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Cayman Islands Legislative Assembly

Parliamentary Question

Date for Answer 10th September 2014
(For Official Use Only)

Name Mr. Ezzard Miller, MLA
(Member of the Legislative Assembly)

Constituency North Side

To Ask Honourable Moses Kirkconnell, JP, MLA
(Elected Member)

District Administration, Tourism and Transport
(Responsible for)

Questions

(Questions to be typewritten and submitted to the Clerk in Quadruplicate)

1. Can the Hon. Minister state what Cayman Airways travel benefits are provided to board members and staff during tenure and after tenure?

Chief Officer/ DAT&T
Head of Department

Please assist by supplying information for answer to above.

[Signature]
Clerk of the Legislative Assembly

Date: _____

Mr. Ezzard Miller, MLA

Signed: _____

(M.L.A.)

Admissible



Parliamentary Question asked by
The Elected Member from the Electoral District of North Side
To
The Honourable Minister of District Administration, Tourism and
Transport

Question: Can the Hon. Minister state what Cayman Airways travel benefits are provided to board members and staff during tenure and after tenure?

Madam Speaker, the benefits are listed below:

Board Members

In lieu of any monetary compensation from Cayman Airways for the time and service given by Board members, Board members currently are entitled to the following travel privileges:

- Coach class positive space travel (excluding taxes and applicable fees) for the board member, spouse and children up to the age of 18
 - Bookings will be in Business class when available. If unavailable at time of booking, there will be eligibility for day of departure upgrades should it become available
- Parent benefit consistent with that for industry employees (see Cayman Airways employee parent benefit below)

The benefits outlined above are for the duration of service as a member of the Board. After this time has passed, retiree benefits will continue for a period of time equivalent to that period served on the Board. Those retiree benefits are as follows:

- Unlimited coach space-available travel (stand-by) travel (excluding taxes and applicable fees)
- Three positive space passes (excluding taxes and applicable fees) per annum, for each retiree, spouse and children up to the age of 18

The Answer

Staff

In keeping with airline industry practice and with a view to minimizing wage expense (by offering a no cost incentive to the staff), active and retired staff (with 20 years or more service) have access to inventory that would otherwise go unsold. As such they are entitled to receive the following travel benefits from Cayman Airways as part of their remuneration or retirement package (in addition to similar industry benefits on other airlines):

- Coach class space-available (stand-by) travel based on priority by length of service for the employee, their spouse and dependent children up to the age of 18 (or 24 if in full time school).
 - o Un-married active employees receive 2-6 space-available (stand-by) "companion" passes each year for a designated travel companion, depending on length of service.
 - o Consistent with the industry, each employee is also entitled to space-available (stand-by) passes for their parents.
 - o Each employee is also entitled to one vacation pass with a higher priority than normal stand-by, but one subject to strict blackout periods and other restrictions to ensure that revenue is not displaced.

- These space available (stand-by) and other travel passes attract a variety of charges depending on gateway and other factors, including administrative service charges, taxes and fees etc. Additionally there are restrictions on availability and usage as determined and enforced by Revenue Management to ensure no revenue dilution. The travel benefit for active staff is only available outside of probationary periods and is a privilege available to employees in good standing.