

LAA RESERVE COMPARISON CHART

Reserve Provision	Current Agreement	Tentative Agreement
Rotation	1 on/1 off for the first three years; followed by 1 on/3 off.	Straight Reserve for the first year; then, 1 on/1 off for three years; followed by 1 on/3 off
Reserve Lines	Lines are constructed by the Company.	Reserves will be able to build their own lines in PBS. Preferences for days off and days of availability will be awarded by seniority, meeting contractual parameters.
Senior Bump	Reserve Rotation will not change if a F/A bids onto Reserve in a month in which s/he has vacation.	Reserve Rotation will change if a F/A bids onto Reserve in a month in which s/he has less than four (4) days of vacation.
Days Off	<ul style="list-style-type: none"> • 12 days; one of which is a Moveable Day (MD); • Scheduling can move the MD in advance up until 12 noon HBT the day before the MD; • During times of critical manning, Scheduling can schedule a Reserve past 12 noon on <u>any</u> day off; • If in actual operations, a Reserve's duty period extends into a day off, the day off is not restored; and, • When a Reserve's duty period is <u>scheduled</u> to terminate on a day off, her/his day off(s) immediately commences following the conclusion of her/his home based rest. <p><i>* A duty period includes both report and debrief times.</i></p>	<ul style="list-style-type: none"> • 12 days: 8 Golden Days & 4 Flex Days; • Flex Days cannot be moved in advance; • Scheduling cannot schedule a Reserve into a Golden Day regardless of manning, unless the Reserve consents to the assignment; • If in actual operations, a Reserve's duty period extends into a day off by more than one (1) hour, the day off will be restored; and, • When a Reserve's duty period is scheduled to terminate on a day off (<i>or terminates on a day off by more than one hour in actual operations</i>), the day off will be rescheduled in the following manner: <ol style="list-style-type: none"> 1. Within forty-eight (48) hours of the assignment into such day off, the Reserve shall contact Scheduling in order to reschedule the day off on a mutually agreeable alternate date; 2. If no agreement is reached or the Reserve has no more reserve days to be converted into a Golden Day, the Reserve will receive pay, no credit, equal to the applicable value of a Reserve day in the bid month. This pay will be paid on top of guarantee; 3. Flex Days will be converted into Golden Days when rescheduled under this provision. <p><i>* A duty period includes both report and debrief times.</i></p>
Trading Days Off	Reserves can trade days off with each other by contacting Crew Schedule.	Reserves will trade days off with each other using the Electronic Trade Board (ETB) or another electronic system.

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Working on Days Off	<ul style="list-style-type: none"> • Reserves can relinquish only four (4) days off to pick up trips and be paid on top of guarantee; • A trip can only be picked up on a Moveable Day once it has already been moved or can no longer be moved by Crew Schedule; • Trip must be scheduled to terminate no later than 1130HBT (INTL) or 1145HBT (DOM) the day prior to a reserve day; • For purposes of rescheduling, Reserves are not treated as Lineholders when working a trip they picked up; and, • Reserves are not pay protected if they become illegal for a trip they picked up on their days off. 	<ul style="list-style-type: none"> • Reserves will be able to relinquish all their days off to pick up trips and be paid on top of guarantee; • A trip can be picked up on a Flex Day at any time; • Trip must be scheduled to originate no earlier than 1000HBT following a reserve day and terminate no later than 1800HBT the day prior to a reserve day. Additionally, a Reserves can pick up a Red Flagged (Critical Coverage) trip on their day off, and there is no restriction to the time of origination and termination of the trip; • For purposes of rescheduling, Reserves shall be treated as Lineholders when on a trip they picked up from the ETB; and, • Reserves will be pay protected, in accordance with the pay protection language of the Scheduling Section, if they become illegal for a trip they picked up on a Golden Day.
Days Off and Vacation	Days off may fall into a vacation period.	Days off will not fall into a vacation period. Additionally, a Reserve with less than 7 days of vacation shall receive 12 minimum days off; but, a Reserve with 7 or more days of vacation shall receive a pro-rated number of days off commensurate to the length of her/his vacation period.
Standby (SB)	<ul style="list-style-type: none"> • Duration: Six (6) hours; • Five (5) hours pay and credit if no trip is assigned; • If a trip sequence is assigned on SB, a Reserve is paid one minute of flight time pay for every two minutes (1:2) on duty, up to the report time of the trip sequence. In addition, the Reserve is paid for the full value of the sequence; • Trip must be scheduled to depart within the six hours. • No contractual language for the order in which boarding duty is assigned; and, • Reserves are not permitted to trade SB shifts. • If assigned a trip on SB, per diem begins at the report time of the trip. 	<ul style="list-style-type: none"> • Duration: Either four (4) hours or six (6) hours; • Three hours and 30 minutes (3.30) pay and credit for the four hour shift; and, five hours and fifteen minutes (5.15) for the six hour shift; • If a trip sequence is assigned on SB, a Reserve shall be paid one minute of flight time pay for every one and one-quarter of a minute (1: 1.25) on duty, up to the report time of the trip sequence. In addition, the Reserve shall be paid for the full value of the sequence; • Trip must be scheduled to depart no later than two (2) hours following the scheduled termination of the SB shift; • Contractual language for the order in which boarding duty is assigned; and, • Reserves may trade SB shifts. • If assigned a trip on SB, per diem begins at the commencement of the SB shift.

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Reserve Availability Period (RAP)	<ul style="list-style-type: none"> • Only two shifts per base (AM, PM); • 13 hour shift; • Report time for sequence must fall within RAP; • RAP start time cannot be modified, i.e. Reserve must be legal for the entire period of the RAP following home base rest; and, • Twenty-four (24) hour RAP. 	<ul style="list-style-type: none"> • Up to four (4) shifts per base; • 12 hour shift; • Report time for sequence may be no later than two (2) hours after the end of the RAP; • Start time of a RAP may be modified, at Crew Schedule's discretion, following a Reserve's home base rest. Example: FA Smith's home base rest ends at 0800 but would like to serve the 0700-1900 RAP. FA Smith submits a request for this RAP. If the request is honored by Crew Schedule, FA Smith will be placed on the 0700-1900 RAP but with a modified start time at 0800; and, • No Twenty-four (24) hour RAP.
Minimum Call Out Time	Generally, two (2) hours prior to departure.	<ul style="list-style-type: none"> • Two (2) hours prior to report time; three (3) hours at bases with co-terminals.
Assignment of Trips	<ul style="list-style-type: none"> • Primarily based on a least time accrued system; then, legalities, days of availability, future planned absences and special qualifications are considered; • Reserves may enter specific preferences; • Reserves may keep a standing preference list; and, • Option to preference being called first for a trip limited to <i>Short Call-Out</i>. 	<ul style="list-style-type: none"> • Primarily based on a seniority system; then, legalities, days of availability and special qualifications are considered; • Reserves may bid for specific trip sequences, specific SB shifts, specific RAPs, enter specific preferences or Remain On Call (ROC); and, • Reserves may keep a standing bid, except for specific trip sequences; and, • Option to preference being called first for any trip—known as an <i>Aggressive Reserve</i>.
Monthly Maximum	<ul style="list-style-type: none"> • Eighty five (85) credit hours; and, • Absolute max out time is 85 credit hours. 	<ul style="list-style-type: none"> • Same as a Lineholder maximum for the month, i.e., 90 credit hours or 95 credit hours in a flex month; and, • Absolute max out time is either 85.01 credit hours or 90.01 credit hours in a flex month.
Assignment Verification	<ul style="list-style-type: none"> • Call-in Window: 1700-2100HBT; and, • If on a trip that terminates after the call-in window, the Reserve must be available to answer phone immediately following the conclusion of her/his home base rest. • Limited information about one's available position on reserve relative to other Reserves (HI25). 	<ul style="list-style-type: none"> • Call-in Window: 1800-2100HBT; and, • If on a trip that terminates after the call-in window, the Reserve must confirm her/his reserve bid award/assignment no later than one (1) hour following the debrief of her/his trip. • More transparency on assignment and availability of other Reserves.