

2026 Air Wisconsin Tentative Agreement Summary



Table of Contents

- 1 Letter from Negotiating Committee
- 2 Summary of Changes
- 17 Voting Questions and Answers
- B 2026 Tentative Agreement
Quick Reference Voting Guide



Scan the QR Code to view our
Negotiations webpage!

Voting Opens: Tuesday, September 1st at noon ET.

Voting Closes: Monday, September 14th at noon ET.

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



ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

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August 28, 2026

Dear Air Wisconsin Flight Attendants,

We have been engaged in the negotiations process for more than five years to obtain a fair Collective Bargaining Agreement (**CBA**). Through two different negotiation committees, three different management groups, and essentially building a new airline, we have reached a Tentative Agreement (**TA**) we believe you can be proud of.

We believe we have achieved something for every Flight Attendant at Air Wisconsin. The Master Executive Council (MEC) has voted unanimously to support a “Yes” vote for this TA, and to release the TA to you for your support,

First, let us recognize the significant gain we have already secured. In January of 2026, all Flight Attendants received a twenty-three percent (23%) increase in pay.

In May, 2026 your negotiating committee was able to secure a Letter Of Agreement (LOA) with additional improvements.

The improvements didn't stop there. With our new Tentative Agreement, we have achieved several more major improvements. This TA is for two (2) years with an early opener at eighteen (18) months.

Your MEC and Negotiations Committee feel that ratifying this new Tentative Agreement is in our best interest.

Thank you for your support throughout this long process. We appreciate you all.

In Solidarity,

Your AFA Air Wisconsin MEC and Negotiations Committee

Doris Millard MEC President

Derric McDaniel MEC Vice President

Leah Krier MEC Secretary/ Treasurer

Summary of Changes



- **January 19, 2026** – All Flight Attendants were provided a twenty-three percent (23%) increase in pay.
- **Signing of the LOA May 21, 2026** - Compensation for Flight Attendants in Years of Service (YOS) categories after six (6) months through twenty-seven (27) years will increase by two percent (2%) on January 1, 2027 and two percent (2%) on January 1, 2028.
- **Compensation for Flight Attendants with twenty-eight (28) or more YOS shall increase by three percent (3%) effective January 1, 2027, and three percent (3%) on January 1, 2028.**
- Effective date of signing, the hourly flight pay rate for all Flight Attendants who have completed twenty-eight (28) or more YOS prior to 5/21/2026 shall be increased by two dollars (\$2.00) per hour.
- Per Diem increase from \$1.80 to \$1.90. May 21, 2027, Per Diem shall increase to \$2.00
- Minimum monthly guarantee increase from seventy (70) hours to seventy-two (72) hours per month.
- A Flight Attendant shall not be permitted to request any time adjustment that would project them below forty (40) credited hours. Current CBA is forty-five (45) credited hours.

- **On May 21, 2027, deadhead pay will increase to one-hundred percent (100%)**
- Six (6) commuter hotel room nights per bid period in Flight Attendants' assigned domicile. Must be utilized immediately preceding the commencement of a trip or reserve sequence or immediately following the completion of a trip or reserve sequence. Mid-sequence in domicile hotels may also be requested.
- **Hotel Gain-Sharing** – A Flight Attendant may elect to cancel their scheduled or unscheduled day room by notifying Crew Services prior to their arrival at the hotel.
- If the room can be canceled without creating additional liability, the Flight Attendant shall be reimbursed twenty dollars (\$20.00).
- Company to provide paid hotel rooms to all Flight Attendants attending training and recurrent training.
- **Vacation Sell Back** – A Flight Attendant may opt to sell back their vacation. They must inform the Inflight Representative in writing no later than on the twenty-fifth (25th) day of the month, no later than two (2) months prior to month requested. It must be the full vacation period for that month. Vacation may be sold back to the Company inside the timeline stated previously at the Company's discretion.
- **401K Upon Retirement** - Upon retirement, a Flight Attendant shall have the option to be compensated for the remainder of their unused sick leave in their sick leave account by either: 1) receiving pay for one-half (1/2) the value of the sick leave; or, (2) contribution to their 401(k) account of the one-half (1/2) value of the sick leave.
- This contribution shall not be eligible for any Company match.

- **EFAMs within six (6) months of FAA approval** – Once EFAMs are made available, crew rooms will no longer be required. The Company will, however, provide facilities that provide coffee, water, and reasonably comfortable seating. Should a Flight Attendant be delayed or estimated to be delayed four (4) hours, plus projected duty will exceed eight (8) hours, at a location that does not have adequate access to food, the Company will provide food in a similar fashion to the Flight Attendant meal process.
- The Company shall have the sole discretion to offer a recruiting incentive to new hire Flight Attendants.
- Where free parking is not available at the domicile or commuter airport, the Company will provide employment verification for the Flight Attendant to try to establish reduced rate employee parking. If free employee parking cannot be obtained, the Company shall reimburse the Flight Attendant in accordance with Section 7.G.\$ of the CBA.
- Section 11.B.6 of the CBA (10% weekends off) does not apply to Supplemental Operations.
- **Ready Reserve Room** – At any point a reserve is assigned to ready reserve, a local hotel room, or other accommodation that conforms with the present ready reserve room may be used.
- Reserve will consist of twelve (12) hour shifts with start and end times designated by the Company. This is down from fourteen (14) hour shifts.
- **On Duty Limitations** – Notwithstanding the timelines set in Section 10.D.1, the Company may schedule a Flight Attendant to deadhead back to their domicile beyond those specified limits, provided the Company obtains prior concurrence of the affected Flight Attendant.

- Bid lines shall be built with a minimum of eleven (11) days off. If a schedule is inadvertently issued with less than the minimum, the Flight Attendant holding such line can expect that trip shall be taken from the line between the award and the final posting. Time dropped to provide minimum days off shall be with pay. Today it is without pay.
- The Company may post, in open time, "Reserve Open Time Days." If posted after the final bid award is complete, these block days will be awarded on a first-come, first-serve basis. If adding a single reserve day, the day must be added to the beginning or end of a sequence. Reserve Open Time Days may not be involuntarily assigned. If no assignment is made to a Flight Attendant who has picked up a reserve day(s), the Flight Attendant will be compensated above guarantee with a 3.5 hour Min Day for each day of reserve added and for which no assignment was made.
- A Flight Attendant with a Long Call (LC) schedule may drop Long Call day(s) to another Flight Attendant with a schedule of Long Call days provided the days are in conjunction with other Long Call days on the Flight Attendant's schedule.
- Reserve Flight Attendants shall be able to drop reserve day(s) to another Reserve Flight Attendant provided the on-call day(s) are in conjunction with other on-call days.

- **Reserve Preference – Standing Preference:** Each Flight Attendant shall establish a standing “Reserve Use Preference” to dictate the order of assignment for reserve sequences. Preferences can be changed 48 hours prior to the next affected reserve sequence.
 - **First to Call (Aggressive):** This status prefers to be utilized first. Among legal and available Flight Attendants in this bucket, Crew Scheduling will assign the sequence with the greatest credit value to the most senior Flight Attendant.
 - **Last to Call (Passive)** This status prefers to be utilized only after the “First To Call” list has been exhausted. Among legal and available Flight Attendants in this bucket, assignments will be made in inverse seniority order (Junior to Senior).
- A Flight Attendant who does not elect a status may be assigned at the Company’s discretion following the First To Call List. The Company may deviate from these preferences to maintain the integrity of the schedule, ensure FAR compliance, or prevent a “Drafting” situation.
- **Posting Of Seniority List –** System Seniority List will be updated and posted on the 1st of each month, electronically on the Flight Attendants’ Section of the Company’s internal website. Updated from January 1 and July 1 of each year.
- A Flight Attendant who transfers to supervisory or instructional positions within the Inflight Services department shall retain and continue to accrue seniority for 36 months (3 years) as a Flight Attendant. Thereafter, they will retain but not accrue seniority. Any subsequent transfer to another position or transfer back to the same position does not “reset” a Flight Attendant’s maximum accrual of seniority.

Temporary and Special Assignment Flight Attendants

- Flight Attendants may be assigned voluntarily to duties within the Inflight Department, outside the definition of Flight Attendant, as defined I Section 2.P. of the CBA termed Temporary Assignment or Special Assignment. A Flight Attendant performing Temporary or Special Assignment duties shall retain and accrue seniority for a period of up to an eighteen-month limitation. (Does not apply to training). Flight Attendants assigned under paragraph F shall be identified on the monthly bid packets and shall be unable to bid on lines as part of monthly bidding. They shall also be pulled for the entire bid month. Partial pulls are allowable when the MEC President is notified of the reason for the partial pull need. All temporary and special assignments will be made available to the entire Flight Attendant group.
- **Jury Duty** – Upon request, a Flight Attendant will be afforded contractual rest before and after jury duty but will not be pay protected for any such adjustment to their line on any day(s) in which they do not have jury duty. The entire sequence will be dropped, unless the Flight Attendant elects to be placed on or removed from their sequences in domicile. If the Flight Attendant elects to break the sequence, they will not receive the daily minimum.
- **Payment for Continuation of Benefits** – A Flight Attendant granted an unpaid FMLA or a CCL may continue all of their insurance benefits but must pay the monthly premium to the Company. The Benefits Department will notify the Flight Attendant of the premium amounts due. Exact payments shall be made to the Company no later than the fifth (5th) day of each month or within 14 days of receipt of the notification, whichever is later.

- A Flight Attendant awarded or assigned to fill a permanent vacancy at another domicile shall normally be given not less than twenty-one (21) days' notice from the date of the domicile award. Current CBA is twelve (12) days' notice. This may be reduced with AFA approval but shall never be less than fourteen (14) days.
- A Flight Attendant voluntarily awarded a vacancy shall be provided, upon request, a minimum of one (1) unpaid day off between their last assignment at their current domicile and their first assignment at their new domicile. A Flight Attendant involuntarily assigned a domicile vacancy shall be provided, upon request, a minimum of four (4) unpaid days off between their last assignment at their current domicile and their first assignment at their new domicile.
- **Temporary Assignment** – Once a Flight Attendant is awarded TDY, they will contact Crew Services within 24 hours of their final bid award being published to coordinate transportation, lodging, and air travel. If a Flight Attendant does not contact Crew Services in the allotted time, all transportation, lodging, and air travel will be assumed to start on the first of the month and end at the end of the month. All efforts will be made to keep the Flight Attendant in the same hotel for the entire TDY Assignment. If a hotel change is needed, it will be limited to one move during the temporary assignment. The Flight Attendant will be given twenty-four (24) hours free from duty to move hotels, and the company will be responsible for transportation to the new hotel.
- **Basic Uniform** – Female Flight Attendants are required one (1) apron, reduced from two (2). Male Flight Attendants are required one (1) Blazer, reduced from two (2).

- A Flight Attendant who is eligible for Company-paid moving expenses may elect to have their move paid from a location other than the domicile from which they are being transferred, to any other location provided the move exceeds fifty (50) miles from their present residence. The Company's financial responsibility will not exceed the cost of moving the Flight Attendant from the domicile from which they transferred to their new domicile. The Company will not be responsible for paying any expenses incurred under this Section after eighteen (18) months from the date a Flight Attendant reports to another domicile.
- If a Flight Attendant receives a paid move and then voluntarily leaves employment with the Company within twelve (12) months of the conclusion of the household move, they will be required to reimburse the Company for a prorated share of the total moving cost. The pro rata share shall be based upon the month the Flight Attendant has served in active status.
- **Retirement** – Effective upon the date of ratification or January 1, 2027, whichever is later, participating Flight Attendants who have completed thirty (30) years of service shall, beginning with the first day of the following calendar quarter, be eligible for a Company match equal to seventy percent (70%) of the Flight Attendant's deferral percentage up to a maximum deferral level of ten percent (10%).
- **Commuter Policy** – A Flight Attendant will not be subject to discipline when they have complied with the Commuter Policy as outlined in the CBA. This is a change from the current CBA which states a Flight Attendant may use the commuter policy protection no more than four (4) times in any consecutive twelve (12) months.
- The Company shall provide Flight Attendants with access to the electronic scheduling and bidding system at no cost to the Flight Attendant.

Section 28 SUPPLEMENTAL OPERATIONS – NEW SECTION TO THE CBA

- A Flight Attendant assigned to Mission Standby shall receive a minimum daily guarantee of four (4) hours of pay credit. If assigned to fly during standby period, they shall receive the greater of the four (4) hour daily guarantee or the actual credit generated by the flight assignment.
- Mission Standby is defined as a scheduling requirement during Supplemental Operations only where a Flight Attendant is required to remain at a designated location (e.g., base or outstation hotel) and be available to depart on a flight assignment within two (2) hours. A reserve in domicile will not be considered to be on Mission Standby.
- A Flight Attendant may be assigned to Mission Standby for a maximum of nine (9) consecutive hours. Crew Scheduling may contact the Flight Attendant up to and including the ninth (9th) hour of the Mission Standby assignment for a flight assignment subject to the two (2) hour call-out provision.

Bid Line Construction for Supplemental Flying

- Section 11.B.6 will not apply to supplemental operations (10% weekends off)
- Within each monthly bid package, the Company will utilize its best efforts to construct biddable lines (inclusive of Relief and Reserve that exceed the minimum eleven (11) days requirement.

- At minimum, the following distribution of days off shall be maintained per domicile, inclusive of types:
 - a. 14 Days Off: A minimum of 4% of the cumulative biddable lines days off shall be expressed in whole figures (any fraction of a whole number will be rounded down) only as Line Holders and Relief Line Holders.
 - b. 13 Days Off: A minimum of 5% of the cumulative biddable lines days off shall be expressed in whole figures (any fraction of a whole number will be rounded down) only as Line Holders, Relief and Reserve Line Holders. Equally distributed between line holders and relief line holders.

Home Basing

- At the Company's discretion, home basing will be made available with thirty (30) days written notice to the MEC President
- Home Base will be available only to current Flight Attendants who do not reside within 120 miles of a Flight Attendant domicile at the time of the Company exercising their discretion.
- The Flight Attendants' Home Airport must be an airport that has at least two (2) Part 121 carriers that serve the designated airport flying to at least two hubs. There must also be a minimum of eight (8) flights per day at the designated airport with each airline.
- If exercised in accordance with Paragraph D.!, the Company will provide at least nineteen (19) Home Base Positions. No FA will be forced into a Home Base Position.

- Any attrition of FAs that currently hold the Home Base position when established will not result in an automatic new position opening. i.e. if a FA who holds Home Base is no longer employed with the Company, the Company will have the discretion to eliminate one required Home Base position from the Flight Attendant who left the Company. sequence.
- Home Based Flight Attendants will not be scheduled more than two (2), eight (8)- day consecutive periods per month. There must be a minimum of five (5) scheduled days off between each eight (8) days sequence. The Flight Attendant may waive the minimum requirement of five (5) days off at their discretion.
- Home Based Flight Attendants will not be required to depart for a flight or deadhead assignment any earlier than twenty-four (24) hours from the time the Company notifies them of their required check-in. Long Call Reserve lines will have a minimum of eleven (11) days off in each bid period.
- On the final day of a home base reserve sequence in which they are utilized, a Flight Attendant will be scheduled or rescheduled to arrive at their home airport later than 2200 local time. In the event of a scheduled late arrival the Flight Attendant will have the choice of:
 - a. An additional day off to be used in the next two (2) bid cycles. A minimum of three options provided to the Company and must be at the beginning or end of a sequence.
 - b. A day off of their choice paid at 150% with a minimum of three options provided to the Company and must be at the beginning or end of a of a sequence.

- Deadhead to/from Home Airport for Domiciled Based Flight Attendants
 - When a Flight Attendant is assigned a commercial deadhead at the beginning or end of a pairing/sequence who is not Home Based, they may request to be re-routed to or from their designated “home airport” instead of their domicile via alternative means as described in **Paragraph 2 below**.
 - A Flight Attendant will request as soon as possible, and Crew Scheduling will evaluate such requests as soon as possible based on the following:
 - The total cost of the commercial one-way ticket to/from the home airport must be equal to or less than the cost of the originally assigned deadhead to/from the domicile.
 - The revised itinerary must not result in a later report time for an assignment or compromise the Flight Attendant’s required rest periods under Section 10.F.
 - Approval remains at the discretion of the Company, particularly if the revised itinerary creates an operational risk or if a “Drafting situation is projected under Section 11.N.
 - If the Company allows a Flight Attendant to take a leading deadhead they are not obligated to provide a trailing deadhead to the home airport.
 - If the Flight Attendant is not granted or does not request a leading deadhead they will not be prohibited from requesting a trailing deadhead.

- If the Flight Attendant requests a trailing alternative deadhead that returns them to their requested location into a following calendar day scheduled or otherwise they will not be entitled to additional pay: days off, or hotel accommodations.
- For the purpose of requesting alternative deadhead a Flight Attendant can request any airport within the CONUS 48, including airports other than their home that conform with the provisions of this paragraph.
- The Company shall not be responsible for any ground transportation, lodging, or ancillary expenses incurred at the home, alternative or intermediary airport or airports in the event of a connection as a result of the revised itinerary.

Flight Attendant Meals

- The Company shall provide a meal to each Flight Attendant when a duty period is scheduled or projected to exceed eight (8) hours.
- The Company is not required to provide a meal if the Flight Attendant's itinerary includes a scheduled ground time of four (4) hours or more in a single location, provided that:
 - The location is served by third-party food delivery services; or
 - A FBO "Crew car" is available for the Flight Attendant's use to access local eating facilities.
- If a pre-ordered meal is not delivered due to circumstances beyond the Company's control, Crew Scheduling will make a reasonable effort to coordinate a replacement means at the next operational stop. At no time, will a delayed meal or missing delivery result in delaying a flight.

- The provision of a meal shall not result in a reduction of the Flight Attendant's hourly per diem.
 - Special dietary restrictions cannot be accommodated. Flight Attendants which have dietary restrictions are encouraged to plan accordingly.

Special Missions

- The Company may, from time to time, establish Special Missions to fulfill specific operational flight requirements. These missions are strictly restricted to active flying opportunities and shall not encompass or be considered administrative or non-flying assignments. Furthermore, Special Missions are designed to support sustained, longer-term operational commitments and shall not be utilized by the Company as a mechanism to resolve day to day scheduling shortages, regular reserve depletion, or routine open time coverage.
- The specific terms, conditions, scheduling, and compensation for any such Special Mission shall be negotiated and mutually agreed upon with the AFA on a case-by-case basis prior to implementation.
- While opportunities for Special Mission will be published and made available for bid to the entire Flight Attendant group, the final selection of personnel to award the assignment shall remain at the sole discretion of the Company to ensure the unique qualifications and needs of each special circumstance are met.

Hazard Duty Pay

- Hazardous Duty Pay (HDP) is supplemental compensation applicable exclusively to the specific operating legs flown directly into and out of airports or airspace where the Federal Aviation Administration (FAA) has issued a Special Federal Aviation Regulation (SFAR) prohibiting or severely restricting U.S. civil aviation operations due to active armed conflict or hostile military action. An additional ten dollars (\$10.00) an hour will be paid for each such trip hour with a minimum payment of 3.5 hours of supplemental pay.

Vacation Schedule

- A Flight Attendant shall be released from all duty no later than 1400 local domicile time on the calendar day immediately preceding the start of their awarded vacation.
- Following the conclusion of their awarded vacation, a Flight Attendant shall not be scheduled or required to report for duty prior to 1200 local domicile time on the calendar day immediately following the vacation period.

Boarding Pay

- Will be paid for all minutes of the established boarding time for each boarding, each flight segment actually boarded. Flight Attendants will also receive boarding pay in the event a flight boards and then cancels.
- Boarding pay will be paid at 50% of the Flight Attendants' hourly pay rate and will be paid above guarantee for both reserves and lineholders.
- Boarding Pay as described in Section 6.U. is not applicable to Supplemental Operations.

Duration

- This agreement shall become effective on the date of signing and shall continue in full force and effect for a period of two (2) years and shall renew itself without change each succeeding year thereafter unless written notice of intended change is served by either party in accordance with Section 6 of the Railway Labor Act, as amended, at least sixty (60) days prior but no more than one hundred eighty (180) days prior to the date hereof.

Voting Questions and Answers



When can I cast my vote?

Voting Opens: Tuesday, September 1st at noon ET.
Voting Closes: Monday, September 14th at noon 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 afapsa.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.

2026 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 arwafa.org



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