

this example; however, if the actual departure time would have been 0746 then a :31 minute holding claim would have resulted.

Example 3)

Through flight/through crew (posted delay). Actual arrival - 0700; posted delay in departure time - 0720; actual departure - 0751. A :31 minute holding claim is applicable, i.e., holding pay is triggered :31 minutes after the posted departure. The Flight Attendant would receive seven dollars (\$7.00) of ground-holding pay.

Example 4)

Through flight/crew change (assuming late arrival of inbound flight). Holding claim triggered :31 minutes after the posted departure. The Flight Attendant would receive seven dollars (\$7.00) of ground-holding pay.

Example 5)

Originating flight/originating crew scheduled departure – 0700; actual departure – 0805. A 1:05 minute holding claim is applicable. The Flight Attendant would receive two (2) hours of ground holding pay. The Flight attendant would receive fourteen dollars (\$14.00) of ground-holding pay.

E. UNDERSTAFFING PAY

Should a flight be dispatched with fewer than the number of Flight Attendants required by the staffing parameters in Scheduling, Section 10, each Flight Attendant working the flight will be compensated at the rate of ten dollars and fifty cents (\$10.50) per credited hour, prorated to the nearest minute. In addition, the Flight Attendants operating these flights/sequences may use expedited service procedures.

F. INTERNATIONAL PAY

1. A Flight Attendant on an International Premium Destination (IPD) sequence will receive International Pay for all operating or deadheading segments scheduled in such sequence.
2. A Flight Attendant will be paid three dollars (\$3.00) for each hour or fraction thereof flown, prorated to the nearest minute, on Non-International Premium Destination (NIPD) flights.
3. A Flight Attendant will be paid three dollars and seventy-five cents (\$3.75) for each hour or fraction thereof flown, prorated to the nearest minute, on IPD sequences.

G. JURY DUTY PAY

1. If a Jury Duty summons is submitted to the Company before the PBS awards are final, a planned absence will be added for the day the Flight Attendant must appear/call in for jury duty and the following day. The Flight Attendant will receive a daily credit at the rate of four (4) hours and fifteen (15) minutes pay and credit per day.
2. If a jury duty summons is submitted to the Company after PBS awards are final and such jury duty assignment conflicts with a scheduled sequence, training day or day of availability, the Flight Attendant will be paid at the daily rate for the day scheduled to appear/call in for jury duty and the following day.
3. If the Flight Attendant is required to remain on call or is required to report for jury duty and the Flight Attendant is on duty or has a sequence conflict, the Flight Attendant will be paid

the daily credit for each day of the jury duty obligation. If a Flight Attendant is released from jury duty after 1200, she/he shall be eligible for pay protection at the daily rate for the following day (assuming the sequence that was given up was operated on such date) but not thereafter.

4. A Lineholder who is serving on jury duty for a full month will be paid to her/his applicable monthly maximum. A Reserve serving on jury duty for a full month will be paid on the basis of sequences missed as described above. In no case would such Reserve be paid and credited less than her/his applicable monthly guarantee, and in no case more than her/his applicable monthly maximum.
5. If, through any combination of a Flight Attendant's scheduled duty with the Company and jury duty, she/he is not provided with at least one (1) calendar day off in seven (7), such Flight Attendant shall have the right to move her/his scheduled day(s) off as necessary to provide the required minimum one (1) day off.

H. DRUG TESTING

A Flight Attendant will be paid fifteen dollars (\$15.00) for each random drug or alcohol test she/he is required to undergo after her/his release from duty. There will be no credit associated with the test or the payment.

I. FOREIGN LANGUAGE SPEAKER PREMIUM PAY

1. A Speaker will be paid at two dollars (\$2.00) per hour, prorated to the nearest minute, in addition to any other pay and applicable premiums, for all credit hours on any flight segment requiring her/his language skills. The Speaker premium will apply to all hours on deadhead flights.
2. International premium of three dollars (\$3.00) or three dollars and seventy-five cents (\$3.75) per hour, as applicable, in addition to the Speaker premium of two dollars (\$2.00) per hour, shall apply to International segments for which the Flight Attendant's language skills are required.
3. A Speaker, qualified in the language specified for the required Speaker positions on a flight segment, who is on the flight but not filling a required Speaker position, will be paid two dollars (\$2.00) per hour, prorated to the nearest minute, in addition to any other pay and applicable premiums, for all credit hours on any segment matching her/his language skills.

J. HOLIDAY PAY

In addition to all other compensation, a Flight Attendant working on a sequence or serving Reserve Standby duty, which touches a "Compensated Holiday", i.e., Thanksgiving Day, December 25th (Christmas Day) and/or January 1st (New Year's Day), shall be paid seventy-five dollars (\$75.00) per holiday.

K. PREMIUMS FOR PAID TIME OFF

Flight Attendants who are on sick leave, bereavement leave, settling days or jury duty are not entitled to Purser, Lead, Aft, Galley, Speaker, CRAF or International premiums. Flight Attendants will receive each applicable Purser, Lead, Aft, Galley, Speaker, CRAF and International pay premium for vacation hours only if the credit hours in her/his primary line or PBS award, as applicable, are inclusive of one hundred percent (100%) of any single premium(s), e.g., 100% Speaker, 100% Lead, 100% Aft, etc.