

INTERIM BID LINE GUARANTEE AND PAY PROTECTION Q & A

Q1. How is the guarantee changing?

A1. Each line holder will have an individual guarantee based on their monthly bid line. The guarantee is the value of the FA's bid line, excluding carry-over time, but including all Deadhead-time and P-time (applies only to International). This total value will replace the current 70 hour guarantee.

Replacement FAs (Vacation or other Relief/Open Replacement) will have a minimum guarantee of 75 hours. This will increase to 80 hours once the Domestic and International Operations are combined.

Reserve guarantee remains at 75 hours. Reserve FAs are not eligible for trip protection, including supplemental flying.

Q2. Is anything changing to the way a guarantee is reduced or restored following a trip trade or OE down in time?

A2. No. There is no change to the way guarantee is reduced or restored. For example a trip trade/OE down in time, will still reduce a FA's guarantee to her/his PPROJ. The FA can restore a reduced guarantee by adding hours with trip trades, OE pick-ups, make-up flying, etc. Guarantee may be restored up to the original value of the bidline guarantee.

Q3. How is guarantee affected by an unpaid, but credited absence?

A3. Same as today, the FA must still "double down" to trigger the ability to restore guarantee.

Q4. How can a FA keep track of her/his guarantee?

A4. The guarantee will continue to be displayed in the GUAR BASE section of the HI1 and will reflect the current guarantee. When bids finalize the guarantee will reflect the value of the awarded bid line. As it is reduced or restored as described above, the current guarantee will be reflected in the GUAR BASE. The guarantee can be restored up to the original bid line value for the month. The original guarantee and adjusted (current) guarantee can be viewed using the following DECS entry: 7X*/EMP NBR/MONTH (7X*/123456/NOV)

Q5. What are the three categories of Misconnection / Illegality / Cancellation (MIC) for which a FA can protect her/his guarantee?

A5. There are three categories of MIC. They are:

1. Mid-sequence: (Applies only after the completion of at least one leg)
2. Sequence Origination (Applies to every sequence at origination except schedule conflict and the last sequence during last five days of the month)

3. Last Five (5) Days of the Month: (Applies only to the last trip of the month that originates in the last 5 days of the month. The entire sequence must cancel and the FA does no flying).

Q6. How is mid-sequence MIC changing?

A6. It is not. There is no change to mid-sequence MIC. FA must call Crew Tracking as soon as possible following the MIC, but before leaving the airport, to determine if they are being rescheduled or released. Upon return to base there is no further obligation and guarantee is protected.

Q7. How does a FA protect her/his guarantee following a MIC at sequence origination?

A7. Except for a MIC on the last trip of the month originating during the last 5 days, the FA is still obligated to contact Crew Schedule as soon as s/he becomes aware of the illegality or cancellation to determine which option Crew Schedule will elect to protect the FA's guarantee. Crew Schedule options are as follows:

- A. Deadhead the FA to cover her/his return flight
- B. Assign her/him to airport availability duty, if already at the airport
- C. Reschedule her/him to another trip or trip sequence
- D. If not assigned as described in A, B or C above, the FA will automatically be held on days originally scheduled to fly (DOSTF) to protect their guarantee.

Q8. What if a FA does not want to protect her/his guarantee?

A8. The FA can contact Crew Schedule to "opt out" of guarantee protection. They will be considered released and will have their GUAR reduced to the amount of hours in their PPROJ.

Q9. What if a FA experiences a MIC and her/his PPROJ is higher than the GUAR BASE?

A9. Same as today, Crew Schedule still has the option to deadhead, reschedule or if already signed in, hold the FA for airport availability. However, if released, the FA has no further MIC obligation.

Q10. What if a FA does want to protect guarantee?

A10. A FA may plot trips during the MIC Call-In window. If the FA does not plot a trip during the MIC window then s/he must participate in the HISEND MU round at 1200 for each DOSTF.

Q11. When are the MIC Call-In windows?

A11. There are two MIC windows. The first window is 0800-1200 Home Base Time (HBT). The second is 2000 to 2400 HBT.

Q12. Which Call-In window should a FA use for her/his MIC obligation?

A12. If notified of a cancellation prior to 1200 HBT, then the FA may participate in the 0800-1200 MIC Call-In window provided there is sufficient time. If notified after 1200 HBT, then the FA must participate in the 2000-2400 MIC Call-In window.

Q13. How does a FA participate in the HISEND MU round?

A13. You must add your name to the MU list and submit a base specific HISEND MU request form no later than 1159 HBT.

Q14. Is a MIC FA subject to multiple assignments?

A14. Yes. Just as today, the FA is subject to assignments on all DOSTF with the exception of a MIC that qualifies for Last 5 Days of the Month pay protection.

Q15. Is a FA subject to assignment outside of her/his DOSTF?

A15. Yes. However, just as today the assigned trip must originate on a DOSTF, and cannot conflict with a DFP, planned absence or assignment. It may extend into a DO.

Q16. What is considered notification?

A16. Only first party contact is considered as proper notification of a MIC. Although, just as today, Crew Schedule/Tracking may use ACARS for day of mid-sequence reschedules.

Q17. What if a FA chooses to pick-up a trip from another FA in order to restore guarantee?

A17. After the FA has been released by Crew Schedule, her/his guarantee will be adjusted down. However, the trip picked up from the other FA will help to restore the guarantee.

Q18. How is Last Five (5) Day Pay Protection changing?

A18. FAs must participate in the HISEND MU round. However, one trip is still sufficient to satisfy Last 5 Day Pay Protection obligation. If the FA does not participate in the HISEND MU round, her/his PPROJ will be reduced incrementally by the value of the trip, which may result in guarantee reduction.

Q19. When does HVBL apply?

A19. If the FA's PPROJ is over monthly max, following the loss of a MIC trip, the FA is eligible for HVBL days and may also participate in the HISEND MU Round. The FA is able to recover up to the value of the trip plus one hour.

Q20. How is a FA protected if removed from a trip if guarantee is still intact following the removal (e.g. travel days (PX), indoctrination (IN), unpaid training (TN), etc.)?

A20. There is no change. If removed from a trip and guarantee is still intact, then the current guarantee reflected in GUAR BASE will be protected with no further obligation. Keep in mind any hours added will be added to the PPROJ and may not result in more pay until the PPROJ exceeds guarantee. In addition, if the FA trades/OEs down in time, then the guarantee will be reduced to PPROJ.