

SECTION 10 - SCHEDULING

A. FLIGHT ATTENDANT SCHEDULING COMMITTEE

1. The Union shall designate an MEC Flight Attendant Scheduling Committee for the purpose of making recommendations to the Company with regard to establishing or modifying policies, procedures, and parameters for the scheduling of Flight Attendants. The Company will meet with the Scheduling Committee quarterly. The Scheduling Committee will meet with the Company prior to the introduction of changes to the Scheduling system pursuant to this Agreement to jointly develop such policies, procedures and parameters, which shall not be outside the legalities of this Agreement and shall adhere as nearly as practicable to prior established practices unless by mutual agreement. Such subjects shall include, but not be limited to:
 - a. Pairing construction, generation, and review;
 - b. Bid award;
 - c. Training bids and awards;
 - d. Reserve staffing and utilization;
 - e. ISAP;
 - f. Vacations;
 - g. Block hour adjustment;
 - h. ETB;
 - i. Domicile block hour allocation by equipment; and
 - j. Any scheduling related issues mutually agreed upon.
2. Flight Pay Loss for Scheduling.

The Company will pay flight pay loss and reasonable lodging and expenses for the Scheduling Committee Chairperson when the Company requests to meet or for any Scheduling meeting contractually required.

B. PAIRING GENERATION

1. Flight Attendant pairings shall be constructed in accordance with the parameters found in Section 11, Hours of Service. Pairings may include a mixture of aircraft type provided the same crew complement is planned, e.g. a pairing may contain flight segments on both 737 and Airbus 319 aircraft. Pairings may also include a series of an aircraft type.

Example: 319/320/321. Thus, a pairing may contain both Airbus 319 and 321. In this case, the Airbus 321 would be staffed with a “chaser” position and be on a separate Airbus 321 pairing.

No more than thirty percent (30%) of duty periods which contain aircraft swaps will include more than one aircraft swap. A pairing shall contain no more than two aircraft swaps per duty period.

2. CRAF or System Bid charter pairings will be in accordance with the guidelines outlined in CRAF, Section 19, and Charters, Section 18. The Company shall make every effort to allow the Scheduling Committee to review such pairings prior to publication.
3. Pairing Parameters
 - a. The Company will build all known flying at the time of pairing construction into pairings. Any flying that becomes known after pairing construction will be distributed through ISAP, Daily Processing and Reserve Processing, unless governed by a specific provision of this agreement, e.g. CRAF or System Bid charters, in which case those provisions shall apply.
 - b. There will be a mixture of one (1) duty period, two (2) duty period, three (3) duty period and four (4) duty period pairings. There will be a mixture of one (1) day, two (2) day, three (3) day and four (4) calendar day pairings.
 - c. No pairing will exceed four (4) calendar days except as provided for in Section 14, International. A pairing must be scheduled to check out prior to 0000 of the fifth calendar day.
4. Pairing Review

- a. After the initial pairing solution is provided to the Union, the Union shall have the opportunity to provide the Company with input for the Company’s review and consideration.

For purposes of pairing review, the following schedule shall apply:

DAY	FUNCTION
1st day of month one month prior to bid period at 1200 PHX	Crew Scheduling provides Scheduling Committee with pairings for initial pairing review
3rd day of month one month prior to bid period at 1200 PHX	Scheduling Committee initial pairing response due to Crew Scheduling
6 th day of month one month prior to bid period at 1200 PHX	Scheduling Committee provided with pairings for final pairing review (Monthly)
7 th day of month one month prior to bid period at 1200 PHX	Scheduling Committee final pairing response due to Crew Scheduling
8 th day of month one month prior to bid period at 1200 PHX	Scheduling Committee provided with final pairings

- b. Crew Scheduling shall give due consideration to all changes suggested by the Union’s Scheduling Committee. Any pairing identified by the Union’s Scheduling Committee that does not meet the terms of this Agreement shall be rebuilt to comply with the Agreement.
- c. Recognizing that some pairing(s), which are otherwise legal, may present problems such as excessive fatigue or service difficulties, the Committee may give input for the Company’s review and consideration.

C. MONTHLY BIDDING INFORMATION AND BID PROCESS

1. Electronic bid packages, in printable and downloadable format, shall be considered the final bid package and will be available to view in the PBS system no later than the 10th day of the month prior to the bid period by 2100 HDT.
2. Each monthly bid package shall include, at a minimum, the following information:
 - a. A list of Reserve Availability Periods;

- b. A textual list of events and dates that comprises the monthly bid process;
 - c. The line building range as specified in Paragraph D.13.d., below;
 - d. The minimum, midpoint and maximum number of projected lines for each domicile;
 - e. Total number of Flight Attendants by domicile;
 - f. The minimum number of Reserves;
 - g. Line average as specified in Paragraph D.13.e., below;
 - h. A list identifying each RON hotel, the applicable location and contact (telephone and facsimile) numbers, internet availability, available discounts and amenities, transportation information, contact information and pick up location;
 - i. Applicable Crew Scheduling and other Company contact telephone numbers; and
 - j. Other information as agreed upon by the Scheduling Committee Chairperson and the Company.
3. Concurrent with the electronic bid packages, in printable and downloadable format, the Company shall provide a reasonable number of printed pairing packages, along with printed copies of the information specified in Paragraph C.2., above, in all Flight Attendant domiciles. The number of printed pairing packages will be based on historical usage and will be enough to accommodate expected Flight Attendant usage. If the Company runs out of pairing packages, additional packages will be printed upon request. The times specified below shall be in Home Domicile Time (HDT). The following information shall be published on each pairing in the pairing package and subsequent pairings produced in the Crew Tracking System:
- a. Credit hours, Block hours, VM, and duty rig credit per duty period and pairing;
 - b. Hours and minutes of duty per duty period;

- c. Time away from base;
 - d. Pairing numbers;
 - e. Flight numbers, cities from and to for each flight;
 - f. Pairing report and release times;
 - g. Report and release times for each duty period;
 - h. RON cities and RON time duty break;
 - i. Minimum rest requirement after each duty period;
 - j. Ground time between segments;
 - k. Specific aircraft type;
 - l. Identified aircraft changes;
 - m. Transportation and hotel contact telephone numbers;
 - n. Crew meal schedule, if applicable;
 - o. Dates of operation;
 - p. Calendar showing dates and day of week of operation;
 - q. Departure and arrival times;
 - r. Number of duty periods;
 - s. Deadhead legs;
 - t. City codes;
 - u. LODO positions will be identified, and;
 - v. Other information as agreed upon by the Scheduling Committee Chairperson and the Company.
4. Once the pairing package is published, pairings shall not be changed prior to the monthly bid award.

5. The monthly bid shall be processed according to the following schedule:

DAY	FUNCTION
8 th day of month prior to bid period at 2100 PHX	Vacation buy back awards posted
10 th day of month prior to bid period at 2100 PHX	Pairing Packages Distributed Through PBS and in Domiciles; Monthly PBS Bid Opens
16 th day of month prior to bid period at 2100 PHX	Monthly PBS bid closes;
18 th day of month prior to bid period at 2100 PHX	PBS Awards Published

D. PREFERENTIAL BID SYSTEM (PBS)

1. Flight Attendants shall use a Preferential Bidding System to construct Lineholder and Reserve lines of flying. Vendor selection shall be made by mutual agreement of the parties. In the event that the Company desires to change PBS vendors, vendor selection shall be made by mutual agreement of the parties.
2. A “JIRC” (Joint Implementation Resolution Committee) shall be established upon ratification of this Agreement. Implementation and development of the PBS system shall be overseen by the JIRC.
 - a. The JIRC shall consist of three (3) Company members and three (3) Union members. The Union members of the JIRC will be considered full time and shall be available during normal business hours commencing at ratification through implementation of PBS (the first day of the bid period PBS is used for actual Lineholder and Reserve schedules following the period of required parallel bidding) plus three (3) months. Following the three (3) month period, the JIRC shall continue to meet to resolve any outstanding issues related to implementation of PBS and members shall be released with pay on an as needed basis. The Company will pay flight pay loss and reasonable lodging and expenses for the JIRC.
 - b. The Union members of the JIRC will be provided equal access to verify system settings, constraints and parameters and shall be afforded administrator access to the PBS system; and shall

be provided any access to monitor the PBS runs. Upon request, the Scheduling Committee shall be provided with any data or reports readily available from PBS. Following PBS implementation, such information will be made available to the Union Scheduling Committee Chair or her/ his designee on an ongoing basis.

- c. The Company plans to implement PBS, including associated rules of this Agreement, within eighteen (18) to twenty-four (24) months following ratification of the Agreement, but in no case earlier than eighteen (18) months following ratification. In the event a dispute arises as to whether such testing provides awards consistent with the Agreement, such dispute will be expedited to arbitration for resolution. PBS may be implemented by the Company without delay and the arbitrator will have authority to require prospective corrections necessary to provide awards consistent with the Agreement. The affected Flight Attendant will be made whole for contractual violations associated with the implementation of PBS which resulted in lost compensation the Flight Attendant normally would have earned without the error. The Arbitrator will have no authority to order the Company to cease utilizing PBS or otherwise delay or complete implementation. Additionally, the Company will be allowed continued use of the existing system until any required arbitrator changes can be implemented. The Company, however, will implement any programming and/or administrative changes required in the award as soon as practicable and will not unreasonably delay the implementation of any required modifications. The hearing shall be conducted expeditiously and a decision will be rendered within sixty (60) from the date a panel is requested, unless mutually agreed otherwise.
- d. The JIRC shall develop all required PBS procedure manuals and training manuals. The JIRC shall be responsible for the oversight of a three (3) month parallel bidding process in each domicile for Flight Attendant familiarization with PBS. It is understood that because of operational and/or system interface issues, parallel testing may be different in each domicile. Parallel bidding may be initiated during the eighteen (18) months following ratification and may commence in different bid periods and/or in different domiciles as determined by the Company.

3. All PBS algorithms, parameters, logic, bidding options, interface, PBS versions, etc., must be mutually agreed upon and shall not be changed without mutual agreement. No part of the PBS software or equipment shall be substituted, altered, or modified without the prior written consent of the Union.
4. Costs of PBS
 - a. The Company shall bear all expenses related to the initial startup and subsequent “debugging” of PBS, including but not limited to, software development and all post-installation software modification required to meet the terms of this Agreement, equipment purchases, the interfacing of current hardware with new PBS computers, the supplying of sufficient numbers of operating terminals for Flight Attendants to bid at each domicile, and the providing for internet and network bidding capabilities for a web-based program.
 - b. The Company agrees to secure an agreement with the PBS vendor which entitles the Company to receive, on an ongoing basis, the most up to date version of the PBS software.
5. The Company shall provide mandatory Company paid PBS training, governed by the provisions of Section 29 Training. Such training shall occur prior to the parallel bidding process. A Flight Attendant who is on a Leave of Absence during the training period will be provided training upon return from her/his LOA. Content of such course will be developed by the JIRC and available at each domicile.
6. Trainers
 - a. For the first ninety (90) days following implementation, the trainers will be available to help Flight Attendants bid and understand their award.
 - b. The Company shall bear all costs of training, including pay for Flight Attendants appointed as trainers. A trainer assigned as a member of the Company’s sponsored PBS task force will be paid one hundred five (105) hours per month and all reasonable expenses.
 - c. The trainers shall be appointed by the JIRC.

- d. The JIRC shall oversee the disbursement of a “training bank” of five thousand (5000) hours which will be established to fund deployment of such Flight Attendants to serve as domicile training representatives. During the training months, in addition to the Union members of the PBS Committee, there will be trainers in each domicile (and co-terminal and co-domicile).
7. Following the conclusion of the work of the JIRC, the Company shall consult with the Union Scheduling Committee as it relates to any concerns regarding PBS.
8. As far in advance as possible, but no later than 1200 PHX on the eleventh (11th) day of the month prior, the Scheduling Committee Chairperson shall be provided the system settings for the next month’s PBS award. The system settings which may change from month to month are limited to the target average line value, minimum number of Reserves for the bid period and percentage of Reserves available on each day of the month. The Committee Chairperson may make recommendations pertaining to such settings.
9. As far in advance as possible, but no later than 1200 PHX on the eleventh (11th) day of the month prior, the Scheduling Committee shall be provided with the following information:
 - a. Block and credit time allocated to each domicile/position and crew compliment;
 - b. Other credit hours by domicile including vacation credit hours, known sick hours, Company business hours, training credit hours;
 - c. Total soft credit hours by domicile; and
 - d. Other specific information as agreed upon by the Company and the Scheduling Committee.
10. All known pairings at the time of PBS award shall be included in the PBS bid and awarded to Flight Attendants bidding for such pairings while respecting the seniority of the bidder’s choices, pre-planned activity (Vacation, Union Business, Training, etc.) and the global award constraints as outlined in this Paragraph D.

11. Awards

- a. A Flight Attendant's final bid award shall be available for review in PBS, accessible from home through a web based program, no later than 2100 PHX on the eighteenth (18th) day of the month prior. The following information shall be included in such award in a format to be agreed upon between the Company and the JIRC:
 - i. Scheduled Credit Hours for the line;
 - ii. Scheduled Block Hours for the line;
 - iii. Scheduled time away from base for the line;
 - iv. Actual number of days off in line;
 - v. Pairing numbers;
 - vi. Carry in and carry out credit;
 - vii. Pairing report and release times;
 - viii. Positions by pairing;
 - ix. Scheduled credit for each pairing;
 - x. RON cities;
 - xi. Days off and days of availability blocks for Reserves;
 - xii. Training assignments;
 - xiii. Vacation days;
 - xiv. Planned absences;
 - xv. Number of landings;
 - xvi. Number of Duty Periods;
 - xvii. ELY, AM, PM, NIT and RED duty period types; and,

- xviii. Other information as agreed upon by the Union and Company.
 - b. The Company will provide a voice system that a Flight Attendant may use to check her/his PBS awarded pairings and positions;
 - c. A Flight Attendant who participates in PBS will be deemed to have acknowledged and accepted the pairings awarded in her/his line.
12. It shall be the Flight Attendant's responsibility to enter her/his bids into PBS. Errors or omissions from bid services or the Flight Attendant's designee who are allowed access to her/his bids shall not be the responsibility of the Company.
13. Global Parameters
- a. PBS shall construct lines in accordance with the global parameters as defined in this Paragraph. Bid awards shall be made in seniority order and in compliance with the global constraints of the system. Such parameters may be altered by mutual agreement as outlined in Paragraph A.1. of this Section.
 - b. The maximum amount of open time remaining after posting of PBS awards shall not exceed 3% of the total pairing credit time at the domicile, or the equivalent of one (1) line of flying at the minimum PBS bidding window, ignoring low time options, whichever is greater. For the purposes of this Paragraph, total pairing credit time shall include those hours included in a pairing which originates during the month for which lines are being constructed.
 - c. Any open time remaining after posting of PBS line awards shall be distributed evenly throughout the month according to the logic of the PBS system.
 - d. Lines shall be constructed to create lines of flying containing a minimum of seventy (70) credit hours and a maximum of ninety (90) credit hours per bid period. The Company may flex the maximum line value by an annual amount of twenty (20) hours, but in no case more than five (5) hours during any given month. Flexes beyond twenty (20) hours in a year will

require agreement of the Union. Upon request, the Company will meet with the Scheduling Committee and supply information demonstrating the necessity of the flex.

- e. The Company may set a targeted line average between seventy-five (75) and eighty-five (85) hours. In months the Company flexes the maximum to ninety-five (95) hours, the targeted line average may be set to no more than eighty-seven (87) hours. The targeted line average is a global parameter which will be respected while awarding Flight Attendant pairings pursuant to her/his seniority.
 - f. As an exception to Paragraph D.13.d., above, a Flight Attendant may indicate a PBS bid choice which may allow the PBS bid award to exceed the bounds specified by bidding a High or Low bidding option. Lines constructed in accordance with this bid option shall be constructed to no less than forty (40) hours (low option) or no more than one-hundred ten (110) hours (high option).
 - g. Flight Attendant(s) who select the (low option) during a given bid month and also hold at least seven (7) days or more of vacation during that month, shall be given priority to achieve a PBS result below the minimum line value ahead of other Flight Attendants who may be more senior but do not hold vacation (Subject to Vendor Capability).
14. In addition to the global parameters specified in Paragraph D.13., above, PBS shall award pairings within a bid line in accordance with the additional parameters specified in this Paragraph. Such parameters may be altered by mutual agreement as outlined in this Paragraph A.1., above.
- a. The established PBS default for domicile rest time between pairings shall be as specified in Section 11 Hours of Service, Paragraph I. and Section 14, Paragraph I, plus forty-five (45) minutes, or at the Flight Attendant's option, FAR rest plus forty-five (45) minutes. The established ISAP, ISAP/AIL and in ETB default for domicile rest time between pairing shall be as specified for PBS, however at the Flight Attendant's option, FAR rest plus thirty (30) minutes.
 - b. Unless waived by the Flight Attendant, the PBS system shall not force a Flight Attendant to commence a new pairing on the

same day she/he checks out from a pairing. A Flight Attendant may waive to accept multiple pairings in the same calendar day separated by legal domicile rest plus forty-five (45) minutes. A Flight Attendant waiving to accept multiple pairings may further waive to FAR rest plus thirty (30) minutes. These provisions apply to ISAP, ISAP/AIL and ETB.

- c. Unless waived by a Flight Attendant, the PBS system will not award double up pairings, which are two (2) pairings within the same duty day not separated by legal domicile rest. A Flight Attendant waiving to receive a double up pairing shall not be scheduled to exceed the longest scheduled duty day value for any domestic duty period which may be scheduled under this Agreement. A Flight Attendant waiving to accept double up pairings may be awarded a pairing separated by zero minutes (:00) from check-out to check-in.
- d. The combined pairing awarded in D.14.c, above, must meet the contractual rest requirements as a single pairing unless waived by the Flight Attendant.
- e. The established PBS default for the consideration of block time in a period of seven (7) consecutive days shall be no more than thirty-five (35) block hours. At the Flight Attendant's option, such limitation shall be waived.
- f. The established PBS default for the consideration of required rest in seven (7) days shall require that FAR rest may not be obtained while on an RON. However, at the Flight Attendant's option, such FAR rest may be obtained while on an RON.

15. Bidding Options

- a. The Company agrees to provide and properly maintain sufficient computers at each domicile. Each crew lounge shall contain a minimum of one computer with Flight Attendant PBS access for each seventy-five (75) Flight Attendants at the domicile, with a minimum of five (5) computers per domicile.
- b. When selecting hotels, the Company shall preference "no cost" internet access for PBS. Should other crew members be

afforded free internet access at the same hotels, such free internet access shall be provided to Flight Attendants.

- c. A Flight Attendant shall not be charged to interface with the PBS program from her/his personal computer through the Flight Attendant's internet service provider. The Company's system shall have sufficient capacity to accommodate all Flight Attendant users online without restriction or delay. The Company agrees to work with the Scheduling Committee on an ongoing basis to ensure that concerns regarding interface with programs are promptly addressed.
- d. At a minimum, bidding options and system capabilities offered shall include the following:

1.	Pairing Equipment [Prefer/Avoid, Aircraft type] Flight Attendant may prefer or want to avoid pairings with specific aircraft type.
2.	Pairing Length [Prefer/Avoid, #Calendar days, <i>Date</i>] Flight Attendant may prefer or want to avoid pairings with specified number of calendar days.
3.	Layover City [Prefer/Avoid, Layover Station, <i>Date</i>] Flight Attendant may prefer or want to avoid a layover station or region, e.g. West Coast, North East, FL, Caribbean, Mexico, South West.
4.	Pairing Type [Prefer/Avoid, Type of pairing, <i>Date</i>] Flight Attendant may prefer or avoid a type of pairing. Pairing types - Red-Eye, ODAN, Trans-cons, Shuttle Pairings, Shuttle Standby, International F/A Premium, Position Premiums, Caribbean, Holiday and Charter Pairings, Night pairings, 2 DP 3 Day, 3 DP 4 day pairings.
5.	Crew Position [Prefer/Avoid, Crew position, <i>Date</i>] Flight Attendant may prefer or want to avoid a specific position on pairings. Flight Attendant positions are specified on each pairing
6.	Report / Release [Before/After, Time, <i>Date</i>] Flight Attendant may bid for pairings that report / release before or after a specific time. The pairings may optionally originate / terminate on a specific date.
7.	No Deadheads [<i>Date</i>] Flight Attendant may bid for pairings with no deadheads in the pairing.
8.	Layover Duration [Minimum/Maximum, Duration, <i>Station</i>] Flight Attendant may bid for pairings with a minimum or maximum layover between duty periods. This limit shall apply to all layovers within the pairing.
9.	Landings per duty period [Minimum/Maximum, Number] Flight Attendant may bid for pairings with a minimum or maximum landings per duty period. This limit shall apply to all duty periods within the pairing.
10.	Block Hours per duty period [Minimum/Maximum, Value] Flight Attendant may bid for pairings with a minimum or maximum block time per duty period. This limit shall apply to all duty periods within the pairing.
11.	Average Credit Hours per duty period [Minimum/Maximum, Value] Flight Attendant may bid for pairings with a minimum or maximum credit time per duty. This limit shall apply to all duty periods within the pairing.
12.	Prefer Calendar Days Off [Days of week] Flight Attendant may bid off days on specific days of the week (e.g. prefer to work every Monday-Thursday)
13.	Credit Ratio [Prefer, Credit Ratio Value] Flight Attendant may bid for pairings that do not exceed the Credit Ratio Value (pairing time away from base / pairing credit).

14.	Pairing [Pairing number, <i>Date</i>] Flight Attendant may bid for a specific pairing number and optionally depart on a specific date.
15.	Range of days off [First date, Second date] Flight Attendant may bid for a range of days off.
16.	Range of Reserve Golden Days off [First date, Second date] Flight Attendant may bid for a range of reserve Golden Days off. The First dated is the most important day off and the Second date is the less important.
17.	Block of days off [Date from, Date to] Flight Attendant may bid for a period of days off and would be awarded all days off or none.
18.	Block of Reserve Golden Days off [Date from, Date to] Flight Attendant may bid for a period of Reserve Golden Days off and would be awarded all Reserve Golden Days off or the same period of Moveable Days off or none.
19.	Co-Domicile Preference [Prefer, Co-Domicile] Flight Attendant may bid for pairings that originate from a specific co-domicile.
20.	Min / Max Connection Time [Minimum/Maximum, Duration] Flight Attendants able to bid for pairings that have minimum or maximum connection (sit) times. This limit shall apply to all duty periods within the pairing.
Global Options	
21.	Maximum number of work periods - Flight Attendant may elect to specify a maximum number of work periods in the bid month (subject to their minimum and maximum permissible credit hours).
22.	Allow Double-Ups Flight Attendants may elect to allow legal double-ups to be included in their line-of-time.
23.	Allow Training and a Pairing as a Double-Up Flight Attendants may elect to attend training and operating a pairing as a legal double-up to be included in their line of time.
24.	Allow Multiple Pairing Flight Attendants may elect to allow two (2) pairings in the same calendar day separated by legal domicile rest,
25.	Waive Domicile Rest to FAR Minimum + :45
26.	Min Days Off between Work Periods Flight Attendant may set the number of days off between work periods. The system default is one day.
27.	Pairing Mix in a Work Period Flight Attendant may create work periods that contain pairings of specific lengths. The system will use the pairing lengths only in the order that the Flight Attendant specifies.
28.	Commutable Work Period Flight Attendant may bid that their work period begins after a specific time and ends prior to a specified time.
29.	Cadence Preference Flight Attendant may elect that their work period begins on the same day of the week throughout the bid month.
30.	Buddy Bid – Flight Attendant may bid with other Flight Attendants up to the number of Flight Attendants on the equipment, utilizing the seniority of the least senior Flight Attendant. Flight Attendant may also buddy bid with pilots. [Subject to vendor limitations and bid timelines]
31.	Avoid Bid – Flight Attendant may avoid more senior Flight Attendants or more junior Flight Attendants who have been awarded a pairing providing the senior Flight Attendant waives her/his seniority to immediately below the junior Flight Attendant’s seniority.
32.	Reasons Report – System shall generate a report for each Flight Attendant which explains why a preferred pairing or day off was not awarded.
33.	Standing Bids – System shall maintain persistent or “standing” bids which shall act as default bids should the Flight Attendant fail to enter a monthly bid. If a Flight Attendant fails to input her/his bid and does not have a standing bid inputted, her/his bid will be inputted using a default bid created by the JIRC.

34. Vacation Extension – A Flight Attendant who is scheduled for at least seven (7) consecutive vacation days may elect to place up to a total of four (4) days off (at sole discretion of the Flight Attendant) before, after, or split on either side of such vacation period. The days off will act as a pre-planned absence and will carry neither a value for pay nor credit. Such days off will be counted toward the Reserve’s scheduled Golden Days. Such block of four days, or portion thereof, may be extended into the next bid period. Such election shall be honored unless the PBS program cannot produce a solution honoring such election.
35. Shadow Bid/Pay Purpose Only Bid – Once the final awards are published, Crew Scheduling will run PBS for a Pay Purpose Only (PPO) award. Crew Scheduling shall run PBS with the same bids and settings as the regular bid with the addition of the bids (standing or actual) of any Flight Attendant who is off the entire bid period to determine what she/he could have held for pay purposes only. Such PPO awards shall only be used for this pay determination and shall not change in any way pairing awards as published in the final line awards.
36. Other Bid Options as agreed by the JIRC

16. Infeasible Solutions

- a. If, during the actual PBS run, it becomes apparent that the PBS system will result in an infeasible solution or the solution is processing too slowly that it may not comply with the applicable time requirements, the Company may discontinue the PBS run. In such instances, the Company shall notify the Scheduling Committee of each situation as soon as possible.
- b. During the notification process, the Company shall provide the Scheduling Committee the following information:
 - i. Reason the PBS run was terminated;
 - ii. Proposed PBS setting(s) to be modified for the run, and;
 - iii. Company contact number and time of call, if the Union’s designated Scheduling Committee representative is not available.
- c. Upon notification of an unsuccessful PBS award process, the Scheduling Committee may provide recommendations for methods to effectively complete the PBS award process. If the Company is unable to reach the Scheduling Committee Chair, the Company shall contact the MEC President.
- d. Other than specified in this Paragraph, the Company may not discontinue a PBS run intended for publication or rerun a PBS award that has been run and awarded in compliance with this Agreement. This provision is not meant to prohibit a PBS run not intended for publication such as a run to test the parameters of the system.

17. PBS Mis-awards Due to System or Company Error

- a. Any Flight Attendant who has an inquiry or believes she/he may have received a mis-award shall notify Crew Scheduling no later than the 1200 on the 23rd of the month, or, if on vacation, within twenty-four (24) hours of return from her/his vacation. No remedy will be offered if the subject of the inquiry was due to the Flight Attendant's choice of bid preferences. In the event of a system error or Company initiated error, a Flight Attendant may fly any of her/his mis-awarded pairings, or, may, at her/his option be removed from the pairing(s) and be made whole as follows:
 - i. Crew Scheduling shall compile a list of potential "like pairings" for the Flight Attendant. A like pairing shall have comparable check-in/out times, same crew complement, ODAN for ODAN, number of legs, number of days, on-duty hours, TI for TI, NTI for NTI, red-eye for red-eye. The Flight Attendant shall input the pairings in the initial ISAP run for processing and, if not awarded in the initial ISAP run, in the ISAP/AIL run prior to the trip.
 - ii. The Flight Attendant shall receive the greater of the trip she/he should have been awarded in PBS or the trip she/he was awarded in ISAP or ISAP/AIL. If the Flight Attendant is not awarded the pairing out of open time, the Flight Attendant shall be pay protected for the trips she/he would have held on the basis of trips missed.
- b. Where a programming error affects a substantial number of Flight Attendants in a domicile, the Company and Union may agree upon a re-award of the PBS bid.

18. Reserves

- a. Reserve lines shall be allocated as part of the monthly PBS process. A Flight Attendant who may be awarded a line of flying may conditionally bid for a reserve line. Such bid will be respected provided a Reserve is available who can accept the line of time being bypassed.

- b. Reserves will have a minimum of eleven (11) scheduled days free of duty (“days off”) at her/his domicile each bid month. Eight (8) of such days shall be Golden Days (GD) and three (3) shall be Moveable Days (MD). Patterns must conform to the following:
- i. Days off must be divided into two (2), three (3) or four (4) periods of days off unless waived by the Flight Attendant. A Reserve line may contain no more than two (2) periods of two (2) days off, unless waived by the Flight Attendant. Each period of days off must have no fewer than two (2) days off and no more than eight (8) days off.
 - ii. As an exception to D.18.b.i above, because of the proration tables in Paragraph D.18.d, below, a Reserve may be awarded one (1) day off. If one isolated day off falls on the last day of the bid period, the Company shall ensure that the Reserve receives at least one (1) day off on the first day of the following bid period. This may be waived by the Reserve.
 - iii. Every Movable Day (MD) must immediately follow a reserve day of availability or another Movable Day (MD). If the Moveable Days are grouped with Golden Days, the Moveable Days must precede the Golden Days and such grouping must have no fewer than two (2) Golden days, unless waived by the Flight Attendant.
 - iv. Day off periods may not be separated by less than three (3) days of availability or by more than six (6) days of availability. Groups of days of availability which transition from month to month shall be subject to this limitation.
 - v. Moveable days will be awarded in such a manner to allow assignment where necessary. If a day off is not assignable, such day off must only be a Golden Day.

Example: A MD on the 29th, followed by a GD on the 30th and 31st would not be acceptable because there would be no AVL days in the bid month to convert if the Reserve was required to work into her/his MD.

- c. A Reserve with vacation day(s) in a bid period shall receive all her/his days off outside of the vacation period, if applicable, in addition to her/his vacation days. This will guarantee the Reserve her/his full number of minimum days off in addition to her/his vacation day(s). However, if the days off as provided for in Paragraph D.18.d plus the scheduled vacation days does not allow for the required days off to be placed outside of the scheduled vacation period, such days will not be restored or moved to the subsequent month.
- d. The chart below shall be used to determine the number of days free from duty for a Reserve who is bidding for or returning to schedule as a Reserve with less than a full bid period. This chart shall be used to determine the number of days free from duty during the Reserve's days of availability in a partial bid period.

30 Day Month		31 Day Month	
Available Days	Prorated Days Off	Available Days	Prorated Days Off
29- 30	11	30 - 31	11
26 - 28	10	27 - 29	10
24 - 25	9	24 - 26	9
21 - 23	8	22 - 23	8
18 - 20	7	19 - 21	7
15 - 17	6	16 - 18	6
13 - 14	5	13 - 15	5
10- 12	4	10- 12	4
7 - 9	3	8 - 9	3
5 - 6	2	5 - 7	2
2 - 4	1	2 - 4	1
1	0	1	0

19. Flight Attendant Returning From Leave of Absence

- a. A Flight Attendant returning from a leave of absence shall be eligible to bid a schedule for the following bid period provided the Flight Attendant has supplied a return date, and in the case of a medical leave, a doctor's note to the Company prior to the close of PBS bidding at her/his domicile.

- b. If a Flight Attendant requires training and provides the Company with at least fifteen (15) days' notice of return, she/he will be pay protected if training is not scheduled within seven days of her/his return date as specified in Section 25.K.6, Leave of Absence. If training is not scheduled within seven (7) days of her/his planned date of return, the Flight Attendant shall bid a partial line prorated from her/his return date according to Paragraph 19.c., below.
- c. A Flight Attendant who has a return date for the next bid period or who requires training during the next bid period which will result in the Flight Attendant being available for less than a full bid period, and who complies with the timelines and requirements of Paragraph D.19.b., above, may bid in PBS. Her/his minimum days off, minimum line guarantee and minimum bid window shall be prorated according to Paragraph D.18.d. The Flight Attendant's maximum bid window will not be prorated. She/he may waive minimum days off. A Flight Attendant bidding a Reserve line shall be responsible for flying a prorated schedule.
 - i. If training is scheduled and is within seven (7) days of the Flight Attendant's return date, the Flight Attendant shall bid a partial line prorated from the date of training, which shall be inserted as a pre-planned absence along with the associated training credit.
 - ii. If the training is not scheduled consistent with D.19.b, the Flight Attendant shall bid a partial line prorated from her/his return date and shall be pay protected as specified Section 25.K, Leave of Absence.
 - iii. If the Flight Attendant does not require training, the Flight Attendant shall bid a partial line prorated from her/his return date.
 - iv. A Flight Attendant on medical leave claiming sick time during a partial bid period shall have the credit placed on her/his line as a preplanned absence.
- d. If a Lineholder was not able to meet the requirements of Paragraphs 19.a-c., above i.e., she/he does not bid PBS, she/he will be permitted to hold an open line and must make a

reasonable effort to pick-up time through ISAP and ETB to reach the prorated PBS minimum and she/he shall receive a prorated minimum line guarantee. A Reserve will be awarded a line including her/his days off commensurate with her/his seniority.

- i. The Flight Attendant will be responsible to demonstrate a reasonable effort to make up the time. The Flight Attendant may make herself/himself available at her/his discretion and does not have to make herself/himself available on a holiday she/he would not have been scheduled to fly. A Flight Attendant satisfies the reasonable effort requirement if at any time(s) during the bid month she/he makes herself/himself available for pairings commensurate with her/his seniority, for the equivalent number of duty periods. These duty periods need not be consecutive.

20. Planned Absences

- a. Known planned absences will be placed in the Flight Attendant's line prior to the PBS bidding and the applicable credit shall applied towards the Flight Attendant's monthly PBS line credit.
- b. All other planned absences, e.g. sick, vacation, Company business, Union business, and training, will have the credit value as agreed upon in this Agreement.

21. Carry-in trips will be paid and credited as follows:

- a. Pay for Minimum Day Rig and Duty Day Rig will be applied to the specific day on which the rig is generated (the day on which the last flight segment of the duty ends).
- b. Pay for Trip Rig will be applied on the last day of the trip pairing (the day on which the last flight segment of the pairing ends).

E. LINEHOLDER ITERATIVE SCHEDULE ADJUSTMENT PROCESS (ISAP)

1. For Lineholders, ISAP will provide an electronic means to conduct the following type of transactions:

- a. Drop pairings. (Drop Transaction Bid);
- b. Pick-up pairings which remain in open time after the monthly line award or which subsequently become open due to ISAP transactions, sick calls, training, jury duty, Union business or other events (Pick-up Transaction Bid);
- c. Simultaneously drop one or more pairings and pick-up one or more pairings from open time or from another Lineholder who is simultaneously dropping the desired pairing during the ISAP process (Drop/Pick-up Transaction Bid). ISAP will recognize trade transactions. Such trade transactions shall include an unlimited number of Lineholders but may include a limitation on the number of individual transactions based on possible programming constraints. For example, the following Drop or Pick-up Transaction Bids would be awarded as a trade:

Lineholder A wants to drop pairing #1 and bids for pairing #3
Lineholder B wants to drop pairing #2 and bids for pairing #1
Lineholder C wants to drop pairing #3 and bids for pairing #2
Award: Lineholder A - #3, Lineholder B - #1, Lineholder C - #2.

2. ISAP Process Timeline

- a. Upon PBS award, Lineholders shall input bids for the purposes of the next month's ISAP process. Such bids will be stored and processed in the ISAP Queue at 2100 HDT on the second to the last day of the bid period.
- b. The ISAP Queue will close each day at 2100 HDT for pairings which depart on or after the calendar day beginning at 0000, twenty-seven (27) hours later, including any pairings through the end of the bid period, including transition pairings.
- c. Awards will be posted by 0600 HDT for the calendar day beginning at 0000, eighteen (18) hours later.
- d. ISAP will not process trades between bid periods. Transition pairings will be considered part of the bid period in which they commence for the purpose of ISAP.

- e. In order to avoid transition conflicts, for a period not to exceed forty-eight (48) hours while PBS is processing, a Lineholder shall not be able to pick up, drop or trade a trip through ISAP that touches the last six (6) days of the bid period.
3. ISAP Award Parameters and Constraints
- a. ISAP transactions shall be processed based on seniority.
 - b. A Lineholder may conduct ISAP transactions down to a minimum line credit of forty (40) credited hours in a bid period.
 - c. ISAP will not award a Lineholder's ISAP bid if the award would result in the Lineholder's credited hours including any vacation, training, etc., exceeding ninety-five (95) credited hours of Company Time (including any Vacation, Training, etc.) in her/his line. For a High Option Flight Attendant, her/his ISAP cap shall be her/his PBS High Option cap plus five (5) hours.
 - d. ISAP will only process transactions which result in a Lineholder's projection remaining within or if already outside of the ISAP window, moving closer to her/his ISAP bidding credit window as specified in Paragraph O., below.
 - e. Pairings picked up while utilizing ETB will increase a Lineholder's projection and her/his maximum ISAP bidding credit window. Pairings dropped utilizing the ETB will reduce a Lineholder's projection and her/his maximum ISAP bidding credit window.
 - f. ISAP transactions will be processed for pairings that the Lineholder is legal to operate under the terms of the Agreement and in accordance with the parameters specified in Paragraph D.14.a-f.
 - g. A Lineholder who participates in an ISAP transaction shall be deemed to have acknowledged and accepted the assignment upon the award of the transaction.
 - h. A Lineholder will be able to access the ISAP program through a web-based program at no cost to the Lineholder.

- i. A Lineholder may utilize the web-based ISAP program or the Voice Response System to check her/his award.
- j. A Lineholder shall be allowed to drop a pairing in ISAP in accordance with Paragraph 10.H.6, to pick up a red-flagged pairing in open time.
- k. A Lineholder may pick-up or trade to operate an additional pairing during a day the Lineholder is already scheduled for duty to the extent permitted by this Agreement and in accordance with the parameters specified in Paragraph D.14.a-f. The provision allows both double ups, i.e., portions of two (2) pairings combined within the same duty day, and multiple pairings, i.e., two (2) pairings in the same calendar day separated by legal domicile rest.
- l. ISAP transactions which result in an increase in the number of Open Pairing Days shall be subject to a daily and monthly limit. The award of the ISAP transaction will not be approved if approval of that ISAP transaction would cause the number of Open Pairing Days to exceed:

- i. Monthly Limit - A monthly limit will be calculated by domicile using the following formula:

$$(\text{Total Known Pairing Position Hours} \times 3\%) \div \text{Value of a Pairing Day} = \text{Monthly Open Pairing Day Limit}$$

The Value of a Pairing Day will be calculated using the following formula:

$$\text{Total Known Pairing Position Hours} \div \text{Total Pairing Days} = \text{Value of a Pairing Day}$$

The monthly limit shall only apply to ISAP transaction(s) which result in an increase in the number of Open Pairing Days. A transaction that is neutral or positive such as a drop/pick up of a three day pairing for another three day pairing shall not be subject to this limitation.

- ii. Daily Limit - A daily limit will be calculated by domicile using the following formula:

Total Monthly Open Pairing Day Limit ÷ Days in the Bid Month = Daily Open Pairing Day Limit

As an exception to the Daily Limit above, a transaction will be approved even though the pairing being dropped exceeds the Daily Limit if:

- (a) the total number of Negative Days in the trip being picked up is greater than or equal to or equal to the number of Negative Days in the trip being dropped. Days on which the number of Open Pairing Days exceed the Daily Limit shall be considered Negative Days; and
 - (b) the trip added will improve a Negative Day that is more negative than the most Negative Day dropped; and
 - (c) the sum of the Open Pairing Days on the Negative Days in the trip being added is greater than or equal to the sum of Open Pairing Days on the Negative Days in the trip being dropped; and
 - (d) the transaction shall not cause any day at or below the Daily Limit to exceed the Daily Limit; and
 - (e) such trip shall not cause an increase in the number of Open Pairing Days on a Protected Holiday as described in Paragraph E.3.n.i.(b).
 - (f) Note: For purposes of ISAP transactions a flight which checks out on or after 0000 will be considered to operate on the calendar day. Thus a pairing that checks out at 0015 shall be considered to operate on both calendar days of the duty period for purposes of Open Pairing Day calculations.
- iii. Notwithstanding the above, if coverage is sufficient as determined by Crew Scheduling in its sole discretion, a higher monthly or daily Open Pairing Day limit may be used for an ISAP run. Upon request of the Union, the Company shall meet with the Scheduling Committee chair to discuss any concerns regarding the Open Pairing Day limitations.

Example:

Lineholders with seniority numbers of #5 and #6 each enter Drop Transaction Bids. Either Lineholder's transaction, if awarded, would exceed the number of Open Pairing Days permitted on that day, and therefore will not be awarded immediately. If, in a subsequent ISAP transaction, a more junior Lineholder picks up an open pairing, thereby reducing Open Pairing Days on the given day, the Drop Bid of Lineholder #5 would be awarded prior to Lineholder #6. [Subject to IT limitations]

- m. A Lineholder may conduct ISAP transactions that would result in actual flying on a day(s) pay protected by any other portion of this Section 10. The Lineholder will receive pay and credit for such time.
- n. ISAP/AIL Transactions (Transaction request involving the first day of the ISAP bid processing date range)
 - i. Drop/Pick Up Transaction

A Lineholder requesting a Drop/Pick Up Transaction may enter her/his bid into ISAP. As an exception to Paragraph E.3.1., above, if the Lineholder's bid includes a request for a pairing on the first day of the ISAP bid processing date range and overlaps a pairing held by the Lineholder on the same or subsequent days, the bid will not be subject to the Monthly and Daily limitations as specified in Paragraph E.3.1 and will be subject to the restrictions listed below. Two (2) pairings will be considered to overlap if both pairings include duty on the same calendar day. If the pairing is not available through ISAP, the transaction request will be moved to Daily Scheduling if the Lineholder so elects.

 - (a) Temporary Triggering Event: By domicile, if more pairing days are dropped through the ISAP/AIL than picked up through the ISAP/AIL and the Monthly Open Pairing Day limitation has been exceeded, the monthly limitation will apply to any ISAP/AIL transaction(s) which result in an increase in the number of Open Pairing Days. A transaction that is neutral or positive such as a drop/pick up of a three

day pairing for another three day pairing shall not be subject to this limitation. Such drop will not be subject to the Daily Open Pairing Day limitation.

However, if coverage is sufficient as determined by Crew Scheduling in its sole discretion, a higher monthly Open Pairing Day limit may be used for an ISAP/AIL run.

- (b) **Holiday Restrictions:** Lineholders using ISAP transactions in accordance with this Paragraph to drop a pairing touching a restricted day may only do so subject to the daily and monthly Open Pairing Day Limitations. The Open Pairing Day limitation shall only apply on the restricted holiday and not on any day(s) surrounding the restricted holiday.

For the purposes of this Paragraph, restricted days will include, New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve.

- ii. **Pick Up Transaction**

If the Lineholder's bid includes a request for a pairing departing on the first day of the ISAP bid processing date range and her/his pairing is not awarded during ISAP, if the Lineholder so elects, the request will be moved to Daily Scheduling for processing provided the Lineholder is not already holding a pairing departing on the first day of the ISAP bid processing date range.

- iii. **Drop Transaction (Subject to Daily and Monthly Open Pairing Day Limitations)**

If a Lineholder's bid includes a request to drop a pairing departing on the first day of the ISAP bid processing date and her/his request is not awarded during ISAP, if the Lineholder so elects, the request will be moved to Daily Scheduling for processing.

Example:

On Monday night, the ISAP bid begins processing pairings departing Wednesday through the end of the month. Any pairing departing on Wednesday will be

considered departing on the first day of that ISAP bid processing date range.

iv. “Wants Better”

If, after the ISAP award, a Lineholder has a pairing in her/his line that originates on the first day of the ISAP bid processing date range, the Lineholder will not be added to the Unsuccessful Bidder List for any pairings that originate the same day.

F. POST ISAP DAILY PROCESSING

1. ISAP Unsuccessful Bidders List

- a. A list of Lineholders who elect to be passed to Daily Scheduling because her/his bid was not awarded in ISAP and her/his request originates on the first day of the ISAP bid processing date range will be compiled upon conclusion of the ISAP run. The ISAP program will have an election the Lineholder may select if she/he wishes to be placed on the Unsuccessful Bidders List for the pairing. The Unsuccessful Bidders List shall be used by Daily Scheduling for manual processing.
- b. Daily bids will be processed by using the Unsuccessful Bidder List to offer pairings to Lineholders in seniority order, except as provided for in Paragraph F.5, below.
- c. Drop/Pick Up Transaction
If the Lineholder’s bid includes a request for a pairing on the first day of the ISAP bid processing date range and overlaps a pairing held by the Lineholder on a subsequent day(s), the bid will be processed as specified in Paragraph E.3.n., above.
- d. Pick Up Transaction/Drop (without overlap)
If the Lineholder’s bid includes a request for a pairing originating on the first day of the ISAP bid processing date range and includes a drop for a trip on a subsequent day(s) that does not overlap, such request, the bid will be subject to the daily and monthly Open Pairing Day limitations as specified in Paragraph E.3.1.
- e. Drop Transaction

If the Lineholder's bid includes a request for a drop transaction on the first day of the ISAP bid processing date range and her/his drop transaction bid was not awarded during ISAP, if the Lineholder so elects, the drop request will be moved to Daily Scheduling. If open time subsequently falls below the Open Pairing Day limitations as specified in Paragraph E.3.1, the request to drop will be awarded in seniority order among those Lineholders passed on to Daily Scheduling.

2. General

- a. The Company shall display a daily electronic list of all open pairings by domicile.
- b. At each Flight Attendant domicile, the Company shall display a daily list of all flying assignments for that domicile. Such list may be displayed electronically and shall remain available for five (5) months after the end of the current month.

3. Processing Timeline

- a. Pairings That Open Between 2100 and 0600: Pairings which open after 2100 each day (Post ISAP period) which originate on the first day of the ISAP bid processing date range will be processed using the Unsuccessful Bidder List after the ISAP awards are posted at 0600.
- b. Processing after 0600: Once the Unsuccessful Bidders List has been processed, any pairings that subsequently become available prior to two (2) hours before departure of the pairing will be processed immediately from the Unsuccessful Bidders List. If the trip is not awarded from the Unsuccessful Bidder List, the pairing will then be assigned to a Reserve according to the provision of Section 12 Reserve. Pairings which become available within two (2) hours prior to departure of the pairing, will not be processed from the Unsuccessful Bidders List but will be awarded to a Reserve, as specified in Section 12, Reserve.
- c. Unsuccessful Bidders List Applicable to the Origination Day of Pairing: Pairings will be processed utilizing the Unsuccessful Bidders List applicable to the origination day of the pairing. For example, on Monday, Crew Scheduling

would use the Unsuccessful Bidders List from Saturday's ISAP run to process pairings that originate on Monday.

- d. Pairings Originating after the First Day of the ISAP Bid Processing Range: Pairings which open after 2100 each day (Post ISAP period), and originate after the first day of the ISAP bid processing date range will not be awarded pursuant to this Paragraph but, rather, will remain as open time for bidding during the following day's ISAP process.
- e. If there are no bidders or Lineholders on the Unsuccessful Bidders List, including Late Bidders, who accept the pairing, the pairing will be processed according to the provisions of Section 12 Reserve.

4. Processing Rules

- a. Daily Scheduling will process bids according to the specifications of Paragraph D.14 and E.3.
- b. Crew Scheduling will call Lineholders one (1) time in seniority order to offer each pairing for which the Lineholder is listed on the Unsuccessful Bidders List. If a Lineholder does not answer or declines the pairing, Crew Scheduling shall move on to the next most senior Lineholder on the Unsuccessful Bidder List requesting such pairing. If a Lineholder is on another trip at the time the pairing opens, the Lineholder will not be passed over and such pairing will be awarded. A Lineholder will be responsible for acknowledging the trip either through the Crew Management System or the Voice Response System. If the award is not acknowledged within two (2) hours of the Flight Attendant's pairing completion or at the end of the uninterrupted rest period, such pairing shall be covered by another Flight Attendant.

5. Late Bidders

A Lineholder may call Crew Scheduling during the post ISAP period to bid for a pairing and request to be added to the Unsuccessful Bidders List for such pairing. A Late Bidder will be added to the bottom of the Unsuccessful Bidders List and her/his bid will be processed according to her/his position on the list for pairings that come available. If the Flight Attendant's request to be considered a Late Bidder is received after the initial process of

unsuccessful bidders at 0600 on the day immediately following the ISAP closing, the Flight Attendant will be processed in seniority order amongst all unsuccessful bidders.

The award of such transactions for late bidders will be subject to rules in Paragraph F.4.

6. Inverse Assignment

When it becomes necessary to assign a Flight Attendant to open time or supplemental coverage, it will be done in accordance with Section 12.M, Reserve. POTA assignments will be made by positive contact to the Flight Attendant being assigned.

G. ELECTRONIC TRADE BOARD (ETB)

1. The Company will provide a real time, electronic method of picking up, dropping, and trading pairings between Flight Attendants on a first come/first served basis. The ETB will not be used to distribute or trade open time. The following provisions will apply:
 - a. All pairing transactions through the ETB will be awarded in first come/first served order, beginning immediately following the posting of the PBS line award.
 - b. ETB transactions will not be processed between the time the ISAP bid closes at 2100 and is awarded at 0600.
 - c. In order to avoid transition conflicts, for a period not to exceed forty-eight (48) hours while PBS is processing, a Flight Attendant shall not be able to pick up, drop or trade a trip that touches the last six (6) days of the bid period.
 - d. All ETB transactions will be available for processing until two (2) hours prior to the report time for the pairing. If the pairing has not been picked up by another Flight Attendant two (2) hours prior to its originally scheduled report, the Flight Attendant will be responsible for flying that pairing. This restriction shall not apply to Paragraphs N. and P., Last Live Leg and Jetway Trades.
2. General Use of the ETB

- e. The ETB system will include a real time acceptance message that requires a Flight Attendant picking up a pairing on the ETB to accept the pairing. A Flight Attendant requesting to drop or trade a pairing remains responsible for that pairing until approval for the drop or trade has been granted. Once a pairing is added, it becomes part of the Flight Attendant's line. Conversely, once a pairing is dropped, it is no longer part of the Flight Attendant's line.
 - f. ETB transactions will be processed for pairings that the Flight Attendant is legal to operate under the terms of the Agreement and in accordance with the parameters specified in Paragraph D.14.a-f.
 - g. Flight Attendants will be able to access the ETB through a web-based program at no cost to the Flight Attendant.
 - h. The Company will implement a voice response system where a Flight Attendant can confirm a trip drop or trade.
 - i. A Flight Attendant can combine multiple pairings as specified in Paragraph D.14.
3. Lineholder Use of the ETB
- a. Within the same domicile, Lineholders may drop pairings to other Flight Attendants, pick up pairings from other Flight Attendants on days off or on vacation days, and/or trade pairings with other Flight Attendants using the ETB.
 - b. Lineholders will be permitted to drop down to forty (40) credited hours in a bid period by trading with other Flight Attendant(s) or by dropping pairings to other Flight Attendants through the ETB.
 - c. There is no cap on the number of pay hours a Flight Attendant may gain through picking up pairings from other Flight Attendants through the ETB. Pairings picked up from the ETB will increase a Lineholder's projection and her/his maximum ISAP bidding credit window. Pairings dropped utilizing the ETB will reduce a Lineholder's projection and her/his maximum ISAP bidding credit window.
4. Reserve Use of the ETB

- a. Within the same domicile, Reserves may utilize the ETB to drop, pick up and trade pairings on Golden days or on vacation days.
- b. Within the same domicile, Reserves may utilize the ETB to drop, pick up and trade pairings on Moveable days once released from reserve duty into such days off or at the conclusion of her/his RAP prior to a day off, subject to the rest requirements of the FARs, but no less than eight hours and thirty minutes (8:30) from release to report.
- c. Within the same domicile, Reserves may utilize the ETB to drop, pick up and trade pairings that originate on a Moveable day without having been released as specified in Paragraph G.4.b., above, according to the following procedure:
 - i. A Reserve cannot, as part of Reserve processing, create a conflict with the ETB pairing.
 - ii. A Reserve with an awarded ETB pairing on her/his Moveable day(s) will not be assigned a pairing that conflicts with her/his ETB pairing in Future or Daily Scheduling unless such assignment into her/his Moveable Day(s) is necessary according to the Section 12.J and 12.K, Reserve. If a Reserve's ETB pairing is dropped by Crew Scheduling, there will be no pay protection for the ETB pairing. At the Reserve's option, the Reserve may be split back onto the ETB pairing provided she/he notifies Crew Scheduling at the time of the assignment.
 - iii. A Reserve with an awarded ETB pairing on Golden Day(s) will not be assigned a pairing that conflicts with her/his ETB pairing in Future or Daily Scheduling unless assignment is necessary according to the Priority of Trip Assignment language specified in Section 12.M. If a Reserve's ETB pairing is dropped by Crew Scheduling, the Reserve will be provided pay protection for the ETB pairing up to the point she/he can be split back onto the ETB pairing. The Reserve may be split back onto the ETB pairing or drop the portion of the ETB pairing.
- d. A Reserve must allow a minimum of nine hours and forty-five minutes (9:45) of domicile rest between the latest time the

Reserve could be scheduled to be released from duty in domicile and the scheduled report time of the ETB pairing.

- e. A Reserve is required to have a minimum of scheduled domicile rest of nine (9) hours and forty-five (45) minutes between the scheduled release time of the ETB requested pairing and the earliest time a Reserve could be required to report for duty on her/his first day of availability following a Golden, Moveable or vacation day. The ETB requested pairing must be scheduled to release no later than 1800 on the last Golden, Moveable or vacation day so the Reserve will have at least nine (9) hours and forty-five (45) minutes rest prior to 0400 on the first day of availability.
- f. Pay and Credit
A Reserve picking up a pairing through the ETB on a Golden day, Moveable day or a day of Reserve Availability once released into such day pursuant to Paragraph G.4.b, above, or on a vacation day will receive pay no credit for such time above her/his minimum guarantee.

H. RED FLAGGING OPEN TIME

1. At any time prior to departure, Crew Scheduling may red flag a pairing/position in open time. Red flagged pairings shall be paid at the rate of one hundred and twenty-five percent (125%), and credited at one hundred percent (100%). Once a pairing is flagged it shall retain its premium for any pay protection provided within Section 10, Scheduling. If a Flight Attendant calls in sick for a red flagged pairing, no red flag premium will be applied.
2. Pairings which carry a red flag premium will be indicated as such in the Crew Management system. Flight Attendants may exclusively bid for red flagged pairing within ISAP.
3. The premium pay rate shall not be paid for any red flag pairing that is assigned to a Reserve on days of availability.
4. A Reserve who picks up a red flagged pairing on her/his days off shall receive pay as referenced in Paragraph H.1., above.
5. Once a pairing has been red-flagged, Crew Scheduling may remove the red flag designation and its corresponding premium at any time prior to pairing award or assignment, up until 2100 HDT

two days prior to the departure of the pairing. Once the ISAP daily processing occurs on any day, the Company may not change the red flag designation until the ISAP awards are complete for that day.

6. A Lineholder shall be permitted to drop a pairing in ISAP to pick up a red-flagged pairing. The red flagged pairing shall not commence a duty period on more than one (1) day of the original pairing that was dropped. A Lineholder shall not drop a one (1) day non-red flagged pairing in order to pick up a one (1) day red flagged pairing on that same day.

Example:

Flight Attendant has a three (3) day pairing. The final duty period of the pairing commences at 1400 Monday and then terminates at 0030 Tuesday. The Flight Attendant wants to drop her/his trip and pick up a red flagged pairing on Monday, Tuesday, and Wednesday. The request will be approved because the duty period does not commence on more than one day of the red flagged pairing.

I. INVOLUNTARY ASSIGNMENT

Involuntary assignments shall only be made according to the Priority of Trip Assignment language specified in Section 12, Reserves.

J. RESCHEDULING

1. General Provisions

- a. The provisions of this Paragraph J. are intended to allow for orderly rescheduling procedures in the event of last minute operational irregularities that have a high probability of resulting in pairing delays or cancellations. These provisions are not intended to be utilized in such a manner so as to effectively require a Lineholder to serve as a Reserve.
- b. The intent of this Paragraph J. is that a Flight Attendant should be permitted to operate the pairings that she/he was awarded through PBS, ISAP, ETB, etc. Consequently, a Flight Attendant should not be removed from her/his pairing unless all options have been utilized to prevent a cancellation or delay including assignment to any available Reserve or OPR.

- c. A Reserve on an ETB trip will be considered a Lineholder for the purposes of this Section.
- d. The term “rescheduled” as used in this Section means any and all deviations from a Flight Attendant’s awarded pairing, as originally published, with the following exceptions:
 - i. Cancelled segments that occur at any time during the pairing without requiring the Flight Attendant to operate a different pairing. However, the cancellation of a scheduled flight and the creation of a new unpublished flight between the same city pairs within four (4) hours of the original scheduled departure time does not constitute a cancelled segment and would require payment to the Flight Attendant for the cancelled flight unless the Flight Attendant has requested to be released from duty in accordance with Section 11.M. Further, flights scheduled as extra sections more than forty-eight (48) hours in advance of the cancelled flight are not considered “new unpublished flights” for purposes of this Paragraph. If an extra section is created less than forty-eight (48) hours prior to the cancellation, the extra section shall require payment to the Flight Attendant for the cancelled flight unless the Company can demonstrate that the creation of this “new unpublished flight” is not related to the cancellation.
 - ii. Deadheading to position a crew because of a cancelled flight(s) to continue a series of flight(s) on the original pairing.
 - iii. Diversions for fuel, weather or emergency if the Flight Attendant next proceeds to the originally released destination prior to the diversion or to the next destination on the original pairing.
 - iv. Delays of scheduled departure/arrival times which do not result in operating to different city pairs than were contained in the original pairing.
 - v. Bypassing cancelled flight segments in the affected Flight Attendant’s pairing, provided that another flight has not

been cancelled pursuant to J.1.d.i, above, which would be covered by the affected Flight Attendant.

Example: Duty Period 1 – Original Pairing: PHL-CLT-TPA. Both flight segments cancel and Duty Period 1 becomes PHL-TPA.

2. Prior to Report Time

The following provisions will apply to the Lineholder holding the pairing at the time of modification or reschedule:

- a. Subject to the provisions of Paragraph J.1, above, for the purposes of adjusting pairings after publication, e.g., equipment change, block times, departure or arrival times, or cancellations, a pairing may be changed prior to report. If such change involves, different city pairs, RON cities, or causes the pairings to operate on additional days or to not operate on a day(s), the Lineholder shall be notified and shall not be required to accept such pairing in which event the Lineholder shall forfeit all applicable pay protection for that pairing(s) and all line guarantees associated with that release.
- b. In the event the Lineholder elects to operate a rescheduled pairing, such Lineholder will be guaranteed the pay value of her/his originally awarded or assigned pairing, as published in the monthly pairing sheets, or actual time, whichever is greater, except such Lineholder shall not receive pay for canceled segments except as otherwise provided for in this Agreement. Such Lineholder shall receive the crew substitution protections afforded in Paragraph J.9, below.
- c. In no case shall the Lineholder be required to report for a pairing earlier than originally scheduled. If the rescheduled departure is earlier than the originally scheduled departure, duty time will commence concurrent with domestic or international report times based on the earlier departure time. If replaced, such Flight Attendant shall receive the crew substitution protections afforded in Paragraph J.9., below.
- d. In the event the pairing is rescheduled to depart more than one (1) hour later than originally scheduled, Crew Scheduling shall attempt to call the Lineholder to advise her/him of the rescheduled report time.

3. After Report but prior to Pairing's Origination
 - a. Subject to the provisions of Paragraph J.1, once a Flight Attendant crew reports for a pairing, the Company may reschedule a Flight Attendant crew to maintain scheduled operations or substitute another crew on a part of the pairing to maintain scheduled operations in accordance with published timetables.
 - b. In the event a Flight Attendant crew reports for the origination of a pairing and such pairing is cancelled in its entirety, the individual Flight Attendants in such crew may be rescheduled in the event that such rescheduling is required to prevent a delay or cancellation. The opportunity to be rescheduled shall be offered to the Flight Attendants in seniority order. If insufficient Flight Attendants volunteer to be rescheduled, assignment will be made in inverse seniority order.
 - c. A Flight Attendant crew rescheduled in accordance with Paragraphs J.3.a and J.3.b will be advised of their remaining duty assignment for that day and for the balance of the pairing within two (2) hours (during normal operations) or three (3) hours (during system irregular operations as declared by the Director of Crew Scheduling or her/his designee) of being notified of the rescheduling.
4. After Origination (Departure of First Flight)
 - a. Subject to the provisions of Paragraph J.1, above, once a Flight Attendant crew has originated a pairing, the Company may reschedule such crew to maintain schedule or substitute another crew on a part of the pairing to maintain scheduled operations in accordance with published timetables. Such rescheduled crew will be advised of their remaining duty assignment for that day and for the balance of the pairing within two (2) hours (during normal operations) or three (3) hours (during system irregular operations as declared by the Director of Crew Scheduling or her/his designee) of being notified of the rescheduling.
 - b. It is the intent of Paragraph J.4.a. above, to make every reasonable effort to reschedule the entire crew together. However, in extenuating circumstances, the Company may

split a Flight Attendant crew if such split is required in order to maintain schedule. A typical example of a situation where the entire crew may not be rescheduled together would be as follows:

Example: Two (2) Flight Attendant crews are on an overnight in LGW (a 767 crew with six (6) Flight Attendants and an A330 crew with nine (9) Flight Attendants). If the "A" Flight Attendant on the 767 pairing becomes ill just prior to her/his flight's departure, a Flight Attendant from the A330 crew, if legal to do so, may be rescheduled onto the 767 pairing, thus splitting the 767 crew and preserving the integrity of the schedule.

5. Once a Reserve reports for a pairing, all provisions that apply to a Lineholder shall apply to a Reserve. If a Reserve has been removed from a pairing prior to report time consistent with Section 12.M, Reserve, the pay protections specified therein shall apply. If the pairing cancels in its entirety, the Reserve may be assigned to a RAP pursuant to Section 12, Reserve.
6. If a Reserve's pairing cancels in its entirety and no RAP was originally assigned and no pairing exists for assignment, the Reserve shall assume duty for the remainder of the RAP in which the pairing originally reported. If the pairing originally reported in multiple RAPs, Crew Scheduling shall assign the Reserve to the earlier RAP.
7. Return to Domicile

At the time of rescheduling, the Company shall make every effort to schedule such Flight Attendant crew to arrive back in their domicile no later than the time she/he was originally scheduled to return. In no event will the Flight Attendant(s) be rescheduled beyond her/his originally scheduled return time unless the Company has unsuccessfully made every effort to provide Reserve coverage to continue the pairing from that point without causing a delay or cancellation. These provisions shall not be used to eliminate deadheading where no delay is involved.

8. Equipment Substitution
 - a. When different equipment is substituted prior to origination for an entire pairing, and positions are available in open time,

only the required number of Flight Attendant positions for the downgraded equipment will be staffed. If such pairing is staffed with a full complement at the time of the equipment substitution, only the required number of Flight Attendant positions for the downgraded equipment will be required and the most senior Flight Attendant(s) will be released and receive pay and credit at their hourly rate and all premiums, if applicable.

- b. When different equipment is substituted after report the Flight Attendant complement will depend on the number of jumpseats available. In the event fewer jumpseats are available than there are Flight Attendants who have reported for the pairing, the junior Flight Attendants on the pairing, regardless of bid position, will fly the pairing and receive pay and credit at their hourly rate, and all premiums, if applicable. The most senior Flight Attendant(s) shall be compensated for the pairing at her/his hourly rate and all applicable premiums. At Company option, the original Flight Attendant may be required to return to her/his original pairing at any time prior to the termination of such pairing, but for this provision to have effect such Flight Attendant must be notified of such requirement at the time she/he is notified of the equipment substitution.
9. A Flight Attendant, who is rescheduled in accordance with Paragraphs J.3. or J.4., above, will be guaranteed the pay value of her/his originally awarded or assigned pairing, as published in the electronic bid package or actual time, whichever is greater, excluding canceled segments. A pairing which does not appear on the electronic bid package, e.g., ferry flights, extra sections, etc., will be pay protected to the posted value of the pairing prior to its award or assignment. This pay protection will also apply to a Flight Attendant who is replaced as a result of a crew or equipment substitution.
10. Should a significant delay or cancellation be expected on the first flight segment of the affected Flight Attendant's pairing or duty period, Crew Scheduling will make every effort to notify the Flight Attendant of the delay. All compensation shall be based on the original report time regardless of whether the Flight Attendant is notified to report at a later time. Should a Flight Attendant be advised not to report until a later time, she/he shall be compensated as if she/he reported at her/his original report time. Specifically,

the applicable duty rig pay shall continue until the time of release from that duty period. At the conclusion of the scheduled duty period, if the Flight Attendant has not been notified of any assignment for that duty period, she/he shall be considered released at that time from that duty period. Further, the pairing rig will continue to apply until the Flight Attendant is released from the pairing. In addition, the Flight Attendant shall not be expected to report to the airport until one (1) hour for domestic departures and one (1) hour and thirty (30) minutes for international departures prior to the revised departure time.

11. Report/No Fly

- a. When a Flight Attendant reports to the airport to fly and fails to fly, or flies less than two (2) hours, she/he shall receive a minimum credit of two (2) hours toward her/his flight time for the month.
- b. If a courtesy call notifying a Flight Attendant that her/his trip has been cancelled in its entirety has been received prior to departing her/his residence to begin her/his travel for the express purpose of the trip in question, then the two (2) hours report/no fly pay would not apply. However, once the Flight Attendant departs her/his residence to report for the trip, a report/no fly pay of two (2) hours would apply even if she/he were notified prior to her/his actual report at her/his domicile.

K. ILLEGAL THROUGH NO FAULT

1. If, after the time of award, a Flight Attendant becomes illegal (contractual or FAR) through no fault of her/his own to originate her/his pairing, such Flight Attendant shall have the option of splitting on to the pairing, once she/he becomes legal at the point the pairing passes through her/his domicile. If the pairing does not pass through the Flight Attendant's domicile, she/he will be permitted to pick up the pairing at the point where she/he becomes legal. However, if it is impractical for the Company to split the Flight Attendant on to the pairing, the Flight Attendant shall be released from the pairing and paid the value of the originally scheduled pairing. To receive pay protections under this Paragraph, the Flight Attendant must be FAR illegal.

Example: A Flight Attendant arrives in late Monday night from her/his pairing and becomes FAR illegal for the following two day

pairing on Tuesday/Wednesday PHX-LGA-RON-LGA-PHX. It would be impractical for the Company to deadhead the Flight Attendant to LGA fly the LGA-PHX segment as the Company already had the pairing covered by another Flight Attendant. In this situation, the Flight Attendant would not be permitted to split on the trip and would receive pay and credit for the entire pairing as it was flown by a substitute crew.

- a. For pairings other than such Flight Attendant's last pairing or series of pairings of the bid month, such Flight Attendant shall be paid and credited for any portion(s) of the pairing flown by a substitute crew, up to the point where she/he splits back on or could have split back on.
- b. As an exception to this Paragraph, a Reserve awarded a pairing via the ETB on Moveable days and subsequently awarded/assigned a pairing by Crew Scheduling on Moveable days prior to such ETB trip will not be afforded pay protection. A Reserve awarded a pairing on a Moveable day(s) shall only be assigned a pairing in accordance with Paragraph G.4., above.
- c. If such pairing was the Flight Attendant's last pairing or series of pairings of the bid month, she/he shall be paid and credited in accordance with Paragraph L.4., below.

2. Illegal After Time of Award But Prior to Origination

- a. If, after the time of award but prior to origination, a Flight Attendant remains legal for the origination of her/his pairing but is projected to become illegal through no fault of her/his own to complete such pairing, she/he must originate the pairing and split off at the latest point it passes through her/his domicile and she/he remains legal. If the pairing does not pass through her/his domicile, prior to her/him becoming illegal, she/he will be required to split the pairing at the point prior to when she/he becomes illegal.
- b. Such Flight Attendant shall be paid and credited for any portion(s) of the pairing flown by a substitute crew after the point where she/he splits off. In the event such pairing is her/his last pairing or series of pairings of the bid month, the Flight Attendant shall be paid and credited for the remainder

of the pairing regardless of whether the remainder of the pairing was flown by a substitute crew.

- c. Notwithstanding the foregoing, the Flight Attendant may request, and the Company may consent, to drop the pairing and any pay protection would be waived.

3. Illegal After Origination

- a. If, after originating a pairing a Flight Attendant becomes illegal to complete the pairing, such Flight Attendant shall be split off at the latest point the pairing passes through her/his domicile and she/he remains legal. If the pairing does not pass through the Flight Attendant's domicile prior to her/him becoming illegal, she/he shall be split off at the point of illegality. In either circumstance the Flight Attendant will be pay protected for any portion(s) flown by a substitute crewmember after splitting off. If such pairing is the Flight Attendant's last pairing or series of pairings of the bid month, she/he shall be paid in accordance with Paragraph L.4., below.

L. LAST TRIP OF THE MONTH PAY AND CREDIT

1. When a Flight Attendant's last series of trip(s) in a bid month is cancelled in its entirety, or when a Flight Attendant is illegal through no fault to originate her/his last trip of the bid month, she/he shall be paid and credited for the entire pairing(s).
2. When a Flight Attendant becomes illegal after origination (whether such illegality is known prior to or after origination) for a portion(s) of her/his last trip of the bid month, she/he must originate such pairing and shall be split off at the latest point the pairing passes through her/his domicile and she/he remains legal. If the pairing does not pass through the Flight Attendant's domicile prior to her/his becoming illegal, she/he shall be split off at the point of illegality. In either circumstance, she/he will be paid and credited for the portion(s) of the pairing for which she/he was illegal.
3. If a Flight Attendant is unable to originate her/his last trip of the bid month because the origination has cancelled (whether known prior to or after report), the Company may request the Flight Attendant to split onto such pairing, and the Flight Attendant must split on, subject to the following conditions:

- a. The split must occur prior to the completion of the first scheduled duty period of such pairing.
 - b. The Company's request must be made pursuant to Paragraphs J.
 - c. The Flight Attendant shall be pay protected for the cancelled portion(s) of such pairing.
 - d. If the Company does not make such request, the Flight Attendant shall be released and pay protected for the entire pairing.
4. If a Flight Attendant is legal to originate and to complete her/his last trip of the bid month, but some portion(s) of such pairing are cancelled, she/he will be pay protected for the cancelled portion(s) but will be obligated to fly the portion(s) of the pairing that are not cancelled.
 5. After origination, a Flight Attendant on her/his last trip of the month may be rescheduled in accordance with Paragraph J.6.

M. PAIRING SPLITS

1. All pairing splits shall be limited to the Flight Attendant's domicile except:
 - a. When a Flight Attendant must split a pairing to comply with an involuntary legality after pairing award;
 - b. For emergency of a personal nature;
 - c. For sick;
 - d. At Company request;
 - e. In accordance with the provisions of Section 29, Training;
 - f. For a Reserve in accordance with Section 12.L.
2. Company Initiated Splits or Replacement Flight Attendants

- a. A Flight Attendant who splits onto or off of a pairing shall receive Trip Rig and Duty Rig from the point at which the pairing is split, except that duty time related to deadheading will only be paid for the replacement Flight Attendant unless such split is made at Company request.
 - b. The pairing will be recalculated and a daily VM established for each day.
3. Flight Attendant causing the Split
- a. Trip rig does not apply.
 - b. Duty rig calculated for duty periods completed prior to/following the day of the split only, as applicable.
 - c. Published VM, or actual if greater, for duty periods completed prior to/following the day of the split, if applicable, and actual pay for the day of the split.
 - d. There shall be no pay or credit for a deadhead generated as a result of such split.

Pay/Credit Provision for Split Trips	Company Initiated Splits and Replacement Flight Attendant (the one who did not cause the split)	Flight Attendant causing the split-Sick, Emergency, Personal, Bereavement, , Union Business, Reserve split for ETB, Stuck Commuting
Trip Rig	Calculated to/from point of split including any necessary deadhead and report and debrief.*	Trip Rig does not apply.
Duty Rig	Calculated to/from point of split, including any necessary deadhead and report and debrief.*	Duty rig calculated for duty periods completed prior to/following the day of the split only, as applicable.
Variable Minimum	The pairing will be recalculated and a daily VM established for each day.	Published VM, or actual if greater, for duty periods completed prior to the day/following the day of the split, if applicable, and actual pay for the day of the split.

*Deadhead pay applies to/from the point of split. When a duty period consists solely of a deadhead flight into position to pick up or to return to domicile from a split trip, the Flight Attendant will receive the greater of two hours (2:00) or actual deadhead time.

N. PAIRING TRADES THROUGH CREW SCHEDULING

A Flight Attendant, on the day of departure who notifies Crew Scheduling not less than forty-five (45) minutes prior to a domestic departure or sixty (60) minutes prior to an international departure, may exchange pairings which depart on the same day at a domicile. If a portion of a pairing is exchanged, the exchange must take place at the Flight Attendant's domicile. In the event of irregular operations, Flight Attendants shall remain on each other's schedule until they can return to their own schedule. A Flight Attendant who exchanges pairings shall be responsible for the exchanged pairing and not her/his own pairing. Such trade will be treated by the same rules as an ETB transaction, e.g. projection and ISAP bidding credit window.

O. PROJECTION AND ADJUSTMENT

1. General

- a. Upon publication of a Flight Attendant's PBS award, a monthly bidding credit window shall be established between forty (40) credited hours and ninety-five (95) credited hours of Company Time (including any Vacation, Training, etc.) in her/his line. For a High Option Flight Attendant, her/his ISAP cap shall be her/his PBS High Option cap plus five (5) hours.
- b. The hours credited for each duty period of a pairing which transitions into the next month at the time of PBS award shall be included in the month in which the duty period commences.

Example: A four day pairing with a value of 5:00 per day commences on the last day of the April bid period. Fifteen hours (15:00) will be a part of the Flight Attendant's credit and PBS line value for the May bid period.

- c. Accumulated actual credit, when added to future scheduled activity, shall constitute a Flight Attendant's projected credited time.
- d. Pairings picked up while utilizing ETB will increase a Lineholder's projection and her/his ISAP maximum bidding credit window. Pairings dropped utilizing the ETB will reduce a Lineholder's projection and her/his ISAP maximum bidding credit window. Except for adjustments because of ETB activity, the ISAP maximum shall remain constant throughout the month.

- e. Once awarded by PBS, ISAP, Daily Scheduling or ETB, each Flight Attendant will be obligated to all pairings in her/his line.
 - i. It is the responsibility of the Flight Attendant to electronically acknowledge all self-initiated changes to her/his schedule.
 - ii. If a Flight Attendant fails to acknowledge a change to her/his schedule, the Flight Attendant may be removed from the pairing without pay protection. Per Paragraph E.3.g., a Flight Attendant who participates in an ISAP transaction shall be deemed to have acknowledged and accepted the assignment upon the award of the transaction.
 - iii. If a Flight Attendant acknowledges a change to her/his schedule, but fails to check-in for a pairing within ten (10) minutes past the scheduled report time, Crew Scheduling may remove the Flight Attendant from the pairing without pay protection.

2. Over Projection and Under Projection

- a. ISAP or Daily Scheduling transactions must result in a projected credited time value within the bidding credit window, however in the event that actual accumulated credit, plus future scheduled activity results in a credit projection above or below the bidding credit window, ISAP or Daily Scheduling may be used to adjust such over or under projection.
- b. When over projected, ISAP or Daily Scheduling transactions may result in a projected credited time value higher than the bidding credit window, however until projected credited time is within the bidding window, each ISAP or Daily Scheduling award must be equal to or reduce the Flight Attendant's projected credited time.
- c. When under projected, ISAP or Daily Scheduling transactions may result in a projected credited time value lower than the bidding credit window, however until projected credited time is within the bidding window, each ISAP or Daily Scheduling

award is equal to or increases the Flight Attendant's projected credited time.

3. Involuntary Over Projection

- a. If due to circumstances beyond the control of the Flight Attendant, her/his projected credited time exceeds the bidding credit window, the Flight Attendant may utilize ISAP or Daily Scheduling to reduce her/his projection or, if not, fly over the monthly maximum and be paid as specified in Paragraph O.3.b., below. In order to reduce her/his projection to her/his applicable monthly maximum, Daily Scheduling and the Flight Attendant shall mutually agree on the pairing(s) to be dropped, with the understanding that coverage requirements may dictate which portion or pairing will be given up to adjust projected time. In the event the only pairings remaining to be dropped are pairings that touch a protected holiday and the Flight Attendant's last trip of the month, the protected holiday pairing will be maintained on the Flight Attendant's schedule.
- b. If by the end of the month, a Flight Attendant does not utilize ISAP or Daily Scheduling to reduce their projection to within the bidding credit window, payment for such excess time will be made on the 15th day of the following month.
- c. The Company will provide the MEC, on a monthly basis, a list of all Flight Attendants who have exceeded their monthly maximum in a particular bid month.

P. LAST LIVE LEG

A Flight Attendant may fly another Flight Attendant's last live leg for her/him provided all parties adhere to the following:

1. A Flight Attendant swapping onto the flight segment must ascertain that her/his name appears on the flight plan.
2. Any Flight Attendant swapping onto a flight segment must inform Crew Scheduling in advance of such swap and provide the names of the Flight Attendants involved. A Flight Attendant swap shall not create a delay in passenger boarding or departure.
3. A Flight Attendant swapping onto the flight must be legal to do so. In the event the last live leg is followed by a deadhead, the Flight

Attendant swapping onto the live leg must also be legal for the deadhead leg. In the event the deadhead leg becomes a live working segment, the replacement Flight Attendant would be required to work such segment and must be legal to do so. It will be the individual Flight Attendant's responsibility to ascertain that the swap and her/his own pairing, if applicable, will be in compliance with all applicable FAR's. e.g., the combination cannot exceed the Flight Attendant FARs or the combination cannot trigger a compensatory rest violation on the replacement Flight Attendant's pairing. A Flight Attendant accepting a last live leg waives her/his duty and block limitations and rest requirements up to the Flight Attendant FARs.

4. No pay protection will be provided should the Flight Attendant become illegal for her/his own pairing.

Q. STAFFING

1. The Company will pay understaffing pay for each segment identified as needing an ADD/(BID) position if such position is not covered in accordance with the pre-determined parameters. An aircraft lacking one (1) or more ADD/SUPP Flight Attendant in accordance with the parameters established by the Company will result in the payment of understaffing on the understaffed segment(s) as specified in Section 3 Compensation, but will not exceed ten dollars and fifty cents (\$10.50) per hour per Flight Attendant for the understaffed segment(s).
2. The following shall constitute the staffing levels for all equipment.

	"A"	"B"	"C"	"D"	"E"	"F"	"G"	"H"	"I"	"M"
E-190	REQ	REQ	-	-	-	-	-	-	-	-
A-319	REQ	REQ	REQ	ADD	-	-	-	-	-	-
A-320	REQ	REQ	REQ	ADD	SUPP	-	-	-	-	-
737-300	REQ	REQ	REQ	ADD	-	-	-	-	-	-
737-400	REQ	REQ	REQ	ADD	SUPP	-	-	-	-	-
757	REQ	REQ	REQ	REQ	ADD	ADD	-	-	-	-
757-Int'l	REQ	REQ	REQ	REQ	ADD	ADD	-	-	-	-
A321	REQ	REQ	REQ	REQ	ADD	ADD	-	-	-	-
767-Dom	REQ	REQ	REQ	REQ	REQ	ADD	ADD	-	-	-
767-Int'l	REQ	REQ	REQ	REQ	REQ	ADD	ADD	ADD	-	-
A330-Dom*	REQ	REQ	REQ	REQ	REQ	REQ	REQ	REQ	ADD	(5)
A330-Int'l*	REQ	REQ	REQ	REQ	REQ	REQ	REQ	REQ	ADD	(5)
A330-Int'l**	REQ	REQ	REQ	REQ	REQ	REQ	REQ	REQ	REQ	ADD(4)

*Includes all aircraft in series.

**Over fourteen (14) hour duty day

Key to Staffing Chart

- REQ** Required staffing (Federal Aviation Regulation 121.391).
- ADD** Additional staffing to meet the needs of the service as determined by the Company.
- SUPP** Supplemental (SUPP) staffing will apply to those flight segments scheduled for hot tray service on any aircraft that does not already have an ADD position when bookings exceed one hundred twenty (120).

NOTE: The 767 will normally be staffed with one (1) additional Flight Attendant for transoceanic international to meet the needs of the service as determined by the Company. The A330 will normally be staffed with one (1) additional Flight Attendant on transoceanic international flights to meet the needs of the service as determined by the Company.

NOTE: If the service remains unchanged on the 757 TI flights, the Company shall maintain 757 TI staffing at the same level as the 767 TI. If the Company substantially reduces the service levels of the 757 TI, the Company shall meet with the MEC to determine the appropriate level of staffing.

Any position designated for a LOD/O Flight Attendant will be considered an "ADD" position. The LOD/O position is not included as a required FAA position in line awards, ISAP awards. However, if at the time of departure there is only the FAA staffing level (including the LOD/O), such flight shall be dispatched and understaffing pay applies.

R. TELEPHONE RECORDING AND RULES

1. All telephone conversations between Flight Attendants and Crew Scheduling, with the exception of Managers and above, involving scheduling matters shall be recorded.
2. The phone recording system will provide a method of indication of the time, date of the call and the number called. Such recordings shall be kept for ninety (90) days and shall be made accessible to each LEC President or her/his designee on a need to know basis. In the event of a dispute, the tapes will be kept until the dispute is settled.

3. If, for any reason, a recorded conversation is missing, erased or is otherwise inaudible, a prompt review of the incident in question will be made by the Director of Crew Scheduling or her/his designee upon written request from the respective LEC President. If the gap in any recording or the content of the missing information cannot substantiate the Company's position, then the affected Flight Attendant shall receive the benefit of the doubt.
4. Upon being notified by a representative of the Union that a recording needs to be retrieved, and the date, approximate time, and scheduler's name is provided, the Company shall forward the recording to the Union within five (5) business days.
5. Flight Attendant phone numbers and schedule information will not be given out by Crew Scheduling unless the Flight Attendant has given specific authority to do so. However, AFA emergency numbers, as provided by the Union for this purpose, will be made available on request.
6. When calling a Flight Attendant, Crew Scheduling employees must identify themselves by Company and department to the person answering the telephone.

S. FLIGHT ATTENDANT POSITIONS

1. For the purpose of this Paragraph S., a "Lineholding Flight Attendant" shall be a Flight Attendant who has been awarded her/his position ("A", "B", "C", etc.) through PBS. The Lineholder on a pairing awarded in her/his line of flying is the only Flight Attendant who cannot be displaced from her/his position. A Flight Attendant awarded a pairing outside of PBS shall be considered a placeholder and position determination shall be based on seniority among the Flight Attendants originating the pairing. A PBS Lineholder may not be displaced from such position on her/his line pairing by a more senior Flight Attendant unless she/he voluntarily relinquishes that position.
2. Position Selection
 - a. If, after awarding the lines, a Lineholder's position has been vacated and has gone into open time, it shall be offered and awarded in accordance with this Section and Section 12, Reserve. The position selection for the vacated position(s) on domestic pairings shall be based on seniority among the Flight

Attendants originating the pairing and shall be made at least forty (40) minutes before departure. It shall be the responsibility of each Flight Attendant to have her/his name and position entered correctly on the flight plan.

- b. On a non-transoceanic international pairing, position selection for all vacated Lineholder positions shall be based on seniority among the Flight Attendants originating the pairing and shall be made at least fifty (50) minutes prior to scheduled departure.
 - c. On an international pairing, position selection for all vacated Lineholder positions shall be based on seniority among the Flight Attendants originating the pairing and shall be made at least one (1) hour and ten (10) minutes prior to scheduled departure.
 - d. If a pairing originates with a deadhead flight, position selection for all vacated Lineholder positions shall be based on seniority among the Flight Attendants originating the pairing and shall be determined in accordance with the time parameters in Paragraphs S.2.a. - c., above. However, if a Flight Attendant originates the pairing at the downline station, such determination of positions shall be made prior to the scheduled departure of the pairing's first working flight segment.
3. The following examples shall be utilized in determining Flight Attendant positions on a pairing:
- a. The "A" position is vacated and the "B" and "C" positions are covered by the Lineholders. As a result, the "A" position is awarded from the ISAP. That award does not necessarily determine which Flight Attendant is entitled to fly in the "A" position unless said Flight Attendant is senior to both "B" and "C" on that pairing. If not, seniority shall be used to determine which Flight Attendant flies in the vacated position(s).
 - b. The "B" and "C" positions are vacated positions and are covered through ISAP. The "A" position is subsequently vacated by the Lineholding Flight Attendant and goes to a more junior Flight Attendant than "B" or "C". Selection of positions shall be based on seniority among the Flight

Attendants originating the pairing in accordance with the time parameters of Paragraph S.2., above.

- c. All positions on a pairing are covered. The “A” Flight Attendant calls off sick during the pairing. When that vacated position is covered, the determination as to the new “A” Flight Attendant shall be based on seniority among the Flight Attendants flying the remaining portion of the pairing. However, if a more senior Flight Attendant than one (1) or more of the originating Flight Attendants picks up the remaining portion of the pairing, she/he may not use her/his seniority to bump any Flight Attendant out of a position in which she/he originated that pairing.
 - d. If the “B” or “C” position is vacated by a sick call and a more senior Flight Attendant than one (1) or more of the originating Flight Attendants picks up the remaining portion of the pairing, she/he may not use her/his seniority to bump any Flight Attendant out of a position in which she/he originated that pairing.
 - e. A Flight Attendant may swap pairings, but not positions. Therefore, whenever a pairing swap is involved, position selection for all vacated Lineholder positions shall be based on seniority among the Flight Attendants originating the pairing in accordance with the time parameters of Paragraph S.2., above.
 - f. Unless it is her/his line pairing and position, a Flight Attendant who splits onto a pairing may not use her/his seniority to force a Flight Attendant who originated the pairing out of her/his position. If all Flight Attendants on the affected pairing agree to do so, there can be a reassignment of positions based on seniority among the Flight Attendants.
4. As an exception to the above, Flight Attendants on PHX base pairings may not be displaced from her/his awarded or assigned position on her/his pairing regardless of how she/he acquired the position (e.g. PBS, ETB, ISAP, ISAP/AIL, Reserve processing). ISAP will award pairings without regard for position. If multiple positions are awarded on the same pairing in ISAP, such positions will be assigned in a post ISAP process according to Flight Attendant seniority and preference. A Flight Attendant may voluntarily trade positions with another Flight Attendant.

T. CREW SCHEDULING ERRORS – DOUBLE COVERED POSITIONS

1. When a Lineholder is awarded a pairing from the monthly bid awards, ISAP, ETB, Daily Scheduling and signs in for the pairing, but at check-in time is not listed in her/his awarded position, she/he may not be forced off the pairing. When a Reserve is awarded a pairing from the ISAP, ETB or Daily Scheduling and signs in for the pairing, but at check-in time is not listed in her/his awarded position, she/he may not be forced off the pairing.
2. The Flight Attendant who is released from a pairing as a result of a Crew Scheduling error will be determined by system seniority.
3. A claim for the first duty period, or first two (2) duty periods if applicable, will apply (or three (3) if the pairing checks in too late for the Flight Attendant to bid in that day's ISAP). The affected Flight Attendant's pay for the remainder of the double covered pairing shall be protected if she/he goes on ISAP/AIL to be made whole by selecting a "like" pairing(s), e.g., comparable check-in/out times, same crew compliment ODAN to ODAN, number of legs, on duty hours, TI for TI, NTI for NTI, red-eye to red-eye, etc.) .
4. If a Reserve Flight Attendant on an AVL day is taken off a pairing because of double coverage, she/he shall be considered "on duty", as defined in Section 2., until released by a crew scheduler. Upon release, she/he may be required to remain available for further scheduling purposes on that same day. However, in accepting any further pairing award/assignment that day, the Reserve's report time for the original pairing will be used in determining her/his applicable maximum duty day period. The affected Reserve's pay for the remainder of the double covered pairing is protected if, when future pairings are awarded for the following day, she/he selects a "like" pairing(s).
5. If a Reserve on an AVL day is taken off a pairing because of double coverage and subsequently receives another pairing assignment from daily Crew Scheduling, all applicable scheduling parameters in this Agreement shall remain intact (i.e., duty day limitations).

6. If a claimant operates a pairing after the pay protected duty period(s) worth more time than the originally scheduled (double covered) pairing, she/he may claim the pay protected duty period(s) in addition to the pairing flown.
7. A Flight Attendant shall not be required to split a pairing to be pay protected.
8. Procedures and pay protection for any other Crew Scheduling errors that are not otherwise covered in this Agreement will be handled using the same methodology as outlined in this Paragraph.

U. **GENERAL**

1. The Company shall furnish a Flight Attendant with a choice of a written or electronic statement of her/his monthly flight time. If a discrepancy exists between the Company's records and the Flight Attendant's records, and the affected Flight Attendant desires to reconcile the discrepancy, such Flight Attendant will furnish the Company with a statement of her/his flight time by pairings for the bid month involved, and the Company agrees to make the necessary reconciliation.
2. Temporary Phone Numbers

A Flight Attendant is required to have a primary telephone contact. A Flight Attendant may have a secondary number on file with Crew Scheduling. However, in the event she/he needs to use a temporary number, she/he must notify Crew Scheduling of her/his new phone contact for each applicable day. Crew Scheduling will call a Flight Attendant first at the primary telephone number and then the secondary number, if supplied. Crew Scheduling will only call a Flight Attendant at her/his primary or secondary number, if supplied, unless advised otherwise.
3. A Reserve working a trip on her/his day off shall be treated as a Lineholder for that trip for all purposes of this Agreement, e.g. rescheduling, illegal through no fault of her/his own, double covered trips.
4. In circumstances when a Flight Attendant is entitled to pay protection, such pay protection shall be inclusive of applicable premiums (i.e., LODO, International, Senior Pay, AFT and Galley) from the original trip, except when: 1) the payment of such

premium is excluded elsewhere in the agreement, 2) pay protection is a daily credit 3) pay protection is for Sick, Training, Holding, Jury Duty, Bereavement, Holiday, Settling/Moving Days, and Report No Fly. Premium protections are applicable to PBS Primary Lineholder or the Flight Attendant holding the applicable position at the trip origination.

In the event of an equipment downgrade, a Flight Attendant released with pay protection will be provided applicable premiums as specified in Section 10.J,8, Scheduling. A Flight Attendant who is not released shall receive the premiums applicable to the downgraded equipment.

5. The “A” Flight Attendant will be responsible for communicating with Crew Scheduling. In no event shall a Flight Attendant accept a change in itinerary from anyone other than Crew Scheduling, an InFlight Management or the Captain.
6. Concurrent with the commencement of parallel bidding of PBS pursuant to the implementation Letter of Agreement, there shall be no charge for a Flight Attendant to access or interface with any of the various scheduling systems (e.g. ETB, PBS, ISAP, Reserve information, Maestro/CATCREW) from her/his own internet connection.

V. EXPEDITED ADJUSTMENT OF IMPLEMENTATION DISPUTES

During the implementation of this Agreement, any disputes over the implementation of the provisions of the Scheduling, Reserve and Hours of Service Sections shall be discussed by the JIRC. If after such discussion, resolution cannot be reached by the JIRC, the MEC may appeal the dispute, pursuant to Section 31.D.2, System Board, directly before the System Board of Adjustment. The ability to appeal to arbitration under the terms of this Paragraph shall not continue longer than twenty-four (24) months unless implementation of a provision is delayed beyond the anticipated implementation timeline established by the parties in which case the twenty-four (24) months shall be extended an equivalent amount of time.