

Vacation Accrual Letters

In CCS go to -> Vacation-> My Vacation, from here select "To view optional election, click here". The following information will be displayed:

- Your vacation accrual seniority date as of August 29, 2025
- Your 2026 base vacation accrual determined by your vacation accrual seniority date
- Your paid activity, by each quarter in the 2024 - 2025 Vacation Accrual Year to be used in determining your vacation accrual for the 2026 Vacation year
- Your 2026 vacation accrual days and hours
- For newly hired Flight Attendants, quarterly paid activity will not be shown

Vacation Accrual & Reduction

With the exception of new hires, a Flight Attendant's vacation accrual is based on completed years of service with the Company.

Vacation accrual may be reduced based on:

- Paid activity within the vacation accrual year, and
- Leaves of absences taken during the accrual year.

Base Vacation Accrual

Completed Years of Service	Base Vacation Accrual
1-4	12 Days
5-9	19 Days
10-16	26 Days
17-24	33 Days
25+	40 Days

A Flight Attendant will receive full vacation accrual (**100%**) if she/he has one hundred-twenty (120) hours or more of paid activity for the designated quarter during the 2024 -2025 Vacation Accrual year as listed below.

A Flight Attendant will receive fifty percent (**50%**) of vacation accrual if she/he has fewer than one hundred twenty (120) hours but at least sixty (60) hours of paid activity for the designated quarter during the 2024 -2025 Vacation Accrual year as listed below.

A Flight Attendant will accrue no vacation if she/he has fewer than sixty (60) hours of paid

activity for the designated quarter during the 2024 -2025 Vacation Accrual year as listed below. Newly employed Flight Attendants shall accrue one day of vacation for each full month of continuous employment during the remainder of the Vacation Accrual year after the date of their initial employment. If employed prior to the 15th of the calendar month, vacation credit shall be given for the full month.

VACATION ACCRUAL QUARTERS FOR THE 2023 -2024
VACATION ACCRUAL YEAR

1st	2nd	3rd	4th
08/29/24 - 11/29/24	11/30/24 – 02/28/25	03/01/25- 05/30/25	05/31/25 – 08/28/25