

ARTICLE 33 – CREW REST

When time permits during a flight, provided all scheduled in-flight services are completed, passenger needs are met and all zones monitored, a Flight Attendant will be permitted to take in-flight rest in accordance with the following provisions: ¹

A. GUIDELINES FOR USE OF PASSENGER SEAT(S) DURING IN-FLIGHT REST ²

Although in-flight rest periods will vary depending on the schedule flying time, a Flight Attendant will be permitted to take in-flight rest in a Flight Attendant or cockpit jumpseat, or, if available, a passenger seat, aisle side, in the last row of Coach class provided that there are no passengers seated in the row.

1. The Company and the APFA agree to the following parameters on the use of a passenger seat(s) for in-flight rest when in-flight rest is available and appropriate. While taking in-flight rest in a passenger seat, a Flight Attendant should reflect a professional and appropriate image to the passengers. This includes, for example:

- a. Occupying only one seat;
- b. Remaining awake;
- c. Refraining from enclosing seat(s) with blankets or similar items; and
- d. Using discretion while engaging in personal activities in order to remain accessible to the passengers and available to perform Flight Attendant duties.

2. Flight Attendant rest will be coordinated by the Purser or the Lead Flight Attendant to ensure all cabins remain monitored.

3. If a passenger is either assigned or requests to move to a designated crew rest seat, prior to takeoff, the passenger's request will be accommodated. If after takeoff, on flights of five (5) hours or more, a passenger who requests to move to a designated crew rest seat will be accommodated at the discretion of the Purser or Lead Flight Attendant.

4. It is understood that agents may not be requested to provide crew rest seats when these seats are otherwise available or needed for passengers.

B. FLIGHTS OF LESS THAN FIVE (5) HOURS SCHEDULED FLYING TIME ³

1. Crew Rest Time

The in-flight rest period shall not exceed fifteen (15) minutes and one Flight Attendant at a time will be permitted to take in-flight rest.

2. Facilities

A Flight Attendant will be permitted to take rest in a Flight Attendant or cockpit jumpseat or passenger seat, if available.

3. Activities

Flight Attendants may eat, drink or read during the designated in-flight rest period.

C. INTERNATIONAL FLIGHTS FIVE (5) HOURS OR MORE BUT LESS THAN SEVEN (7) HOURS SCHEDULED FLYING TIME ⁴

1. Crew Rest Time

The in-flight rest period shall not exceed fifteen (15) minutes and one Flight Attendant at a time will be permitted to taken in-flight rest.

2. Facilities

A Flight Attendant will be permitted to take rest in a Flight Attendant or cockpit jumpseat or passenger seat, aisle side, in the last row of the Coach cabin, if available.

3. Activities

Flight Attendants may eat, drink or read during the designated in-flight rest period.

D. INTERNATIONAL FLIGHTS SEVEN (7) HOURS OR MORE BUT LESS THAN EIGHT (8) HOURS SCHEDULED FLYING TIME ⁵

1. Crew Rest Time

The in-flight rest period shall not exceed thirty (30) minutes and one Flight Attendant at a time will be permitted to take in-flight rest.

2. Facilities

A Flight Attendant will be permitted to take in-flight rest in:

- a. Flight Attendant or cockpit jumpseat, or
- b. If available, a passenger seat, aisle side, in the last row of the Coach cabin, provided that there are no passengers seated in the row, or
- c. If available, a Crew Rest Seat as defined in paragraphs F, and J. below, provided there is no passenger in the adjacent Crew Rest Seat.
- d. "Z-blocking" procedures for delaying assignment of a passenger seat(s) or Crew Rest Seat(s) on aircraft so equipped, for in-flight rest per this paragraph D. are set out in paragraph I. below.
- e. Aircraft equipped with Crew Bunks - On 777 aircraft equipped with crew bunks, Flight Attendants will be permitted up to thirty (30) minutes in-flight rest in the bunk module. The "Z-blocking" procedures outlined in paragraph I. of this Article shall apply.

3. Activities

Flight Attendants may eat, drink or read during the designated in-flight rest period.

E. INTERNATIONAL TURN-AROUND FLIGHTS WITH ONE (1) OR MORE LEGS DEPARTING AFTER 2100 WITH TWELVE (12) HOURS ON-DUTY AND THE OVERNIGHT FLIGHT IS LESS THAN SEVEN (7) HOURS

1. Crew Rest Time

The in-flight rest period shall not exceed thirty (30) minutes and one Flight Attendant at a time will be permitted to take in-flight rest.

2. Facilities

A Flight Attendant will be permitted to take in-flight rest in:

- a. Flight Attendant or cockpit jumpseat, or
- b. If available, a passenger seat, aisle side, in the last row of the Coach cabin, provided that there are no passengers seated in the row, or
- c. If available, a Crew Rest Seat as defined in paragraphs F, and J. below, provided there is no passenger in the adjacent Crew Rest Seat.
- d. "Z-blocking" procedures for delaying assignment of a passenger seat(s) or Crew Rest Seat(s) on aircraft so equipped, for in-flight rest per this paragraph E. are set out in paragraph I. below.
- e. If a passenger is either assigned or requests to move to a designated crew rest seat, prior to takeoff, the passenger's request will be accommodated. On such flights, after takeoff, a passenger who requests to move to a designated crew rest seat will be accommodated at the discretion of the Purser.
- f. Aircraft Equipped with Crew Bunks. On 777 aircraft equipped with crew bunks, Flight Attendants will be permitted up to thirty (30) minutes in-flight rest in the bunk module. The "Z-blocking" procedures outlined in paragraph H. of this Article shall not apply.

3. Activities

Flight Attendants may eat, nap, drink or read during the designated in-flight rest period.

F. INTERNATIONAL FLIGHTS EIGHT (8) TO TWELVE (12) HOURS SCHEDULED FLYING TIME⁶

1. Crew Rest Time

- a. Flight Attendants will be permitted to take forty-five (45) minutes of in-flight rest in a designated Crew Rest Seat/Bunk.
- b. The Purser will be responsible for the coordination and scheduling of specific in-flight rest periods for each working Flight Attendant. The Purser will schedule in-flight rest periods taking into consideration the services scheduled.

2. Facilities

The Company will provide four (4) curtained off "crew rest seats," for Flight Attendants on International flights as follows:

- a. On 767-300ER aircraft, four (4) crew rest seats, adjustable and reclining, with headrests and footrests, will be located in a closed-off area, with a heavy privacy curtain, in a non-smoking area of the passenger cabin. Parameters and guidelines used in the design, location and amenities of the Crew Rest Seats are set out in paragraphs J. and K. below.
- b. The provisions of F.2.a. above shall not apply to 767 aircraft configured for Hawaii flying. Crew rest accommodations on 767 Hawaii aircraft are set out in paragraph K.2. below.
- c. On 777 and 787 aircraft, in lieu of this provision, the Company will provide four (4) crew bunks.

3. Activities

Flight Attendants may eat, sleep, read, watch video, listen to music, etc., during their designated in-flight rest period.

G. INTERNATIONAL FLIGHTS OVER TWELVE (12) HOURS TO FOURTEEN HOURS THIRTY MINUTES (14:30) SCHEDULING FLYING TIME (LONG-RANGE FLYING)⁷

1. Crew Rest Time

a. Flight Attendants will be permitted to take two (2) hours of in-flight rest in a designated Crew Rest Seat/Bunk.

b. On a long-range round trip sequence, if either the inbound or the outbound leg of such long-range sequence is less than twelve (12) hours scheduled flying time, in-flight rest on the leg that is less than twelve (12) hours may be reduced to one hour thirty (1:30) minutes.

c. The Purser will be responsible for the coordination and scheduling of specific in-flight rest periods for each working Flight Attendant. The Purser will schedule in-flight rest periods taking into consideration the services scheduled.

2. Facilities

On long-range flights, in lieu of the rest seat(s) provided in F.2. above, the Company will provide the accommodations:

a. On 777 and 787 aircraft, four (4) crew bunks;

b. On other aircraft, four (4) curtained reclining/sleeper seats.

3. Activities

Flight Attendants may eat, sleep, read, watch video, listen to music, etc., during their designated in-flight rest period.

H. INTERNATIONAL FLIGHTS OVER FOURTEEN HOURS THIRTY MINUTES (14:30) SCHEDULING FLYING TIME (EXTENDED LONG-RANGE FLYING)⁸

1. Crew Rest Time

a. Flight Attendants will be permitted to take three (3) hours of in-flight rest.

b. The Purser may extend the in-flight rest according to the available time and service requirements of the flight.

c. The Purser will be responsible for the coordination and scheduling of specific in-flight rest periods for each working Flight Attendant. The Purser will schedule in-flight rest periods taking into consideration the services scheduled.

d. The same standard of good judgment currently expected of Pursers in the coordination and scheduling of in-flight rest periods will also apply to the new Extended Long-Range category of in-flight rest as defined in this provision.⁹

2. Facilities

In lieu of the rest seats provided in F.2. above, the Company will provide the following accommodations:

- a. On 777 and 787 aircraft, four (4) crew bunks;
- b. On other aircraft, four (4) curtained reclining/sleeper seats.

3. Activities

Flight Attendants may eat, sleep, read, watch video, listen to stereo, etc., during their designated in-flight rest period.

I. Z -BLOCKING PROCEDURES ¹⁰

1. The Company agrees to establish procedures regarding “Z-block” assignment of seats for in-flight rest on flights of seven (7) hours or more, but less than eight (8) hours scheduled flying time. On aircraft with designated crew rest facilities, two (2) crew rest seats will be “Z-blocked”. On aircraft that do not have designated crew rest facilities, the Company will agree to “Z-block” the last row of main cabin seats (either two or three seats, depending on aircraft). Such “Z-block” procedures will provide for delayed passenger assignment of the seats designated above until assignment to a seat either in the last row of main cabin or to the crew rest seats, as applicable, are needed to accommodate a passenger request. Such “Z-block” procedures will be communicated to Customer Service personnel to facilitate proper coordination.

2. The “Z-blocking” provided in paragraph 1. above shall also apply to flight segments departing after 2100 local base time in a turn-around sequence where the on-duty period is twelve (12) hours or more.

3. The APFA agrees that the Company is not restricted from assigning any available seat according to its established Customer Service policies and procedures (including those established pursuant to paragraph 1. above). The APFA recognizes that a passenger should not be denied accommodation for a seat, nor should a Flight Attendant deny a request by a passenger to move into an open seat in order to retain a seat for Flight Attendant’s personal use for in-flight rest, except that, after takeoff, a passenger who requests to move to a designated crew rest seat will be accommodated at the discretion of the Purser or Lead Flight Attendant. Furthermore, the APFA agrees that Flight Attendants should not request Customer Service personnel to withhold seating from passengers beyond that which is provided by the Company’s policies and procedures.

4. The Company and the APFA agree that it is the intent of this provision to provide a consistent method of holding available seats for Flight Attendant in-flight rest, when possible, while avoiding unfavorable passenger perception.

5. If problems with these “Z-blocking” procedures develop, the Company could, after consultation and cooperation with the APFA, discontinue such “Z-blocking” procedures.

J. INTERNATIONAL 757 CREW REST SEATS ¹¹

1. On B-757 aircraft used in International Operations of eight (8) hours or more (scheduled), the crew rest will be provided at row 35, seats D-E-F and row 36, seats D-E-F. The crew rest seats will have the following features:

- a. A hydro-lock that allows the seats to be reclined to 70 degrees when used for crew rest
- b. Adjustable headrest
- c. Combination leg rest and footrest
- d. Privacy curtain and curtaining mechanism

K. INTERNATIONAL 767 CREW REST SEATS ¹²

1. Parameters for Design, Location and Amenities for 767-300ER

a. Crew rest seats for flights eight (8) hours or more scheduled flying time but not exceeding twelve (12) hours scheduled flying time, the Company and the APFA agree that the following parameters in the design, location and amenities for Crew Rest Seats will be established.

b. There will a total of four (4) crew seats (2 crew rest doubles). The crew rest seats will include the standard mechanisms of the current 767 Business Class seats, including:

- (1) A minimum of sixty (60) degrees recline from vertical;
- (2) A footrest which can be extended and adjusted to a minimum of sixty (60) degrees;
- (3) Audio capability;
- (4) Additional seat cushioning;
- (5) Leather or cloth material, at APFA's option

c. There will be a fixed "floor to overhead bin" partitions forward and aft of the crew rest seats. There will also be a partial "wrap-around" privacy shell that will be used in conjunction with a partial curtain along the side of the outboard crew rest seats to provide additional privacy.

d. Each crew rest seat double will be located in an area that will have seventy-one (71) inches of total space to accommodate the recline and footrest, and will have a non-detachable, full-length, weighted privacy curtain with noise and light-inhibiting features. Curtains will not require Flight Attendant assembly or set-up.

e. It is understood that Crew Rest accommodations for existing aircraft which have been designated by the parties as "transition" aircraft as noted in paragraph 4. Below and 767 two-class aircraft configured for Hawaii flying as notes in paragraph 3. Below will not be subject to the above parameters since the parties have agreed on separate crew rest accommodations for these aircraft.

2. 767-300ER Two-Class Aircraft Configured for Hawaii Flying ¹³

On 767-300ER two-class aircraft configured for Hawaii flying, the Company will provide four (4) "as is" First Class seats for the purpose of Flight Attendant crew rest.

L. INTERNATIONAL 777 CREW BUNKS ¹⁴

777 Flights Over Eight (8) Hours. Crew Bunk Parameters the Company has committed to install on all 777 aircraft to be flown in International missions of eight (8) hours or greater shall include, at a minimum, the following components and characteristics:

1. At least four (4) bunks exclusively for Flight Attendant use contained wholly within a single bunk module unit;
2. Interior bunk height (maximum head room in the bunk) of no less than thirty-four inches (34");
3. Interior bunk length of no less than seventy-six inches (76");

4. Interior bunk width of no less than twenty-seven inches (27”);
5. Individual reading lights in each bunk;
6. Individual audio capability in each bunk;
7. Individual temperature control in each module;
8. Individual air vents in each bunk;
9. Vanity mirror in each module;
10. Closet for storage of clothing in each module.

M. INTERNATIONAL 787 CREW BUNKS ¹⁵

The 787 shall include, at a minimum, the following components and characteristics:

1. At least four (4) bunks exclusively for Flight Attendant use contained wholly within a single bunk module unit;
2. Interior bunk heights will vary depending on bunk location within the bunk module. Middle bunk height is 32.36”;
3. Interior bunk length of no less than seventy-nine inches (79”);
4. Interior bunk width of no less than twenty-seven and one half inches (27.5”);
5. Area and task lighting;
6. Individual service outlets;
7. PC power outlets in each bunk;
8. Personal air outlets in each bunk;
9. Compartment humidification;
10. Stowage pouch for personal belongings in each bunk.

Prior to the delivery of the 787 aircraft, should the Boeing crew bunk specifications materially change from those previously provided to APFA, the Company will meet with APFA to discuss the changes.

N. CREW REST SEATS/BUNKS – PROCEDURES FOR SIGNIFICANT MALFUNCTIONS ¹⁶

In the event one (1) or more Bunks/Crew Rest Seats become unavailable for use due to a significant malfunction, the Company will provide substitute Crew Rest Seats as follows:

1. For flights eight (8) hours or more scheduled flying time, but not exceeding twelve (12) hours scheduled flying time, one (1) regular Main Cabin passenger seat will be provided on a one-for-one basis for each Crew Rest Seat which is unusable.

2. For flights over ten (10) hours scheduled flying time on 777/787 aircraft configured with bunks, one (1) regular Business Class passenger seat will be provided on a one-for-one basis for each bunk which is unusable, if a Business Class passenger seat is available. Should a Business Class

passenger seat be unavailable, a Main Cabin Extra (MCE) passenger seat will be made available. If a MCE passenger seat is unavailable, a Main Cabin passenger seat will be made available.

3. Further, when the provisions above apply, and when a known significant malfunction exists on an aircraft, blocking of the appropriate passenger seats shall be accomplished twenty-four (24) hours in advance of scheduled departure time.¹⁷

4. For the purposes of this provision, "significant malfunction" will mean a lack of functionality. Examples of significant malfunctions will include:

- a. the crew rest seat has no recline or the seat cushion is missing, or
- b. there is no oxygen access to a bunk/seat.

5. Examples which do not constitute a significant malfunction include:

- a. a lack of a reading light or missing curtain, or
- b. an inoperative footrest.

O. CREW REST ACCOMODATIONS¹⁸

1. The Company and APFA will meet to discuss the design of crew rest accommodation for existing and future aircraft falling within International crew rest parameters.

2. The Company will provide comparable accommodations for any future aircraft brought into the fleet.

P. CONSOLIDATION OF PRE-EXISTING LETTERS OF AGREEMENT

In consolidating the Crew Rest information into this Article, the parties agree that in so doing the intent and application of the language as it preexisted elsewhere remains unchanged.