

LEGEND

All Sections of the Agreement remain “BOOK” unless otherwise indicated in the following document.

CLARIFICATION – Indicates the language is current policy, practice or understandings, Letters of Agreement which have been incorporated from Section 35, and Letters of Agreement which have not yet been inserted into the Contract.

AMENDED – Indicates language in the Agreement that has been changed, altering the meaning by adding and/or deleting words, sentences or Paragraphs.

NEW – Indicates new language.

DELETE – Indicates that an entire Section or Paragraph has been removed.

(*) – Indicates words, sentences, or paragraphs that have been deleted.

ITALICS – Indicates provisions to be discussed

Any language that has been clarified, amended, is new or has been moved is indicated by underlining.

SECTION 6
EXPENSES, TRANSPORTATION AND LODGING

AMENDED

6.A.1.

1. A Flight Attendant when on duty or on flight assignment shall receive: \$3.00 per hour prorated from the time she/he is scheduled to report for duty or actually reports for duty, whichever is later and shall continue until termination of duty or flight assignment upon return to her/his home domicile. (*)

AMENDED

6.A.2.

2. Meals, of first class quality or better, appropriate to the time of day, and bottled water, will be boarded for Flight Attendants at company expense on every flight. Flight Attendants shall have the ability to request special dietary meals based on the list of options the Company offers revenue passengers. Flight Attendants shall be permitted to remove their meal(s) and bottled water from the aircraft.

AMENDED

6.B.5.

5. Unless otherwise requested by the Union, on layovers of fifteen (15) hours or more, the Company will provide hotels in downtown or downtown-like locations in close proximity to restaurants and shops.

CLARIFICATION

6.B.7.

7. In the event it becomes necessary to change a layover facility after monthly key pages have been distributed, Flight Attendants shall be notified of said change as soon as possible. The changes will be posted on the domicile bulletin board and reflected on the applicable IBS.

CLARIFICATION
AMENDED

6.B.9.

9. The Company shall provide each scheduled layover hotel with a list of approved hotels, if any, which should be used in priority order in the event a Flight Attendant is denied a room at the scheduled layover hotel. No unapproved overflow hotels will be used for these purposes. Any such list and communication to the hotel will be provided to the MEC President/designee. The Company will make available a list of approved hotels in the domicile.

AMENDED

6.C.2.

2. A Flight Attendant will be allowed actual expenses for cab or limousine or other transportation between airport or co-terminal and place of lodging at domicile points whenever scheduled or actual departure time of her/his flight assignment is between 10:00 p.m. and 8:00 a.m. or when scheduled or actual arrival time of the flight is between 8:00 p.m. and 6:00 a.m. Additionally, this provision shall apply whenever a Flight Attendant is released from duty during the above times.

AMENDED

6.C.3.

3. A Flight Attendant shall be reimbursed for actual expenses for cab transportation to the airport when the reserve Flight Attendant determines such transportation is necessary in order to respond to a call of less than four (4) hours before departure. Onboard Scheduling shall authorize reimbursement on an actual basis for the return, if the Flight Attendant was unable to utilize her/his personal transportation in order to make the less than four (4) hour call out. (*) Claim for such expenses shall be made on a regular expense form which shall be supported by a receipt approved by Onboard Scheduling and the form shall indicate the flight number and for any such cab expenses.

AMENDED

6.D.1.

1. In the event parking facilities are not available for employees at the airport location, the Company will assume the monthly parking charges up to a maximum of one hundred dollars (\$100.00) per month. This provision does not apply to original or replacement changes for employees for parking decals, stickers, gate keys or similar items. It is understood that a Flight Attendant may park her/his car at either her/his domicile or some other Company station location, if parking space is available, in which case the Company shall be obligated to assume only the expense of one location.

AMENDED

6.D.2.

2. If a Flight Attendant is scheduled to fly or deadhead from an airport serving her/his domicile and parking is not provided for her/his automobile, public facilities may be used and charges will be paid by the Company. Such charges shall be submitted within thirty (30) days on the Company expense forms and will be supported by a receipt.

NEW

6.F.

F. Reimbursements

For all reimbursements contemplated in this section, the Company shall reimburse Flight Attendants within thirty (30) days from the date the Company expense form was submitted.

NEW

6.G.

G. Pre-Tax Transit Benefits

G. The Company will establish transit/commuter benefit programs in those domicile cities where a pre-tax transit/commuter program exists and offer participation to Flight Attendants.

SECTION 7
HOURS OF SERVICE AND CONTRACTUAL LEGALITIES

CLARIFICATION 7.B.

B. The flight time limitations provided for in this Agreement shall include all flight time on regularly scheduled flights, extra sections, charters, ferries, scenic or other flights where the Flight Attendant is assigned as a member of the flight crew.

Flight Attendants placed on active status after the beginning of the bid month shall have their monthly and quarterly flight time maximum and minimum days off prorated based on current methodology.

CLARIFICATION 7.C.

C. Holding Time Limitations

The maximum holding time for a Flight Attendant shall be limited to four (4) hours at any one point or a total of five (5) hours during any on-duty period. A Flight Attendant may be required to remain with passengers beyond scheduled ground time only on board the aircraft. A Flight Attendant shall be given a fifteen (15) minute rest period after each two (2) hours required to remain with passengers on board an aircraft. This will not extend the four (4) or five (5) hour limitation above. At the end of four (4) hours all the Flight Attendants assigned to the flight shall be (1) relieved from holding with passengers, (2) reassigned, or (3) released from duty.

CLARIFICATION 7.F.3.

3. Flight Attendants in all cases shall be relieved from duty for twenty-four (24) hours in seven (7) consecutive days.

AMENDED 7.G.1.b.

b. A reserve shall be relieved of all duties for a minimum of twelve (12) calendar days in a thirty (30) day bid month and thirteen (13) calendar days in a thirty-one (31) day bid month at her/his domicile.

- NEW 7.G.2.a.(3).
(3). Flight Attendants shall be compensated at twice their rate of pay, including premium and language, for any flight time that falls into a previously unassigned day. This compensation shall be in excess of any other pay protection provisions that apply.
- AMENDED 7.I.1.
1. Commencement of Duty – Flight Attendants shall report (*) in complete uniform as follows:
- AMENDED 7.I.1.b.
b. Layover Point
- | | |
|--------------|------------|
| Jumbo | 1 hour |
| Narrowbodies | 45 minutes |
- When Flight Attendants using Company scheduled transportation arrive at their report location at the airport more than forty-five (45) minutes prior to their report time, duty shall have deemed to have started at that point. Flight Attendants will immediately contact the Crew Desk to have their duty time adjusted.
- CLARIFICATION 7.I.1.b.(1).
(1). The Company must increase the 7.I.1.b above scheduled reporting time by a maximum of thirty (30) minutes for the purpose of extending the duty period whenever a working Flight Attendant is required to go through customs check prior to departure.
- CLARIFICATION 7.I.1.c.(1).
(1). The Company must increase the 7.I.1.c. above scheduled reporting time by a maximum of thirty (30) minutes for the purpose of extending the duty period for a Flight Attendant who is required to deadhead on a flight departing from a Canadian city and where similar pre-clearance formalities are required.

DELETED 7.1.2.b.

b. (*)

CLARIFICATION 7.1.2.c.

c. The Company may waive the report time as provided for in Sections 7.1.2.a.(1) above by fifteen (15) minutes. Application of these waivers for layovers in Canadian cities when appropriate must consider the customs checks at the termination of duty upon arrival into Canada and the requirement to pre-clear customs at the commencement of duty prior to departure from Canada but in no case shall reduce appropriate legal rest.

AMENDED 7.1.3.f.

f. A Flight Attendant required to undergo drug or alcohol testing shall have her/his duty time extended by thirty (30) minutes or actual time whichever is greater for pay credit purposes only.

AMENDED 7.1.4.a.

a. A Flight Attendant shall not be scheduled to be on duty in excess of the following limitations, except that with the concurrence of the Union Local Schedule Committee, a Flight Attendant may be scheduled on duty up to fourteen (14) hours.

For Duty Period Starting	Scheduled	Actual
<u>0600-1559</u>	<u>*12 1/2</u>	<u>14</u>
<u>1600-2359</u>	<u>*11 1/2</u>	<u>13</u>
<u>0000-0559</u>	<u>*10 1/2</u>	<u>12</u>

* When on a block to block basis, the duty period contains a break of at least five (5) hours or twice the number of hours of duty aloft in the duty period preceding the break, whichever is greater, thirteen (13) hours shall apply or twelve (12) for a duty period starting 0000-0559.

The above duty time provisions are based on the Flight Attendant's home domicile time.

AMENDED

7.I.5.

5. The Company shall schedule or reschedule no more than six (6) segments in any one (1) on-duty period and shall not schedule or reschedule more than two (2) segments after a minimum layover following an all-nighter segment.

An all-nighter is a segment where the majority of the flight time is scheduled between 2200 and 0600 (home Domicile time).

AMENDED

7.I.6.

6. When a Flight Attendant's scheduled ID originates out of one airport and terminates at another airport serving her/his home domicile, the following times will be used as an extension of the duty period. Such times shall be considered as scheduled deadhead time and full pay and flight time credit will be allowed.

LGA-JFK	1:00	DCA-BWI	<u>1:30</u>
MDW-ORD	2:00	LAX-BUR	1:15
DCA-IAD	1:10	(*)	
IAD-BWI	<u>2:00</u>	SFO-OAK	1:00
LAX-SNA	2:00	BUR-SNA	2:15
<u>LGA-EWR</u>	<u>1:30</u>	<u>JFK-EWR</u>	<u>1:30</u>

AMENDED

7.J.1.a.

a. Twelve (12) hours free from duty at the home domicile (fourteen (14) hours for reserves). If a Reserve's next assignment is an all-nighter, she/he will be provided an eighteen (18) hour legal rest.

AMENDED

7.J.1.b.

b. Eleven (11) hours free from duty and nine (9) hours key in hand at any point away from home where lodging is provided within approximately ten (10) minutes time (or the time agreed upon by the MEC Hotel Chairperson) from the airport provided prompt transportation is available, or

AMENDED

7.J.1.c.

c. Thirteen (13) hours free from duty and eleven (11) hours key in hand at any point away from home where lodging is provided more than approximately ten (10) minutes time from the airport.

CLARIFICATION

7.J.1.d.

d. The above off-duty periods may be reduced by one (1) hour under this sub-paragraph when such off-duty period extends to or beyond 0200 U.S. Standard Time on the designated day when the change is made from Standard Time to Daylight Time.

NEW

7.J.1.e.

e. The Company shall provide a legal rest equal to, or greater than, those Domestic duty periods which exceed ten hours and thirty minutes (10:30).

AMENDED

7.J.2.

2. If (*) prompt transportation is not available as provided in sub-paragraph 1.b. above, and after attempting to solve the problem, the Company is unable to provide (*) prompt transportation, the Company shall reschedule the layover to thirteen (13) hours.

NEW

7.J.7.

7. Flight Attendants shall be permitted up to thirty (30) minute crew rest on flights where the scheduled non-stop or multi-segment flight time is 6 hours or more and that operate between 2200 and 0600.

CLARIFICATION
NEW

7.L.

L. When the Company contacts a Flight Attendant during the first eight (8) hours of a legal rest period, the Company shall give the Flight Attendant eight (8) hours of rest without contact, commencing at the point at which the improper contact was made.

NEW

7.M.

M. In Flight Rest

When time permits during a flight, provided all scheduled in flight services are completed, a Flight Attendant shall be permitted to take in flight rest in a Flight Attendant or cockpit jumpseat, or, if available, a passenger seat in the last row of economy class, provided that there are no passengers seated in the row. Flight Attendants may eat, drink or read during the designated in flight rest period. Pursers shall be responsible for the coordination and scheduling of in flight rest. Pursers shall use their best judgment in determining length and numbers of breaks to ensure cabin coverage and service consistency.

CLARIFICATION

7.N.

N. Night into Day Flying

Night into day flying is defined as a duty period that includes a segment before or after an all night segment. The domestic night into day parameters are:

- a. At least fourteen (14) hours free from duty before and/or after the duty period involved. (Precludes IDs such as ORD-LAX mid-day, short legal rest, midnight flight, daytime segment(s).)
- b. Maximum four (4) segments. (Rarely more than three (3) usually two (2).)
- c. No sit longer than 2:30 between "night" and "day" segments.
- d. Maximum seven (7) hours Flight Time. (Precludes going from West Coast to Mid West to East Coast and then back to Mid West- which might be "legal".)
- e. No "evening-night-day" pairings.

SECTION 8 MINIMUM PAY AND CREDIT

AMENDED

8.A.

A. Minimum Duty Rigs

A Flight Attendant who reports for duty shall be guaranteed minimum pay and credit as follows:

1. A minimum of one (1) hour's flight time pay and credit for each one and two tenths (1.2) hours of duty time, prorated.
2. A minimum of five (5) hours flight time pay and credit for each duty period.
3. (*)

AMENDED

8.F.

F. Call-Out Pay

A Flight Attendant at her/his home domicile who is called to the airport to fly and does not fly, shall receive a minimum credit of five (5) hours for flight time limitation and pay purposes. This sub-paragraph does not apply to training flights, or to a Flight Attendant completing her/his interrupted ID, or to a Flight Attendant who flies an ID scheduled within two (2) hours of the time called for such flying, or to a Flight Attendant covered under Paragraph J of this Section.

AMENDED

8.G.

G. Drafting Pay

A Flight Attendant assigned a line of flying and who is drafted either at her/his home domicile or at any away-from-domicile point to fly an ID(s) and is not in position to fly the next scheduled ID(s) shown in her/his schedule, shall receive pay and flight time credit on the basis of the scheduled time shown in her/his schedule (*). In addition, the Flight Attendant shall be compensated at twice her/his rate of pay, to include premium and language for the flight time credited for what is actually flown. A Flight Attendant may not be drafted if her/his calendar days off cannot be restored to the monthly minimum specified in Section 7, Paragraphs F and G.

AMENDED

8.H.

H. Holding Time

Flight Attendants shall receive full credit for pay purposes, including premium pay and language pay when applicable, on an actual minute basis for all holding time, (*) beyond scheduled ground time or block arrival time.

AMENDED

8.I.

I. Errors

If an error(s) in a line of flying or in the assignment of an open ID causes a lineholder to lose flight time credit and she/he cannot be reassigned to an ID(s) which departs and arrives within two (2) hours of the arrival time of the original ID, such lineholder shall be fully paid and credited for the flight time credit loss. In addition, the Flight Attendant shall be compensated at twice her/his rate of pay including premium and language for what is actually flown. Flight Attendants shall be reassigned to IDs in the same operation.

AMENDED

8.J.1.

1. In the event a lineholder involuntarily loses all or any part of her/his ID(s) in her/his original or adjusted line of flying during the month (except for time lost due to end-of-month schedule conflicts - see Paragraph 4 below), she/he may be reassigned to another ID(s) and shall receive pay and flight time credit on the basis of the total scheduled time shown in her/his line of flying (*). In addition, the Flight Attendant shall be compensated at twice her/his rate of pay including premium and language for what is actually flown. Such reassignments may be to any open ID(s) for which she/he is legal provided that the assignment does not interfere with the next scheduled ID, and further provided that the ID(s) to which such Flight Attendant is reassigned is scheduled to return the Flight Attendant to her/his home domicile no more than six (6) hours later than the original scheduled ID. Flight Attendants shall be reassigned to IDs in the same operation.

CLARIFICATION
AMENDED

8.J.1.a.

a. After a Flight Attendant is aware of the reassigned ID, she/he will have the option to decline the reassignment (*).

NEW

8.J.1.c.

c. At the Flight Attendant's option, she/he may pick up from open flying on the guarantee days. Flight Attendants can increase/decrease their projection and line guarantee by this action.

DELETE

8.M. Pyramiding Clause

M. (*)

NEW

8.O.

O. Reserve Daily Rate

Each day of Reserve availability shall be compensated at the rate of five (5) hours per day.

SECTION 9
FLIGHT ASSIGNMENTS AND SCHEDULING PROCEDURES

- AMENDED 9.A.3.
3. Domestic and International lines of flying shall be constructed so that the average of all lines at each domicile is not more than seventy nine (79) hours of credited flight time in the first month of the calendar quarter, one hundred fifty-eight (158) hours combined maximum for the first two (2) months of the calendar quarter and two hundred thirty-seven (237) hours combined maximum for the full calendar quarter.
- AMENDED 9.A.4.a.
- a. Charter contracts which have been concluded prior to the last day of "line review" for the month of departure shall be assigned to a domicile and placed into lines of flying for the following month (*).
- AMENDED 9.A.4.b.
- b. (*) These IDs will be in the form of round trips.
- DELETE 9.A.4.c.
- c. (*)
- AMENDED 9.A.4.d.
- d. If the charter does not operate for any reason, or is rescheduled in such a manner that the Flight Attendant in whose line of flying the charter is shown cannot fly it for any reason, the Flight Attendant may be reassigned to any other ID(s) for which she/he is legal on the day(s) the charter ID was originally scheduled to operate. The reassignment shall be to the same type of flying.

AMENDED

9.A.5.

5. Relief lines of flying shall be constructed and made available to those Flight Attendants awarded "relief" (RLF) on a monthly basis. All flying created after the line award process and flying which becomes open as a result of vacancies, ANP, vacations, all leaves of absence and sick leave will be used, (*) in the relief line construction process.

AMENDED

9.A.7.b.

b. Notwithstanding sub-paragraph 7.a. above, Relief lines of flying may be constructed using both Domestic and International IDs after completing the process of constructing Domestic Relief lines and International Relief lines with the concurrence of the Union.

AMENDED

9.B.1.

1. Flight Attendant schedules may be revised during the month if changes are made in airplane scheduling or if IDs are reassigned from or to another domicile after the lines of flying have been posted and/or awarded, provided that the new ID be for the same type of flying and the Flight Attendant may only be used on the same (*) days as the originally scheduled ID. In addition to all applicable pay protection provisions, a reassigned Flight Attendant shall be compensated at twice her/his rate of pay including premium and language for what is actually flown.

AMENDED

9.C.1.

1. The minimum number of Flight Attendant bid positions on each aircraft will be as follows:

Aircraft	Minimum FA Bid Positions
B-747	<u>12</u>
DC-10	<u>7</u>
B-767	<u>8</u>
B-767-300	<u>8</u>
B-757	<u>5</u>
B-737	<u>3</u>
B-777	<u>10</u>
A320	<u>3</u>
A319	<u>3</u>

It is understood that a flight may depart with less than the designated number of bid Flight Attendants; however, in no case will a flight depart with less than the FAA minimum.

If a flight departs with less than the designated number of bid Flight Attendants, the unfilled positions shall constitute understaffing and be paid at twice the understaffing contractual rate of pay.

AMENDED

9.C.2.

2. All lines of flying and position assignments, (as described in Paragraph 6 below), shall be bid and awarded in seniority order in accordance with bids submitted by qualified Flight Attendants at each domicile. A Flight Attendant assigned to a particular cabin may be required to perform duties in the other cabin(s) on a given flight. Provided, that when the bidding procedure does not fill all premium positions with Flight Attendants of more than three (3) months of active service on the line, the most junior qualified lineholder with more than three (3) months of active service on the line will be assigned. If there are no Flight Attendants with more than three (3) months seniority, then the premium positions will be filled by any qualified Flight Attendant in seniority order.

DELETE

9.C.3.a.

a. (*)

CLARIFICATION

9.C.4.

4. The Company will make available to each Flight Attendant the lines of flying, cover letter and key pages for her/his domicile for the following month.

AMENDED

9.C.4.b

b. (*) At all domiciles and co-terminals, lines of flying will be posted for bidding. Printed Key pages, lines of flying, and Cover Letters will be available when bids open. These items, to include subsequent corrections, shall be available until the close of bidding. These materials shall be in font no smaller than ten (10) point.

Whenever possible, the schedule will be as follows:

Posted no later than	0800 Hours of the 12th
Closed	0800 Hours of the 18 th
Awarded no later than	0800 Hours of the 20 th

In the event such schedules cannot be met, the Company shall notify the LEC President at the domicile affected. If more than one domicile is affected, the Company shall notify the MEC President.

NEW

9.C.4.c.

c. The cover letter shall include, at a minimum, the number of Lineholders, information for work positions, relief, Reserves, phone numbers, language incentive pay, summary of check in by flights, briefing location, training, and other general bidding related information. In no case, shall the cover letter include less information that is currently the practice without the expressed consent of the AFA MEC Central Scheduling Committee Chairperson/designee.

CLARIFICATION

9.C.7.

7. Block Bidding

Block bids of five (5) or more lines will be accepted and may be in either ascending or descending order, i.e., 35-49 or 49-35. Shown below are three (3) examples of Block Bids:

a. First available Open Position:

Example: 17-25 or 25-17

b. First Available Purser Position:

Example: 17-25F or 25-17F

c. First Available Cabin Position - exclusive of the Purser Position:

Example: 17-25Y or 25-17Y

CLARIFICATION 9.C.10.

10. Flight Attendants who wish to bid to fly together must each indicate this on their bid screens and must submit identical bids. The bids of these Flight Attendants will be honored according to the seniority of the junior Flight Attendant. Up to six Flight Attendants may elect to “buddy-bid”.

CLARIFICATION 9.C.13.

13. Flight Attendants transferring into a domicile may bid a line of flying at the domicile to which they are transferring in accordance with their system seniority, if their transfers are effective on or prior to the first of the month. If a Flight Attendant is notified of her/his transfer after bidding has closed at the domicile to which transferring, or if the transfer becomes effective after the first day of the month, she/he may bid any line of flying awarded and left vacant by resignations or transfers out at the domicile to which transferring or may contact Advance Schedule Planning and build a line of flying from Open Flying.

When a Reserve reports to a new domicile, the Company shall schedule domicile indoctrination/orientation on a day of availability. The Reserve shall then either be released for the remainder of the day and/or be available for assignment in time accrued order.

AMENDED 9.D.4.

4. Flight Attendants shall be assigned to IDs in the same operation.

CLARIFICATION 9.E.1.

1. Each Flight Attendant should check the projected time shown on the line of flying she/he is awarded. She/he should also keep records so she/he knows projected credited and actual flight time during the month. (*) The Flight Attendant and Onboard Scheduling are mutually responsible for keeping track of the Flight Attendant's projection throughout the month and quarter.

AMENDED

9.E.3.b.

b. Flight Attendants shall be assigned to IDs in the same operation and may only be used on the same days as the originally scheduled ID(s).

CLARIFICATION
AMENDED

9.F.1.

1. Summary of Open IDs: A summary of all open IDs for the month will be available, and will be revised whenever additional flights become open. It must be accessible to Flight Attendants twenty-four (24) hours a day. A Flight Attendant must be qualified for the type of service as well as the equipment scheduled in order to be assigned a particular ID. "One Way" flights will be shown in the open flying summary as having an "open return." A Flight Attendant must be legal to fly the open flight and a like return flight without disrupting her/his assigned schedule. (See Assignment of Open IDs.) The Company can waive this restriction, if necessary, to accomplish coverage. Charters which cannot be placed in lines of flying will be listed (*) in the open flying summary and will be entered there as soon as they become known. The Company may not delete a DSL ID from Open Flying if a Flight Attendant has an Open Flying Request (OFR) or trade request on file for said ID.

AMENDED

9.F.5.

5. A Flight Attendant who has signed up for open flying may remove her/his name at any time before being called or notified via the automated communication system for an open ID. Once called or notified (*), however, she/he must accept the assignment, except when the call or (*) notification is made less than six (6) hours before departure time.

AMENDED

9.F.7.b.

b. In the event there are no reserves on board, the most junior lineholder will be involuntarily assigned to the open premium position(s). Flight Attendants with less than three (3) months seniority will not be allowed to assume a premium pay position unless no other more senior Flight Attendant is on the flight. If all the Flight Attendants have less than three (3) months seniority, the most senior Flight Attendant assumes the position. If however, a Flight Attendant picked up the open purser position through the Open Flying process and has at least three months of seniority, she/he shall assume the position.

Note: the name of the Flight Attendant assigned an open premium position, either voluntarily or not, will appear in the purser position on the FLTLOF (marked by an asterisk, indicating that it was open). If the Flight Attendant was assigned the position involuntarily (through drafting or reassignment), she/he is not considered to have picked up the position through the Open Flying process.

DELETE

9.F.7.c.

c. (*)

AMENDED

9.F.9

9. Charter flights may be specially assigned in accordance with the following condition(*):

DELETE

9.F.9.a.

a. (*)

AMENDED

9.G.2.b.

b. The charter should not involve less trip days than the ID being traded except in the case of IDs being traded with a carry-over after midnight in which case the ID being traded will be considered one less day for purposes of this paragraph.

- AMENDED 9.G.2.e.
- e. Trip trading with open flying for a charter flight shall follow the provisions of 9.G.4.c below.
- DELETE 9.G.2.f.
- f. (*)
- AMENDED 9.G.4.a.
- a. Flight Attendants may trade ID(s) in their lines of flying with open flying. Flight Attendants shall have the ability to indicate preferences in the same fashion as is currently the practice for open flying requests. These preferences shall include but not be limited to:
Specific IDs, Domestic/International, work positions, number of days, credit time (min/max), layover stations, co-terminals, check-in times, arrival times, equipment.
- AMENDED 9.G.4.b.
- b. The daily allocation for trades with Open Flying including same day trades shall be unlimited.
- AMENDED 9.G.4.c.
- c. Trades shall be awarded prior to the Open Flying process each day at 0800 and 1900, and will (*) be processed at 1900 three (3) days before the last day of the old month.
- DELETE 9.G.4.d.
- d. (*)
- NEW 9.G.4.f.
- f. A Flight Attendant may trade with open flying for an ID or combination of IDs totaling less days than her/his own. However, the credited value of the ID relinquished may not exceed the total credited value of the ID or combination of IDs acquired from open flying by more than five (hours). IDs being combined need not be consecutive.

AMENDED

9.H.1.a.

a. IDs which are open after the 0900-1200 Open Flying process has been completed shall be available and may be assigned to Flight Attendants requesting same. Prior to this Open Flying process, the Company shall be required to construct IDs with all flying resulting from an increase in staffing, sick leave, Charters, irregular operations, etc.

AMENDED

9.H.1.c.

c. Flight Attendants awarded open IDs scheduled to depart less than forty-eight (48) hours from time of assignment will be advised via the Company's automated communication system, and the assignment will also be confirmed with the Flight Attendant. If that assignment has not been confirmed eight (8) hours before departure, the ID will be assigned to another Flight Attendant.

AMENDED

9.H.1.d.

d. After lines have been awarded, requests for open flying in the new month may be submitted. These requests will begin to be processed during the 0900 - 1200 period on the next to the last day of the old month.

AMENDED

9.I.

I. Assignment of Open IDs

Assignments for open flying shall be in the order as listed below. In the application of Paragraphs 2 and 3, a Flight Attendant who, due to the irregularity is projected the greatest number of hours beneath her/his line guarantee will be assigned first. In the application of Paragraph 4, a Flight Attendant with the lowest line guarantee will be assigned first. In the application of Paragraph 6, a reserve with the lowest projection will be assigned first. Within Paragraphs 2, 3, 4, and 6, if the number of hours is equal for two (2) or more Flight Attendants, the assignment will be according to seniority preference.

Flight Attendants shall be assigned to IDs in the same operation and may only be used on the same days as the originally scheduled ID(s). In addition to all other applicable pay protection provisions, reassigned Flight Attendants shall be compensated at twice their rate of pay, including premium and language, for what is actually flown.

CLARIFICATION 9.1.1.

1. Converted Flight Attendant

A Flight Attendant converted from deadhead to working status on the same flight. A Flight Attendant shall not be converted if it will cause her/him to be illegal for the remainder of her/his scheduled ID(s). Conversion shall be offered in seniority order. A Flight Attendant may only be converted to avoid cancellation or understaffing. A Flight Attendant on an International ID may not be converted to work a domestic segment.

CLARIFICATION
AMENDED

9.1.2.b.

b. Who has lost her/his flight or ID, if (*) such reassignment will prevent drafting. The reassignment must be prior to the Flight Attendant's next scheduled ID and not cause her/him to be illegal for her/his next ID or sequence of IDs reduce days off below the monthly minimum, or project the Flight Attendant over her/his quarterly maximum. In addition to pay all other applicable pay protection provisions, the Flight Attendant shall be compensated at twice her/his rate of pay including premium and language for what is actually flown.

CLARIFICATION 9.1.4.

4. A Home Lineholder

A home lineholder who desires to increase flight time, provided the assignment would not disrupt her/his assigned schedule or project her/him over maximum credited hours. (A Flight Attendant may make up military ANP.)

The following order will apply to this category at the time of the award:

- AMENDED 9.I.4.e.
- e. A Flight Attendant who (*) desires to make up PTO and ANP.
- CLARIFICATION 9.I.4.e.
- e. A Flight Attendant in a Partnership who wishes to increase time.
- AMENDED 9.I.6.
- a. A home reserve Flight Attendant who wishes to pick up open flying on scheduled days off (*) (as described in Section 10.F.2. and 3.).
- b. (*)
- AMENDED 9.I.7.
7. Drafting
- a. The most junior home Flight Attendant who can work the flight and still be legal for her/his next scheduled ID (*).
- b. The most junior home domestic Flight Attendant available.
- c. Any Flight Attendant legal for the flight (in inverse order of seniority (*)).
- CLARIFICATION 9.J.2.(5).
- (5). Holidays will continue to be paid in accordance with Section 5.L. at the Flight Attendants' regular rate of pay.
- AMENDED 9.K.3.
3. In the application of sub-paragraph 1. and 2. above, Flight Attendants shall be assigned IDs in the same operation and may only be used on the same days as the originally scheduled ID(s).

NEW

9.K.4.

4. In the application of sub-paragraphs 1. and 2. above, in addition to all other applicable pay protection provisions, reassigned Flight Attendants shall be compensated at twice their rate of pay, including language and premium for what is actually flown.

AMENDED

9.M.3.c.

c. Notwithstanding paragraph b. above, at IAD, ORD, DEN, LAX and SFO, the minimum connecting time may be extended to forty-five (45) minutes.

AMENDED

9.N.2.

2. When a Flight Attendant is unable to take her/his flight, she/he will notify Onboard Scheduling in not less than eight (8) hours, except in an emergency, before the flight is scheduled to depart, and will in any event give as much notice as possible.

AMENDED

9.N.4.

4. Without pay absences (ANP) shall be awarded in Inflight (SW) seniority order, without exceptions for language or purser qualification status.

AMENDED

9.P.

P. Purser

There shall be a purser on every flight.

In the event of significant Domestic widebody flying, the Company and the Union will meet and confer regarding reestablishment of a qualified purser position on Domestic jumbo aircraft.

1. (*)

2. (*)

3. (*)

4. (*)

5. (*)

6. (*)

SECTION 10 RESERVE SCHEDULING PROCEDURES

CLARIFICATION
AMENDED

10.B.1.

1. A reserve who wishes to move into a line of flying (*) constructed from (*) open flying during the month may indicate such preference at the time of bidding by checking the appropriate box on her/his bid screen. Move-up lines will be constructed with either pure Domestic or pure International IDs. Priority shall be given to construct lines departing from one airport if a domicile covers co-terminals.

AMENDED

10.B.2.

2. A Reserve will elect her/his preference of move-up lines by indicating Domestic, International, or Either on her/his bid screen. A Reserve may also specify a co-terminal preference(s) if applicable. Reserves may specify up to two (2) of their scheduled days off as protected days to be included in their move-up line of flying.

AMENDED

10.B.4.

4. The Company shall make up and/or award such line(s) at each domicile. Reserves who have bid for the lines shall be contacted in seniority order as lines open up. If all the protected day(s) specified by the reserve, and/or her/his co-terminal preference(s), cannot be accommodated, such reserve will be bypassed and remain on the move-up list in seniority order until such protected day(s), and/or co-terminal preference(s), can be provided. A reserve who indicates no protected day(s) off or co-terminal preference(s), or whose protected day(s) and/or co-terminal preference(s) has been satisfied, must accept such assignment. If more than one (1) line is available, the reserve may be offered a choice of lines. If the reserve has a vacation or will be on ANP status for seven (7) days or more in the remaining part of the month, she/he will not be moved into a line of flying.

CLARIFICATION
AMENDED

10.C.1.b.

b. If there are fewer than twenty (20) reserves for either the International flying (*) or Domestic flying, the Company will assign Call-In and Ready status at a minimum of fifty percent (50%) ratio and will include in the bid pages the number and status of assignments to each reserve line of flying.

(*)

AMENDED

10.C.4.

4. After open flying requests have been processed and awarded to lineholders, the Call-in Reserves expected to be available the following day shall be assigned in time accrued order according to their preferences and qualifications. Reserves may indicate one or more preference. Preferences shall include at a minimum the following:

- a. Co-terminal;
- b. ID length;
- c. International/Domestic;
- d. Layover city;
- e. Departure/Arrival time time;
- f. Purser/Non-Purser position;
- g. Specific ID;
- h. Stand-by;
- i. Language;
- j. Release;
- k. Conversion to Ready;
- l. Equipment.

AMENDED

10.C.5.

5. Open positions with check in times in the 24-hour period beginning at 0500 the following morning shall be assigned to call-in Reserves according to their preferences in time accrued order and qualifications.

AMENDED

10.C.6.

6. Call-in Reserves who are not assigned may be either released from contact for the following day or assigned to the Ready Reserve list for the following day where they shall be placed in the appropriate time accrued order. Call-in Reserves shall only be converted to Ready Reserve when the number of Ready reserves available is equal to or less than the projected number of Flight Attendants needed for the following day but in no case shall an individual Call-in Reserve be converted more than three (3) times in any one schedule (1) month. If released, Flight Attendants shall be so advised by the communications system referred to in Paragraph 7 below. If only a portion of the Call-in Reserves can be released, they shall be those at the bottom of the respective time accrued list.

CLARIFICATION
AMENDED

10.C.7.a.

a. Assignments for the Call-In Reserves shall be made available by an automated communication system, accessible by telephone, no later than 1600 hours. All Call-In Reserves scheduled to be available the following day (except those currently working an ID) must ascertain their assignment by utilizing the automated means provided by the Company between 1600 and 2400. (Sufficient automated communication means shall be used to prevent excessive waiting time for Call-In Reserves calling in to obtain their assignments.) Assignment information on the automated communication system shall first identify the Flight Attendant by file number followed by the appropriate assignment which shall include the ID number (and if not a scheduled ID, layover location, hotel and hotel telephone number and arrival time at home domicile). These assignments will be to one of the following:

(1) A specific ID or standby assignment. (The Flight Attendant is then free from contact.)

(2) The Ready Reserve List. (The Flight Attendant must then remain available for contact.)

(3) Release. (The Flight Attendant is then free from contact until she/he has to call in the evening prior to her/his next available day.)

AMENDED

10.C.7.d.

d. A Call-In Reserve who is returning from sick leave status shall be treated as follows:

(1) If she/he calls off sick leave prior to 1600, she/he will be given an assignment on the 1600 tape;

(2) If she/he calls off sick leave between 1600 and 2400, an assignment will be given to her/him at the time of the call;

(3) A Flight Attendant calling off sick leave after 2400, shall be considered on sick leave for the calendar day.

AMENDED

10.C.8.

8. Ready Reserves shall be subject to call at any time except as noted in Paragraph 13 below. (*) Ready Reserves shall then be assigned in time accrued order to open positions according to their preferences and qualifications. These assignments shall be made as soon as practical and shall include layover hotel and telephone number if assigned to an ID not published in the monthly key pages. Every attempt shall be made to assign a Ready Reserve at least four (4) hours prior to departure time. After the 1600 Call-in tape process, all remaining open IDs for the following day shall be assigned to Ready Reserves. When an ID becomes open and assignable to a Ready Reserve, it shall be assigned no later than two (2) hours from that point.

Ready Reserves may indicate one or more preference. Preferences shall at a minimum include the following:

a. Co-terminal;

b. ID length;

c. International/Domestic;

d. Layover city;

e. Departure/Arrival time;

f. Purser/Non-Purser position;

g. Specific ID;

h. Stand-by;

i. Language;

j. Equipment;

k. Bypass.

CLARIFICATION 10.C.8.c.

c. A Ready Reserve calling off sick leave prior to 2400 shall be considered on call for the following day. A Ready Reserve calling off sick leave after 2400 shall be considered on sick leave for that calendar day.

AMENDED 10.C.9.

a. Standby Reserve assignments may be made in accordance with Section 10.G. herein to either Call-in Reserves or Ready Reserves depending on when the assignment is made, except that Reserves may be given no more than three (3) standby assignments per month. Standby Reserve pay and credit will be given if specifically assigned as Standby Reserves or reassigned to Standby Reserve after arrival at the airport. Standby Reserves shall be assigned in time accrued order and should be assigned to the first available open ID for which they are qualified not previously assigned when they are no longer needed as Standbys,

b. Flight Attendants required to report to the airport and not assigned an ID shall be released from duty to begin her/his legal rest.

c. Reserves shall be placed on their respective list in time accrued order if they report for a flying assignment or a standby assignment but do not fly or if they are returning from training, publicity, or promotional assignments, special assignments, vacation, Union business, or day at a time vacation.

DELETE 10.C.13.d.

d. (*)

AMENDED 10.C.14.

14. (*) A reserve shall be given only one (1) ID assignment in a duty period. Upon completion of an ID, a Reserve Flight Attendant shall not be required to contact Crew Scheduling and shall be released for her/his legal rest.

AMENDED 10.D.1.a.

(1). A Reserve shall be relieved of all duties at her/his domicile for twelve (12) calendar days in a thirty (30) day bid month and for thirteen (13) days in a thirty-one (31) day bid month.

(2). Fifteen (15) percent of all Ready Reserve and Call-in Reserve positions for bid in each domicile, rounded up, shall be built each month for lines with fourteen (14) days off.

Fifteen (15) percent of all Ready Reserve and Call-in Reserve positions for bid in each domicile, rounded up, shall be built each month for lines with sixteen (16) days off.

Fifteen (15) percent of all Ready Reserve and Call-in Reserve positions in each domicile, rounded up, shall be built each month for lines with eighteen (18) days off.

(3). The manner in which these days off are sequenced will be determined by each domicile except that such sequences must provided for at least one (1) calendar day off during any seven (7) consecutive days. The Local Union Schedule Committee may recommend sequences of reserve days off which normally will be utilized if they do not result in a need for additional reserves. (*) Such days shall be assigned prior to the beginning of each month and shall be shown on her/his schedule for the month.

(4). Reserve guarantee for lines built with more than the minimum twelve (12) days off in a thirty (30) day bid month or thirteen (13) days off in a thirty-one (31) day bid month shall be reduced by five (5) hours for each day of availability below the applicable minimum.

No later than seven (7) days after bid awards, a Reserve involuntarily awarded a line with the number of days off exceeding the monthly applicable minimum may, at her/his option, contact Crew Scheduling to be assigned additional days of availability and have her/his reserve guarantee adjusted. Crew Scheduling shall add days of availability to restore the Reserve's minimum days off, per Paragraph (1) above. Crew scheduling shall consider the Flight Attendant's preference as to which day(s) of availability to restore.

AMENDED

10.D.3.a.

a. Fourteen (14) hours free from duty at the home domicile shall constitute a legal rest for reserves. If the next assignment is to an all-nighter flight, the Reserve shall be provided an eighteen (18) hour legal rest.

DELETE

10.D.3.b.

b. (*)

AMENDED

10.D.4.

4. Reserves shall have the ability to RDO trade days of availability (R days) or trade days off under the following provisions:

AMENDED

10.D.4.a.

a. The trade must be submitted for approval to Onboard Scheduling at least one (1) day prior to the first day involved in the trade.

DELETE

10.D.4.b.

b. (*)

DELETE

10.D.4.g.

g. (*)

NEW

10.D.5.

5. (a). Once a Reserve has been assigned, she/he shall have the ability to trade the assignment once with another Reserve for an ID or days off (RDO trade). A Reserve trading out of an ID shall have her/his Reserve guarantee reduced based on the number of days of availability vacated. A Reserve trading in to the ID shall have her/his guarantee increased by the value of the ID

(b). Once a Reserve has been assigned an ID, she/he shall have the ability to trade with a Lineholder or open flying for an ID departing on the same day. This trade shall not affect the Reserve guarantee.

(c). A Reserve shall have the ability to trade an ID(s) for days off (RDO trade) with a Lineholder. The Reserve guarantee shall be reduced based on the number of availability days vacated.

(d). A Reserve shall have the ability to trade days of availability (R days) for a Lineholder's days off (RDO trade).

(e). A Reserve shall have the ability to trade days off for an ID with a Lineholder. The flight time credit for such trade shall be above the Reserve guarantee.

(f). Provisions of Section 10.D.4.(a). through (h). above shall apply.

NEW

10.D.6.

6. A Reserve shall have the ability to trade days off for days of availability with another Reserve under the following provisions.

a. The trade must be submitted for approval to Onboard Scheduling at least one (1) day prior to the first day involved in the trade.

b. If the trade results in a Reserve being scheduled for less than one (1) day off in seven (7) consecutive days the provision will be considered waived by the Flight Attendant.

c. A trade cannot increase the number of blocks (groups) of days off above the number in her/his Reserve line prior to the trade. It is permissible, however, for the trade to result in fewer blocks of days off.

d. All trades must result in no less than three (3) days of reserve availability between days off blocks.

e. Each Reserve will have her/his guarantee adjusted accordingly.

AMENDED

10.F.1.

1. (*) A reserve may, at her/his option pick up open flying on or into scheduled days off.

CLARIFICATION

10.H.2.

2. Notwithstanding the provisions of Section 7.A., a Flight Attendant assigned to reserve status for the third month of the quarter shall be eligible for assignment up to eighty-seven (87) credited hours or to their quarterly maximum, if higher. The eighty-seven (87) hours maximum shall be reduced accordingly based on awarded PTO and ANP.

AMENDED

10.K.

K. Reserve Assignment

All reserves will be given round-trip assignments. (*)

NEW

10.L.

L. Reserve to Lineholder Month

A Reserve whose assignment overlaps into her/his new Lineholder month, shall be compensated, in addition to all other applicable pay protection provisions, at twice her/his rate of pay including premium and language for the ID flown.