

## Questions and Answers – Partnership Program for Flight Attendants

**1. *Can all flight attendants participate in the partnership program, regardless of their seniority?***

Although active flight attendants can bid for the partnership program, awards will be determined by seniority, domicile surpluses and cost effectiveness. Partnerships generate cost savings for the Company through salary because two flight attendants fly one line. However, benefit costs for each of the partners continue and costs are incurred in administering the program.

The aggregate cost savings of the program will also determine whether all flight attendants who desire to, will be able to participate. If there are sufficient numbers of senior partnerships to offset the costs of junior partnerships that may not provide cost benefits, the junior partnerships may be awarded.

**2. *What qualifications are included for eligibility?***

Flight attendants in a partnership must have these same qualifications: aircraft, services (domestic and/or international) over-water and passport, and be based at the same domicile. If one of the partners is internationally qualified and the other is not, they can bid for partnership. However, they can only share domestic lines.

**3. *If I bid and am awarded a line on the junior partner's seniority, do I continue through the month with the junior seniority?***

No. Once the senior partner's line of flying has been constructed, each partner will have separate trips and the seniority of each flight attendant will apply to any competitive actions (i.e., trip trading, reassignment, conversion, competing for premium positions, etc.).

**4. *If my partnership bids a line worth 87:00, how will we split the line of flying if our monthly maximum(s) is 46:00, 48:30, or 50:00? Will one of us be forced to opt?***

The trips will have to be distributed so that the ID(s) will fit into the two individual lines of flying. This could force one or both of the partners into an opt situation.

**5. *Can we split an ID in order to fit all of the trips into our individual lines?***

No. Individual IDs may not be split between the partners.

**6. *If my partnership is awarded a line of flying with three high-time trips, how will we split the line?***

Each partner must take one of the IDs (up to 50:00). The lesser value trip that remains unassigned will be placed into open flying.

**7. *We only have three days after primary lines are awarded to notify the Company how we want our trips divided. What if I can't reach my partner?***

Partners are responsible for notifying the Company of which trip(s) they will each be flying. If you know in advance that you will not be available to coordinate the distribution of flying, you may notify the Company of each partner's preferred flying dates. Absent notification by the partnership the Company will distribute the flying as equally as possible, with the greater portion assigned to the senior partner.

**8. *Our awarded line of flying has been split and my partner and I each have separate lines of flying. Can we trade with each other?***

Yes. Once a partner has an individual line of flying, she/he can trade with open flying or any other flight attendant, including her/his partner, provided all qualifications are met.

**9. *If I'm a partner, when may I submit trip trades?***

As a partner, a flight attendant may only submit trip trade after her/his individual line has been constructed.

**10. *If I want to pick up a trip from open flying on my individual partner line, what category will I use?***

Because partners have opted to reduce their line guarantee by virtue of participation in the partnership program, open flying will be awarded under Sections 9.I.4.d. and 12.Q.4.d. (Order of Assignment) – "Flight attendant who desires to increase time for any reason, including a flight attendant who desires to make up AFA flight pay loss." Open flying will be awarded after these two types of requests and ranking among the partners will be based on greatest time under maximum.

**11. *Can I take ANP, DAT or PTO if I am in a partnership?***

Yes.

**12. *How does the partnership advise the Company how to designate which trip(s) we each fly?***

The Company will call the senior partner, who selects which trips each partner will fly. Once both partners' lines are completed, the Company will utilize the normal means of notifying the other partner of the awarded move-up line.

**13. *Can I work a reserve block of days on at the beginning and at the end of the month?***

Yes. Each partner must, however, work a minimum of two reserve blocks of days on with a minimum of eight (8) days on.

***14. What if my partner and I only have three blocks of days on?***

One partner will work two blocks of days on and one partner will work one block of days on. The partner working one block must choose the longest block.

***15. Can I attend RET as a partner?***

Yes. Each partner bids for and attends RET during her/his normal month(s). RET is placed in the partner's individual line(s) as required and paid accordingly.

***16. If I don't bid for RET, will I be assigned if I'm a partner?***

Yes, while participating in the partnership program flight attendants are required to attend RET and will be assigned on days off according to RET class availability if no bids are received by the Company.

***17. Will additional partnerships be awarded during the six (6) month partnership period?***

A waiting list will be maintained of partnership requests. In the event additional partnerships are required, these will be processed in seniority order.

***18. Can I request a partnership after bids have been closed?***

Partnership requests submitted after the close of partnership bids will be placed on the waiting list based on the seniority of the senior flight attendant in the request. A waitlist screen will be available in SkyNet after bids close.

***19. What if we don't want to be on the waiting list for a partnership?***

If you do not want your partnership request to be placed on the waiting list, do not check the waitlist box on the partnership bid form in SkyNet.

***20. Can I remove a partnership request from the waiting list?***

Yes. If you would like to remove your request from the waiting list, check the 'remove name from waitlist' box on the partnership bid form in SkyNet.

***21. What if I failed to remove my partnership request and it was processed during the six (6) month period?***

You will be responsible to fly as a partnership.

***22. Will the fact that there is no monthly minimum affect the partnership?***

Each partner is already below the sixty-five (65) hour minimum because each is restricted to maximum(s) of 46:00, 48:30, or 50:00 per month.

Each partner will, however, be guaranteed the value of the trips placed in her/his line of flying as well as trip(s) picked up in open flying and additional flight time credit resulting from trip trades, inbound flight(s) from the previous month, etc.

***23. How are sick leave and occupational leave paid?***

Both sick leave and occupational leave are paid to the partner who is ill or injured based on her/his individual line of flying during the month in which the illness or injury occurs.

If an occupational injury causes one partner to remain off work, the partnership will be dissolved. The remaining partner will, however, be permitted to form a new partnership provided the senior partner continues to have the same or greater seniority.

***24. Will I be entitled to death in family (DIF) benefits?***

Yes. Each partner is entitled to DIF benefits and will be paid according to her/his individual line of flying.

***25. How will I be paid for Jury Duty?***

Each flight attendant will be paid for Jury Duty based on her/his awarded line of flying.

***26. If I participate in a partnership, what impact will the program have on my ability to use FMLA?***

Participating in the partnership program will have no affect on how a partner uses FMLA. However, it will affect the accrual of hours toward FMLA eligibility.

***27. If my partnership is suspended because of the need for specific language qualified or Purser positions, what would be my monthly maximum?***

A flight attendant who has had her/his partnership suspended for one of the above reasons, would revert to the quarterly system with a prorated monthly maximum.

***28. Will I receive half of the difference to our reserve guarantee of 75:00 hours if I am already at my 50:00 hour maximum?***

Yes. According to Section G.5, if the total of both partners' lines is less than 75 hours, the additional reserve guarantee hours will be divided equally between the partners.