

Contract AFacts

Reassignment - Line Guarantee & Minimum Pay and Credit 8.J. & 12.I.

Line Guarantee provides pay protection for all scheduled IDs assigned to a lineholder during the month, by guaranteeing the *dollar* value of hourly flight pay and premium position pay. The guarantee could increase through trip trades, RDOs, picking up open flying, overlap trips, and IDs assigned for drafting. Conversely, trips dropped through an RDO, end of the month conflict, ANP, DNF, time decreased through a trip trade, or a declined line guarantee reassignment would all contribute to a decrease in line guarantee.

Reassignments as a result of involuntary loss of all or any part of IDs are covered in Section 8.J. (domestic), and Section 12.I. (international). These sections are applicable when IDs cancel or when a Flight Attendant is not legal for the next ID.

Section 8.J. and 12.I. Reassignment Parameters

Section 8.J. and 12.I. reassignments may only be made at the home domicile. Reassignments away from home are covered in Sections 9.I., 9.K., 12.Q., and 12.R. Line Guarantee applies to one schedule month only and reassignments into the new month may only be made if there is time lost in the new month because of an overlap trip.

A reassignment must comply with legalities for his/her next scheduled assignment, including 30-in-7 and 8-in-24 domestically, as well as the quarterly maximum, 24-in-7 and 1-in-7 for both operations.

Domestically, Flight Attendants may not be reassigned to more than one ID. Internationally, a Flight Attendant may not be reassigned to more than one ID if the original assignment was four days or less, and to no more than two IDs if the original assignment was more than four days.

The reassignment may not interfere with previously unassigned days preceding vacation days. Although, if the reassignment infringes upon the start of vacation due to a late arrival, that vacation day will not be restored unless the minimum monthly days off requirement has not been met.

If a Flight Attendant is subject to reassignment when losing only part of the original ID, the crew desk should do everything possible to schedule a reassignment on the same day and avoid holding the Flight Attendant for assignment on the following day.

Reassignment priority should first be given to reassigning an ID in the same operation, Domestic or International, the same number of days, and the same number of hours as the original ID. However, if these preferences are not available, the company has the ability to make a reassignment to recoup the lost time and the Flight Attendant will be paid the greater of the two assignments.



Flight Attendants are only required to contact the crew desk at a prearranged time once per day including the day encompassing the additional 24 hours. For example: If the scheduler is not able to make an immediate reassignment when contacting the Flight Attendant about the change in the ID, which could take place after checking in for an ID at the airport, the prearranged contact time should not be scheduled until the following morning.

A reassignment may not be made in an attempt to recoup time lost earlier in the month. Additionally, a reassignment may not be made if there is no time to recoup. For instance, if a Flight Attendant has two 5 hour one-day trips back-to back, and the first trip turns into a 10 hour two-day trip, there should be no reassignment for the second one-day trip that the Flight Attendant can no longer work.

8.J. Line Guarantee (Domestic)

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 or what was actually flown in the reassignment, whichever is greater. 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 twenty-four (24) hours later than the original scheduled ID. Priority will be given to reassigning Flight Attendants to IDs in the same operation and same number of days.
 - a. A Flight Attendant will have the option to decline the reassignment if the number of reserves available is equal to or greater than the projected number of Flight Attendants needed for the specific time period of the reassignment.
 - b. If the Flight Attendant declines the reassignment, her/his projection and line guarantee will be reduced by the value of the original assignment.
2. A Flight Attendant shall be required to contact the crew desk only once a day, at a pre-designated time, for reassignment under this paragraph.
3. The reassignment rights above do not apply to charters (see Section 9-A-4-c and d).
4. In the event an end-of-the-month conflict causes a Flight Attendant to lose pay and flight time credit, such Flight Attendant shall be guaranteed a minimum of sixty-five (65) hours.

UNDERLINED LANGUAGE IS NEW



Example of a Domestic Reassignment

On November 11, ID 2188 cancels and the Flight Attendant receives pay guarantee (GUAR) for the trip and is eligible for reassignment under Section 8.J. The reassignment is limited to one ID, must return the Flight Attendant to the home domicile by 0958 on November 14 (24 hours after original return), and may not cause any legalities that would create a conflict with their next scheduled ID on November 15.

DSPLOF9999A/SFO/11/999999/MAINLINER, MARY										*D*
SU 26	02		09		16	--	23	--	30	
MO 27	03		10		17	--	24			
TU 28	04	2188	11	GUAR	18		25	2188		
WE 29	05	--	12	GUAR	19	2188	26	--		
TH 30	06	--	13	GUAR	20	--	27	--		
FR 31	07		14		21	--	28			
SA 01	08		15	2188	22		29			
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING		
8920	6500	5438	8920	10009	10537	25011	26100	BID OPS RDO		

CHGID/ 2188 DTE 11/11/03 EQUIP REG DOM SFO CAT S 3 TZ										
CREW: FS M N										
EQP D	FLT#	DT	DPTARV	DPTR	ARVL	L/O	TTLS	TTLA	ACM	DTM RMKS
37B	1208	11	SFODEN	0855	1234	202	239		239	
37X	1099	11	DENCOS	1436	1512	45	36		315	
37X	1291	11	COSDEN	1557	1639	146	42		357	
20B	1248	11	DENATL	1825	2309	1546	244		641 1229	
37B	749	12	ATLORD	1455	1556	149	201		201	
19J	551	12	ORDDFW	1745	2014	1156	229		430 719	
19J	1299*13	DFWSFO	0810	0958		00	348		348 503	
TOTAL TIME		1500	FLT TIME		1459	TMA		5033		

In this case, the only trip available for reassignment is the same ID on the 12th, which returns the Flight Attendant home within the 24 hour requirement.

DSPLOF9999A/SFO/11/999999/MAINLINER, MARY										*D*
SU 26	02		09		16	--	23	--	30	
MO 27	03		10		17	--	24			
TU 28	04	2188	11	GUAR	18		25	2188		
WE 29	05	--	12	2188	19	2188	26	--		
TH 30	06	--	13	--	20	--	27	--		
FR 31	07		14	--	21	--	28			
SA 01	08		15	2188	22		29			
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING		
8920	6500	5438	8920	10009	10537	25011	26100	BID OPS RDO		



12.I. Minimum Pay And Credit (International)

The provisions shall be in accordance with Section 8, except as provided below:

1. Paragraph 8.K shall not apply to International IDs.
2. When a loss of flying time results in the application of the line guarantee, in lieu of the reassignment rights provided in Paragraph 8.J, a Flight Attendant may be reassigned as follows:
 - a. For International IDs of four (4) calendar days or less, any International ID for which she/he is legal provided that the ID to which reassigned is scheduled to return the Flight Attendant to her/his home domicile no more than twenty-four (24) hours later than the original scheduled ID and that it does not interfere with the next scheduled ID. Priority will be given to assigning Flight Attendants to IDs in the same operation and the same number of days.
 - b. For International IDs in excess of four (4) calendar days, the Company will be allowed a maximum of two (2) reassignments provided that the ID to which reassigned is scheduled to return the Flight Attendant to her/his home domicile no more than thirty-six (36) hours later than the originally scheduled ID. Priority will be given to assigning Flight Attendants to IDs in the same operation and the same number of days.
 - c. A Flight Attendant will have the option to decline a reassignment under paragraphs 2.a. and b. above, if the number of reserves available is equal to or greater than the projected number of Flight Attendants needed for the specific time period of the reassignment. If the Flight Attendant declines the reassignment, her/his projection and line guarantee will be reduced by the value of the original assignment.

Example of an International Line Guarantee Reassignment

After reporting for duty on April 17th for ID 5199, the flight cancels just before boarding.

»DSPLOF0180C/SFO/04/22785/BARKLEY, THOMAS										D*	
SU	04	--	11	--	18	--	25	--	02	--	
MO	05	--	12	--	19	--	26	--	03		
TU	06		13	--	20	--	27		04		
WE	07		14	--	21	--	28		05		
TH 01	08		15		22		29		06	2118	
FR 02	09		16		23		30	2726	07	2164	
SA 03	2565	10	9344	17	5199	24	8513	01	--	08	--
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING			
10105	6118	8309	10203	9629	15716	18934	18400	BID	OPS	RDO	
				10629			19400	N	Y	N	
NO DIAGNOSTICS:0180C											



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XXXDSL 5199 EFF 04/04/04 THRU 04/17/04 DOM SFO EQP OVR CAT S14
CREW: FS M N O P Q R S T U V W X Y
FRQ      D    EQP FLT# DPTARV DPTR ARVL   L/O  TTL  ACM  DTM  ERR
SMTWTFS  I  47B  863 SFOSYD 2235 0610  5535 1435 1435 1705
          I  47B  870 SYDSFO 1345 1005   00 1320 1320 1535
          T/D  5 BID  2755 TTL 2755 TMA  8615 M/$ 172.50

M-MEAL BOARDED- 863/04 SFO      M-MEAL BOARDED- 870/08 SYD

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DSPLOF0180C/SFO/04/22785/BARKLEY,THOMAS          D*
SU          04  --   11  --   18 GUAR   25  --   02  --
MO          05  --   12  --   19 GUAR   26  --   03
TU          06          13  --   20 GUAR   27          04
WE          07          14  --   21 GUAR   28          05
TH 01      08          15          22          29          06 2118
FR 02      09          16          23          30 2726   07 2164
SA 03 2565  10 9344  17 GUAR   24 8513   01  --   08  --
  GAR  MIN  ACT   FTM   MAX   QAC   QPJ   QMX   OPTING
10105 6118 5514  7408  9629 12921 16139 18400  BID OPS RDO
          10629          19400  N  Y  N

```

The crew desk sends the Flight Attendants home for a legal rest and instructs them to call the crew desk at 1200 Noon on April 18, 2004 for possible 12.I. reassignment. At noon, Thomas Barkley calls the crew desk and is advised of the following reassignment:

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XXXDSL 6097 EFF 04/13/04 THRU 04/18/04 DOM SFO EQP OVR CAT S 5
CREW: FS M N O P
FRQ      D    EQP FLT# DPTARV DPTR ARVL   L/O  TTL  ACM  DTM  ERR
S.TWTFS  W  67D   35 SFOGG 1630 1855  2805  525  525  655
          W  67D   48 OGG SFO 2200 0545   00  445  445  615
          T/D  3 BID  1125 TTL 1010 TMA  3900

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After completing the reassignment, the Flight Attendant arrives in SFO from OGG and when he contacts the crew desk, he is given the following reassignment:

```

XXXDSL 2677 EFF 04/05/04 THRU 04/20/04 DOM SFO EQP REG CAT S 3
CREW: FS M N
FRQ      D    EQP FLT# DPTARV DPTR ARVL   L/O  TTL  ACM  DTM  ERR
.MTWT..  20B  204 SFOIAD 2335 0729  2331  454  454  609
          57Q  130 IADSFO 0700 0947   00  547  547  702
          T/D  3 BID  1041 TTL 1041 TMA  3542 M/$ 62.48

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DSPLOF0180C/SFO/04/22785/BARKLEY,THOMAS          D*
SU          04  --   11  --   18 6097   25  --   02  --
MO          05  --   12  --   19  --   26  --   03
TU          06          13  --   20-2677 27          04
WE          07          14  --   21  --   28          05
TH 01      08          15          22  --   29          06 2118
FR 02      09          16          23          30 2726   07 2164
SA 03 2565  10 9344  17 GUAR   24 8513   01  --   08  --
  GAR  MIN  ACT   FTM   MAX   QAC   QPJ   QMX   OPTING
10105 6118 7720  9614  9629 15127 18345 18400  BID OPS RDO
          10629          19400  N  Y  N

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Option to Decline a Reassignment

Flight Attendants have the option to decline the reassignment if the number of Reserves is equal to, or greater than the projected number of Flight Attendants needed for the specific time of the reassignment. When you decline a reassignment, your line projection and guarantee will be reduced by the amount of the original assignment or time lost in the ID. Keep in mind that the crew desk considers many factors in determining what adequate Reserve coverage means. Situations such as Reserves having high time early in the month, anticipated inclement weather or irregular operations, all may have an impact on determining when scheduling approves a declined Reassignment. In short, declining a Reassignment is based on operational needs.

The decision to decline a reassignment must be made at the time given and is final. Once accepted, the assignment cannot be declined. Once declined, a Flight Attendant cannot be required to accept an assignment. Declining a reassignment will not decrease the quarterly maximum or preclude a Flight Attendant from picking up time through priority number 1 in open flying, or RDO from another Flight Attendant.

Example of Option to Decline

»DSPLOF1908A/DCA/04/231006/HUNTER, DANIEL								*D	
SU		04		11		18		25 1150	02 CLLR
MO		05		12		19		26 1179	03
TU		06 8009		13		20		27 --	04
WE		07 3961		14 1151		21		28	05 CLLR
TH	01 OFSL	08 1148		15 1151		22		29	06 CLLR
FR	02 3173	09 1149		16 OFSL		23		30	07 CLLR
SA	03	10 1152		17 1152		24		01	08 CLLR
GAR	MIN	ACT	F'TM	MAX	QAC	QPJ	QMX	OPTING	
8547	6500	6620	8349	10406	9743	16343	18400	BID	OPS RDO
								N	N N

XXXDSL	1152	EFF	04/10/04	THRU	05/01/04	DOM	DCA	EQP	REG	CAT	S	3
CREW:	FS	M	N									
FRQ	D	EQP	FLT#	DPTARV	DPTR	ARVL	L/O	TTL	ACM	DTM	ERR	
.....S		37B	733	IADMIA	0915	1152	118	237	237			
		37B	1298	MIAIAD	1310	1544	106	234	511			
		37X	1442	IADBDL	1650	1805	45	115	626			F
		37X	379	BDLIAD	1850	2013	00	123	749	1228		
			T/D	1	BID	749	TTL	749	TMA	122I8	M/\$	21.82
M-MEAL BOARDED-1298/10 MIA												

Flight 1198 is delayed for servicing leaving MIA, which will result in the crew misconnecting for the additional segments in their ID.



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CHGID/ 1152 DTE 04/17/04 EQUIP REG DOM DCA CAT S 3 TZ
CREW: FS M N
EQP D   FLT#  DT  DPTARV  DPTR  ARVL   L/O  TTLS  TTLA  ACM  DTM  RMKS
37B     733  17  IADMIA  0914=1128=  140  237  214  214
37B     1298 17  MIAIAD  1406=1647=   03  234  239  453          MS
37X     1442 17  IADBDL  1650 1755    55  115
37X     379  17  BDLIAD  1850 2013    00  123          1228
TOTAL TIME 754  FLT TIME 731  TMA 1228
M-MEAL BOARDED-1298/17 MIA

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On arrival at IAD, Flight Attendants check with the crew desk and there is no reassignment available. They are asked to call the following morning at 0600 for a possible Line Guarantee reassignment.

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CHGID/ 1152 DTE 04/17/04 EQUIP REG DOM DCA CAT S 3 TZ
CREW: FS M N
EQP D   FLT#  DT  DPTARV  DPTR  ARVL   L/O  TTLS  TTLA  ACM  DTM  RMKS
37B     733  17  IADMIA  0914=1128=  140  237  214  214
37B     1298 17  MIAIAD  1406=1647=   03  234  239  453  902
TOTAL TIME 511  FLT TIME 453  TMA 902
M-MEAL BOARDED-1298/17 MIA

FLT DT STA          REASON          TIME          PID
1298 17 IAD MSCX/END ID CK FOR 8J RASN/ARM  172147 OPB 44118
1298 17 IAD CREW ADVD TO CALL AT 0600/18 FOR  172247 OPB 44116
1298 17 IAD PSBL 8J RASN.....SS  172247 OPB 44116

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When Daniel Hunter calls the crew desk at 0600 on April 18, he declines a reassignment and is permitted to because reserve coverage for April 18 is adequate at DCA. The line of flying is reduced by the amount of time lost from the original ID 1152/17APR.

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»DSPLOF1908A/DCA/04/231006/HUNTER, DANIEL          *D
SU          04          11          18  DECL  25 1150  02  CLLR
MO          05          12          19          26 1179  03
TU          06 8009    13          20          27  --    04
WE          07 3961    14 1151    21          28          05  CLLR
TH 01 OFSL  08 1148    15 1151    22          29          06  CLLR
FR 02 3173  09 1149    16 OFSL    23          30          07  CLLR
SA 03          10 1152    17 1152    24          01          08  CLLR
GAR  MIN  ACT  FTM  MAX  QAC  QPJ  QMX  OPTING
8547 6500 6620 8349 10406 9743 16343 18400  BID OPS RDO
8309          8111          16105          N  N  N

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Contract Reference:
Section 8 - Minimum Pay and Credit
Section 12 - International



Contract AFacts

ONE IN SEVEN (1 in 7) 7.F., 10.D. & 12.K.

7.F. One (1) In Seven (7) Limitation

1. Scheduled

Relief from all duty and Company obligations for not less than one (1) calendar day shall be provided for each Flight Attendant at her/his home domicile at least once during any seven (7) consecutive calendar days.

Section 7.F. of our Agreement provides that all Flight Attendants will have one calendar day off in any 7 consecutive calendar days. Section 10.D. clarifies the application for Reserves and Section 12.K. defines how the 1 in 7 is applied for International scheduling.

The 1 in 7 provision is intended to provide Flight Attendants with adequate rest, by providing a Flight Attendant 1 day off in every 7 consecutive calendar days.

A 1 in 7 legality may be waived by individual Flight Attendants. If this creates a 24-in-7 violation, this FAR legal rest may not be waived.

The provisions of 1 in 7 are met for Flight Attendants holding domestic schedules by relief from all duty and Company obligation for one calendar day at the home Domicile only.

IDs flown, deadhead time and Company training are examples of being on duty.

7.F. One (1) In Seven (7) Limitation

2. Actual

A Flight Attendant whose flying schedule is involuntarily reduced to less than one (1) day off in seven (7), may contact Onboard Scheduling at once for rescheduling. In the case of "1 in 7" problems due to schedule selection, the Flight Attendant should contact Onboard Scheduling prior to the first day of the schedule month for rescheduling. Failure to do this will result in waiving the "1 in 7" Rule. If it is necessary for a Flight Attendant to drop an ID because of the "1 in 7" Rule, preference as to which ID is to be dropped will be subject to the concurrence of the Flight Attendant and Onboard Scheduling. In the event of failure to reach agreement, the ID to be dropped will be subject to the approval of the Crew Resource Manager/designee.



The most common occurrence of a 1 in 7 legality is when the new month schedule is awarded. If a lineholder does not wish to waive the 1 in 7 legality, she/he must contact the crew desk for rescheduling. If no action is taken before the first day of the new month, she/he is considered to have waived the 1 in 7.

Any voluntary action (trip trading, bidding for training, etc.) by a Flight Attendant that creates a 1 in 7 results in the waiver of this provision.

Section 10.D.2. Reserve

Although Section 7.F. provides all Flight Attendants 1 day off in every 7, Section 10.D.2. describes the way in which the 1 in 7 provisions are applied to Reserves.

The company is obligated to consider your preference of day to be moved, and in every instance must resolve the 1 in 7.

10.D. Special Reserve Legalities

2. One in Seven Limitation

b. If, as a result of a reserve Flight Attendant's schedule selection, she/he has not been provided with one (1) day off in a seven (7) day period, one (1) of the other scheduled days off may be used to provide for the required one (1) day off in a seven (7) day period. The Flight Attendant may indicate preferences as to which day will be used for this purpose and such preferences will be considered, if possible.

In the example below, a Flight Attendant transitioning from one month to the next is awarded a schedule that creates a 1 in 7 legality on the 3rd day of the new month.

If a Reserve takes no action by the first day of the new schedule month, the legality will be considered waived. If she/he does not wish to waive the 1 in 7, she/he may resolve the 1 in 7 by trading with another Flight Attendant or contacting the crew desk for rescheduling.

»DSPLOF0009C/ORD/12/999999/DUCK, DON										*D*	
SU		07	0211	14	0211	21	0211	28	0211	04	
MO	01	08	--	15	--	22	--	29	--	05	
TU	02	09	--	16	--	23	--	30	--	06	
WE	03	10	0211	17		24	0211	31	CLLR	07	
TH	04	11	--	18		25	--	01	CLLR	08	
FR	05	12	--	19		26	--	02	CLLR	09	
SA	06	13		20		27		03	CLLR K	10	
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING			
9000	6500	9000	9000	9200	9000	9000	9200	BID	OPS	RDO	
K	1-7							N	N	N	



Section 12.K. International

12.K. Relief from all duty and Company obligations shall be provided for each Flight Attendant at least once during any seven (7) consecutive calendar days.

Such relief shall be either:

- One (1) calendar day at her/his domicile OR
- One (1) 24 hour period free from duty at an away from domicile point.

Section 12.K. provides relief from duty for International schedules and allows the legality to be satisfied by a 24 hour period, free from duty, at a location other than the home Domicile. The 24-in-7 needs to be satisfied within any 7 day period.

The following ID example does not satisfy the 24-hour free from duty at a point away from home requirement:

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XXXDSL 5248 EFF 04/04/04 THRU 05/01/04 DOM SEA EQP OVR CAT S 3
CREW: FS M N
FRQ      D    EQP FLT# DPTARV DPTR ARVL    L/O  TTL  ACM  DTM  ERR
SMTWTFS I    77I  875 SEANRT 1245 1450  2605 1005 1005 1235
          I    77I  876 NRTSEA 1655 0930   00  835  835 1120
          T/D  3 BID  1840 TTL 1840 TMA  4730 M/$ 95.00
M-MEAL BOARDED- 875/04 SEA      M-MEAL BOARDED- 876/06 NRT
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- On arrival, 30 minutes customs and 15 minutes debriefing are required.
- Check-in on the return segment in NRT is 1:45 prior to departure.
- The sum of :30 + :15 + 1:45 = 2:30
- Block to block time of 26:05 less 2:30 equals 23:35 which is less than 24 hours free from duty and does not satisfy the provisions of Section 12.K.

CONTRACT REFERENCES:

- Section 7 - Hours of Service and Contractual Legalities
- Section 10 - Reserve Scheduling Procedures
- Section 12 - International



Contract AFActs

THIRTY IN SEVEN (30 in 7)

7.E. & 12.J.

7.E. Thirty (30) In Seven (7) Limitation

For schedule planning purposes, flight schedules may not be arranged to exceed thirty (30) flight hours in any seven (7) consecutive twenty-four (24) hour periods. In addition, whenever a Flight Attendant is reassigned, her/his previous actual flight time, plus projected flight time, may not exceed thirty (30) flight hours in any seven (7) consecutive twenty-four (24) hour periods. Scheduled flight time not flown due to absences (e.g., vacation, sick leave) will not be a consideration in the application of this Paragraph. These provisions may be waived by an individual Flight Attendant.

Section 7.E. of our Agreement provides that for Domestic schedule planning purposes a Flight Attendant's schedule may not exceed 30 hours in any 7 consecutive 24-hour periods.

This provision applies to the construction of lines of flying, reassignments and Reserve Domestic assignments.

When a Flight Attendant is reassigned, any previous actual flight time, plus any projected flight time may not exceed of 30 hours in 7 consecutive 24-hour periods.

30 in 7 is calculated on actual flight time which does not include credited time, such as deadheading, and scheduled time not flown due absence (vacation or sick leave).

Individual Flight Attendants may waive this provision. Any voluntary action that results in a Flight Attendant being scheduled in excess 30 hours in any 7 consecutive 24-hour periods (such as trip trading) results in a waiver of this provision for the 7 consecutive 24-hour periods involved.

In addition, a Flight Attendant may waive 30 in 7 when bidding for monthly schedules. This 30 in 7 waiver applies for any 30 in 7 scheduling conflict resulting from the merging of the two schedules months.

A 30 in 7 legality may be waived by an individual Flight Attendant. If this creates a 24 in 7, this FAR legal rest may not be waived.



Using the two examples below, assume:
 ID 0439 on 12/16 & 12/19 is worth 15 hours (15:00) actual flight time

Example 1:

»DSPLOF0009C/ORD/12/999999/POLO, MARKO *D*											
SU		07	--	14		21	GUAR	28	--	04	
MO	01	08		15		22		29		05	
TU	02	09	0439	16	0439	23		30		06	
WE	03	10	--	17	--	24		31		07	
TH	04	11	--	18	--	25		01		08	
FR	05	0439		19	GUAR	26	0439	02		09	
SA	06	--	13		20	GUAR	27	--	03		10
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING			
7500	6500	6000	6000	9200	6000	6000	9200	BID	OPS	RDO	
								N	N	N	

In this example: ID 439 on 12/19 cancels.

The Flight Attendant is subject to reassignment under the provisions of Section 8.J. (Line Guarantee) The only ID available on 12/19 in open flying is ID 9991 worth 16 hours (16:00) actual flight time.

Since the assignment of ID 9991 would project the Flight Attendant to 31 hours within 7 consecutive 24-hour periods, this would not be a legal reassignment.
 ID 439 (15:00) + ID 9991 (16:00) = 31:00

Example 2:

»DSPLOF0009C/ORD/12/999999/POLO, MARKO *D*											
SU		07	--	14		21	--	28	--	04	
MO	01	08		15		22		29		05	
TU	02	09	0439	16	ONSL	23		30		06	
WE	03	10	--	17	ONSL	24		31		07	
TH	04	11	--	18	OFSL	25		01		08	
FR	05	0439		19	9991	26	0439	02		09	
SA	06	--	13		20	--	27	--	03		10
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING			
7500	6500	6000	7600	9200	7600	7600	9200	BID	OPS	RDO	
								N	N	N	

Using the same situation as above with the same schedule and ID values, now consider that the Flight Attendant was on sick leave for ID 439 on 12/16, and was able to return to work for their ID 439 on 12/19. ID 439 on 12/19 subsequently cancels.

When ID 439 on 12/19 cancels the Flight Attendant is once again subject to reassignment under the provisions of 8.J. (Line Guarantee). ID 9991 worth 16 hours (16:00) actual is the only ID to which the Flight Attendant can be legally reassigned.

ID 9991 on 12/19 is a legal reassignment because the flight time from ID 439 on 12/16 (when the Flight Attendant was on sick leave) is not included in the 30-in-7 calculations.



Reserve Scheduling 30 in 7

A Reserve may waive 30 in 7 only under very limited circumstances and there are differences in the way it is applied to Reserve Flight Attendants.

A reserve may waive a 30 in 7 in the following ways:

- In conjunction with some reassignments
- In conjunction with an open ended UNI ID away from home
- Picking up a trip on a day off

Reserve assignments must contemplate the 30 in 7 provision in the following manner:

- When a Reserve completes an International ID and is then assigned a Domestic ID, the 30 in 7 legality applies.
- When a Reserve completes a Domestic ID and is then assigned an International ID, the 30 in 7 legality applies.
- When a Reserve completes an International ID and is then assigned an International ID, the 30 in 7 does **not** apply.

Put another way, a Reserve Flight Attendant may be flown in excess of 30 hours in a 7 consecutive 24-hour period only when the total of those hours in that period are exclusively International. **All** combinations of Domestic and International flying done by Reserves are subject to the 30 in 7 provision.

Waiving the 30 in 7 provision on the bid card is only available when a Flight Attendant is a Lineholder in the new month. If A Flight Attendant elects to waive the 30 in 7 provision on their bid card and receives a Reserve line, the 30 in 7 provision remains in effect and can not be waived.

International

12.J.

The thirty-in-seven (30-7) rule (Section 7.E) and the eight-in-twenty-four (8-24) rule (Section 7.D) shall not apply to International IDs, International lines of flying or to Flight Attendants holding a Domestic line of flying who pick up International IDs.

The 30-in-7 legality does not apply for scheduling International Lines of Flying, International IDs or when a Flight Attendant holding a Domestic Line of Flying trades or pick up an International ID.

Contract References:

Section 7- Hours of Service and Contractual Legalities
Section 12 - International



Contract AFacts

Maximum Number of Segments

7.1.5.

7.1. Duty Time Provisions

5. The Company shall schedule or reschedule no more than eight (8) segments in any one (1) on-duty period.

UNDERLINED LANGUAGE IS NEW

Section 7.1.5. of our Agreement provides that a maximum of 8 segments may be scheduled or rescheduled in any single on-duty period. This provision covers both Flight and Deadhead segments.

At the point where a reassignment is made, the actual landings made plus the future landings cannot exceed 8. In the event any extra landing is made such as to deplane a sick passenger or a mechanical, this landing will not count toward the eight segment maximum as long as no further reassignment is made.

Contract Reference:

Section 7 - Hours of Service and Contractual Legalities



Contract AFActs

Holiday Pay 2.Q. & 5.L.

Our Contract provides for additional pay for Flight Attendants on flight assignments during designated holidays, specified by country of domicile location and the Flight Attendant's birthday. Section 2.Q. of our Agreement specifies that each Flight Attendant is eligible to be paid for up to 5 holidays per year and Section 5.L. outlines the formula for holiday pay.

Holiday Pay Parameters

Holiday pay is a separate and distinct pay factor; it is not used as an offset to the monthly guarantee.

A Flight Attendant on Ready Reserve status who is not given an assignment on the holiday will receive holiday pay for the value of the reserve day (4:27 hours in a 30 day month or 4:13 hours in a 31 day month).

Flight Attendants on Call-in Reserve status may be released from duty on a holiday and if released will not receive any holiday pay. The company may release a Ready Reserve on a holiday when the Flight Attendant is not eligible for an overlap assignment, or on the Flight Attendant's birthday to provide one day off in seven days.

A month end trip assignment to a reserve which results in dropping a holiday trip in the new lineholder month does not qualify for holiday pay.

A lineholder or Reserve who reports for duty on a holiday and whose trip subsequently cancels and no reassignment is made involving that day, will receive holiday pay based on the number of hours from report to release (minimum of 2 hours). This equates to double time pay for the time on duty. Since there is no flight time to generate an automatic pay file, a Flight Attendant must submit a paper FAC to the Company for this holiday pay and any additional pay factors pertinent to the activity of the duty period.

In the event of a Flight Attendant utilizing en route sick leave in the middle of a holiday trip, holiday pay is calculated on whichever is less between the scheduled time away on the holiday or the actual time away on the holiday.

If a Flight Attendant is authorized to deviate or deadhead home early, holiday pay is the lesser of the scheduled or actual time away from home (TMA) and hours away on the holiday.

A Flight Attendant who is drafted from an ID which includes time on a holiday to an ID that does not will be pay protected for the scheduled time on the holiday of the original ID. The scheduled holiday pay must be converted to its flight hour equivalent and added to the flight hour value of the ID in which it occurs. This total flight hour value must be compared with the value of the drafting ID, and the Flight Attendant is paid the greater of the two values.



2.Q. Holiday

1. Holidays shall be designated as follows:
 - a. United States' "holidays" shall include:
New Year's Day, Independence Day, Thanksgiving Day,
Christmas Day and the Flight Attendant's Birthday.
 - b. United Kingdom's "holidays" shall include:
New Year's Day, Easter Monday, August Bank Holiday, Christmas
Day, and the Flight Attendant's Birthday.
 - c. France's "holidays" shall include:
New Year's Day, Easter, Bastille Day, Christmas Day, and the
Flight Attendant's Birthday.
 - d. Taiwan's "holidays" shall include:
Chinese New Year's, Tombsweeping Day, Dragon Boat Festival
Day, Mid Autumn Festival Day, and the Flight Attendant's
Birthday.
 - e. Hong Kong's "holidays" shall include:
Chinese New Year, Handover Day, Christmas Day, National Day,
and the Flight Attendant's Birthday.
 - f. Germany's "holidays" shall include:
New Year's Day, Easter, Unification Day, Christmas Day, and the
Flight Attendant's Birthday.
 - g. Japan's "holidays" shall include:
New Year's Day, National Founding Day, Greenery Day,
Emperor's Birthday, and the Flight Attendant's Birthday."
2. Flight Attendants will be paid for the holidays specified for her/his
domicile country. No Flight Attendant shall be eligible to be paid for
more than five (5) holidays in any calendar year.

UNDERLINED LANGUAGE IS NEW



Section 2.Q.2. limits the number of holidays paid regardless of the list of holidays honored in a Flight Attendant's domicile.

Example:

A LHR based Flight Attendant has been awarded a DCA transfer date effective September 1, 2004. The Flight Attendant has already worked four (4) flight assignments on designated United Kingdom holidays (New Years Day, Easter Monday, Flight Attendant Birthday, and August Bank Holiday) and received holiday pay for these assignments. During the remaining four months of the year working in the United States, the Flight Attendant would only be eligible to receive holiday pay for one of the two remaining holidays (Thanksgiving Day or Christmas Day), not both.

L. Holiday Pay

In addition to all other compensation, a working Flight Attendant shall be paid at double her/his hourly rate of pay as stated in Section 5.A.1., 2., and the "A" Scale Protection letter of agreement. The amount of holiday pay due shall be calculated as follows:

1. Lineholder

Hourly rate of pay times the credited flight time for the ID, divided by the number of hours away from home, times the number of hours away from home falling within the holiday.

Example:

A Flight Attendant making \$20.00 per hour flies an ID which produces 17 hours of credited flight time and keeps the Flight Attendant away from home (check-in to check-out) for 48 hours of which 24 hours falls on the holiday:

$$\$340.00 \div 48 \text{ hours away from home} = \$7.08$$

$$\$7.08 \times 24 \text{ hours on holiday} = \$169.92$$

$$\text{Holiday Pay} = \$169.92$$

2. Reserve

- a. If released on a holiday, reserve receives no holiday pay.
- b. If on ready reserve status and does not fly = 4:27 hours (30 days) or 4:13 hours (31 days) times the reserve's hourly rate.
- c. If on ready reserve status and flies an ID, receives greater of subparagraph b or lineholder computation.

A Flight Attendant qualifying for two (2) hour call-out pay or five (5) hour stand-by reserve pay shall receive double pay for those hours if they fall within the holiday period.

3. In addition to compensation provided under Section 15, Flight Attendants scheduled by the Company to attend any training or meeting on a holiday will receive an additional nine dollars (\$9.00) per hour, prorated.



Holiday Pay is calculated using a formula that takes into account the number of credited hours flown during the holiday ID and how much time away from home the ID has. Premium pay is not used when computing holiday pay. A Flight Attendant's **hours away from home** begins at the ID check-in time and ends at the conclusion of the scheduled debriefing time upon the return to the home domicile.

XXXDSL	3610	EFF	07/10/04	THRU	07/10/04	DOM	BOS	EQP	XSC	CAT	S	1
CREW: O												
FRQ	D	EQP	FLT#	DPTARV	DPTR	ARVL	L/O	TTL	ACM	DTM		
ERR												
.....S		37B	739	BOSDEN	1108	1330	220	422	422			
		57X	354	DENBOS	1600	2138	00	338	800	1200		
			T/D	1	BID	800	TTL	800	TMA	1200	M/\$	21.00

Pay Example 1:

Mary Mainliner bid to work ID 3610 on her birthday, July 10. In 2004, Mary is in her 13th year of flying and she earns \$40.35 per hour for a domestic assignment. She wants to know how much holiday pay she will receive if the actual assignment is flown as scheduled. Using the holiday pay formula from Section 5.L.1. of our Contract, Mary determines that she will earn \$322.80 in holiday pay for this trip.

Hourly rate of pay = \$40.35
 Credited flight time (TTL) = 8:00
 Hours away from home (TMA) = 12:00
 Hours away on holiday = 12:00

$$\begin{aligned}
 & \$40.35 \times 8:00 \text{ TTL} = \$322.80 \\
 & \$322.80 \div 12:00 \text{ TMA} = \$26.90 \\
 & \$26.90 \times 12:00 \text{ hours away on holiday} = \$322.80 \\
 & \text{Holiday Pay} = \$322.80
 \end{aligned}$$



CHGID/	5058	DTE	07/03/04	EQUIP	OVR	DOM	ORD	CAT	S10	TZ	
CREW:	F	S	M	N	O	P	Q	R	S	T	U
EQP	D	FLT#	DT	DPTARV	DPTR	ARVL	L/O	TTLS	TTLA	ACM	DTM
RMKS											
77C	I	938+03	ORDLHR	2136=1105=	2548	750	729	729	1010		
77C	I	949+05	LHRORD	1253=1510=	00	830	817	817	1055		
		TOTAL TIME	1620	FLT TIME	1546	TMA	4430				
		M-MEAL BOARDED-	938/03	ORD		M-MEAL BOARDED-	949/05	LHR			

Pay Example 2, Part I:
ORD based Flight Attendant Reserve Hawk Black, was assigned ID 5058 over the July 4th holiday. In 2004, Hawk is in his 4th year of flying and he earns \$22.57 per hour at an international rate of pay. Hawk wants to determine how much he has earned for working over the holiday. Using the holiday pay formula from Section 5.L.1. of our Contract, Hawk determined that he has earned \$218.40 in holiday pay for this trip.

Hourly rate of pay = \$22.57
Credited flight time = 16:20 (16.33, converted from minutes to minutes as decimals*)
Hours away from home= 44:30 (44.50, converted from minutes to minutes as decimals*)
Hours away on holiday = 24:00

\$22.57 x 16.33 credited flight time = \$368.57
\$368.57 ÷ 40.50 hour away from home = \$9.10
\$9.10 x 24:00 hours away on holiday = \$218.40
Holiday Pay = \$218.40

Pay Example 2, Part II:
Hawk also wants to check his calculation of holiday pay against his DFAP which now says that he is credited 9:40 hours of holiday pay for ID 5058/03. To determine this, Hawk divides the total holiday pay dollar amount by his international hourly rate of pay.

\$218.40 ÷ \$22.57 = 9.66 (9:40, converted from minutes as decimals to minutes**)

The DFAP entry is correct. The listed flight hours are equivalent to the calculated holiday pay of \$218.40.

***minutes to decimals conversion**
Formula = Minutes / 60
Example: 8 hours and 48 minutes = 8.80 hours
48 ÷ 60 = .80

****decimals to minutes conversion**
Formula = minutes as decimals X 60
Example: 4.75 hours = 4 hours and 45 minutes
.75 x 60 = 45

*****In this Contract AActs, equations are rounded to the nearest hundredth.**

Contract Reference:
Section 2 – (Definitions)
Section 5 – (Compensation)



Contract AActs

ID Diagnostic Codes

The following is a list of diagnostic codes for an ID and corresponding Contractual references.

Code	Title	Contract Section	Page
A	8-in-24	7.D.2.b.	44
B	Short (Field) Layover Required	7.J.1.b.-c.	49
C	Illegal Layover / Minimum Rest Violation	7.J.1.a.-c. 7.J.6.a.-b. 10.D.3. 12.M.1.-4.	48-49 50 88 111-112
D	Exceeds Scheduled Duty Time	7.I.4.a. 12.L.1.-4.	48 110-111
E	Exceeds Actual Duty Time	7.I.4.a. 12.L.1.-4.	48 110-111
F	Connection Time less Than 1:00	9.M.3.a.-b.	75
G	Surface Transportation Required	7.I.6 11.A.	48 93
H	Exceed Eight (8) Segments	7.I.5.	48
L	Augmented Staffing Required for Duty Period	FAR 121.467	
M	Less Than 30/45 Minute Connect Time	9.M.3.a.-c.	75
DN	Decision	9.K.2.,3.	73-74
DV	Diversion	12.L.4.	111
MS	Misconnect	9.K.1.a.	73
NI	No Stop Inbound		
NS	No Stop		
RB	Return to Blocks		
RF	Return to Field (after takeoff)		
RS	Reinstate		
SB	Equipment Substitution	11.C.	93
SX	Downline Section	9.M.1.a.,b.	75
XL	Cancelled	8.J.1.	53
XP	Extra Stop	12.L.2.b.	111



Contract AActs

Line of Flying (LOF) Diagnostic Codes

The following list of diagnostic codes may be found in a Flight Attendant's Line of Flying and corresponding Contractual references.

Code	Title	Contract Section	Page
A	16 Hour Layover Required	7.D.2.b.	44
B	Lacks Purser Position Training	9.P.2. 12.D.2.	77 103
C	Illegal Layover	7.J.1.a.-c. 7.J.6.a.-b. 10.D.3. 12.M.1.-4.	48-49 50 88 111-112
F	Lacking IST Training	12.C.	97-102
H	Lacking Language Qualification	12.C.7.	98
I	2-for1 Layover Required	7.D.1.b.	43
J	30-7	7.E. 12.J.	44 110
K	1-in-7	7.F.1.2. 10.D.1.a. 10.D.2.a.-c. 12.K. 12.U.3.	44-45 87 88 110 121
L	MDO- Below Minimum Days Off	7.G.1.a.-b. 10.D.1.a.-b. 12.U.2.	45 87 120-121
N	Lacking Key Position Qualification	9.C.2. 9.C.6. 9.P.3.	57 58-59 77-78
O	Quarter Actual Exceeds Quarter Maximum	7.A.1.-8.	41-42
P	Lacking Over-water Qualification	12.C.1.,5.	97-98
Q	Lacking Equipment Qualification	12.C.1.,5. Side Letter	97-98 321-322
R	Flight Time Exceeds Maximums	7.A.1.-8. 12.G.1.-8. 12.U.6.	41-42 107-109 120-121
S	Quarterly Projection Exceeds Maximums	7.A.1.-8. 12.G.1.-8. 12.U.6.	41-42 107-109 120-121
T	Actual Time Exceeds Monthly Maximum	7.A.1.-8. 12.G.1.-8. 12.U.6.	41-42 107-109 120-121
U	Flight Time Under Monthly Guarantee	8.J.1.	53
V	Guarantee Exceeds Monthly Maximum	7.A.1.-8. 9.E.4.a.-b. 12.P.1.a. 12.P.2.a.-b.	41-42 62 116 116
W	Flight Time Under Minimum Guarantee	8.J.1.-4.	53
X	Lacks Service Qualification (i.e., Shuttle, TED)	9.F.1 12.C.5	62-63 98
Y	24:7 - 24-in-7 (may not waive)	FAR 121.467	F.A.O.M. pg. 4.20.1- 4.20.4
Z	Lacking Updated Passport / Visa	12.C.	97-102



Contract AFacts

Legal Rest – Automatic Waiver of Report Time from a Layover)

7.I.2.a.

At a layover point, the Company may reduce the reporting time by up to fifteen (15) minutes. Section 7.I.2.a.(1) defines the automatic waiver of report time.

7.I.2. Waiving Report Time

- a. When a Flight Attendant arrives late on an inbound flight, in order to insure that proper rest is received and to curtail delays in the departure of the Flight Attendant's next outbound flight:
 - (1) At a layover point, the Company may reduce the above listed reporting time by up to fifteen (15) minutes. Where hotel van transportation cannot be rescheduled, the Flight Attendant is authorized to use cab or limousine transportation at Company expense.

Minimum Rest

Our Contract provides for minimum legal rest according to the transportation time to your layover hotel. Section 7.J.1.b. & c. requires minimum rest equal to:

*"**nine (9) hours free from duty** at any point away from home where lodging is provided within approximately fifteen (15) minutes time (or time agreed upon by the MEC Hotel Chairperson) from the airport provided prompt transportation is available, or **eleven (11) hours free from duty** at any point away from home where lodging is provided more than approximately fifteen (15) minutes time from the airport."*

Remember that Section 7.I.3. provides 15 minutes debriefing time at a layover point and 7.I.1. provides 45 minutes report time for narrowbodies and 1 hour for jumbo airplanes. This means that your ID should post a minimum total block-to-block rest equaling:

- 10 hours for a layover at a hotel not more than fifteen minutes from the airport and reporting to work on a narrowbody airplane, and
- 12 hours for a layover at a hotel not more than fifteen minutes from the airport and reporting to work on a narrowbody airplane.

If your flight arrives late at a layover, determine whether your minimum 9 hour (10 hours block to block for report on a narrowbody) or 11 hour (12 hours block to block for report on a narrowbody) rest will still be satisfied by your reporting at the regular check-in for your next outbound flight. If so, report as usual.

Automatic 15 Minute Waiver of Report Time – You Will Not be Advised

If the 15 minute waiver of report time is applied to make you legal, for example with a 9 hour minimum rest, your block-to-block layover is 9:45 hours on an outbound narrowbody aircraft. An example of this is posted on the following page. If the late arrival means that a minimum legal rest would require you to shorten your normal briefing time by up to 15 minutes, do so.



Example:

```
CHGID/ 2115 DTE 02/07/07 EQUIP REG DOM ORD CAT S 1 TZ
CREW: N
EQP D   FLT# DT DPTARV DPTR ARVL   L/O TTLS TTLA   ACM   DTM RMKS
57Q     395 07 ORDPDX 2021=2254= 0945  427  427  427  844   B
57Q     722*08 PDXORD 0839 1425   140  346  346  346
37X     787:08 ORDMSF 1605 1730   100  125  125  511
37X     332:08 MSPORD 1830 2003   00   133  133  644  1039
TOTAL TIME 1117   FLT TIME 1117   TMA 2809
M-MEAL BOARDED- 722/08 PDX
```

```
FLT DT STA           REASON           TIME     PID
722 08 PDX REDUCED REPORT TIME :15 L/01     080504 OPB 44091
722 08 PDX REPORT CHANGE DTYID 0754/0809    080756 OPB 44091
```

In this case, you would not report to the airplane until 30 minutes prior to departure, or at 0809 as indicated in the ID notes. It is your responsibility to ensure your legal rest is met, including the waiver of report time. Information about the automatic 15 minute waiver of report time from a layover is included in the bid cover letter for domiciles with domestic flying. Although you will not be advised of the report time waiver, the cover letter encourages you to contact the crew desk, OPBSK, if you are unsure.

Company's Expense if Alternate Transportation is Required

The Contractual report time waiver also provides that "where hotel van transportation cannot be rescheduled, the Flight Attendant is authorized to use cab or limousine transportation at Company expense," per Section 7.1.2.a.(3).

Automatic Waiver Does Not Effect Duty Maximum

Automatic waiver of report time will have no effect on the scheduled or actual duty limitations of Section 7.1.4., which will be determined by the original report time according to local domicile time. The duty period clock, however, will commence with the adjusted report time.

Waiver of Report Time Cannot Be Used in a Reassignment

Waiver of report time can only be applied due to a late arriving inbound flight. A reassignment cannot include a waiver of report time, unless the inbound is subsequently late in arriving.

Get Your Rest

Rest is a critical component of our preparation as safety professionals. We encourage you to take advantage of the protections our Contract affords us and do not be enticed to compromise these provisions.

Contract Reference:

Section 7 - Hours of Service and Contractual Legalities

