

**40-Hour Scheduling Limitations LOA**  
**SUPPLEMENTAL FAQs 6-2-17**

**Q1: Why are we voting on this LOA at this time?**

*A: With the implementation of the new Trip Trade System (TTS), Electronic Trade Board (ETB) and Reserve Open Time Assignment (ROTA), programming must be completed as well as training manuals, web based training, training the instructors and of course training the Flight Attendants. Absent a decision on this issue, the applicable provision of the JCBA will be implemented including all related scheduling sections containing the monthly 40-hour scheduling limitation.*

**Q2: Will the outcome of the pending vote on the 40-hour scheduling limitation have any impact on FOI in October 2018?**

*A: No, regardless of the outcome FOI is October 2018.*

**Q3: Pending the outcome of the vote on the 40-hour scheduling limitation, will it have any impact on the implementation of PBS?**

*A: No. This LOA has no impact on the implementation of PBS. The Company has not shared the PBS implementation times for the LAA bases; however they have suggested a staggered PBS rollout at some point after FOI. APFA takes the position that the Company cannot stagger the PBS rollout. Rather, we strongly believe PBS must be implemented at the same time at all non-PBS bases only when they can assure us that it can function flawlessly for all 14 bases. The Company disagrees. If this dispute is not resolved, APFA is reserving the right to take legal action.*

**Q4: With this LOA, will Electronic Trade Board (ETB), Trip Trade System (TTS) and Reserve Open Time Assignment (ROTA) still be implemented in May 2018 for LAA as planned?**

*A: Yes. With or without this Letter of Agreement, the scheduled implementation of ETB, TTS and ROTA will occur in **May 2018** for LAA and at FOI (**October 2018**) for LUS bases.*

**Q5: Is there any possibility to have the thresholds for vacation and sick accrual and the employment threshold removed from this LOA?**

*A: No, the company has been consistent that these thresholds will remain part of any removal of the 40-hour scheduling limitation.*

**Q6: Under current JCBA language, are days off that fall in-between unpaid absences considered available or unavailable days?**

*A: Days off that fall between the same type of unpaid absences are considered unavailable days.*

*Example*

*A Flight Attendant is on unpaid sick from June 1-3, followed by days off on 4-5, then followed by unpaid sick on June 6-8. Because the days off fall in-between the same type of unpaid absence (unpaid sick), then they are NOT considered available days. However, if the unpaid absence on June 6-8 were a personal off (PO), then the days off in-between WOULD be considered available days, since the two unpaid absences are not the same.*

**Q7: Can you drop/trade a trip that was awarded on a coverage needed (CN) day to another Flight Attendant?**

*A: Yes, a Flight Attendant can trade or drop any sequence via the Trip Trade System (TTS) or the Electronic Trade Board (ETB).*

**Q8: Are ETB hours counted towards the employment threshold?**

*Yes, all **paid** hours count towards both the vacation/sick accrual and employment threshold.*

**Q9: Do ETB transactions have to be approved by the Company?**

*A: No. ETB is a system of trading between Flight Attendants. Trades are only subject to legalities.*