

BID LINE GUARANTEE AND PAY PROTECTION QUICK REFERENCE

MONTHLY BID LINE GUARANTEE

- Lineholder = Bid Line value, minimum 70 hours
- Replacement = 80 hours
- Reserve = 75 hours

PAY PROTECTION FOR MIC

- Applicable for Lineholder/Replacement FAs
- If FA has reported to the airport, Crew Schedule may:
 - Require FA to deadhead to pick up balance of sequence
 - Assign FA to airport availability for up to 4 hours after cancellation (trip assigned may depart outside of the 4 hours provided the duty period ends within the scheduled on-duty limits)
 - Reschedule FA to another trip or trip sequence
 - Release FA within 2 hours and hold for remaining Days Originally Scheduled to Fly (DOSTF)
- If FA was notified prior to report, Crew Schedule may:
 - Require FA to deadhead to pick up balance of sequence
 - Reschedule FA to another trip or trip sequence, not to exceed monthly max
 - Hold for DOSTF, if FA's PPROJ is below guarantee
- If FA is held for DOSTF, the FA may:
 - Choose to forego pay protection and be released from DOSTF. Guarantee will be adjusted like a trip trade down in hours.
 - Choose to protect pay by attempting to recover the lost time as follows:
 - Call to plot an open time trip(s) between 0800-1200 the day prior to each DOSTF, if trips are available
 - If no trip(s) are available or requested, FA must add name to MU list and submit a HISEND MU message no later than 1159 HBT the day prior to each DOSTF
 - If no HISEND or insufficient number of trips bid, and FA did not add "plot to protect guarantee", FA is considered to have opted out and guarantee will be reduced
 - If illegality or cancellation occurs at or after 1200, FA may be rescheduled to deadhead to pick up balance, rescheduled to another trip, or if no trip is available, must call Crew Schedule between 2000-2400 that same night
 - Elect to participate in subsequent MU/II/CC proffer rounds. (Guarantee will not be reduced if FA passes after HISEND MU round)

LAST 5 DAYS OF THE MONTH PAY PROTECTION

Trip criteria:

- Originate in the last 5 days of the month
- Be the last trip scheduled
- FA does not fly any part of the trip

PAY PROTECTION FOR LAST 5 DAYS OF THE MONTH

- Pay protection:
 - Above the individual bid line guarantee
 - Does not include carry-over time
- After sign in, Crew Schedule has same options as MIC – deadhead, reschedule, hold at the airport, release
- To qualify for pay protection, FA must:
 - Add name to MU list for each DOSTF
 - Submit a HISEND MU message for each DOSTF
 - Participate in each HISEND MU round until obligation is fulfilled - one trip flown will fulfill obligation
 - Obligation extends until the earlier of 8 hours after original scheduled trip sequence termination or midnight the last day of the contractual month
- If FA elects to opt out of pay protection:
 - Pay for last trip is forfeited
 - Guarantee may be incrementally reduced by the value of the lost trip

MID-SEQUENCE MIC

Same as 2001 CBA, Crew Schedule may reschedule FA as necessary prior to termination at home base, and FA's guarantee is protected.

ADDITIONAL CONSIDERATIONS

- HVBL FAs may request a trip by participating in the HISEND MU round
- If LO assigned trip cancels, FA assumes the original obligation for the MIC trip lost
- If LO assigned trip for Last 5 Day Pay Protection cancels, FA has no further obligation and pay will be protected
- If FA is on a DFP or planned absence, s/he must make contact with Crew Schedule immediately following DFP or planned absence, or FA may:
 - Choose to call during the applicable obligation window
 - If no trip assigned or awarded, FA must participate in HISEND MU round