

## Using ISAP and ETB

### Overview

F/As have the ability to use ETB (Electronic Trade Board) as well as ISAP. The F/A may affect her/his MAX hours from using ETB which may cause a denial in ISAP due to over or under-projection. The following examples demonstrate the adjustments made to MAX hours when using ETB and following that with using ISAP:

### Example 1

F/A Smith received a PBS line of 80:00 credited hours.

**Note:** The ISAP screen does not change the fields that display MIN and MAX hours. The bidder must calculate her/his actual MAX by adding or subtracting the hours/minutes from the ETB Net that is displayed on the screen. \*\*The ETB Net amount will only change when credited hours are either Picked-Up or Dropped via the Electronic Trade Board only; not when activity is processed in the ISAP system.

**\*\*ETB NET:** MAX: 95:00 PAY: 80:00 MIN: 40:00

Events 1), 2), & 3) are ISAP Units on different ISAP dates	System Action	MAX calculated manually from 95:00	Adj. Pay From 80:00
**ETB Drop 20 hrs. ETB Net: -20:00	Awarded	ETB Net -20:00 = 75:00	60:00
1) ISAP P/U 15 hrs.	Awarded	75:00 No change	75:00
**ETB Drop 15 hrs. ETB Net: -35:00	Awarded	ETB Net -35:00 = 60:00	60:00
2) ISAP P/U 2-day 10 hours	<b>*Denied</b> Over-Projected	60:00 No change	60:00
**ETB P/U 10 hrs. ETB Net: -25:00	Awarded	ETB Net -25:00 = 70:00	70:00
3) ISAP P/U & Drop 10 hours (2-day pairing for different 2-day)	Awarded; any pairing equal to/less than 10 hours would be awarded	70:00 No change	70:00

**\*Denial Note:** ISAP will not over-project the F/A beyond the resulting Adjusted MAX hours from ETB.

## Using ISAP and ETB, Continued

**Example 2** F/A Jones received a PBS line of 92:00 credited hours.

**Note:** The ISAP screen does not change the fields that display MIN and MAX hours. The bidder must calculate her/his actual MAX by adding or subtracting the hours/minutes from the ETB Net that is displayed on the screen. \*\*The ETB Net amount will only change when credited hours are either Picked-Up or Dropped via the Electronic Trade Board only; not when activity is processed in the ISAP system.

**\*\*ETB NET:** MAX: 115:00 PAY: 92:00 MIN: 40:00

Events 1), & 2) are ISAP Units on different ISAP dates	System Action	MAX calculated manually from 115:00	Adj. Pay From 92:00
**ETB Drop 20 hrs. ETB Net: -20:00	Approved	ETB Net -20:00 = 95:00	72:00
**ETB Drop 20 hrs. ETB Net: -40:00	Approved	ETB Net -40:00 = 75:00	52:00
1) ISAP Drop only 10 hrs.	Approved	75:00 No Change	42:00
**ETB Drop 15 hrs.	<b>*Denied</b> Under-Projected (less than min)	42:00 No Change	42:00
2) ISAP Drop only 10 hrs.	<b>*Denied</b> Under-Projected	42:00 No Change	42:00

**\*Denial Note:** ISAP will not allow the F/A to reduce pay below the 40 hr. minimum.

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## Using ISAP and ETB, Continued

### Example 3

F/A Parker received a PBS line of 75:00 credited hours.

**Note:** The ISAP screen does not change the fields that display MIN and MAX hours. The bidder must calculate her/his actual MAX by adding or subtracting the hours/minutes from the ETB Net that is displayed on the screen. \*\*The ETB Net amount will only change when credited hours are either Picked-Up or Dropped via the Electronic Trade Board only; not when activity is processed in the ISAP system.

**\*\*ETB NET:** MAX: 95:00      PAY: 75:00      MIN: 40:00

Events 1), 2), 3) & 4) are ISAP Units on different ISAP dates	System Action	MAX calculated manually from 95:00	Adj. Pay From 75:00
**ETB P/U 25 hrs. ETB Net: +25:00	Approved	ETB Net +25:00 = 120:00	100:00
1) ISAP Drop only 20 hrs.	Approved	120:00 No change	80:00
2) ISAP Drop only 35 hrs.	Approved	120:00 No change	45:00
3) ISAP Drop only 10 hrs.	<b>*Denied</b> Under-Projected (less than MIN)	120:00 No change	45:00
**ETB P/U 25 hrs. ETB Net: +50:00	Approved	ETB Net +50:00 = 145:00	70:00
4) ISAP Drop only 10 hrs.	Approved	145:00 No Change	60:00

**\*Denial Note:** ISAP will not allow the F/A to reduce pay below the 40 hr. minimum.

## Using ETB and Trading P/U on ISAP

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- Overview** F/As have the ability to use ETB as well as ISAP; however, each process has a different result.
- Using ETB will increase and decrease a F/A's Projected Pay (ADJ PAY) column as the F/A drops, picks-up or exchanges pairings. At the same time, the F/A's MAX column will increase or decrease accordingly when using the MAX Hours + *or* - ETB NET
  - Using ISAP and ISAP/AIL will increase and decrease the F/A's Projected Pay as the same processes occur; however, the MAX field will not change as a result of an award transaction.
  - Ref. pg. 10-46 of the 2013 CBA: Trading Pairings through Crew Scheduling, a L/H who wishes to trade a pairing with another L/H will be subject to ETB provisions.
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**Understanding MIN/MAX hours Changes** Unless a F/A has a partial month or canceled flights; her/his starting windows utilized throughout the entire ISAP process will remain the same. The pay projection will change based on drops or pick-ups awarded in ISAP or ISAP/AIL. The Pay Message for projections will include the starting pay projection if it is below the minimum or above the maximum:

**Over-projected:**

TOTAL HOURS 10800 OVER F/A LIMIT SET AT 09500  
Due to Actual Flying Credit

**Under-projected:**

TOTAL HOURS 03600 UNDER F/A LIMIT SET AT 4000  
Due to XCL Flights

**Note:**

An affected F/A can still bid in ISAP if she/he receives one of the messages shown above. Review example 4.

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## Using ETB and Trading P/U on ISAP, Continued

### MAX hour Adjustments

The following example demonstrates the adjustments made to MAX hours when using ETB or ISAP which may have an impact when entering bids.

Review the ISAP bid denial, however later a different combination would be awarded.

### Example 4:

F/A Hayes received a PBS line of 80:00 credited hours.

**Note:** The ISAP screen does not change the fields that display MIN and MAX hours. The bidder must calculate her/his actual MAX by adding or subtracting the hours/minutes from the ETB Net that is displayed on the screen. \*\*The ETB Net amount will only change when credited hours are either Picked-Up or Dropped via the Electronic Trade Board only; not when activity is processed in the ISAP system.

**\*\*ETB NET:** MAX: 95:00 PAY: 80:00 MIN: 40:00

Events 1), 2) & 3) are ISAP Units on different ISAP dates	System Action	MAX calculated manually from 95:00	Adj. Pay From 80:00
**ETB P/U 20 hrs. ETB Net: +20:00	Awarded	ETB Net +20:00 = 115:00	100:00
1) ISAP P/U 15 hrs.	Awarded	115:00 No change	115:00
**ETB P/U 15 hrs. ETB Net: +35:00	Awarded	ETB Net +35:00 = 130:00	130:00
**ETB P/U 15 hrs. 2) Trade in ISAP for 20 hr. pairing	*Denied projected pay (ADJ PAY) exceeds MAX of 130:00 hrs. Result is overall increase of 5 hrs.	130:00 No change	<del>135:00</del> Denied
**ETB P/U 15 hrs. ETB Net: +35:00 3) Trade in ISAP for 10 hr. pairing	Awarded Result is overall decrease of 5 hrs.	130:00 No change	125:00

**\*Denial Note:** ISAP will not allow the F/A to exceed the MAX; in this case it was 130:00.