

ARTICLE 8 - MINIMUM PAY AND CREDIT

A. MINIMUM GUARANTEE

A Flight Attendant who flies and completes a trip or trip pairing including deadheading by Company assignment shall receive the greatest of the following:

1. Flight time pay and flight time credit actually earned.
2. Minimum of five hours (5:00) flight time pay and flight time credit multiplied by the number of duty periods within a trip sequence provided, however, any trip sequence that contains more than one (1) duty period will be credited with a minimum of three hours (3:00) flight time pay and flight time credit for each duty period.
3. Scheduled on-duty time as provided in paragraph E. of this Article.
4. Actual on-duty time as provided in paragraph E. of this Article.

B. DEFINITION OF COMPLETED TRIP - EXCEPTIONS AND GUARANTEES

For purposes of paragraph A. above, a Flight Attendant will be considered to have completed a trip if the aircraft on which s/he is assigned as a crew member lands at an airport other than the airport of departure or its co-terminal.

1. Return to Airport of Departure for Reasons Other Than Mechanical. If the aircraft on which a Flight Attendant is assigned as a crew member returns to the airport of original departure or a co-terminal for reasons other than mechanical interruption, it shall be considered a completed trip.

2. Return to Airport of Departure for Mechanical Reasons. If the aircraft on which a Flight Attendant is assigned as a crew member returns to the airport of original departure or a co-terminal due to mechanical interruption and the Flight Attendant performs no other flying within the duty period s/he shall be guaranteed a minimum of three (3) hours pay and flight time credit for the duty period involved.

C. CALL-OUT

1. A Flight Attendant who reports to the airport for a specific flight assignment but who does no flying shall, if applicable, be eligible for Holding Time/Ground Time, as provided in Article 3.I. and J. of this Agreement and shall receive the greater of:

a. Trip Sequence Origination

(1) flight time pay for On-Duty Time as provided in Article 8.E. of this Agreement, from the time s/he reports for the specific flight assignment continuing until s/he is released to begin her/his legal rest period, or

(2) three (3) hours flight time pay.

b. Mid-Sequence

(1) flight time pay and flight time credit for On-Duty Time as provided in Article 8.E. of this Agreement, or, if greater, flight time pay and flight time credit for Time Away from Base, calculated in accordance with the provisions of Article 8.F. of this Agreement, from the time s/he reports for the specific flight assignment continuing until s/he is released to begin her/his legal rest period, or

(2) three (3) hours flight time pay and credit.

2. Such Flight Attendant shall not be required to remain at the airport in excess of four (4) hours without being given another flight assignment to be performed within the same on-duty period.

3. This provision shall not apply to a Flight Attendant who does not fly due to her/his own incapacity for flight.

4. The above pay provision shall not be applicable if the Flight Attendant is notified prior to reporting for duty. If the Company attempts to notify the Flight Attendant three (3) or more hours prior to the original departure time of the flight assignment, but is unsuccessful, the Flight Attendant shall be considered notified.

5. This provision shall not apply to a Flight Attendant who is displaced by a supervisor, instructor, or other authorized personnel.

D. LOCAL, SCENIC, COURTESY OR PUBLICITY FLIGHTS

The provisions of paragraph A. above shall not apply when a Flight Attendant is required to serve on flights which are characterized as local, scenic, courtesy or publicity. A Flight Attendant required to serve on such flight or flights shall be guaranteed a minimum of three (3) hours pay and flight time credit for the duty period involved.

E. ON-DUTY TIME

On-duty time as provided in paragraph A. of this Article shall be computed as follows:

1. **Scheduled On-Duty Time.** One (1) minute flight time pay and flight time credit for each two (2) minutes of a scheduled or rescheduled on-duty period as set forth in Article 7.L. of this Agreement.

2. **Actual On-Duty Time.** One (1) minute flight time pay and flight time credit for each two (2) minutes of an actual on-duty period as set forth in Article 7.L. of this Agreement.

F. TIME AWAY FROM BASE

1. Flight Attendant who performs any flight duty (including deadheading) which involves two (2) or more on-duty periods broken by at least one (1) off-duty period away from such Flight Attendant's home base station, shall receive the greater of the following:

a. Scheduled Time Away from Base.

(1) **Domestic Trip Sequences:** One (1) minute of flight time pay and flight time credit for each three and one-half (3-1/2) minutes of scheduled or rescheduled time away from her/his home base station.

(2) **International Trip Sequences:** One (1) minute of flight time pay for each three and one-half (3-1/2) minutes of scheduled or rescheduled time away from her/his home base station.¹

b. Actual Time Away from Base.

(1) **Domestic Trip Sequences:** One (1) minute of flight time pay and flight time credit for each three and one-half (3-1/2) minutes of actual time away from her/his base station.

(2) International Trip Sequences: One (1) minute of flight time pay for each three and one-half (3-1/2) minutes of actual time away from her/his base station. ²

2. For purposes of this paragraph F. above, on-duty periods and off-duty periods shall be as set forth in Article 7.K. and L. of this Agreement.

3. When a Flight Attendant's return to her/his home base station is delayed by a strike or work stoppage which substantially affects the operation of the Company, or when such delay is caused for personal reasons, such Flight Attendant shall be entitled to only the flight time pay and flight time credit for scheduled or rescheduled time away from base, as provided in F.1.a. above.

4. The provisions of this paragraph F. above shall not apply beyond the first twenty-four (24) hours of excess time away from base resulting from the delay in a Flight Attendant's return to her/his home base station due to an official NOTAM* which closes, for a period of twenty-four (24) hours or more, the airport at which such Flight Attendant is laying over or at which such Flight Attendant is forced to lay over as a result of such airport closing, provided that such Flight Attendant is assigned by the Company to fly or deadhead within six (6) hours after the first American Airlines flight operates into or out of the airport at which the Flight Attendant is laying over. In this instance, excess time away from base shall be the difference between the time such Flight Attendant actually arrives at her/his home base station and the time s/he would have arrived had there been no airport closing.

*NOTAM: Notice to Airmen (issued by the Federal Government)

5. Flight time pay and flight time credit as provided under paragraphs A. and F. above and Article 10.M. are not cumulative, only the greater will apply.

G. DEADHEADING

1. A Flight Attendant who is required by the Company to deadhead to or from any station for the purpose of covering or returning from a flying assignment, flight time pay shall be one hundred percent (100%) of the scheduled flight time of the deadhead trip and flight time credit shall be applied at fifty percent (50%) of the scheduled flight time of the deadhead trip for purposes of flight time limitations. This provision shall apply when deadheading is by surface transportation and made in lieu of air transportation as though the deadheading were performed by air transportation. This shall not apply between co-terminals served by the same Flight Attendant base.

2. Deadheading covered under the provisions of paragraphs A. and F. above shall include all deadheading by Company assignment including deadheading under the provisions of Article 7.M.

3. If, in irregular operations, surface transportation time during a duty period exceeds four (4) hours, a Flight Attendant shall receive two (2) hours pay, no credit, in addition to all other compensation. This provision shall not be applicable to surface deadheading between co-terminals served by the same base station.

4. The provisions of paragraphs A. and F. above shall not be applicable to excess duty hours resulting from the Flight Attendant's request to be rescheduled to deadhead on a flight other than that for which s/he is legally scheduled or rescheduled by the Company.

H. FLIGHT TIME PAY AND CREDIT FOR TRIPS NOT FLOWN

The provisions of paragraphs A. and F. above shall apply for purposes of trips missed credit under Article 7.S.

I. REASSIGNMENT PAY

1. Reassignment at Home Base. If, prior to the departure of a Flight Attendant's regularly scheduled trip pairing from her/his home base station, a regularly scheduled Flight Attendant is removed by the Company from such trip pairing and assigned to another trip pairing involving less total flight time credit, such Flight Attendant shall be credited, for pay purposes only, with the flight time of the trip from which s/he was removed. A Flight Attendant whose trip is cancelled shall not be considered to be removed by the Company from such trip.

2. Reassignment Away from Base. If prior to the departure of a Flight Attendant's trip or trips at other than her/his base station, a regularly scheduled Flight Attendant is removed by the Company from such trip or trips for which s/he was legal and available and assigned to another trip or trips involving less total flight time credit, such Flight Attendant will be credited for pay purposes only, with the flight time of the trip or trips from which s/he was removed. A Flight Attendant whose trip is cancelled shall not be considered to be removed by the Company from such trip.

3. Example of 1. and 2. Above. A regularly scheduled Flight Attendant is removed from her/his regularly scheduled ten (10) hour trip and assigned by the Company to a six (6) hour trip instead. S/he has sixty-six (66) hours credited to him/her prior to this reassignment. After completing the six (6) hour trip, s/he will have seventy-two (72) hours credited toward her/his monthly limitation but will have seventy-six (76) hours credited for pay purposes.

4. Reassignment Protection During Last Five (5) Days of the Month. A regularly scheduled Flight Attendant who is involuntarily assigned to a trip sequence which is scheduled to originate within the last five (5) days of the contractual month and who by such assignment becomes illegal for a regularly scheduled trip, or who is projected above her/his monthly maximum, shall be guaranteed the pay for the trip flown or the trips from which s/he is removed, whichever is greater. Such Flight Attendant shall be credited with the time of the trip actually flown. Such pay protection shall be confined to the contractual month in which the reassignment takes place.

J. ATC HOLD/ACTUAL "OUT" TIME (CODE 59)

1. Pay and Credit for Delayed Engine Start. When the captain elects to delay starting engines due to quoted takeoff delays, flight time, at the option of the captain, will be considered to begin at the time the aircraft would normally have departed. Such delay time is not included in duty aloft time as defined in Article 7.J., however, it shall apply for pay and credit purposes and monthly credited time. Pay and credit under this provision shall not run concurrently with the holding time compensation as provided in Article 3.I.

2. Actual "Out" Time (Code 59). In the following delay situations, flight time pay and credit for affected Flight Attendants will begin prior to the actual out time based on the time established by the Captain as provided herein, and the affected Flight Attendants will receive the greater of the scheduled block to block time or the delay time plus actual block time. In addition, such delay time will not be included in the duty aloft calculations as provided in Article 7.J., nor will flight time pay and credit as defined below, run concurrently with any holding time or ground time compensations as provided in by Article 3.J. and 3.I. of this Agreement.

a. In the event of a delay at the gate awaiting pushback, power-back or taxi out due to airport congestion caused by other aircraft or vehicular traffic, flight time pay and credit will begin at the time the aircraft was ready for immediate departure in all respects except for clearance from ramp or ground control, as determined by the Captain.

b. In the event of a delay at the gate caused by the de-icing of the aircraft performed at the gate, flight time pay and credit will begin at the time the aircraft was ready for immediate departure in all respects except for clearance from ramp or ground control, as determined by the Captain.

c. In the event maintenance is performed on the aircraft after departure from the gate but prior to take-off, and thereafter take-off is performed without returning to the gate, flight time pay and credit will begin from the original time of departure from the gate, including the time spent while having maintenance performed. In addition, in the event the aircraft taxis or is towed from the gate to have maintenance performed and thereafter performs a take-off without returning to a gate, flight time pay and credit will begin from the original time of taxi or tow from the gate, including the time spent while having maintenance performed.

d. In the event of a delay at the gate awaiting pushback, power-back or taxi out due to congestion with deicing operations off the gate, flight time pay and credit will begin at the time the aircraft was ready for immediate departure in all respects except for clearance from ramp or ground control, as determined by the Captain.

K. DIVERSIONS

When a flight is diverted and the aircraft is not blocked in at a gate, and/or passenger egress is prohibited, each Flight Attendant shall receive full flight time pay and credit for all such time on board. Such flight time will not be included in the duty aloft calculation as provided in Article 7.J. of the Basic Agreement nor will flight time pay and credit run concurrently with any holding time or ground time compensation as provided in Article 3.J. and 3.I. of this Agreement.

L. INTERIM PAY PROTECTION (PRE PBS)

In addition to all other compensation and in accordance with the provisions of this Article 8.L. and Article 9.P., a Flight Attendant will be guaranteed flight time pay and flight time credit only for the value of trip sequences originally appearing on their monthly bid line, excluding trips removed due to schedule conflict. Interim Bid Line Pay Protection will become effective as soon as possible, but no later than September 13, 2013.

L. PAY PROTECTION (POST PBS)

In addition to all other compensation and in accordance with the provisions of this Article 8.L. and Article 9.P., a Flight Attendant will be guaranteed flight time pay and flight time credit for trip sequences appearing on their monthly work schedule to a maximum of one hundred (100) hours, excluding Optional Exchange sequences.