

4. Sequence Review

- a. After the initial sequence 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.
- b. For purposes of sequence review, the following schedule shall apply:

DAY	FUNCTION
1 <sup>st</sup> day of month one month prior to bid period at 1200 DFW	Crew Schedule Planning provides JSC with sequences for initial sequence review
3 <sup>rd</sup> day of month one month prior to bid period at 1200 DFW	JSC initial sequence response due to Crew Schedule Planning
6 <sup>th</sup> day of month one month prior to bid period at 1200 DFW	JSC provided with sequences for final sequence review (Monthly)

- c. Crew Schedule Planning shall give due consideration to all changes suggested by the Union members of the JSC. Any sequence identified by the JSC that does not meet the terms of this Agreement shall be rebuilt to comply with the Agreement.
- d. Recognizing that some sequence(s), which are otherwise legal, may present problems such as excessive fatigue or service difficulties, the Union members of the JSC 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 eighth (8<sup>th</sup>) day of the month prior to the PBS bid period opening at 0600 DFW.
- 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;
  - d. The minimum, midpoint and maximum number of projected lines for each crew base;
  - e. Total number of Flight Attendants by crew base;
  - f. The minimum number of Reserves;
  - g. Line average as specified in Paragraph D.13.e;
  - h. A list identifying each layover hotel, the applicable location and contact (telephone) numbers, internet availability, transportation information, contact information and pick up location. A list of available discounts and amenities will be provided to the National Hotel Chair;
  - i. Applicable Crew Schedule and other Company contact telephone numbers; and,

- j. Other information as agreed upon by the Union's National Scheduling Chair and the Company.
3. Concurrent with the electronic bid packages, in printable and downloadable format, the Company shall provide a reasonable number of printed sequence packages, along with printed copies of the information specified in Paragraph C.2 in all Flight Attendant crew bases. The number of printed sequence packages will be based on historical usage and will be enough to accommodate expected Flight Attendant usage. If the Company runs out of sequence packages, additional packages will be printed upon request. The times specified below shall be in Home Base Time (HBT). No sooner than twelve (12) months after the PBS implementation, the Company may substitute an electronic bid package for the paper bid package. The following information shall be published on each sequence in the sequence package and subsequent sequences produced in the Crew Tracking System:
  - a. Credit hours, block hours, and Duty Rig credit per duty period and sequence;
  - b. Hours and minutes of duty per duty period;
  - c. Time away from base;
  - d. Sequence numbers;
  - e. Flight numbers, cities from and to for each flight;
  - f. Sequence report and release times;
  - g. Report and release times for each duty period;
  - h. Layover cities and layover 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 segments;
  - t. City codes;
  - u. Number of Speaker positions will be identified; and,

- v. Other information as agreed upon by the Union's National Scheduling Committee Chair and the Company.
- 4. Changes to the sequences will be made available to all Flight Attendants by computer file and by posting on the Flight Service website. The Company may make changes to the sequences up to twenty-four (24) hours prior to the PBS bid closing.
- 5. Changes made during the twenty-four (24) hours prior to the actual time of PBS bid closing, other than the complete elimination of a trip selection, will be treated as a reschedule.
- 6. The monthly bid shall be processed according to the following schedule:

Process	Deadline
Training Bidding Opens	1 <sup>st</sup> day of contractual month prior to bid period; no later than 0900 DFW
Recurrent Training Bidding Closes	6 <sup>th</sup> day of contractual month prior to bid period at 0900 DFW
Training Award Publication	7 <sup>th</sup> day of contractual month prior to bid period; no later than 0900 DFW
Vacation Buy Back Awards Posted	8 <sup>th</sup> day of contractual month prior to bid period at 0600 DFW
PBS Bidding Opens for new Month	10 <sup>th</sup> day of contractual month prior to bid period at 0900 DFW
PBS Bidding Closes	16 <sup>th</sup> day of contractual month prior to bid period at 0900 DFW
PBS Award Official Publication	18 <sup>th</sup> day of contractual month prior to bid period at 0900 DFW

**D. PREFERENTIAL BID SYSTEM (PBS)**

- 1. Flight Attendants shall use a Preferential Bidding System to construct Lineholder and Reserve lines of flying. In the event that the Company desires to change PBS vendors, vendor selection shall be made by mutual agreement of the parties.
- 2. A Joint Scheduling Implementation Committee (JSIC) shall be established upon ratification of this Agreement. Implementation and development of the PBS system, TTS, and implementation of Scheduling, Reserve and related sections shall be overseen by the JSIC.
  - a. The JSIC shall consist of three (3) Company members and three (3) Union members. The Union members of the JSIC 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 JSIC 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 JSIC.
  - b. The Union members of the JSIC 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