

INDIVIDUAL BID LINE GUARANTEE AND PAY PROTECTION 11/1/2013 IMPLEMENTATION

LEGEND

- MIC: Involuntary trip loss due to Misconnection, Illegality, Cancellation.
- MIC Obligation: Company and FA options to recover lost time following a MIC.
- Assignment: Any scheduled activity performed for the Company (e.g. trip sequence, training).
- DOSTF: Days Originally Scheduled to Fly.
- LO: A trip plotted on a DOSTF in order to protect one's guarantee.
- LO-Related MIC Assignment: A proffered trip from open time flown to protect one's guarantee on a DOSTF in lieu of an LO trip.

Flight Attendant Guarantee

- Each lineholder has an individual guarantee based on monthly bid line.
- Guarantee will be the value of the FA's bid line, excluding carryover 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 will have a 75 hour minimum guarantee that will increase to 80 hours once the Domestic / International operations are combined.
- All non-reserve and non-replacement FAs will be awarded a monthly bid of no less than 70 paid hours.
- Reserve guarantee remains at 75 hours and reserve FAs are not entitled to any trip protection, including Reserve supplemental flying.

Pay Protection

- 2001 CBA MIC rules will apply as clarified/modified below and consistent with current MIC practices:
 - **Mid-Sequence**
 - Same as 2001 CBA
 - **Sequence Origination**
 - A FA is obligated and must contact Crew Schedule as soon as s/he becomes aware of an illegality or cancellation.
 - Crew Schedule may require her/him to deadhead to cover her/his return flight.
 - Assign her/him to airport availability duty if already at airport
 - Reschedule her/him to another trip or trip sequence.
 - If not assigned as described above, the FA will automatically be held on days originally scheduled to fly (DOSTF) to protect her/his guarantee.
 - Once a FA has been assigned and confirmed an LO trip, s/he may not rescind the trip.
 - The FA may elect to forego the protection, be released from DOSTF, and have her/his guarantee adjusted like a trip trade down in hours.
 - If held for DOSTF, FA may call for assignment between 0800-1200 Home Base Time (HBT) and if assigned trip, obligation is fulfilled for the day.
 - If no trip is available or assigned prior to 1200 HBT, FA must add name to MU list and submit a HISEND MU message request no later than 1159 HBT.
 - If requested trip(s) not available, but FA added remarks to "plot to protect guarantee", obligation is fulfilled for the day if no trips available.
 - If FA awarded trip, obligation is fulfilled for the day.
 - If a trip is not assigned during HISEND MU round, FA may elect to participate in subsequent MU rounds, or any other proffered flying (ie: Op II, CC, AB). If

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FA is awarded a trip comparable in duration to trip lost, obligation will be fulfilled. If not comparable in days, FA remains obligated for remaining DOSTF. If FA declines a proffered trip outside of the HISEND MU Round, s/he will retain the ability to protect their guarantee.

- If FA bids an insufficient number of trips or does not submit a HISEND MU ballot, FA is considered to have opted out and guarantee protection is forfeited.
 - If illegality or cancellation notification occurs before 1200 HBT, FA may be assigned a trip from open time, or if no trip available, FA may call in between 0800-1200 HBT and, if unassigned must submit a HISEND MU message for the HISEND MU Round, provided there is sufficient time.
 - If illegality or cancellation notification occurs at or after 1200 HBT, FA may be assigned a trip from open time, or if no trip available, FA is required to call in between 2000-2400 HBT.
 - If illegality or cancellations occurs after 2000, FA can be rescheduled at time of notification; otherwise next day obligation is fulfilled.
 - If either call in window falls entirely within a FA's current assignment the FA is obligated and must contact Crew Schedule as soon as practical at the conclusion of such assignment.
 - If FA is on a DFP or planned absence, the following will apply:
 - FA may choose to call on her/his DFP, but is not obligated to be available.
 - If first party contact is made, FA must then participate in the applicable MIC window.
 - If FA chooses to return the call, FA must participate. If FA is not available but makes contact at the conclusion of her/his DFP, then she/he is subject to a legal MIC assignment at the point of contact that cannot depart prior to her/his originally scheduled departure (for day of). However, Crew Schedule may request FA to report for an earlier deadhead, if possible.
 - FA is subjected to multiple assignments, but assignments must originate on a DOSTF and cannot conflict with a duty-free period (DFP), planned absence or assignment. Furthermore, a FA will have no further obligation once her/his PPROJ is at/above her/his applicable guarantee following an assignment. And in no case shall a FA be involuntarily assigned a trip that increases her/his SPROJ beyond the monthly maximum. For example: Crew Schedule will not plot a trip during the HS round that would take the FA's SPROJ beyond the monthly max unless the trip matches the FA's explicit preferences outlined in her/his HISEND MU message.
 - If LO assigned trip cancels, FA continues to have obligation based on original trip lost.
 - If LO assigned trip or any other LO MIC assignment cancels at sequence origination and FA is assigned to another trip or airport availability, FA shall have fulfilled her/his obligation for the entire period of the original MIC.
 - A FA, whose LO-related MIC assignment, is rescheduled mid-sequence shall also fulfill her/his obligation for the entire period of the original MIC.
- HVBL FAs may request a trip by participating in the HISEND MU round of open time.

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Last Trip of the Month Originating During the Last 5 Days (L5D) Pay Protection

- Pay may be protected above the individual bid line guarantee provided the FA fulfills obligation.
- The above DOSTF rules and the 2001 CBA rules will apply with the following exceptions:
 - FA must fulfill obligation to protect her/his applicable guarantee.
 - If FA elects not to fulfill the obligation, her/his pay or guarantee will be reduced by the incremental value of the lost trip.
 - FA must participate in each HISEND MU round until obligation is fulfilled.
 - One trip will fulfill obligation.
 - If the LO assignment (or proffered trip) cancels, FA shall have no further obligation.

NOTE: If merger is not completed for any reason, 2012 CBA pay protection and MIC rules will apply.