

## **SECTION 19 - CIVIL RESERVE AIR FLEET (CRAF)**

A. The term CRAF means all flight operations conducted in support of the Civil Reserve Air Fleet (CRAF) program during activation in accordance with agreements between the Company and the Department of Defense covering operations of Company aircraft, including all deadhead and ferry flights relating to such operation. All applicable provisions of this Agreement and any related Side Letters included in this Agreement shall apply to CRAF flying except as specifically modified in this Section. In the event other flight crew members receive additional compensation for non-CRAF military charters, the provisions of Paragraph B.1 shall apply.

### **B. COMPENSATION/EXPENSES**

1. In addition to International pay as provided in Compensation, Section 3, where applicable, Flight Attendants engaged in the CRAF operation shall receive an additional override of five dollars (\$5.00) for each hour while participating in the aero medical CRAF operation, or three dollars (\$3.00) per hour while participating in CRAF troop movements.
2. As an exception to the minimum guarantee provided in Compensation, Section 3, each Flight Attendant who holds a Regular or Reserve CRAF line pursuant to Paragraph F.1 shall receive a minimum guarantee of eighty (80) hours pay for each month. A Flight Attendant who voluntarily gives up a sequence(s) to reduce her/his line below eighty (80) hours will have her/his guarantee reduced accordingly.
3. If a CRAF sequence is rescheduled, a Flight Attendant shall receive the greater of the scheduled or actual pay and credit for the sequence.
4. If required to remain on duty with CRAF passengers at originating, intermediate and terminating stations, Flight Attendants will be paid twelve dollars (\$12.00) per hour or fraction thereof when participating in the CRAF aero medical operation, or ten dollars (\$10.00) per hour or fraction thereof while participating in CRAF troop movements for all time in excess of thirty (30) minutes before departure and thirty (30) minutes after arrival.

#### **Example 1**

At an originating station, a Flight Attendant is required to remain on duty while troops begin boarding at 0700 until the flight departs at 0735. The Flight Attendant is entitled to ten dollars (\$10.00).

#### **Example 2**

At an originating station, a Flight Attendant is required to remain on duty while troops begin boarding at 0900 until the flight departs at 1001. The Flight Attendant is entitled to twenty dollars (\$20.00).

#### **Example 3**

A CRAF flight from CLT makes an intermediate stop in CDG. A Flight Attendant is required to remain on duty with the CRAF passengers from 1000 until the aircraft depart at 1029. The Flight Attendant is not entitled to additional pay. If the same flight would have departed at 1031, the Flight Attendant would be entitled to ten dollars (\$10.00).

5. In addition to the International or Domestic Per Diem as provided in Expenses, Section 4.A, Flight Attendants will be provided an override of twenty-five (\$0.25) cents per hour for all hours while serving in the CRAF Operation. In the event the Company increases the override provided to Pilots, such increased override will be extended to Flight Attendants.

**C. STAFFING**

All CRAF operations shall be staffed in accordance with the chart below. Should the Company contract to provide CRAF services utilizing aircraft other than aircraft specified below, the Company and the Union will meet and discuss the appropriate crew complements and crew rest seats for such services. In no event shall staffing be less than five (5) Flight Attendants for Aeromedical CRAF service. Any foreign language speaker Flight Attendant shall be in addition to the staffing specified in the chart below. Additional staffing may be utilized as determined by the Company.

Aircraft Type	Duty Period Scheduled up to 14 hours	Duty Period Scheduled over 14 hours but less than or equal to 18 hours	Duty Period Scheduled over 18 hours but less than or equal to 20 hours	Duty Period Scheduled over 20 hours*
B757/767 Troop Movement	6	7	9	10
A330 Troop Movement	9	10	12	13
B777-200 Troop Movement	10	11	13	14

\*If a Flight Attendant is scheduled to work all flights in a duty period scheduled over twenty (20) hours, i.e., no deadheads or ferry flights, the Company may reduce check-in time on the sequence in order to reduce the duty period to under scheduled twenty (20) hours. If the Company does so, the Flight Attendant will be paid as if she/he checked in at normal check-in times.

**D. CRAF PREFERENCE LIST**

1. In anticipation of the emergency nature of the CRAF operation, the Company shall keep on file a currently effective CRAF Preference List which shall include, in order of system seniority, all Flight Attendants desiring to fly the CRAF operation. This list shall be available for repreferencing within sixty (60) days of Date of Ratification of this Agreement, and this list shall be kept up-to-date by repreferencing on September 1<sup>st</sup> of every succeeding year. Any Flight Attendant on the System Seniority List who requests during repreferencing will be added to the CRAF Preference List. A Flight Attendant will stay on the CRAF Preference List until she/he requests removal of name from the CRAF Preference List at any time by giving thirty (30) days written notification.
2. Vacancies will be filled in accordance with the following:
  - a. In the event there are insufficient volunteers, the Company will repost the CRAF vacancies;
  - b. If there are still insufficient volunteers, the Company will assign those supervisors, available training instructors and other management personnel to the CRAF Preference List, who are qualified and current and whose names appear on the Flight Attendant System Seniority List;

- c. If there are still insufficient volunteers, the Company and the Union will meet and discuss how to resolve the issue. If the parties are unable to resolve this issue, the parties agree to submit the issue to arbitration pursuant to System Board of Adjustment, Section 31, for final and binding resolution by a neutral. The award must contain some procedure for filling the unfilled vacancies. This resolution will be applied to all future instances of insufficient bidders. If the arbitration award has not been issued or the award cannot reasonably be implemented prior to CRAF activation, the Company may fill vacancies by assignment in reverse seniority order until such time as the award becomes effective;
- d. The minimum number of sufficient volunteers on the CRAF Preference List will be determined by multiplying the total number of aircraft subject to CRAF activation, times the Flight Attendant crew complement as specified in Paragraph C, for such aircraft while in CRAF service, times the number of crews per aircraft as specified in the agreement between the Company and the Air Mobility Command;
- e. In the event there are sufficient volunteers later in the operation, the Company supervisors, training instructors and management personnel serving in the CRAF operation will be removed from the CRAF Preference List and CRAF Active Lists no longer permitted to fly CRAF flights.

#### **E. CRAF ACTIVATION AND TRAINING**

1. Upon activation of CRAF, the Company will determine the number of CRAF Flight Attendants needed to staff CRAF, which shall be at least the minimum number of Flight Attendants specified in Paragraph D.2.d. The Company shall offer CRAF and equipment qualification training for Flight Attendants selected, in order of system seniority, for CRAF activation. The Company will begin training no later than seventy-two (72) hours after CRAF is activated by Air Mobility Command and will continue to offer training in system seniority order until all selected unqualified CRAF Flight Attendants have been trained.
2. Once trained and equipment qualified for CRAF operations, a Flight Attendant will be placed on the CRAF Active List and shall be able to bid for sequences or lines of flying pursuant to Paragraph F.1.
3. A Flight Attendant while on vacation, approved leave of absence, sick leave or on IOD, will not be required to attend CRAF training until the completion of her/his vacation, leave or IOD, except that a Flight Attendant at her/his option may cancel vacation in order to attend training or may attend training during her/his vacation and receive training pay in addition to her/his vacation pay. A Flight Attendant on a leave of absence may, upon request, attend CRAF training, if approved in advance by the Flight Service Department.
4. Supervisors, training instructors, or other management personnel will follow all provisions of this Section and all hours of service and scheduling provisions of the Flight Attendant Agreement, without waiver unless authorized by the Union, while assigned to the CRAF operation. While assigned to the CRAF operation, such supervisors, training instructors, or other management personnel shall be prohibited from acting in a supervisory capacity.
5. Travel between the Company's CRAF Operation and the Flight Attendant's crew base shall be positive space. If positive space authorization travel is provided for pilots to/from their residence for CRAF operations, the same provisions will be extended to Flight Attendants.
6. When a CRAF sequence ends with a deadhead flight, a Flight Attendant may elect to take any available ferry flight instead of her/his scheduled deadhead. The Flight Attendant shall receive pay, credit and Per Diem as if she/he flew the original deadhead flight. On

deadhead flights to and from CRAF assignments, a Flight Attendant(s) will be allowed to upgrade to Business Class in accordance with Deadheading, Section 16.

7. A Flight Attendant awarded a CRAF sequence has the option to meet the CRAF sequence at the first live segment and is not required to deadhead or ferry to or from her/his crew base. She/he will be released after the last live segment with full pay, credit, and Per Diem as published in the CRAF posting.

## **F. FLIGHT ASSIGNMENTS**

1. Sequence and Line Construction/Awards
  - a. The Company will construct sequences that consist solely of CRAF flight segments, including any deadhead or ferry flights.
  - b. Line Awards
    - i. The Company will construct CRAF lines if such flying is known and firm at the time of bid line construction.
    - ii. Such lines shall consist of pure CRAF flying.
    - iii. Bid line awards in the CRAF operation will be in accordance with system seniority.
    - iv. Any CRAF sequence which remains unawarded at the completion of the bid line award will be placed on the appropriate CRAF List for Daily and Future processing.
2. Post Line Sequence Assignments
  - a. Sequences that become known after line construction will be awarded on a single sequence basis in accordance with Charters, Section 18.B.
  - b. A CRAF sequence may only be traded for another CRAF sequence.

## **G. DUTY TIME/CREW REST**

1. Duty Time and Rest provisions provided in the applicable FARs will apply to CRAF sequences. CRAF flying will be scheduled in accordance with Hours of Service, Section 11.C. At the Flight Attendant's option, the twenty-four (24) hours may be taken out of crew base. However, as an exception to International Flying, Section 14, (duty limitations), the two (2) flight segments restriction shall be waived for CRAF Operations only.
2. Crew rest seats will be provided for Flight Attendants on all CRAF flights exceeding eight (8) hours of total flight time in a duty period or any CRAF flights where pilots are provided crew rest seats.
3. Crew rest seats will be provided as follows: On all CRAF flights exceeding eight (8) hours of total flight time in a duty period, crew seats will be as provided in International Flying, Section 14. On B767 troop movement flights for CRAF or military charters scheduled over fourteen (14) hours, two (2) Business Class crew rest seats in addition to at least one (1) seat in Economy will be provided. On A330 troop movement flights for CRAF or military charters scheduled over fourteen (14) hours, there will be two (2) Business Class crew rest seats in addition to at least two (2) seats in Economy.
4. When a crew is required to work all flights in a duty period, i.e., the duty period does not consist of any deadhead/ferry flying, the Company will have procedures in place that will

incorporate designated rest periods for crewmembers to ensure adequate rest. For duty periods scheduled over fourteen (14) hours, adequate rest shall mean no less than two (2) hours per Flight Attendant.

5. If the Company overnights (RON) crews during CRAF operations, overnight rest periods for Flight Attendants will be the same as for pilots.
6. Upon completion of a CRAF sequence, a Flight Attendant shall, upon request, receive a minimum of twenty-four (24) hours free from all duty prior to commencing another CRAF sequence.
7. Flight Attendants will stay in the same hotel as the pilots.

#### **H. INSURANCE BENEFITS**

1. Any Flight Attendant who dies while in CRAF service, or who dies within a twenty-four (24) month period subsequent to her/his CRAF service from a cause which arises out of her/his CRAF service, shall have a death benefit payable to her/his beneficiary as designated by the Flight Attendant under the Life Insurance Plan. This death benefit shall be in an amount which, when combined with the benefit payable under the Life Insurance Plan's Company-paid Basic Life Insurance, yields a combined gross benefit of five hundred thousand dollars (\$500,000). Coverage will be provided on a "Trip Hour" basis while engaged in CRAF flying, including any segment(s) rescheduled to commence CRAF operations.
2. Any Flight Attendant who dies in an accident, loses limb(s) or sight as the result of an accident while in CRAF service, or within a twenty-four (24) month period subsequent to her/his CRAF service from an accident occurring during her/his CRAF service, shall have a benefit payable to her/his beneficiary as designated by the Flight Attendant under the Life Insurance Plan in the event of death, or to the Flight Attendant herself/himself, in the event of loss of limb or sight. The death benefit shall be in the gross amount of five hundred thousand dollars (\$500,000). The benefit payable for loss of limb(s) or sight shall be five hundred thousand dollars (\$500,000). Benefits provided pursuant to this Paragraph shall be paid in lieu of the Company paid Accidental Death and Dismemberment Insurance provided in accordance with Insurance, Retirement, and Other Benefits, Section 26.
3. Irrespective of any war limitation language that may be included in any Company Group Medical or Insurance program, the Company will ensure that the equivalent medical benefits will be payable in the event of claims arising from CRAF operations. Coverage will be provided on a "Trip Hour" basis.
4. In the event a Flight Attendant becomes missing while engaged in the CRAF operation, the combined one million dollars (\$1,000,000) death benefits as provided for in Paragraphs H.1 and H.2 shall be paid upon the expiration of a twenty-four (24) month period, if such Flight Attendant is still missing and her/his whereabouts are still unknown. The combined one million dollars (\$1,000,000) benefits will be paid prior to that time if the death of such missing flight attendant is established.
5. An insurance briefing package will be provided to all CRAF Flight Attendants which will include a beneficiary designation form.

#### **I. GENERAL**

1. The parties agree to review the terms and conditions of this Section within thirty (30) days of the initiation of the Company's CRAF Operation and prior to the commencement of each month thereafter.

2. Crew meals and bottled water from a military in-flight kitchen, or from a commercial caterer, shall be provided to Flight Attendants engaged in CRAF operations for each CRAF flight segment and for all ground time scheduled in excess of two (2) hours. Such meals shall be the same as those provided the Pilots.
3. The Company may conduct CRAF training within a scheduled duty period. Any ground school training will be paid in accordance with Training, Section 29.
4. The Company shall insure that all Flight Attendants, upon completion of CRAF training, shall receive appropriate security clearances and restricted area identification, including, but not necessarily limited to, the Geneva Convention Identity Card (DD Form 489), prior to entering the restricted area.
5. All Flight Attendants shall be provided with full intelligence/safe passage briefings prior to operating any CRAF sequence.
6. In no event will a Flight Attendant be involuntarily assigned to a CRAF segment which is operated in unsafe airspace or into an unsecured airfield.
7. Additional latex gloves and barrier masks will continue to be provided on CRAF flights.
8. Should a Flight Attendant member be injured or become ill while in performance of CRAF duties, she/he shall be entitled to appropriate aero medical evacuation.
9. On ferry flights, Flight Attendants will not be required to perform duties other than normal departure and arrival procedures to include assuming assigned jumpseat position, arming/disarming doors, etc.
10. The parties recognize that some Flight Attendants have obligations in the armed forces of the United States and any assignments made to the Company's CRAF Operation would be subject to such restrictions required by the CRAF contract(s).
11. The Company shall ensure that proper environmental protective equipment, treatment, and training will be provided for all Flight Attendants to the extent necessitated by the operations, e.g., chemical gear, antidotes, and inoculations.
12. Flight Attendants who participate in a CRAF assignment will not suffer a loss of benefits, or receive diminished benefits, as a result of the CRAF assignment.
13. A Flight Attendant while assigned to the Company's CRAF Operation shall be permitted to bid on any vacancies e.g., crew base, Foreign Language Speaker.

**J. NON-CRAF MILITARY CHARTERS INVOLVING MIDDLE EAST DESTINATIONS**

1. Posting and Filling Procedures for Non-CRAF Military Charters involving Middle East Destinations
  - a. The Company will staff these military charters using a system-wide volunteer list. Flight Attendants whose names appear on the volunteer list will be used in order of seniority at the crew base from which the military charter sequence originates.
    - i. In cases where the city from which the charter originates is not a Flight Attendant crew base, the Company will use volunteers from the crew base city that will best operationally support the military charter.

- ii. In the event there are an insufficient number of volunteer Flight Attendants at the base from which the charter is staffed, the Company will crew any remaining open positions using volunteers from another base. Such base will be determined by the Company.

b. Minimum staffing requirements for these military charters will be:

- i. 777 – nine (9) Flight Attendants
- ii. 767 – seven (7) Flight Attendants

## 2. Schedule Conflict

- a. A Flight Attendant's maximum projection will be determined prior to the assignment of the charter sequence and will be equal to the amount of hours on the Flight Attendant's activity record at that time.

If there is no schedule conflict with the charter sequence, the Flight Attendant will be removed from a future trip sequence(s) as an unpaid over-projection to bring the projection back down to an amount equal to, or below the pre-determined maximum allowed.

- b. In the event a volunteer Flight Attendant has a schedule conflict with the charter sequence, she/he will be removed from the conflicting trip(s) and will fly the military charter. The Company agrees to pay each Flight Attendant the greater of the trip or trips from which she/he was removed or the military charter trip.
- c. A Flight Attendant will have the option to exceed her/his maximum projection in Paragraphs J.2.a and J.2.b.

## 3. On-Duty Limitations

Due to the unique circumstances surrounding these charters, the on-duty limitations provided in Hours of Service, Section 11, will be modified as follows:

- a. Flight Attendants will not be scheduled to remain on-duty for more than eighteen (18) hours, and in no case will a Flight Attendant be required to remain on-duty for more than twenty (20) hours in one (1) duty period; however, the captain will determine whether the crew will, in actual operations, exceed the twenty (20) hour on-duty limitation.
- b. Flight Attendants may be scheduled in excess of twelve (12) consecutive block hours in any twenty-four (24) consecutive hour period, provided such scheduled block hours conforms to the on-duty limitations provided in Paragraph J.3.a.
- c. All other legalities provided in Scheduling, Section 10, Hours of Service, Section 11, and International Flying, Section 14, will apply.

## 4. Required Rest Period

- a. A Flight Attendant who is scheduled to perform military charter flying as provided for in Paragraph J, must be given a minimum layover rest equal to twice the scheduled or actual flying time, whichever is greater, not to exceed twenty-four (24) hours.
- b. The layover rest period following the charter duty period, and preceding a duty period in which only deadheading is performed, shall be a minimum of twelve (12) hours. This rest period may be waived by the Flight Attendant to deadhead.

- c. The minimum rest period preceding a duty period involving eight (8) or more block hours shall never be less than twelve (12) hours.

5. On-Board Crew Rest

- a. In the event that revenue passengers are transported on both legs of a turn-around within a duty period that exceeds the on-duty limitations provided in International Flying, Section 14, the Company will designate four (4) crew rest seats or four (4) crew rest bunks, depending on aircraft type, irrespective of flying time. Crew rest will be as specified in Crew Rest, Section 38.
- b. On all other flights, the crew rest provisions of Crew Rest, Section 38, will apply.

6. Crew Meals

The Company will provide a crew meal and a bottle of water for each Flight Attendant, either working or deadheading, on each flight segment of the turn-around. Such crew meals will be identical to those provided to the pilots.

7. Exchange of Trips

Because of the special nature of these military charters, Flight Attendants, once assigned, will not be permitted to trip trade or drop these sequences.

8. Volunteer List

The volunteer list used to staff these special non-CRAF military charters described herein will be the same volunteer list provided in Paragraph D.