

ARTICLE 9

ARTICLE 9 - SCHEDULING

A. COMPOSITION OF SCHEDULES

The elements required to construct the schedules for Flight Attendants are:

1. Trip Allocation. The trip allocation is the arrangement of American Airlines' general schedule into legal crew routings to constitute the trip sequences for Flight Attendants.

2. Trip Selections. [#] The arrangement of trip sequences or trip pairings contained in the trip allocation into patterns of flying assignments constituting a monthly work schedule for regularly scheduled Flight Attendants. A trip selection may contain one (1) or more Flight Attendant positions. As used in this Agreement, "trip selection" shall mean both the pattern of flying and the Flight Attendant position.

3. Daily Scheduling. Crew Schedule/Crew Tracking is responsible for the day to day scheduling, rescheduling and assignment of all Flight Attendant personnel, regularly scheduled, replacement and reserve.

B. FLIGHT ATTENDANT STAFFING

1. Classification of Flight Attendants [#]

a. Regularly Scheduled Flight Attendant. A regularly scheduled Flight Attendant is one who holds a regularly scheduled sequence of trips for a month. Under this "regularly scheduled" category is included a Flight Attendant who holds a replacement assignment. Her/his monthly flying assignment is made up of parts of the schedules of other Flight Attendants which have been left uncovered as the result of absences due to vacation, leaves of absence, resignations, sickness (SLOA), etc., or uncovered schedules, such as Planned Variable Manning (PVM), etc.

b. Reserve Flight Attendant. A reserve Flight Attendant is one who does not hold a regular flying assignment, whose function it is to be available to back up regular schedules and to perform any open and/or reserve flying not flown by regularly assigned Flight Attendants. Scheduling rules which apply to reserve Flight Attendants are found in Article 10-Reserve.

2. Staffing Requirements

The Company will establish from time to time and make available to the APFA the standards being used to determine the number of Flight Attendants required on flights to which a variable complement will be applied. Prior to implementing any changes to these standards, the Company will advise the APFA President or her/his designee. Every reasonable effort will be made to monitor and staff consistent with these standards.

The Company agrees to meet with Union representatives at their request at mutually agreeable times to afford them the opportunity to make recommendations concerning the staffing of Company aircraft with Flight Attendants. If the APFA President brings to the Company's attention a situation where in her/his opinion, due to the type of service required, serving time and number of passengers, the crew complement creates a marginal service condition (i.e., if the Flight Attendant crew cannot complete their work assignments as per standard practices within the allotted times), the Company will act expeditiously to investigate the problems. If, in its investigation, the Company does not agree that the addition of a Flight Attendant is justified, the Company will provide the APFA President with the reasons therefore.

The APFA President may request a review of this determination by the Vice President-Flight Service. The decision made by the Vice President-Flight Service will be final and binding and not subject to the provisions of Article 28.

C. FLIGHT ATTENDANTS WITH AVAILABLE (AVBL) DAYS [#]

1. **Definition of Available Days (AVBL).** Available (AVBL) days are days of obligation on which the Flight Attendant does not have a trip assignment, but is eligible to pre-plot open trip sequences and/or submit a bid ballot to be considered in the Day-Before Daily bid process. A Flight Attendant who has not obtained an AVBL assignment during the Day-Before Coverage Process will be assigned or released by Crew Schedule no later than 1330 Home Base Time the day prior to an AVBL day or following the completion of the first daily open time bid award process for the next day's open time, whichever is earlier.

2. **Classification.** Replacement Flight Attendants are regularly scheduled Flight Attendants and not reserves.

3. **Categories.** AVBL Flight Attendants fall into two (2) categories:

a. **Relief. [#]** "Relief" Flight Attendants are Flight Attendants who are awarded a flying assignment consisting of preplanned required duty-free periods and "relief flying", defined as the trip sequence(s) left uncovered by a Flight Attendant with a planned vacation, whose vacation dates were published on the monthly bid sheet.

(1) Vacation relief selections will be awarded according to procedures agreed upon by the Company and the APFA.

(2) The assignment may include one or more days of availability, in accordance with 4.a. below, and/or unscheduled days off (DO).

(3) A Flight Attendant's vacation will not be included for bid if s/he is on the planned reserve list or has fewer than ten (10) days vacation, unless the Company and the APFA agree to include vacations of less than ten (10) days.

(4) A Flight Attendant awarded a relief selection encompassing the full month's trip selection within the relief period will be considered to have met the AVBL obligation of paragraph 4. below.

(5) Any vacation relief selection containing reserve will be shown as "no bid" in the bid results and will not be awarded.

b. **Regular AVBL.** "Regular AVBL" are Flight Attendants who start out the month with either no assignment flying or have one (1) or more trip sequences which were not awarded/assigned based on a published vacation as described in 2.a. above. These Flight Attendants will have on their activity records preplanned required duty-free periods and may have included one (1) or more days of availability in accordance with 4.a. below, and/or unscheduled days off (DO).

A Flight Attendant with one (1) or more AVBL days on her/his monthly activity record for reasons other than 4.a. below (e.g., Article 9.E. and 9.V.), will be considered a Relief Flight Attendant for such AVBL days for the purposes of this Article.¹

4. **Schedule Adjustments Due to Legality and Qualifications.** Adjustments may be made to an AVBL schedule due to legality and qualifications.

5. **Flight Attendant Obligation with Available (AVBL) Day(s)**

a. **"Available (AVBL) Days"**. Any AVBL Flight Attendant scheduled with less than an eighty hour, one minute (80:01) schedule projection (SPROJ) may have included AVBL days designated on the Flight Attendant's activity record as AVBL. The number of AVBL days shall be based on the following chart. The cumulative total time of pre-plotted trip assignments plus AVBL days shall not project the Flight Attendant in excess of the scheduled monthly maximum of one hundred (100) hours. The following chart is used as a limitation guide of the total pre-plotted AVBL days in relation to schedule projection (SPROJ):

Projection (PROJ)	Number of AVBL Days
0 - 8:00	18
8:01 - 12:30	17
12:31 - 17:00	16
17:01 - 21:30	15
21:31 - 26:00	14
26:01 - 30:30	13
30:31 - 35:00	12
35:01 - 39:30	11
39:31 - 44:00	10
44:01 - 48:30	9
48:31 - 53:00	8
53:01 - 57:30	7
57:31 - 62:00	6
62:01 - 66:30	5
66:31 - 71:00	4
71:01 - 74:00	3
74:01 - 77:00	2
77:01 - 80:00	1

(2) An AVBL Flight Attendant will receive three hours fifty-three minutes (3:53) of flight time credit for each day of availability while on unpaid sick, personal leave, credited military leave and suspension.

b. Pre-Plotting of Open Time Trips.

Flight Attendants with AVBL day(s) shall be eligible to access open time ("pre-plot") in accordance with the provisions of paragraph K. of this Article.

c. Flight Attendant's Responsibility When AVBL. [@]

During periods of "availability" the unassigned AVBL replacement Flight Attendant should self-plot at her/his convenience, between the hours of 0500–1200 Home Base Time, on each day preceding an AVBL day and may participate in the Daily Bidding Merged Make-up Round as provided in paragraph M. below. Flight Attendants on an AVBL day for the following day that are not scheduled for a trip may be assigned a trip, not to exceed 85:00 PROJ or may be released from obligation no later than 1330 Home Base Time.

d. AVBL Open Time Assignment. Notwithstanding paragraph c. above, open time which exists at the beginning of the month, as well as open time which develops during the course of the month, may be assigned, to the extent possible, to Flight Attendants on AVBL days. However, the Company shall not pre-plot AVBL Flight Attendants on Variable Staffing trip sequences seventy-two (72) hours or less prior to the day of departure of such trip sequences.

5. Planned Duty-Free AVBL Selections [#]

a. At bases where the total number of planned reserves is at a level of sixteen (16) or more Flight Attendants, the Company shall reduce that portion of the total number of reserves which were planned for the purpose of variable staffing by a minimum of forty percent (40%) unless the Company and the APFA otherwise agree to a lower percentage.

b. Once established, the reduction number equal to a minimum of forty percent (40%) shall be used to determine the amount of planned duty-free AVBL selection(s) offered for bid.

c. Such selection(s) shall be of an amount equal to seventy-five percent (75%) of the aforementioned reduction number and shall have eight (8) preplanned duty-free periods offered for bid on the selection. Two (2) additional duty-free periods shall be indicated on the activity record prior to the beginning of the contractual month.

6. Move-Up/Move-Back of AVBL Day. An AVBL Flight Attendant may request to move a future AVBL day in the current contractual month to an earlier or later day in the same month by exchanging it with an unscheduled day off (DO) or a Duty-Free Period. A request to move up or move back an available day must be for a date which is still prospective.

7. AVBL/Low Bid on Trip Selection. AVBL days may be pre-plotted on the monthly trip selections (bid sheet) on any such trip selection scheduled below eighty hours one minute (80:01) or less. The number of such AVBL days shall be based on the chart in paragraph 4. above.

8. Release from AVBL Obligation.

a. An AVBL Flight Attendant who is not on availability on the last day of the contractual month and has reached eighty hours one minute (80:01) or more in her/his PROJ column shall be released from all remaining AVBL days. An AVBL Flight Attendant who has reached eighty-two hours one minute (82:01) or more in her/his PROJ column and has an available day on the last day of the contractual month will also be released from that day.

b. In the event the Company pre-plots a trip(s) on an AVBL Flight Attendant's schedule and the PROJ results in a schedule of eighty hours, one minute (80:01), or higher, any AVBL days remaining on her/his schedule will be converted to unscheduled days off (DO's). If the Flight Attendant has an AVBL day on the last day of the contractual month and has reached eighty two hours, one minute (82:01) in her/his PROJ, s/he will be released from any remaining AVBL days.

c. Flight Attendants on an AVBL day for the following day that are not scheduled for a trip may be assigned a trip, not to exceed 85:00 PROJ or will be released from obligation no

later than 1330 or following completion of the first daily open time bid award for the next day's flying, whichever is earlier.

D. TRIP SELECTION (BIDDING), SCHEDULE COVERAGE & NOTIFICATION ² [#]

1. Calendar Bidding Period

a. The monthly trip selections shall be distributed and made available to Flight Attendants for selection no later than 0001 of the seventeenth (17th) day of the contractual month. The due date for the bid ballot submission shall be no earlier than 0001 of the twenty-first (21st) day of the contractual month. Such bid ballot submission deadline may be deferred by Crew Resources. Such deferral shall be noted on the monthly trip selection. Bid results shall be posted by midnight of the twenty-sixth (26th) day of the contractual month.

b. If extraordinary circumstances prevent the accomplishment of the above-stated time schedule, the Company will make every effort to adhere as closely as possible to such schedule.

c. Changes to the bid sheet will be made available to all Flight Attendants by computer file and by posting at each crew base operations. The Company may make changes to the bid sheet up to twenty-four (24) hours prior to the actual time of bid closing. Changes made during the twenty-four (24) hours prior to the actual time of bid closing, other than the complete elimination of a trip selection, will be treated as a reassignment.

2. Bidding Responsibility. A Flight Attendant must submit her/his preference for a trip selection using the approved method. It is permissible for a Flight Attendant to submit her/his selection(s) through another Flight Attendant as long as such selections made using the approved method.

3. Bid Awards. Trip selections shall be awarded in accordance with seniority and the provisions of Article 13 - Seniority General.

4. Notification of Bid Award/Subsequent Assignment. Each Flight Attendant at the base shall be furnished with a copy of her/his trip selection award, AVBL schedule or reserve assignment on a Flight Attendant Activity Record. This record represents notification of the month's flying. When a Flight Attendant must be informed of an assignment not shown on her/his trip selection, AVBL schedule or reserve assignment or when a change must be made in her/his schedule, notification must be made to and acknowledged by the Flight Attendant. Third party notifications are not acceptable.

5. Selecting to Fly Together - Buddy Bidding. Two (2) or more Flight Attendants may bid to fly together according to the following provisions:

a. All Flight Attendant(s) involved must submit a bid ballot with the following information completed:

- (1) Names of the Flight Attendant(s) involved in the buddy bid.
- (2) Employee numbers.
- (3) System seniority numbers.
- (4) Signatures of all Flight Attendants involved in the buddy bid.

b. Only the most junior Flight Attendant will list the trip selections desired on her/his bid ballot.

c. The senior Flight Attendant(s) must accept the seniority of the most junior Flight Attendant.

d. Awards/assignments shall be made in order of the first open positions available on the trip selection, regardless of the cabin involved. Such awards/assignments shall be made in order of the seniority of the Flight Attendants involved and by preference in positions as listed on the bid ballot.

e. If Flight Attendants bidding to fly together desire positions in the same cabin, they must indicate this preference by bidding only those cabin positions desired.

f. Flight Attendants bidding to fly together may bid two or more trip selections.

(1) Such selections must be bid together and designated as one (1) unit.

(2) Awards/assignments shall be made in order of the first open positions available on any of the designated selections.

(3) Should a substitution of equipment occur during the month, Crew Schedule shall determine the assignment/reassignment of the Flight Attendants without regard to the buddy bid.

g. Flight Attendants bidding to fly together may be denied a selection(s) if the Flight Attendants involved do not possess the required qualifications for such selections, e.g., language, service, equipment.

6. Paper Bid

a. A "paper bid" is a trip selection awarded on paper to a Flight Attendant when it is known that s/he will be absent for the entire month so that the same trip selection may be awarded to the next most senior Flight Attendant bidding the selection. A Flight Attendant on a paper bid will receive the pay and/or credit (as applicable) of the trip selection awarded. For purposes of legality from one (1) month to the next, a Flight Attendant on a paper bid is considered to have flown the trip selection awarded.

b. A Flight Attendant shall be awarded a paper bid when it is known to Crew Schedule prior to the awarding of trip selections that s/he will be absent for the entire month as a result of:

(1) four (4) or more weeks of vacation,

(2) four (4) or more weeks of SLOA/Authorized Leave (PLOA/ULOA, etc.),

(3) four (4) or more weeks combination of (1) and (2) above.

7. Cancellation of Vacation/Authorized Leave

a. A Flight Attendant awarded a paper bid who has her/his vacation or authorized leave cancelled subsequently shall be assigned to an AVBL schedule.

b. When not awarded a paper bid, the following guide shall be followed when a vacation or authorized leave is cancelled at the request of:

(1) the Flight Attendant: such Flight Attendant shall be assigned to an AVBL schedule,

(2) the Company: reinstate such Flight Attendant's original schedule and adjust the AVBL Flight Attendant's schedule.

8. Assignment of Unbid/AVBL Selections

a. If, after awarding flying assignments to all Flight Attendants who have made their selections, there are still some unselected regular and AVBL assignments, these will be assigned by Crew Schedule in the following order:

(1) Flight Attendants who failed to submit a bid ballot, in reverse order of seniority,

(2) Flight Attendants who submitted a bid ballot containing an insufficient number of bids and did not bid open Relief or Regular AVBL, in reverse order of seniority,

(3) Flight Attendants who submitted a bid ballot containing an insufficient number of bids and who did bid Relief or Regular AVBL, in reverse order of seniority.

b. Flight Attendants who are left without an assignment for the month after the awarding of all published selections shall be assigned regular AVBL.

9. Bid Denial/Drafting

a. Bid Denial Due to Lack of Qualification/Trigger Training.

Refer to Article 22.D. for specific procedures.

b. Bid Denial Due to Purser/Foreign Language Qualification.

(1) A Flight Attendant who possesses a Purser and/or a foreign language qualification(s) shall be subject to drafting only on those trip selections which contain two (2) or more trip sequences requiring such qualification(s). The inclusion of a single trip sequence which requires a qualification(s) into a trip selection which is otherwise free of qualification(s) shall be avoided. A trip selection containing a single trip sequence which requires a foreign language and/or Purser qualification shall be awarded in accordance with seniority without regard to such qualification(s). A Flight Attendant awarded such trip selection who does not possess such required qualification(s), may trade the trip sequence containing the qualification(s) without regard to the qualification(s).

(2) When drafting to fill trip selections requiring Purser and/or language qualified Flight Attendants, the Company may, if necessary, assign such trip selections in reverse order of seniority. There shall be no exception in such order of assignment, the vacation status of the Flight Attendant notwithstanding.

c. International Trip Selection Bid Denial³

(1) An International Flight Attendant may be denied a trip selection to which s/he would otherwise be entitled on the basis of seniority and qualification, if:

(a) Such award would result in such Flight Attendant being projected under her/his monthly guaranteed hours.

(b) Such award would project such Flight Attendant over the hours contained in the highest trip selection for bid that month.

(c) Such flying is in conflict with the flying performed in the prior month.

(d) Such award would result in a Flight Attendant with a vacation of two (2) weeks flying less in that month than an amount equal to one-half (1/2) of the scheduled hours in the smallest trip sequence in such trip selection.

(2) Subparagraph c. above shall not apply at bases where the majority of allocated flying consists of turnarounds and/or trips with all on-duty periods contained in three (3) calendar days or less.

(3) Notwithstanding the provisions of subparagraph e. above, Flight Attendants may be denied a trip selection as described in paragraph 1. above for any trip selection whose first trip sequence is defined as long-range flying or extended-long-range flying provided that the awarding of such trip selection would result in a schedule conflict as provided under Article 9.I. of this Agreement.

(4) The awarding of trip selections shall be predicated on original scheduled time regardless of subsequent reschedules.

10. Flight Attendant Right to Bid - Transfer ⁴

A Flight Attendant transferring into a base may submit trip selections at the base prior to her/his arrival if s/he is to be available for service at the start of the schedule period involved allowing for base indoctrination and post-arrival rest period of forty-eight (48) hours off duty.

11. Changeover Pairings

a. A changeover pairing is one which reflects a change in schedules that occurs between two (2) contractual months. Trip sequences as depicted in the Monthly Trip Selections reflect a commitment of flying only for that particular month. Changes that occur in the following month reflect a new commitment of flying.

b. Changeover pairings are listed on the base Trip Selection Header Sheet as "Prior Removals". They may be longer or shorter than the original pairing and may affect legality as well as trips to be flown or trips to be credited because of conflict with a Flight Attendant's vacation or training.

c. A Flight Attendant removed from a changeover pairing as described in paragraph a. and b. above, will be credited and/or paid the value of the original trip pairing at the point of removal. Additionally, all legalities associated with the original trip pairing will be assumed.

E. SCHEDULE CHANGES / EXTRAORDINARY OPERATIONAL CIRCUMSTANCES [#]

Schedule changes may occur after the allocations have been received and trip selections awarded.

1. Major Changes. A post-selection schedule change may be of such magnitude as to precipitate an entirely different pattern of equipment and flight crew utilization. Under this condition, the blocks of flying time for each type of equipment originally allocated to the crew bases may change to some degree, creating the need for an entirely new trip selection. It is, therefore, possible to have more than one (1) trip selection during a contractual month.

2. Minor Changes. A post-selection schedule change is usually not great enough to warrant a re-selection of trips, i.e., the change only affects one (1) or two (2) bases or is small enough that the overall effect on the system is relatively slight. In such cases, the trips affected by the schedule change are reworked within the framework of the trip selections as they were awarded.

3. Flight Attendant Obligation in the Event of Schedule Changes. Notwithstanding the provisions of paragraph P. of this Article, in the event a Flight Attendant loses her/his entire month's trip selection or balance of her/his month's schedule because of a major or minor schedule change, including natural disaster and/or substitution of equipment, and/or extraordinary operational circumstances, the following shall apply: A Flight Attendant whose pay projection falls below her/his monthly guarantee as a result of the Schedule Change shall be held AVBL only on those days originally scheduled to fly (DOSTF) in accordance with the provisions of paragraphs C.4.b.,c., and d. of this Article. The above will apply when it is known in advance that one or more trip sequences on a Flight Attendant's activity record are cancelled and may also apply to any portion of a month if the Company determines that an extraordinary operational circumstance exists and so notifies the APFA.

F. – H. BIDDING PROCESSES [@]

I. SCHEDULE CONFLICT [#]

1. Definition. A schedule conflict is created when the first trip sequence of the new month cannot legally be flown because of the legality requirements defined in Article 7 of the Agreement. When the month-to-month conflict is known to exist at the point Flight Attendant bids are "initialized" or when the conflict is created by an action of the Flight Attendant, e.g. Make-up, Sick Make-up, Option, Reserve Limited Option or a Flight Attendant's pre-plotted trip sequence, the Flight Attendant must complete the last trip of the preceding month and must be removed from the first trip sequence of the new month.

2. Flight Attendant Options. In the event of a schedule conflict, a Flight Attendant may elect to eliminate the conflict as follows:

a. Trip trade either of the trip sequences involved in the schedule conflict to another Flight Attendant or with Open Time in accordance with Article 25.A. and C. of this Agreement.

b. "Schedule Conflict Trip Drop," i.e., relinquish her/his schedule conflict trip sequence into Open Time. Such Schedule Conflict Trip Drops shall not be credited and shall not be subject to the six (6) day monthly limitation described in Article 25.C.7.c. of this Agreement.

3. Automatic Removal. If, seventy-two (72) hours prior to the beginning of the contractual month, a Flight Attendant has not eliminated her/his schedule conflict, as provided in paragraph 2. above, the Company will automatically remove the schedule conflict trip sequence from the Flight Attendant's monthly activity record and Schedule Conflict Trip Drop the trip sequence into Open Time. Such Schedule Conflict Trip Drops shall not be credited and shall not be subject to the six (6) day monthly limitation described in Article 25.C.7.c. of this Agreement.

4. Obligation. A Flight Attendant whose schedule conflict has been eliminated in accordance with paragraphs 2. or 3. above shall have no further obligation to the Company. However, s/he may be subject to assignment under the provisions of paragraph 9.L. of this Article.

5. Access to Open Time

a. **Pre-Plotting.** A Flight Attendant with a schedule conflict shall be eligible for "pre-plotting" subject to the eligibility provisions of paragraph K. of this Article if her/his pay projection is below her/his monthly guarantee following the elimination of the schedule conflict as provided in paragraph 2. and 3. above.

b. **Trip Trading with Open Time.** A Flight Attendant with a schedule conflict may, if eligible, utilize the provisions of Article 25.C. of this Agreement.

c. **Effect on Monthly Maximum.** In determining eligibility to pre-plot and/or trip trade with open time, flight time credit resulting from a schedule conflict "carry-over" trip sequence

shall not be considered when computing a Flight Attendant's monthly maximum, provided such Flight Attendant has exercised the provisions of Article 7.D., Option.

6. Effect on Monthly Guarantee

a. Trip Trades/Schedule Conflict Trip Drops. Trip trades below the applicable monthly guarantee in accordance with paragraph 2. above, or Schedule Conflict Trip Drops into Open Time in accordance with paragraphs 2. or 3. above shall be subject to the provisions of Article 25.G. of this Agreement for purposes of monthly guarantee reduction.

b. Paid Absences. A Flight Attendant who has a schedule conflict and who has not otherwise reduced her/his monthly guarantee at any time during or for the contractual month in which the schedule conflict occurs, shall be pay protected to her/his applicable monthly guarantee provided:

(1) Single Continuous Absence. The Flight Attendant is on a single continuous paid absence for the entire contractual month in which the schedule conflict occurs; or

(2) Vacation/Sick Continuous Absence. The Flight Attendant is on a continuous combination of paid absences due to vacation and/or sick for the entire contractual month in which the schedule conflict occurs; or

(3) Other Continuous Paid Absences. A Flight Attendant who is continuously absent for the entire contractual month as a result of a combination of paid absences not covered in (1) and (2) above shall have her/his monthly guarantee protected provided:

(a) the Flight Attendant bid all trip selections not involving a schedule conflict; or

(b) the Flight Attendant was involuntarily assigned a schedule conflict trip selection either because the Flight Attendant was too junior to hold a trip selection not containing a schedule conflict; or

(c) the Flight Attendant was bid denied onto the trip selection which created the schedule conflict;

(d) and provided, that such Flight Attendant attempted, but was unable to make-up the hours lost as a result of the schedule conflict on all unscheduled days off, excluding duty-free periods.

7. Notwithstanding the procedures above, any Flight Attendant is subject to assignment in accordance with the Order of Open Time, Article 9.L.and M.

8. Illegality First Trip of the Month (IFTOM) ⁵

a. Definition. An Illegality First Trip of the Month ("IFTOM") is defined as a month-to-month conflict that is created in the current month by events over which the Flight Attendant has no control sometime after bids are initialized, e.g., reassignment, reschedule, overfly, changeover pairing, reserve assignment, low on time assignment and/or availability assignment(s). This will also apply if no schedule conflict existed when the Flight Attendant acquired a trip sequence through such voluntary actions as Make-up, Option, Reserve Option or a Flight Attendant pre-plotted trip sequence, if a schedule conflict is subsequently created by an action of the Company, such as reassignment or rescheduling, or because of overflying.

b. Alert Months. Because of anticipated operational need, the Company may designate a month(s), e.g., January, July, September, as an IFTOM Alert Month. In such event, a Flight Attendant with an IFTOM month-to-month conflict will, in the new month, be governed by the provisions of Article 9.P. of this Agreement.

c. Protect Monthly Guarantee in New Month. A Flight Attendant with an IFTOM month-to-month conflict may elect to protect her/his monthly guarantee in the new month by contacting the Company so that the conflict can be handled in accordance with the provisions of Article 9.P. of this Agreement. If the Flight Attendant is away from base on flight assignment on the first day of the new month and s/he wishes to exercise this option, s/he must contact the Company at the point s/he returns to base at the end of the flight assignment. If a Flight Attendant fails to make such contact with the Company, the Flight Attendant's first trip sequence in the new month will be considered a voluntary trip drop in accordance with 1. above. Such voluntary trip drop will not be credited and the Flight Attendant's applicable monthly guarantee will be adjusted in accordance with Article 25.G. of this Agreement.

J. OPEN TIME LISTS [@]

Make-up flying, Option flying (including Reserve Limited Option), and Critical Coverage Lists will be maintained at each crew base. Their purpose is to record the names of all Flight Attendants who are interested in performing such flying, so that Crew Schedule may proffer to these Flight Attendants open flying which develops at the base.

1. Make-Up / Option / Critical Coverage List [@]

a. Eligibility. All Flight Attendants at the base are eligible to request open flying. A Flight Attendant's eligibility to be awarded open flying will depend upon her/his relative position in the Order of Open Time Coverage, seniority, regular/reserve status, obligation, and ability to handle such an assignment without conflict with the balance of her/his schedule and without exceeding contractual limitations.

(1) Make-Up. In order to be eligible for Make-up flying a Flight Attendant:

(a) must have one hundred (100) hours or less in her/his SPROJ and,

(b) may request and be awarded a trip sequence that exceeds one hundred (100) hours without limit. Such hours are awarded by seniority and paid at the hourly rate.

(2) Merged Make-Up. To participate in the Merged Make-up round of Open Time coverage a Flight Attendant must place her/his name on Make-up List AND submit Make-Up HISEND message (or web ballot, when automation is available) by 1159 Home Base Time with preferences for next day's open time. (Note: A Flight Attendant with an AVBL day(s) may request trip sequence and/or release on HISEND).

(3) Option Flying

(a) A Regularly scheduled Flight Attendant with an SPROJ in excess of one hundred (100) hours is eligible for Option Flying and such flying is awarded by seniority and paid at the hourly rate.

(b) A Reserve Flight Attendant may relinquish up to four (4) duty-free period (DFP) days in a month for the purpose of flying limited option, sick make-up, reserve optional exchange and critical coverage, in any combination.

(4) Critical Coverage. The Critical Coverage list is a combined Regularly scheduled and Reserve Flight Attendant list. Such flying will be proffered and awarded in seniority order from the combined list.

(a) A Regularly scheduled Flight Attendant is eligible for Critical Coverage without regard to SPROJ.

(b) A Reserve Flight Attendant may relinquish up to four (4) duty-free period (DFP) days in a month for the purpose of flying limited option, sick make-up and reserve optional exchange, in any combination.

b. Preference. A Flight Attendant who places her/his name on the Make-Up or Option and/or Critical Coverage List indicates the dates s/he desires such flying.

c. Obligation. When a Flight Attendant places her/his name on the Make-Up, Option, or Critical Coverage List, and as a result, is proffered a trip sequence which s/he does not desire to accept, s/he is under no obligation to accept the assignment. Crew Schedule need make only one attempt to contact the Flight Attendant on the Make-Up/Option List. If no contact can be established, the trip may be proffered to the next name on the Make-Up/Option List or otherwise handled as open time. Flight Attendants who bid/request and are awarded a trip sequence are obligated for the assignment.

2. Sick Make-Up. A Flight Attendant may request to fly sick leave make-up trips. Trips flown under this provision may not interfere with a Flight Attendant's regularly scheduled trips or reserve availability. A Flight Attendant desiring to perform sick make-up flying should place her/his name on the Sick Time Make-Up List, maintained at each base and indicate the days on which s/he desires such flying. A Flight Attendant proffered a sick time make-up trip is under no obligation to accept the assignment. Crew Schedule need make only one attempt to contact the Flight Attendant on the Sick Time Make-Up List. If no contact can be established, the trip may be proffered to the next name on the Sick Time Make-Up List or otherwise handled as open time. Sick leave accrual shall be restored to the extent of the number of hours flown. The number of hours that may be flown on sick leave make-up shall not exceed the number of hours used on paid sick leave since the time of original employment. Flight time credit earned shall not apply towards the monthly limitation. The opportunity to make up sick time will not be limited to the month(s) in which the sick instance occurred.

3. Release of Open Time

With regard to Open Time, the Company may:⁶

a. Release such Open Time; or

b. Promptly assign such open time to a Flight Attendant(s) who has an obligation to fly Open Time as provided in this Agreement, e.g., Article 9.C.4.d., 9.E., 9.L., 9.M., 9.P.

c. The Company will provide Flight Attendants access to the Open Time Lists as described in paragraphs 1 and 2 above.

K. ACCESS OPEN TIME - PRE-PLOTTING [#] [@]

A Flight Attendant with AVBL days or a regularly scheduled Flight Attendant who has involuntarily lost flight time pay and credit shall, if eligible, be permitted to review the known open time which has been

released by the Company at her/his base in the contractual month during which s/he has AVBL days or during which her/his flight time pay and credit was lost. Involuntary loss of flight time pay and credit as used in this paragraph K. shall include the following: cancellation, misconnect, illegality, schedule changes as provided herein, low bid line and schedule conflict. Such Flight Attendant may elect to obtain a trip sequence(s) from Open Time and add it to her/his monthly activity record ("pre-plot"). Flight time pay and credit for such pre-plotted trip sequence(s) shall not cause the Flight Attendant to exceed the monthly schedule maximum, except as provided below, or create a conflict with the balance of her/his month's flying. Nothing herein affects the existing rights and practices under this Agreement regarding the pre-plotting of Open Time trip sequence(s) by the Company for Flight Attendants with AVBL days, except as provided for in paragraph C.4.d. of this Article.

1. Eligibility

a. AVBL Days and Involuntary Loss of Time. Except as provided herein, eligibility for pre-plotting is limited to regularly scheduled Flight Attendants with AVBL days and those Flight Attendants whose pay projections are below the applicable monthly guarantee because of an involuntary loss of flight time pay and credit, and the Flight Attendant has not voluntarily reduced her/his pay projection as described in b. below, including:

(1) Flight Attendants awarded a low bid line;

(2) Flight Attendants who have experienced a schedule change, as provided in paragraph E. of this Article, i.e., Flight Attendants who have lost their entire month or balance of their month's schedule and are obligated to be AVBL on days originally scheduled to fly (DOSTF), with the approval of Crew Schedule;

(3) Flight Attendants who have experienced a misconnect, illegality or cancellation (MIC) and have been released from any further obligation to the Company as provided in paragraph P. of this Article;

(4) Flight Attendants who have an obligation to be available on "days originally scheduled to fly," as provided in paragraph P. of this Article, with the approval of Crew Schedule;

(5) Flight Attendants with "comparable days," as provided in paragraph P. of this Article, with the approval of Crew Schedule;

(6) Flight Attendants with a schedule conflict as defined in paragraph I. of this Article and paragraphs c.(1) and (2) below;

(7) Flight Attendants with AVBL days as provided in paragraphs C. and V.2. of this Article, with the approval of Crew Schedule.

b. Voluntary Loss of Time. A Flight Attendant who has voluntarily reduced her/his pay projection below the monthly guarantee as a result of a trip trade, Trip Drop into Open Time (excluding Schedule Conflict Trip Drop), Optional Exchange, and/or unpaid absence, i.e., missed trip, shall not be eligible to pre-plot.

c. Pre-Plotting Due to a Schedule Conflict. In determining a Flight Attendant's eligibility under this provision, the following shall apply:

(1) A Flight Attendant with a schedule conflict shall be eligible for pre-plotting subject to the provisions of this paragraph K. if her/his pay projection is below her/his monthly guarantee following the elimination of the schedule conflict as provided in paragraph I. of this Article.

(2) If eligible for pre-plotting, flight time credit from a Flight Attendant's carryover trip sequence shall be credited to a Flight Attendant's actual projection, not her/his schedule projection, for purposes of determining a Flight Attendant's applicable monthly limitation (No Option or Option, as applicable).

d. Ability to Pre-Plot Prior to the Beginning of the Contractual Month. An eligible Flight Attendant will be permitted to pre-plot an open trip sequence(s) prior to the beginning of the contractual month when such time has been released by the Company.

2. Limitations

a. Pre-plotting shall be prohibited as of 0001 Home Base Time, one (1) day prior to the scheduled departure of the first leg of the Open Time trip sequence.

b. Crew Schedule may prohibit pre-plotting up to seventy-two (72) hours prior to the scheduled departure of the first leg of an Open Time trip sequence. In cases of operational necessity, pre-plotting may be prohibited for longer periods of time. The Company will notify the APFA in a timely manner, providing the reason for prohibiting pre-plotting.

3. Awarding Of "Pre-Plotted" Trip Sequence(s). Except as provided herein, pre-plotting shall be processed in accordance with Company procedures and may require the eligible Flight Attendant to notify Crew Schedule of the open time trip sequence(s) s/he is requesting to pre-plot.

a. Open time trip sequences shall be pre-plotted on a first come, first served basis in accordance with Company procedures.

b. When two or more requests are being processed simultaneously, seniority shall govern.

4. Computer Automation of Pre-Plotting

a. Flight Attendants will be provided with an automated means of accessing and pre-plotting open trips.

b. Upon request by the Flight Attendant, Crew Schedule will manually pre-plot open sequences when the automated system is unavailable. If two or more requests are received simultaneously for the same sequence, seniority will govern. This does not prohibit Crew Schedule from pre-plotting in accordance with paragraph C. of this Article.

L. DAY-BEFORE COVERAGE – ORDER OF OPEN TIME [@]

Open time may be awarded through Pre-Plotting, in accordance with paragraph K. of this Article and through Trip Trading with Open Time in accordance with Article 25 of this Agreement. Any remaining open flying which exists at the beginning of the month, as well as open time which develops during the course of the month, may be assigned/awarded to Flight Attendants with Available (AVBL) Days and regularly scheduled Flight Attendants who have an obligation to fly open time.

1. All known open trip sequences originating the following day and which remain or become open after midnight the day before departure, will be covered in the following order:

Interim Day Before Coverage Timeline		
Reference	Home Base Time	Category
9.L.1.b.	0500 – 1200	AVBL Self Plot

9.L.1.d.	0800	PVDs (V6)/Mini Leaves (ER) Awarded
9.L.1.c.	0800 – 1200	<p>MIC Window - Domestic and International MIC / LO / HVBL F/As</p> <ul style="list-style-type: none"> • Call-in for desired sequence or • Wait and choose to participate in <i>Merged Make Up Round</i>
9.L.1.e.	1130	VP and VL Ballots Close
9.L.1.g.	1159	HISEND message deadline for <i>Merged Make-up Round</i>
9.L.2.a.	1200	VP and VL move-ups completed
9.L.1.f.	1200	<p>Sick Clearance – if still on sick status after noon, the following will occur:</p> <ul style="list-style-type: none"> • Regular F/As will be removed from next day trip sequence • Reserve F/As will be charged sick (SK) for the balance of the day • Availability will be charged sick (SK) for the next day, if AVBL
9.L.2.b.	1200 – 1330	<p>Round 1: Merged Make-Up (includes all AVBL/MIC/MU/HVBL F/As):</p> <p>Eligibility: In order to be eligible, a F/A must have less than 100 hours in her/his SPROJ</p> <p>Requirements: Eligible F/As must:</p> <ul style="list-style-type: none"> • Place name on Make-up List AND • Submit Make-Up HISEND message by 1159 with preferences for next day's open time. (<i>Note: F/As with AVBL may request trip sequence and/or release on HISEND</i>) <p>Priority of Trip Awards: All F/A's in the <i>Merged Make-up Round</i> are considered as one group and trips will be awarded in seniority order prior to the assignment/release of AVBL.</p>
9.L.2.d.	1300 – 1330	Crew Schedule may assign or release AVBL F/As that did not self-plot or participate in <i>Merged Make-up Round</i>
9.L.3.a-e.	1330	<p>Round 2: MU/SM/Option – HISENDS will be accepted. Crew Schedule will make one (1) phone call to the F/A's home (H) number in this round. Trips will be proffered in seniority order within the following priority group:</p> <ul style="list-style-type: none"> • Group 1 – Make-up for regularly scheduled F/As with less than 100 SPROJ hours, in seniority order • Group 2 – Sick Make-up, in seniority order • Group 3 – Option Flying (over 100 SPROJ), in seniority order (regular F/As, then at Company option to reserves (L2) on days off) • Critical Coverage (if needed) – regular and reserves in merged seniority – Pays 1.5 times value of actual sequence

N/A	1700	Assignments awarded as a result of a HISEND request are considered confirmed
9.L.4.a.	1700	Reserve Assignments 1700 – 2100 Call-in Period
9.L.4-9.	After 1700	Open Trips proffered to MU/SM/Option and assigned to Reserves, adjacent base Reserves, low on time, and additional steps as necessary in accordance with 9.L.4-9.

a. Flight Attendants will be permitted to seat swap for a different position on the same sequence in open time until 0800 Home Base Time the day prior to departure.

b. Flight Attendants with availability days will be permitted to self-plot trips between 0500-1200 Home Base Time.

c. MIC Obligation – A Flight Attendant that has involuntarily lost time may request a trip(s) for days originally scheduled to fly (DOSTF) by contacting Crew Schedule between 0800-1200 Home Base Time.

d. If available, personal vacation days (PVDs) and mini-leaves requested by regular scheduled Flight Attendants will be awarded after 0800 and prior to 1200 Home Base Time.

e. A qualified volunteer purser or foreign language speaker may submit a Voluntary Purser (VP) or Voluntary Language (VL) ballot to voluntarily request a purser or foreign language trip in open time for the next day. Such ballot must be submitted no later than 1130 Home Base Time and requests will be processed at 1200 Home Base Time.

f. Flight Attendants on the sick list and scheduled for a trip on the next day must clear the sick list no later than 1200 Home Base Time if they plan to fly the trip sequence. If the Flight Attendant does not clear the sick list by 1200, s/he will be removed from the trip and charged sick.

g. Flight Attendants that wish to participate in the Merged Makeup Round as listed in paragraph 4.a. below must add her/his name to the Make-up List and submit a preference ballot/HISEND no later than 1159 Home Base Time.

2. 1200 until 1330:

a. Voluntary move-ups for Pursers and Language Qualified Flight Attendants are accommodated.

b. Round 1 – Merged Make-up: A Flight Attendant with less than 100 scheduled hours (SPROJ) or less, including Flight Attendants scheduled for available (AVBL) days, MIC obligation, Make-up, and High-Time MIC (HVBL).

c. All Flight Attendants in the Merged Make-up Round are considered as one group and trips will be awarded in seniority order based on preferences submitted.

d. Flight Attendants on an AVBL day for the following day without an assignment may be assigned a trip sequence, not to exceed 85:00 PROJ or will be released from obligation no later than 1330 Home Base Time.

3. 1330 - Round 2 - Proffer in seniority order within the following groups:

a. Group 1 – Make-up - Flight Attendants scheduled for 100 hours or less (SPROJ)

- b. Group 2 – Sick Make-up
- c. Group 3 – Option flying for regular scheduled Flight Attendants scheduled for more than 100 hours (SPROJ), then at Company option for Reserves (L2) on duty-free-periods (DFPs).
- d. Group 4 – Adjacent Base/Out of Base* pick-up. When programming is available Flight Attendants may request open trips at her/his adjacent base or at another crew base.
- e. Critical Coverage, if needed, will be proffered first to regularly scheduled and Reserve Flight Attendants on DFPs, at the base, in merged seniority and paid 1.5 times the actual value of the sequence.

4. Reserve*

- a. 1500 – Reserve PVD's and/or mini-leaves awarded for the following day.
 - b. 1700 – Reserve Assignments based on co-terminal preference and lowest greater to date time accrued. Preferences considered for Reserve Flight Attendants eligible for assignment.
 - c. Prior to assigning an open trip sequence(s) to a reserve at the adjacent base, the Company shall offer such trip sequence(s) to regularly scheduled Flight Attendants at the base, in order of seniority, whose names appear on the Make-up List and all Flight Attendants whose names appear on the Sick Time Make-up List.⁷
5. Flight Attendants who are available and low on time, in reverse order or seniority, provided, however, there is no conflict with another flying assignment or scheduled duty free period.
6. A reserve Flight Attendant who is scheduled for a duty-free period may be assigned to a trip sequence provided such trip sequence is scheduled to terminate at her/his home base no later than twelve (12) hours from the scheduled start of her/his duty-free period.
7. Regularly scheduled Flight Attendants at the base in reverse order of seniority, provided there is no conflict with her/his scheduled duty-free period.
8. **Reserve Flight Attendants on a scheduled duty-free period.
9. ***Regularly scheduled Flight Attendants on a duty-free period, in reverse order of seniority.

*Prior to March 2, 2013, the Company shall notify the APFA when it begins assigning Domestic trip sequence(s) to International Reserves and/or International trip sequences to Domestic Reserves. Crew Schedule shall provide an explanation of the reason(s) for using an International Reserve(s) on Domestic when requested by the APFA.

**The Company shall notify the APFA when steps six (6), seven (7), and/or eight (8), have been reached.

***The Base Manager will make every attempt to contact the local APFA Chairperson when a staffing shortage exists, i.e., when it is necessary to assign trips to regularly scheduled Flight Attendants who are on a scheduled duty-free period.

M. SAME DAY - ORDER OF OPEN TIME COVERAGE

Requirements of the operation permitting, open trip sequences which become available and which originate the same day, as well as open sequences which originate the next day and remain uncovered and/or develop following the conclusion of the Day-Before Coverage procedures of paragraph M. below and are not otherwise assigned or awarded to regularly scheduled Flight Attendants with obligations to fly open time, will be covered on a daily basis in the following order:

1. More than Three Hours to Scheduled Departure:

a. Proffer to Flight Attendants whose names appear on the Make-up List and whose SPROJ is 100 hours or below, in order of seniority

b. Proffer to Regularly scheduled Flight Attendants whose names appear on the Sick Time Make-Up List in order of seniority, and then reserve Flight Attendants whose names appear on the Sick Time Make-Up List in order of seniority.

c.* At the option of the Company and time permitting: Regularly scheduled Flight Attendants exercising Option in order of seniority and then reserve Flight Attendants exercising Limited Option in order of seniority. Crew Schedule will determine on a day-to-day basis whether to allocate time flown under this step to reserve Flight Attendants or Option Flight Attendants or a combination of reserve and Option Flight Attendants.⁸

d. Assign reserve and/or standby Flight Attendants at the base and then at the adjacent base as needed. Prior to March 2, 2013, reserve assignments under this provision shall not be required more than one (1) time per contractual month except that the Flight Attendant may, at her/his option, waive this once per contractual month limitation.

e.* Critical Coverage at Company Option will be proffered and awarded in seniority order among those Flight Attendants whose names appear on the Critical Coverage List on that date.

f. Flight Attendants who are available and low on time, in reverse order of seniority, provided, however, there is no conflict with another flying assignment or a scheduled duty-free period.⁹

g. A reserve Flight Attendant who is scheduled for a duty-free period may be assigned to a trip sequence provided, however, such trip sequence is scheduled to terminate at her/his home base no later than twelve (12) hours from the scheduled start of her/his duty-free period. When assigning a trip sequence under this provision, Flight Attendants who have indicated a willingness to be assigned into a duty-free period, pursuant to Article 10.J., may be so assigned prior to assigning a Flight Attendant who has made no such indication, qualifications and utilization permitting.

h.** Regularly scheduled Flight Attendants at the base in reverse order of seniority provided, however, there is no conflict with her/his scheduled duty-free period.

i.** Reserve Flight Attendants on a scheduled duty-free period.

j.*** Regularly scheduled Flight Attendants on a duty-free period, in reverse order of seniority.

*Prior to March 2, 2013, the Company shall notify the APFA when it begins assigning Domestic trip sequence(s) to International Reserves and/or International trip sequences to Domestic Reserves. Crew Schedule shall provide an explanation of the reason(s) when requested by the APFA.

**The Company shall notify the APFA when steps h through j, have been reached.

***The Base Manager will make every attempt to contact the local APFA Chairperson when a staffing shortage exists, i.e., when it is necessary to assign trips to regularly scheduled Flight Attendants who are on a scheduled duty-free period.

2. Less than Three (3) Hours to Scheduled Departure, time permitting the Company may:
 - a. Utilize the steps in paragraph 1. above, and/or
 - b. Proffer those Flight Attendants on the Short Call Make-up List, and/or
 - c. Taking into consideration any co-terminal preferences, assign Flight Attendants whose names appear on the Short Call Reserve List, and/or
 - d. Assign Reserve and/or Stand-by Flight Attendants at the base and then at the adjacent base, as needed, and/or
 - e. Take appropriate emergency action to maintain the Operation.

N. NOTIFICATION OF DELAY

When a Flight Attendant's originating trip of the day is delayed and s/he is notified of this delay prior to leaving for the airport, her/his duty day begins at her/his rescheduled report time. If Crew Schedule is unable to reach the Flight Attendant before s/he departs for the field, and s/he reports for the original departure time, her/his duty day begins at the originally scheduled report time. However, if the call is placed by Crew Schedule three (3) hours or more prior to the originally scheduled departure time and the Flight Attendant cannot be contacted, s/he will be considered notified. Crew Schedule will use its best efforts to notify a Flight Attendant affected by a delay as soon as practicable after Crew Schedule becomes aware of the delay.

1. When a Flight Attendant's originating International trip leg of the day is delayed and Crew Schedule notifies the Flight Attendant prior to the originally scheduled report time, Crew Schedule will provide a rescheduled/estimated departure time, if known, during the initial call, otherwise Crew Schedule will call the FA back with a second update no later than four (4) hours following the originally scheduled departure time.¹⁰

2. If no rescheduled departure time is known at the time of the second notification, the Flight Attendant will have two (2) options:

- a. Be removed from the trip sequence and follow the MIC procedures outlined in paragraph P. below, or
- b. Remain on the trip sequence and wait for a rescheduled departure time from Crew Schedule. If the Flight Attendant chooses to remain on the trip sequence and that trip sequence later cancels, such Flight Attendant will be paid three (3) hours call out pay as provided in Article 8.C. of this Agreement.

O. SCHEDULING TERMINOLOGY ¹¹

1. Consolidation ¹²

When flights are consolidated, the Flight Attendants originally assigned to the surviving trip number will normally operate the flight. However, the nature of a specific trip pairing may dictate that the Flight Attendants from the "cancelled" flight operate the surviving trip.

2. Illegality ¹³

a. When a late arrival or overflying causes a Flight Attendant to be illegal for her/his next scheduled trip sequence(s), s/he shall be subject to the provisions of paragraph P. of this Article.

b. An illegality shall include those instances of removal of a Flight Attendant from a flight due to either a lack of qualification and/or reduced manning requirement, as the result of a substitution of equipment.

3. Move-ups¹⁴

When a trip assigned to an out-of base crew is uncovered due to the late arrival of the turnaround or layover crew, Flight Attendants should be moved-up as operational requirements dictate. Move-ups shall be considered reassignments.

4. PROJ/PPROJ/SPROJ and Carry-over Trip Sequence¹⁵

These terms are defined in Article 2.

5. Rescheduling¹⁶

Rescheduling can occur as the result of irregular operations due to weather delays, equipment delays, cancellations, crew shortages, deferrals and misconnections. In the event of irregular operations, Flight Attendants who are assigned together will, to the extent possible, be kept together. If a cabin crew is to be split due to reschedule, a reserve, if a member of the crew, should be rescheduled prior to a regularly scheduled crew member. Similarities and differences are as follows:

P. MISCONNECTION/ ILLEGALITY/CANCELLATION (MIC) [#] [@]

1. Mid-Sequence. A misconnection, illegality, or cancellation (MIC) during the course of a trip sequence shall have no impact on a Flight Attendant's monthly guarantee and the Flight Attendant shall have no obligation following her/his return to base; provided, however, that prior to her/his return to base, s/he may be deadheaded or rescheduled as determined by Crew Schedule.

2. Sequence Origination Other Than the Last Trip of the Month. When a regularly scheduled Flight Attendant's originating flight has a misconnect, illegality or cancellation (MIC) at trip sequence origination, excluding schedule conflict and the last trip of the month, such Flight Attendant shall contact Crew Schedule to determine if s/he shall be assigned/rescheduled or held available for further duty in accordance with 2.a. through d. below or released in accordance with 2.e. below. Crew Schedule may:

- a. Require her/him to deadhead to cover her/his return flight.
- b. Assign him/her to airport availability duty.
- c. Reschedule her/him to another trip or trip sequence.

d. Hold her/him available for further duty on all days originally scheduled to fly. A Flight Attendant who is held available for further duty shall be obligated to maintain contact with Crew Schedule on each day prior to a day s/he was originally scheduled to fly during a four (4) hour period specified by Crew Schedule. If, on such day, the Flight Attendant is on a duty-free period during the daily Crew Schedule contact period and voluntary contact is not made, it is mandatory that such Flight Attendant contact Crew Schedule as soon as the duty-free period is over. If the MIC occurs after the specified call-in period, Crew Schedule may designate an earlier call-in period for the next day.

- e. Release her/him from duty as provided for in paragraphs 3. and 4. below.

The Flight Attendant may not at her/his request deadhead to cover her/his return trip, if this will cause a double deadhead.

Once the MIC has occurred, a Flight Attendant may not move her/his duty-free period(s) or schedule a non-flying assignment onto a day legally available for assignment, as provided in this paragraph P., without Crew Schedule approval until such time as s/he has fulfilled her/his obligation as provided herein.

3. Crew Schedule Options at Sequence Origination. ¹⁷ [@] When a Flight Attendant falls under the parameters of paragraph of 2 above, Crew Schedule may choose to do one of five options, which are outlined in subsections (1) - (5). These options are mutually exclusive, although it is understood that choosing option "2.", "assign her/him to airport availability duty", could mean that during that availability duty, a Flight Attendant could be assigned to a trip sequence. Otherwise, Crew Schedule is precluded from combining these options. For example, a Flight Attendant could not be assigned to airport availability (option "b."), be sent home at the end of the availability period with no flight assignment, and then be held available for further duty on all days originally scheduled to fly (option "d.").

a. Airport Availability

The four (4) hour airport availability period, paragraph 3.b. above, allows Crew Schedule to assign a Flight Attendant a trip that departs outside of that four (4) hour period, provided such flight assignment can be performed within the same on-duty period (Article 7.R). For purposes of calculating the maximum four (4) hour period of airport availability in that situation, the Flight Attendant will be considered to have commenced airport availability from the time of the MIC or scheduled departure time, whichever is later.

b. Crew Schedule Determination

Crew Schedule will use its best efforts to make the determination of which option will best protect the operation and notify the particular Flight Attendant as soon as practicable. There are some irregular situations, (e.g., multiple cancellations caused by weather or other off schedule operations) where a quick decision is not possible. In those irregular situations only, the following shall apply:

(1) Crew Schedule will have up to two (2) hours from the time of the MIC or scheduled departure time of the Flight Attendant's originating leg, whichever is later, to make the decision on which option they will elect for a particular Flight Attendant.

(2) No later than the end of that two (2) hour period, Crew Schedule must notify or attempt to notify the Flight Attendant and advise her/him of which option they have chosen.

(3) Should the Company attempt to make contact with the Flight Attendant within that two (2) hour period but not be successful, the Company will be considered to have elected airport availability as the Flight Attendant's assignment.

(4) The Company and APFA have agreed to investigate technological advances that will allow Crew Schedule appropriate information to expeditiously determine which option will best protect the operation once the misconnection/illegality/cancellation (MIC) has occurred on any given day.

4. Assignments Resulting From A MIC Trip Sequence During The First Twenty-Five (25) Or Twenty-Six (26) Days Of The Month. The following shall apply to the assignment of a regularly scheduled Flight Attendant pursuant to paragraphs 2.a. through d. above, as a result of a MIC during the

first twenty-five (25) or twenty-six (26) days of a month (depending on the length of the contractual month):

a. Such assignments must originate on the day(s) originally scheduled to fly, and may not create a conflict with a duty-free period or the balance of a Flight Attendant's schedule;

b. Such assignments may not exceed a Flight Attendant's monthly maximum, i.e., No Option or Option I, as applicable;

c. A Flight Attendant who is held available for further duty may be subject to multiple assignments which originate on days originally scheduled to fly. If a Flight Attendant's pay projection, excluding chase no-credit flying, is at or above her/his applicable monthly guarantee following an assignment(s) in accordance with paragraph 2. above, such Flight Attendant shall not be subject to further assignment/obligation under this paragraph P. In accordance with 9.L., such Flight Attendant may, at her/his option, have the remaining days originally scheduled to fly (DOSTF) converted to AVBL days. These AVBL days may be placed on any remaining days the Flight Attendant is not scheduled to fly except duty-free periods. A Flight Attendant choosing to have the remaining DOSTF converted to AVBL days can recover the original time lost plus one (1) hour, excluding call out pay;

d. Once the MIC has occurred, a Flight Attendant may not move her/his duty-free period(s) or schedule a non-flying assignment onto a day legally available for assignment, as provided in this paragraph P., without Crew Schedule approval until such time as s/he has fulfilled her/his obligation as provided herein; and

e. A regularly scheduled Flight Attendant may, with Crew Schedule approval, access open time ("pre-plot") if eligible under the provisions of paragraph K. of this Article. Such pre-plotting may be in combination with other assignments pursuant to 2.a. through d. above.

A Flight Attendant shall have fulfilled and be released from her/his obligation under this paragraph P. if s/he has:

(1) A pay projection at or above the applicable monthly guarantee (excluding chase no-credit flying) following such pre-plotting, or

(2) Has pre-plotted trip sequence(s) which encompassed all remaining days originally scheduled to fly.

(3) As an exception, a Flight Attendant whose pay projection is at or above her/his monthly maximum following an involuntary loss of time, may, at her/his option, have converted to AVBL days, a number of days equal to the number of days contained in the original sequence. These AVBL days may be placed on any remaining days on the Flight Attendant's schedule so long as the Flight Attendant has sufficient duty-free periods and is otherwise legal. Such Flight Attendant can in addition to receiving call-out pay, recover the original time lost plus one (1) hour.

5. Release From A MIC Trip Sequence During The First Twenty-Five (25) Or Twenty-Six (26) Days Of The Month. The following shall apply to the release of a regularly scheduled Flight Attendant, pursuant to paragraph 2.e. above, as a result of a MIC occurring the first twenty-five (25) or twenty-six (26) days of a month (depending on the length of the contractual month):

a. A Flight Attendant whose pay projection, excluding any chase no-credit flying, after taking into account the MIC, is at or above her/his applicable monthly guarantee, when released by Crew Schedule, shall have no further obligation, as provided for in this paragraph P; or

b. A Flight Attendant whose pay projection, excluding any chase no-credit flying, after taking into account the MIC, is below her/his applicable monthly guarantee, when released by Crew Schedule, shall select from the following:

(1) S/he may elect to forego any additional obligation. In such event, the trip sequence missed due to the MIC (the "MIC trip sequence") will be treated as a trip trade down in hours for purposes of guarantee reduction and the Flight Attendant shall have her/his guarantee reduced to equal the new projection, as provided in Article 25.G. However, such Flight Attendant shall be eligible to access open time ("pre-plot"), in accordance with paragraph K. of this Article, and/or trip trade with open time or another Flight Attendant, in accordance with Article 25.A. and C. of this Agreement, up to her/his monthly maximum, i.e., No Option or Option, as applicable; or

(2) S/he may elect to protect her/his applicable monthly guarantee, or reduced guarantee (if the Flight Attendant has reduced her/his guarantee prior to the MIC through a previous guarantee adjustment), by incurring a "comparable day(s)" obligation in accordance with the provisions of paragraph 5. below.

6. Release: Comparable Days/Protection Of Monthly Guarantee Or Reduced Guarantee. If released by Crew Schedule, a Flight Attendant may protect her/his monthly guarantee (or reduced guarantee if such Flight Attendant has reduced her/his guarantee through a previous guarantee adjustment) by agreeing to make him/herself available for assignment on a pre-determined number of unscheduled days off during the remainder of the contractual month ("Comparable Days"), as described herein:

a. The Company shall designate the comparable day(s); however, the Company shall attempt to honor Flight Attendant preferences for a designated comparable day(s), whenever possible. A Flight Attendant whose preference for a comparable day(s) is not honored may elect to forego her/his comparable day(s) obligation as provided herein and be released with no further obligation, under this paragraph P., with the hours lost treated as a trip trade down in time.

b. The number of Comparable Days required for monthly guarantee protection shall be equal to the number of calendar days contained within the MIC trip sequence, except that:

(1) If a Flight Attendant is notified of a MIC after reporting for duty, the comparable day(s) obligation shall be one (1) less day than the number of calendar days contained within the MIC trip sequence.

(2) In cases of an overfly which causes an illegality removal due to a direct conflict, the comparable day(s) obligation will be equal to the number of calendar days of the MIC trip sequence less any day(s) of overfly flown into a day(s) of the MIC trip sequence.

(3) If a Flight Attendant's monthly activity record reflects fewer unscheduled days off remaining in the contractual month than the days obligated, then such Flight Attendant shall satisfy the comparable day(s) obligation by remaining available on all remaining unscheduled days off.

(4) If a Flight Attendant's monthly activity record reflects that s/he has no unscheduled days off for the remainder of the contractual month, s/he will be deemed to have satisfied her/his comparable day(s) obligation.

(5) A Flight Attendant with a comparable day(s) obligation will be permitted to pre-plot from open time, in accordance with 9.K. and/or to participate in the day before Merged Make-Up Round. Otherwise, Flight Attendant shall maintain contact with Crew

Schedule on each day prior to a comparable day during a four (4) hour period specified by Crew Schedule. If the Flight Attendant is on a duty-free period and contact is not made, the Flight Attendant must contact Crew Schedule as soon as the duty-free period is over. If a Flight Attendant's MIC occurs after the normal call-in window, the Company may designate an earlier call-in period for the next day to allow for an assignment for that next day. A Flight Attendant may be subject to multiple assignments up to the monthly maximums, i.e., No Option, as applicable, provided that such assignment does not conflict with a duty-free period or another trip sequence. Once such Flight Attendant has been assigned up to her/his applicable monthly guarantee, s/he shall have no further obligation to the Company.

(6) Comparable day(s) shall be indicated on a Flight Attendant's monthly activity record; however, the Company shall not pre-plot trips onto such comparable day(s).

(7) A Flight Attendant with a comparable day(s) obligation whose pay projection (excluding chase no-credit flying) is below her/his applicable monthly guarantee may, with Crew Schedule approval, pre-plot in accordance with Article 9.K. or Trip Trade with Open Time in accordance with Article 25 provided, s/he does not exceed her/his monthly maximums, i.e., No Option or Option, as applicable. Such pre-plotted and/or Trip Trade with Open Time trip sequence may be in combination with a comparable day(s) to fulfill the original "comparable days" obligation day period. A Flight Attendant who satisfies the comparable day(s) obligation or whose pay projection is at or above her/his applicable guarantee following such pre-plotting and/or TTOT shall have no further obligation under this paragraph P.

7. Cancellation/Illegality Protection - Last Trip During The Last Five (5) Days Of The Month

a. A regularly scheduled Flight Attendant whose last trip sequence (including a trip sequence obtained by make-up, Optional Exchange or Option II) on her/his trip selection is scheduled to originate during the last five (5) days of the contractual month, and as a result of a cancellation/illegality of all or part of such sequence, does no flying, shall be paid and credited on a scheduled basis for such trip sequence, provided such Flight Attendant attempts to recover the time lost through make-up flying request. To qualify for this cancellation/illegality protection, a Flight Attendant should make an effort to fly any trip sequence for which s/he is legal and available that originates up to eight (8) hours after the scheduled termination time of the original trip sequence that was cancelled or from the trip sequence such Flight Attendant was removed due to illegality.

b. A Flight Attendant who declines the opportunity to make up a trip as provided in a. above, shall forfeit cancellation/illegality pay.

c. A Flight Attendant who successfully makes up a trip, but in so doing is paid and credited with less time than was contained in the original cancelled/illegal trip sequence shall be paid and credited with the difference between the trip sequence flown and the trip sequence for which s/he was protected.

d. Pay protection is limited to the hours scheduled to be flown during the contractual month in which the trip sequence was scheduled to originate.

e. The make-up obligation/make-up flying shall not extend beyond the contractual month in which the cancellation/illegality occurred.

f. The provisions of a. through e. above will also apply to those instances of cancellation or illegality on the originating leg of the trip sequence, at home base, co-terminal or

satellite base, following a ground interruption. These provisions will also apply to an air interruption as defined in Article 8.B.2. This does not include trip sequence cancellation or illegality after the first flight leg.

Q. DUPLICATION OF COVERAGE ¹⁸ [#] [@]

1. If, as the result of an error, there is a duplication of regularly scheduled Flight Attendants on a given trip, the Flight Attendant(s) who does not fly such trip shall be paid and credited on a scheduled basis for such trip provided such Flight Attendant attempts to recover the time lost through make-up flying request. To qualify for this error protection, a Flight Attendant should make an effort to fly any trip for which s/he is legal and available which originates up to eight (8) hours after the scheduled termination time of the duplicated trip.

2. A Flight Attendant who declines the opportunity to make up a trip as provided in 1. above, shall forfeit trip error pay.

3. A Flight Attendant who successfully makes up a trip, but in so doing is paid and credited with less time than was contained in the original trip, shall be paid and credited with the difference between the trip flown and trip for which s/he was protected.

4. Pay protection is limited to the hours scheduled to be flown during the contractual month in which the trip was scheduled to originate.

5. The make-up obligation/make-up flying shall not extend beyond the contractual month in which the trip sequence was scheduled to originate.

R. FLEXIBILITIES AND OPTIONS FOR DEADHEADING FLIGHT ATTENDANTS ¹⁹

1. **Waiver of Deadhead on Origination.** With Crew Schedule approval, a regularly scheduled Flight Attendant may waive her/his originating deadhead to a Domestic crew base city (satellite or co-terminal) within the 48 contiguous states. Such approval will not be unreasonably withheld.

a. General Parameters

(1) The Company will take into consideration its operational needs on the day of such scheduled deadhead.

(2) Such a waiver may not create an illegality with a Flight Attendant's schedule.

(3) The Flight Attendant is responsible for her/his own transportation to the crew base city (satellite or co-terminal).

(4) A Flight Attendant choosing to waive a deadhead to a layover city must advise the Crew Hotel Desk as soon as possible if s/he needs the hotel room that was secured for her/him. If the Flight Attendant chooses not to use the hotel room, then s/he must update her/his temporary phone number with a current contact number.

(5) If the scheduled deadhead is to a layover city, then the Flight Attendant is also responsible for her/his transportation to the layover hotel. The Flight Attendant would also be responsible for any hotel waits or additional hotel charges due to an early hotel arrival.

(6) The Flight Attendant needs to be at the crew base city (satellite or co-terminal) airport no later than one (1) hour prior to the scheduled departure of the first working leg of the trip sequence.

(7) For deadhead on origination, flight time pay and credit will begin as if the Flight Attendant flew on her/his scheduled deadhead leg.

(8) For deadhead on origination, the Flight Attendant is on her/his own for transportation purposes.

(9) On-duty limitations and TAFB expenses will begin one (1) hour prior to the scheduled departure of the first working leg of the trip.

(10) A Flight Attendant requesting such a waiver must call Crew Schedule as early as possible, but no later than two (2) hours in advance of original sign-in at home base to obtain approval.

(11) Flight Attendants working an International trip sequence may request to waive their originating deadhead flight when the deadhead is to another International crew base city (satellite or co-terminal) within the contiguous 48 states.

(12) When a Flight Attendant chooses to waive the deadhead in accordance with the procedures above, all normal missed trip procedures apply.

(13) A Flight Attendant who chooses to waive a deadhead to a layover city is also considered to have waived any required legal rest for that layover city.

(14) Once Crew Schedule has approved a waiver of deadhead on a particular trip sequence(s), that Flight Attendant may not subsequently trip trade or trip drop that trip sequence(s).

b. Commuter Flight Attendants²⁰

(1) Domestic Trip Sequence. A commuter scheduled to fly a Domestic trip sequence which originates with a deadhead may, with Crew Schedule's approval, commence flying after the deadhead portion, provided the following:

(a) If the actual flying portion of the trip sequence begins in the Commuter's Designated City (as indicated in SABRE), the commuter must call Crew Schedule as early as possible, but no later than two (2) hours in advance of sign-in time to obtain approval to begin flying at the Commuter's Designated City. Such approval will not be unreasonably withheld. If granted, the Flight Attendant will be required to check in at the Commuter's Designated City airport no later than the time the Flight Attendant would have been required to sign-in for the deadhead portion at the commuter's home base.

(b) If the actual flying portion of the trip sequence begins at a station other than the Commuter's Designated City, the commuter must request permission from Crew Schedule prior to departing the Commuter's Designated City, but no later than two (2) hours prior to the originally scheduled sign-in time at home base. Such permission will not be unreasonably withheld. The deadhead will occur under the same travel pass classification as the originally scheduled deadhead. The commuter is responsible for ensuring s/he is positioned in the down line city no later than one (1) hour prior to departure of the first working leg.

(2) International Trip Sequence. A commuter scheduled to fly an International trip sequence which originates with a deadhead may, with Crew Schedule's approval, commence flying after the deadhead portion provided the following:

(a) If the actual flying portion of the trip sequence begins in the Commuter's Designated City (as indicated in SABRE), the commuter must call Crew Schedule as early as possible, but no later than two (2) hours in advance of sign-in time to obtain approval to begin flying at the Commuter's Designated City. Such approval will not be unreasonably withheld. However, the Company will not consider a request that will result in less than the required minimum crew deadheading on the original leg. The commuter is responsible for ensuring s/he is at the airport in the down line city no later than one (1) hour prior to departure of the first working leg.

(b) If the actual flying portion of the trip sequence begins in SJU, and SJU is listed as the Commuter's Designated City, the commuter must call Crew Schedule as early as possible, but no later than two (2) hours in advance of sign-in time to obtain approval to begin flying in SJU. Such approval will not be unreasonably withheld. If granted, the Flight Attendant will be required to check in at SJU no later than the time the Flight Attendant would have been required to sign-in for the deadhead portion at the commuter's home base.

c. Eligibility. The provisions contained in paragraph 1. above will not apply to probationary Flight Attendants, reserve Flight Attendants, or Flight Attendants working a military charter.

2. Waiver of Deadhead on Termination. With Crew Tracking approval, a Flight Attendant with a trip sequence that has a deadhead which is scheduled to terminate at her/his home base may request to waive her/his deadhead. Such approval will not be unreasonably withheld.

In the above application, TAFB expenses conclude at the actual termination of the last working leg of the trip sequence.

a. Commuter Flight Attendants

(1) A commuter who is scheduled to deadhead to base on the last leg of a trip sequence may request permission from Crew Scheduling/Crew Tracking to be released for purposes of deadheading to the Commuter's Designated City, provided the Commuter's Designated City is located within the contiguous 48 states.

(2) Flight Attendants will be provided an A-12 business travel classification on AA/AE to the Commuter's Designated City.

(a) Domestic Trip Sequence. A-12 travel will be limited to one (1) leg within the contiguous 48 states, unless the trip sequence includes more than one (1) deadhead leg on termination. In no case will the A-12 deadhead legs exceed the number of deadhead legs returning to base. For International Flight Attendants, A-12 travel will be limited to one (1) leg back to the contiguous 48 states.

(b) International Trip Sequence. A-12 travel will be limited to one (1) leg back to the contiguous 48 states.

b. Eligibility. The provisions contained in paragraph 2. above will be available to all regularly scheduled Flight Attendants, as well as, reserve Flight Attendants when the deadhead is immediately prior to a scheduled DFP on the reserve Flight Attendant's schedule. The provisions will not apply to reserve or probationary Flight Attendants on a VMC trip sequence.

3. Co-Terminal Deadhead Flexibility ²¹

a. A Flight Attendant at a co-terminal base who is assigned a trip sequence with a deadhead leg(s) at sequence origination and/or termination may request to have the deadhead originate or terminate at a different co-terminal.

b. A Flight Attendant who would like to change her/his originating deadhead leg to a different co-terminal airport should contact Crew Schedule to make such request as soon as possible, but no later than 2100 home base time (day before coverage) if the assignment is received prior to the conclusion of the reserve call-in window. If the trip is assigned after the reserve call-in window then the request should be made at the time of assignment. Such approval will not be unreasonably withheld.

c. A Flight Attendant who would like to change her/his terminating deadhead leg to a different co-terminal airport should contact Crew Tracking to make such request at the conclusion of the last working leg. Such approval will not be unreasonably withheld.

d. A Flight Attendant who makes such a request will not be eligible for Mixed Co-Terminal Stipend pay (Article 3.R.). Legalities and pay will be based on the originally scheduled deadhead.

e. A Flight Attendant who voluntarily requests to change the co-terminal of origination or termination will not be entitled to transportation; however local agreements regarding transportation may apply.

f. The above procedures are intended to provide additional flexibility for Flight Attendants without creating additional costs for the Company. These procedures are also not intended to inhibit the Company's ability to reschedule a Flight Attendant(s).

g. Co-terminal deadhead flexibility will apply to all Flight Attendants, including those working a VMC trip sequence and/or a reserve sequence.

4. Miscellaneous

a. After consultation with APFA, the Company will have the ability to discontinue some or all of the above procedures, if the procedures are not successful (e.g. if the number of missed trips substantially increases due to these procedures).

S. SATELLITE BASE(S) ²²

1. General

a. The Company will determine, in its sole discretion, the city at which any satellite base test will be conducted and to which crew base city the satellite base is linked. The Company will provide written notification to the President of APFA once any satellite base test city has been selected.

b. The Company will determine, and on a month-by-month basis, the number of trip selections that originate from any satellite base. It is understood that the Company may determine in any particular month to offer no selections originating from any satellite base.

c. At any time, the Company or APFA may unilaterally terminate this agreement by providing written notice to the other party. In the event this agreement is terminated, the Company will cease using any satellite base no later than one month following the written notice of termination. Once terminated, all obligations will cease in all respects.

2. Eligibility for Trip Selection Awards and Assignments

a. All active Flight Attendants in an active bid status who are based at the crew base city to which the satellite base is linked may bid for the trip selection(s) that originate from the satellite base.

b. Flight Attendants awarded a trip selection originating from the satellite base shall be responsible for their own transportation to and from the satellite base, without exception.

c. A Flight Attendant who fails to submit a trip selection bid or who fails to bid for a sufficient number of selections shall not be assigned a satellite base trip selection.

3. Regular Schedule Trip Selections. All satellite base trip sequences will originate and terminate at the satellite base city with no allocated ground deadhead as either the first or last segment of the sequence.

4. Reserve Selections. The Company will not schedule reserve selections assigned to the satellite base.

5. Relief Trip Selections. Relief trip selections shall be constructed in the normal manner using satellite open sequences before using other base sequences.

6. Low Bid Lines at the Satellite Base. The Company may use flying from another base to supplement low bid lines at the satellite base.

7. Filling of Open Time. Satellite open time will be filled in accordance with the provisions of Article 9.L. of the AA/APFA Agreement. An open sequence will require a deadhead (including a surface deadhead) to and from the satellite base at the beginning and end of the sequence if such open sequence is involuntarily assigned to the Flight Attendant (e.g., reserve assignment). Flight Attendants who are awarded a satellite open sequence shall be responsible for their own transportation to and from the satellite base (e.g., make-up, availability self-plot, etc.).

8. Trip Trades

a. Flight Attendants who are awarded or assigned trip selections originating from the satellite base may use all the provisions of the Trip Trade with Open Time system, including trades involving sequences originating from the satellite base.

b. Flight Attendants who are awarded or assigned trip selections originating from the satellite base may trip trade with other Flight Attendants at the same crew base, including trades involving sequences originating from the satellite base.

c. Flight Attendants who trade for or pick-up sequences originating from the satellite base, shall be responsible for their own transportation to and from the satellite base.

d. In no case will a Flight Attendant holding a trip selection at the satellite base be permitted to drop such trips into Open Time.

9. Administrative Support/Parking

a. For purposes of employee parking provided in Article 30.E., the satellite base shall not be considered the Flight Attendant's base city. The Company will provide parking at either the crew base city, satellite base or the American Airlines/American Eagle station of the Flight Attendant's choice. In no case will the Company be required to provide parking that exceeds the scope of the parking provisions contained in Article 30.E.

b. The Company will continue to provide administrative support (e.g., Flight Attendant company mailboxes, access to manual revisions, etc.) at the crew base only, and in no

case will the Company be required to provide administrative support of any kind at a satellite base.

T. TRIPS MISSED-ASSUMED LEGALITY (PAPER LEGAL)

A Flight Attendant who is relieved from flying duties for a paid absence including, but not limited to, vacation, sick leave, training, jury duty, union leave, displacement, personal emergency, shall not assume the legality of the trip sequence(s) from which s/he is removed. However, a Flight Attendant shall be considered illegal and shall be removed from any trip in the following circumstances:

1. when there is a "direct conflict" between the two trip sequences, i.e., the second trip sequence is scheduled to depart prior to the scheduled arrival of the first; or

2. the amount of time between the scheduled arrival of the first trip sequence and the scheduled departure of the second trip sequence is less than the applicable report and debrief period combined.

U. ASSIGNMENT OF OPEN PURSER POSITIONS

During the process of providing coverage for an open Purser position, should Crew Schedule be unable to fill the position prior to the assignment of a qualified Purser reserve, as provided in paragraph L.3. of this Article (Open Time - Order of Open Time Coverage), the following procedures shall apply:

1. If one (1) or more qualified Purser(s) are working such trip sequence and have indicated a desire to be assigned the Purser position should it become available, the open Purser position shall be assigned to the most senior such Purser except:

a. When the open Purser position is on a trip sequence that requires a foreign language qualified Flight Attendant(s) and

(1) one or more of the qualified Purser(s) on the trip sequence have indicated a desire to be assigned the open Purser position and

(2) the most senior such Purser(s) also possess(es) the required foreign language qualification.

b. In such event, Crew Schedule may determine that the senior foreign language qualified Purser(s) is needed for her/his language qualification and shall award the open Purser position to the next most senior qualified Purser who is not needed for her/his foreign language qualification.

2. In the event that the provisions of paragraph 1. above fail to provide a qualified Purser for an open Purser position, time and operational needs permitting, Crew Schedule may:

a. Assign the open Purser position to a Purser reserve and/or regularly scheduled Purser exercising Option in order of seniority and then a Purser reserve exercising Limited Option in order of seniority. Crew Schedule will determine on a day to day basis whether to allocate time flown under this step to Purser reserves or Option II Purser(s), or a combination of Purser reserves and Option Purser(s); or

b. If there is an open Purser position on a trip sequence and there are qualified Purser(s) on that trip sequence who have not indicated a desire to be assigned the Purser position should it become available, the most junior Purser qualified Flight Attendant may be assigned the open Purser position unless it is determined that s/he is needed for her/his language qualification; or

c. Provide coverage for the open Purser position as provided in the balance of this Article, including reassignment of a Purser; or

4. In the event the procedures of paragraphs 1. and 2. herein have not resulted in the assignment of a qualified Purser to the open position, Crew Schedule may, based on operational requirements, elect to fill such Purser position without regard to the required foreign language qualification. In such case, Crew Schedule shall assign the open Purser position to the most senior language qualified Purser who has indicated a desire to be assigned the Purser position should it become available.

5. In the event the above procedures have not resulted in the assignment of a qualified Purser to the open position, the Purser position shall be filled either by proffering the open position to the cabin crew in seniority order or by using the procedures of Open Time as provided in this Article, irrespective of the Purser qualification.

V. TRIP SELECTION/GUARANTEED ADJUSTMENT

1. A Flight Attendant who has not exercised the provisions of Article 7.D. and who becomes over-projected as a result of involuntary flying assignment (reschedule) a trip sequence which either originates in one (1) month and terminates in the subsequent month, or wholly within a contractual month, will have such over-projection handled in the following manner:

a. The Flight Attendant will notify the Company of such over-projection no later than twenty-four (24) hours after completion of trip that caused the over-projection.

b. The Flight Attendant may, at the time of notification of such over-projection, elect to invoke the provisions of Article 7.D. and complete the trip selection for that month.

c. Should a Flight Attendant in paragraph a. above, elect not to invoke the provisions of Article 7.D., such Flight Attendant shall have her/his schedule adjusted to bring such trip selection projection below the monthly maximum.

d. If as a result of a trip removal as described in paragraph c. above, a Flight Attendant is projected at sixty-nine hours fifty-nine minutes (69:59) or below, such Flight Attendant's minimum guarantee of seventy hours (70:00) shall not be further reduced as a result of such trip removal.

2. a. AVBL days may be pre-plotted on the monthly trip selections (bid sheet) scheduled for eighty hours (80:00) or less based on the chart described in 9.C.4. of this Article

b. Flight Attendants may exercise the provisions of Article 9.L. and satisfy the requirement for AVBL days in advance of the AVBL days pre-plotted on the trip selection.

c. Fly through time or overflying within the month resulting in a projection in excess of the formula provided for in paragraph 2.a. above shall satisfy the requirement for AVBL days pre-plotted on that trip selection.

W. JOINT SCHEDULING COMMITTEE (JSC) ²³

The Company and the APFA have established a Joint Scheduling Committee (JSC) for the purposes of improving communication and understanding of Flight Attendant scheduling issues, investigating, identifying, and promptly recommending solutions to resolve Flight Attendant scheduling problems, and making recommendations to improve the allocation, pairing, and scheduling of flying.

1. Composition

The APFA and the Company will determine the composition of their respective subcommittees. The APFA will include the National Scheduling Coordinator and base representatives. The Company will include representatives from Crew Resources, Crew Tracking, Crew Scheduling, Crew Manning, Flight Service and/or Employee Relations, as necessary.

2. Meetings

a. Meetings shall be held quarterly or more often, as deemed appropriate by the JSC, and in a place of their choosing.

b. The APFA and the Company will exchange, maintain and update points of contact between their respective subcommittees. The respective committees need not physically meet as a whole to complete their work.

c. The Company shall provide the APFA JSC participants Association Leave from flying duties when the requirements of the Company permit.

3. Areas of Responsibility

The JSC's areas of responsibilities will include, but not be limited to, scheduling matters such as allocations; trip pairings; automated monthly bidding; trip trading with open time; and administration of the reserve system and movement of duty-free periods to ensure the Company maintains adequate reserve coverage.

4. Data Access

a. The JSC shall be provided access to and will use all methods, data, and reference materials which it determines is reasonable and necessary to effect their work. The JSC shall coordinate the timely exchange of data and reports, as well as the format, content and media of such information.

b. It is understood by the parties that some information may be identified by the Company as privileged. The APFA agrees to keep this information confidential until informed otherwise by the Company.

5. Recommendations

a. Contemplated changes to crew resource methodologies pertinent to the allocation, pairing, and scheduling of flying will be discussed jointly prior to their implementation.

b. The Company shall consider the recommendations made by the APFA's National Scheduling Coordinator and other representatives regarding the priority to be placed on controllable variables used in the production of allocations, assignments, trip sequences, lines of flying and other areas reviewed by the JSC.

c. The Company shall implement the recommendations of the JSC in a timely manner.+