	2:33:00	\$76.50
Min day				4:00:00		
Boardings					10	\$63.00
		Total	\$709.96			Total
						Increase
						% Increase
						15.9%

Pairing Comparison – 3rd Year Flight Attendant

Book pay rates are effective rates with Daily Bonus, assuming 80 hours per month. Boarding pay is 50% of pay rate for 0.42 hours.

05628		Check-In 13:24		Check-Out 18:56		4-Day		
Day	Flt	Dep	Local	Arr	Local	Turn	Block	Duty
1	4194	ORD	14:09	MSN	15:15	000:35	001:06	
	4603	MSN	15:50	ORD	17:00	001:20	001:10	
1	4519	ORD	18:20	SCE	21:24		002:04	
	SCE	019:19	BESTWESTERN PLUS				814-234-8393	007:15
2	4555	SCE	17:43	ORD	18:40	001:20	001:57	
2	4571	ORD	20:00	XNA	22:06		002:06	
	XNA	012:12	BEST WESTERN CASTLEROCK				479-845-7707	006:23
3	4567	XNA	11:18	ORD	13:15	000:40	001:57	
	4595	ORD	13:55	TVC	16:12	000:35	001:17	
	4564	TVC	16:47	ORD	17:05	001:10	001:18	
3	4464	ORD	18:15	AVL	21:18		002:03	
	AVL	014:04	HOLIDAY INN & SUITES				828-684-6000	010:00
4	4393	AVL	12:22	ORD	13:29	000:46	002:07	
	4170	ORD	14:15	CHA	17:01	000:35	001:46	
4	4390	CHA	17:36	ORD	18:41		002:05	
							008:19	

Credit: 020:56							020:56	031:57
TAFB: 077:32								
Crew Comp: 1 FA								

	With Daily Bonus	This trip		TA	This trip	
Pay rate	\$28.65			\$30.00		
Per diem	\$2.00	77:32:00	\$155.07	\$2.05	77:32:00	\$158.94
Flying Credit		20:56:00	\$599.74		20:56:00	\$628.00
Deadhead credit @	75%		\$0.00	100%		\$0.00
Min day				4:00:00		
Boardings					12	\$75.60
		Total	\$754.81		Total	\$862.54
					Increase	\$107.74
					% Increase	14.3%

Boarding Pay

- Boarding pay equal to 50% of hourly rate for all boardings based on published boarding times and will be implemented as early as March 1, 2026 so long as United mainline and any other regional airline has boarding pay in a ratified tentative agreement.

Minimum Day Pay

- We have established a Minimum Day!
- 4 Hours/Day

Per Diem

- 8/16/2025: \$2.05 per hour
- 8/16/2026: \$2.10 per hour
- 8/16/2027: \$2.15 per hour
- 8/16/2028: \$2.20 per hour
- 8/16/2029: \$2.25 per hour

Deadhead, Ferry or Repositioning Flight Pay

- 100% pay and credit

Top Highlights of the Tentative Agreement

Section 7 – Scheduling

- Junior Assignments have to be defined at the time of assignment now! Additionally, Junior Assignments will be limited to three times in a bid period.
- We expanded Golden Days. Flight attendants will be provided up to 8 GDOs per year with more flexibility for using them.
- Monthly minimums can no longer be decreased without first negotiating with the Union and offering solutions like temporary half-time lines (parttime) or zero hour guarantees. This prevents all Flight Attendants from suffering financially if many FAs volunteer to fly less.
- Flight attendants must be notified before bidding begins if minimum line values will be increased.

Section 5 - Travel Expenses

- Increase in per diem rate to \$2.05 per hour. Also an additional 5 cent increase each year for the next 4 years.
- Dayrooms will now be provided for scheduled layovers of 5 hours or longer (current contract says 6 hours or longer).
- Under 5.B.2, when the airport van does not show up, Flight Attendants may now request Crew Scheduling to send a taxi when a pilot declines to call one.

Section 6 - Hours of Service

- We incorporated the side letter language to reflect current showtimes. No new changes are made in this section, but the improvements made to it by agreement last year become a permanent part of the CBA.

Section 12 - Furlough and Recall

- Flight Attendants who are furloughed and subsequently recalled will now receive seven days to notify the Company of their intention to return. Previously, it was just five days.

Section 8 – Reserves

- We will be getting rid of 24-hour reserve days! Reserve Availability Periods (RAPs) will be negotiated and implemented within two years of the effective date of the Agreement.
- Airport Reserve will now be paid and credited as a flat 5 hours instead of the current 1 for 2 basis (50% pay and credit).

Section 9 – Deadheads

- Deadheads will be paid at 100%, instead of 75%.

Section 10 – Sick Leave

- Accrual rate for sick days will increase to match the pilots.
- New Flight Attendants will now have the ability to use their accrued sick time after 90 days, just like the pilots. Currently, Flight Attendants have to wait until after they're off probation to use this accrued benefit.

Section 11 – Vacation

- Flight Attendants will no longer be at risk of losing vacation by transferring to another domicile. We updated the process for preserving vacation for both voluntary and involuntary domicile transfers.
- A Flight Attendant will now need to be on leave for 21 days (instead of 15 days) for vacation accruals to pause.

Section 13 - Filling of Open Positions

- Probationary Flight Attendants will now be able to voluntarily transfer to other bases.

Section 14 - Leaves of Absence

- Jury Duty days will now be credited for 3.25 instead of 2.5.
- Bereavement Days are increased from 3 to 5.
- Flight attendants on OJI will continue to accrue both seniority and longevity (currently both are paused after 30 days).

Section 17 - Safety and Health

- Flight Attendants will now be paid in the event they are required to be questioned by a government agency or court requiring an investigation into a GoJet plane.

Section 15 - Moving Expenses

- Management will now pay for a lease penalty, if applicable, for Flight Attendants involuntarily moved to another base, regardless of when notice is given.
- Also in the event of an involuntary move, you'll now get days off for moving which will be separate and above your minimum days off.

Section 16 - Training

- A day of Recurrent training will now be scheduled for no more than 9 hours inclusive of breaks and meal periods.

Section 18 - Insurance, Retirement and Benefits

- We incorporated the side letter language which increased our potential 401k match and improved our options for insurance plans.

Section 21 - Uniforms

- Currently the company pays half of a new hire's initial uniform expenditure. All Flight Attendants who leave the company before paying their share of the initial uniform balance are fully charged for the company's half as well. We negotiated that only Flight Attendants leaving within the first year of employment would be asked to reimburse the company's contribution.
- Other improvements include that we will be offered uniform pieces at company cost, meaning there will never be an upcharge.
- In the event the company or our mainline partner changes uniform style or pieces, we will be given the first required pieces at no charge.

Section 22 - Seniority

- We ended management's ability to extend probations.
- Additionally, a probationary period clock will start ticking on the first day of Flight Attendant training rather than at completion of IOE.

Section 24 – Grievances

- Prior to a disciplinary hearing, Flight Attendants will receive an email that includes the timeframe and type of alleged infraction.
- We fixed the prior practice of disciplinary meetings being held when union reps are unavailable. Now Flight Attendants will be able to have their meetings moved to accommodate their request to have a union representative present, instead of facing management alone or choosing another Flight Attendant with no Grievance training.

Section 27 – Union Activities

- We dropped the override from 25% to 15% which means your dues will go further.

Voting Questions and Answers



When can I cast my vote?

Voting opens Thursday, July 24, 2025 at 12:00 PM ET.

Voting closes Thursday, August 14, 2025 at 12:00 PM ET.



How do I cast a vote?

Voting is done electronically by phone or internet. Balloting is conducted electronically through VoteNet Solutions, the leading provider of secure on-demand voting and balloting software and telephone voting for unions, membership, trade and other organizations. The member voting credentials are provided directly to the printer used by VoteNet and do not pass through AFA. Duplicate instructions are also only provided by the VoteNet system. A link to the VoteNet secure site is accessible through gojetafa.org once balloting opens. Simple voting instructions are included on the back cover of this booklet.



Once I cast a vote, can I access the system again if I change my mind?

Once a ballot is cast, it cannot be changed.



What should I do if my voting instructions don't arrive or I lose them?

Replacement activation codes can be requested through the AFA Election site, afacwa.org/elections.

Become an AFA Member and Vote!



? Who votes on a Tentative Agreement?

Eligibility to vote will be determined prior to the ballot mailing. The Tentative Agreement (TA) summary and balloting instructions will be provided to all members eligible to vote, including members who have the opportunity to become eligible during the voting process.

? Am I Eligible To Cast a Ballot in the TA Vote?

- Eligibility to vote will be determined prior to the ballot mailing. This TA Summary booklet and balloting instructions will be provided to all Members eligible to vote, including Members who have the opportunity to become eligible during the voting process.
- All active AFA Members in good standing (dues current, active AFA Member) are eligible to vote. Members ineligible due to non-payment of dues will be notified when attempting to vote and directed to the AFA Membership Department to become current in order to vote.
- Inactive Members (Unpaid Leaves of Absence of more than 3 months, etc.) may choose to “leave and remain active” to continue payment of dues during the leave in order to be eligible to vote. Contact the AFA Ballot Help Line at (844) 232-2228, extension 2, to complete the process to “leave and remain active.”
- New Flight Attendants who are scheduled to become a dues paying AFA Member (at least four months of flying for GoJet) before the ballot closes will be able to vote during the entire period the ballot is open.
- Flight Attendants who have been here fewer than four months are not eligible to vote. We encourage Flight Attendants in this situation to remain informed, ask questions and participate in our Union. This is about the future of *all* GoJet Flight Attendants.

Notes

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Annotated TA Text



GoJet AFA Membership Application



2025 TA Voting Guide



Steps to Vote by Telephone

1. Dial (888) 488-7288
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (4-number minimum)
5. Follow the prompts to cast your vote
6. Write down your confirmation number



Steps to Vote by Internet

1. Go to afacwa.org/elections and choose "Click Here to VOTE"
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (8-number minimum)
5. Follow the prompts to cast your vote
6. Print your confirmation



Important Voting Notes

- Remember, once your vote is cast, you cannot change it. Get all of your questions answered before you cast your vote.
- If you need a new Activation Code, one can be requested at afacwa.org/elections.
- If you need technical assistance, call the Ballot Help Line at 844-232-2228, ext. 2.
- Please note the Ballot Help Line is open Monday - Friday, 9:30am ET to 5:00pm ET. Outside of office hours, leave a message. Your message will be returned the following business day.

For more information, visit
gojetafa.org/TA2025



GoJet AFA