CALL-IN (CLLR) RESERVE PREFERENCE ASSIGNMENTS

The following are examples of how the Reserve Preference system operates in considering preferences and completing assignments in the CLLR process, in accordance with the Reserve Preference Letter of Agreement (page 310 of the Contract) and Section 10 of the Contract (Reserve Scheduling Procedures).

These examples are simple scenarios to help understand basic concepts. There are no legality issues to consider in these scenarios beyond the number of days for which the Flight Attendant on CLLR status is available.

Keep in mind each scenario may not be applicable at the end of the month where coverage is typically a concern and when CLLR assignments are accomplished observing the provisions of Sections 10.C.11 and 10.C.13.d of the Contract. Specifically when CLLR assignments are completed that transition from one month to the next, the Reserve Preference System will consider assignments that are _least_ disruptive to activity in the new month in the same way these end of month assignments are managed in the operation today by Crew Scheduling. As a result of this coverage component, there will be times at the end of the month where certain CLLR preferences may not be considered.

We encourage you to review the language in Section 10 of our Contract and the Reserve Preference Letter of Agreement.

PRINCIPLE:
CLLR Reserves are considered for assignments in day-classification order (i.e. 1-day, 2-day, 3-day, 4-or more day for domestic locations only while 4-day, 5-day, 6-day are *separate* classifications at International locations).

Relevant Reserve Preference Letter of Agreement language (page 312): *"…Reserves within each group of days of availability ("day classification") shall be considered for open assignments matching the corresponding number of days of availability. A Reserve who has submitted a preference request(s) shall be assigned in time accrued order to the first open assignment that matches a request."*

EXAMPLE: This is the BOS open trip file for the 20ᵗʰ of December - there is only a 1-day trip:

```
OPNTRP/ 20DEC/ BOS/  / 0500-0459/    /    /    /
 LOF  DOM MO TOF  ID  DT POS KEY TYPE DUTY STA & FLT D FTCR RMKS
            D  1013/20/N   Y   REG  1136 BOS   676 1 0802
```

The following 4 reserves are available for assignment during the CLLR process:

```
RSVFLY/ BOS / 20DEC/ CLLR/     / DAY   /    /    /
    TYPE:  R = RSV   C = CLLR   V = CONV   O = ONSB
T DY NAME       LNG  LOF  AVBL-DT TMLF ARVL-DT TMAC  TMUN  OKPT
C  1 GERALD,F       1408D 0500 19 4516 1201 17 4944       OK
C  2 LINCOLN,A      1404A 0500 1994831 1426 15 5029       OK
C  3 PEARL,B        1403A 0500 20 4431 1652 14 5029       OK
C  4 ALEXANDER,Q    1409A 0500 20 5903 2057 14 3557       OK
```

Scenario - Flight Attendant Alexander (1409A) enters a preference for a 1-day trip – the other Flight Attendants do not enter any preferences. However, Alexander is a 4-day CLLR.

Because there is a 1-day CLLR (F. Gerald – 1408D) legal and available to fly the 1-day trip, she/he will be assigned ID1013 regardless of the preference entered by Alexander. The remaining CLLR reserves will be converted or released based on the needs of the operation.

PRINCIPLE:
Within day-classification, CLLR reserve preferences are assigned in time-accrued (TMAC) order.

Relevant Reserve Preference Letter of Agreement language (page 312): *"…If two or more Call-ins in the same day classification indicate the same preference, the assignment will be made to the Call-In with the least time accrued. If they have the same time accrued, the assignment will be made to the most senior Call-in with the preference."*

EXAMPLE: The following is the SEA open trip file for the 20th of December. There is only a 2-day trip – ID1164 – with a layover in SAN:

```
»OPNTRP/ 22JAN/ SEA/  / 0500-0459/    /    /
 LOF  DOM MO TOF  ID  DT POS KEY TYPE DUTY STA & FLT D FTCR RMKS
            D  1164/22/M   Y   REG  0520 SEA   883 2 1138
```

The following 5 reserves are available for assignment during the CLLR process, however only the 2-day CLLR reserves will be considered (Pitchely, Eli and Darjeeling) for the assignment:

```
RSVSKD/ SEA / 22JAN/ CLLR/    / DAY   /    /    /
     TYPE:  R = RSV   C = CLLR   V = CONV   O = ONSB
T DY NAME        LNG  LOF   AVBL-DT TMLF ARVL-DT TMAC  TMUN   OKPT
C  2 PITCHELY,H    1402B 0500 20 6609 1505 15 2851       OK
C  2 ELI,T         1402A 0500 20 6047 0934 15 3413       OK
C  2 DARJEELING,M  1402C 0500 20 4314 1328 15 3536       OK
C  3 BARCLAY,F     1410C 0500 20 6740 0900 11 2720       OK
C  5 BROOMHEAD,H   1407B 0500 22 6437 1421 13 3023       OK
```

Scenario 1 – both Flight Attendants Eli (1402A) and Darjeeling (1402C) preference ID1164 – because Eli, of the two Flight Attendants who have expressed a preference has less TMAC, will be assigned the ID1164. The remaining CLLR reserves will be converted or released based on the needs of the operation.

Scenario 2 – only Flight Attendant Darjeeling (1402C) enters a preference (SAN layover). The other CLLR reserves do not enter any preferences. Despite the fact that Darjeeling has the most time accrued (TMAC) and is the third of the 2-day CLLR, Darjeeling will be assigned ID1164. The remaining CLLR reserves will be converted or released based on the needs of the operation.

Scenario 3 – no Flight Attendant has any preference on file; since all of the 2-day CLLR Reserves are legal and available, Flight Attendant Pitchely will be assigned the ID as they have the least TMAC (or appears first on the list in TMAC order.)

PRINCIPLE:
When there are more trips than CLLR reserves available, the Company will determine which trips will be left uncovered during the CLLR process. This may include not assigning trips in the CLLR process to be subsequently assigned to Ready Reserves. In general, at the time the system is assigning the trips, the earliest check-ins will be assigned first.

Relevant Reserve Preference Letter of Agreement language (page 312): *"…When the number of open assignments is greater than the number of Reserves, the Company shall designate those assignments that shall be left uncovered."*

EXAMPLE: The following is the open trip file at FRA for November 26. There are a total of six 3-day trips:

```
»OPNTRP/ 26NOV/ FRA/  / 0000-2359/    /   /    /
 LOF   DOM MO TOF   ID  DT POS KEY TYPE DUTY STA & FLT D FTCR RMKS
              I   5001/26/M   Y L OVR  0940 FRA   988 3 1700
              I   5001/26/N   Y L OVR  0940 FRA   988 3 1700
              I   5011/26/M   Y L OVR  0940 FRA   988 3 1700
              I   5012/26/M   Y L OVR  0940 FRA   988 3 1700
              I   5004/26/M   Y L OVR  1100 FRA   906 3 1800
              I   5009/26/M   Y L OVR  1515 FRA   933 3 1700
```

Here are the CLLR reserves available at FRA – there are only four 3-day reserves:

```
RSVSKD/ FRA / 26NOV/ CLLR/    / DAY   /    /    /
    TYPE:  R = RSV   C = CLLR   V = CONV   O = ONSB
T DY NAME        LNG   LOF  AVBL-DT TMLF ARVL-DT TMAC  TMUN  OKPT
C  1 BAYLOR,B        1405E 0500 24 8505 1158 02 0955       OK
C  3 WALTRAUD,B GER*1404F 0500 26 4600 **** ** 0000       OK
C  3 EBERSTARCK,A  1407C 0500 2698610 **** ** 1250       OK
C  3 FARBER,M       1403B 0500 25 7330 **** ** 1710       OK
C  3 BAUER,P    GER 1407F 0500 26 6800 2359 16 2700       OK
```

Scenario – all four 3-day reserves preference ID5009, which is the latest check-in at 1515. In a situation where it is determined ID 5004 & 5009 will be left uncovered, this preference will not be honored and the system will assign the first 4 trips leaving IDs 5004 & 5009 for subsequent assignment to Ready Reserves.

PRINCIPLE:
When there are a combination of multiple ONSB positions and IDs in the OPNTRP file it is important to understand you cannot preference both an ID and a ONSB position in the same preference and that sometimes there may not be enough FAs of a certain number of available days to cover the number of trips.

EXAMPLE: The following is the open trip file at DEN for MAY 11. There are a total of 13 assignments to be covered during the CLLR process.

```
»OPNTRP/ 11MAY/ DEN/  / 0500-0459/     /    /    /
 LOF   DOM MO TOF   ID   DT POS KEY TYPE DUTY STA & FLT D FTCR RMKS
             D   ONSB/11/001          0715 DEN       2
             D   ONSB/11/003          0715 DEN       2
0439B/DEN 05  D   1603/11/M   Y   REG  0725 DEN  1230 1 0723 ONSL
             D   1339/11/FS  F   REG  0835 DEN   268 4 2358
             D   9007/11/M   Y   JUM  0835 DEN   268 1 0522
             D   1025/11/FS  F   REG  0838 DEN   511 1 0723
0413A/DEN 05  D   1025/11/M   Y   REG  0838 DEN   511 1 0723 ONSL
             D   1087/11/N   Y   REG  0850 DEN   569 2 1141
             D   ONSB/11/005          0915 DEN       3
             D   ONSB/11/006          0915 DEN       3
             D   ONSB/11/007          0915 DEN       3
             D   ONSB/11/008          1500 DEN       4
             D   ONSB/11/009          1500 DEN       4
             D   ONSB/11/010          1500 DEN       4
             D   1234/12/M   Y   REG  0455 DEN       3
```

Here are the available CLLR Reserves

```
RSVFLY/ DEN / 11MAY/ CLLR/     / DAY    /    /    /
    TYPE:  R = RSV   C = CLLR   V = CONV   O = ONSB
T DY NAME         LNG  LOF  AVBL-DT TMLF ARVL-DT  TMAC  TMUN  OKPT
C  1 BOWERS,C         1416D 0659 11 7628 1829 10  2332        OK
C  1 HOARD,R          1416B 0500 11 6523 1646 08  2937        OK
C  1 HADSON,S         1426D 0500 11 6230 2359 10  3230        OK

C  2 MACKINTOSH,T  1422A 0500 11 6455 2044 04  2545        OK
C  2 BUCHANON,E    1428C 0500 11 6828 1513 10  2632        OK
C  2 BLAKE,B       1428B 0500 11 6250 1513 10  3210        OK

C  3 KEGAN,E          1405A 0500 11 7635 1012 03  1825        OK
C  3 OBRIEN,L         1405C 0500 11 7715 2359 10  2245        OK

C  4 ROCK, T    SPN 1417C 0500 11 9000 1900 05  0500        OK
C  4 LIKE,K           1411C 0500 11 8620 **** **  0840        OK
C  4 DUKE,B           1417A 0500 11 6140 1900 05  0920        OK
C  4 SULLIVAN,G       1417B 0500 11 4545 2115 06  1645        OK
C  4 WALLIS,J         1417D 0500 11 7215 2359 10  2245        OK
C  4 DAVIS,T          1415C 0500 11 6904 1443 08  2556        OK
```

Scenario-

1 DAY FAs

FA Bowers preferences ID 1025 and FA HADSON preferences to fly a 1-day ID. Both FA will be awarded their preferences. Bowers will be assigned ID 1025 and Hadson will be assigned ID 9077. The remaining 1-day FAs will be either converted or released based on the needs of the operation.

2-Day FAs

FA Mackintosh preferences to fly a 2-day ID while FAs Buchanan and Blake do not enter preferences. Mackintosh will be assigned ID 1087 while Buchanan and Blake will both be assigned 0715 ONSB. While the 0715 ONSBs check in prior to ID 1087 and are also considered a 2-day assignment, by requesting a 2-day trip you are not indicating that you would like ONSB. To preference ONSB you must enter a separate request.

3-day FAs

Regardless of what FAs Keegan and Obrien preference, they will be assigned 0915 ONSB.

4-day FAs

FAs Like, Duke, and Sullivan all preference ONSB with a check-in after 1200 and will all be awarded 1500 ONSB. FA Rock preferences ID 1234/12may indicating she will waive legalities and therefore will be released on MAY 11 and will check in at 0455 on 12MAY. While this ID shows as a 3-day ID she must be good for 4-days in order to be assigned the ID since it does not check in until the next day. FA Wallis and Davis also preference ONSB but since there are no more available positions Wallis will be assigned ID 1339 and Davis will be either converted or Released.