

- 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

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. In the event a dispute arises as to whether PBS 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) days from the date a panel is requested, unless mutually agreed otherwise.
  - d. The JSIC shall develop all required PBS and TTS procedure manuals, and training manuals. The JSIC shall be responsible for the oversight of a three (3) month parallel bidding process in each crew base 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 crew base, and the parallel bidding process may be extended upon agreement of the JSIC. Parallel bidding may commence in different bid periods and/or in different crew bases 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 start-up 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 crew base, 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 Training, Section 29. Such training shall occur prior to the parallel bidding process. A Flight Attendant who is on a Leave of Absence (LOA) during the training period will be provided training upon return from her/his LOA. Content of such course will be developed by the JSIC and available at each crew base.

## 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 and five (105) hours per month and all reasonable expenses.
  - c. The trainers shall be appointed by the JSIC.
  - d. The JSIC shall oversee the disbursement of a "training bank" of ten thousand (10,000) hours which will be established to fund deployment of such Flight Attendants to serve as crew base training representatives. During the training months, in addition to the Union members of the PBS Committee, there will be trainers in each crew base (and co-terminals).
7. Following the conclusion of the work of the JSIC, 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 DFW on the ninth (9<sup>th</sup>) day of the month prior, the Scheduling Committee Chair 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 Chair may make recommendations pertaining to such settings.
9. As far in advance as possible, but no later than 1200 DFW on the ninth (9<sup>th</sup>) day of the month prior, the Scheduling Committee shall be provided with the following information:
- a. Block and credit time allocated to each crew base/position and crew complement;
  - b. Other credit hours by crew base including vacation credit hours, known sick hours, Company business hours, training credit hours;
  - c. Total soft credit hours by crew base; and,
  - d. Other specific information as agreed upon by the Company and the JSC.
10. All known sequences at the time of PBS award shall be included in the PBS bid and awarded to Flight Attendants bidding for such sequences 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 Paragraph D.

## 11. Awards

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 0600 DFW on the nineteenth (19<sup>th</sup>) 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 JSIC:

- a. Scheduled Credit Hours for the line;
- b. Scheduled Block Hours for the line;

- c. Scheduled time away from base for the line;
- d. Actual number of days off in line;
- e. Sequence numbers;
- f. Carry in and carry out credit;
- g. Sequence report and release times;
- h. Positions by sequence;
- i. Scheduled credit for each sequence;
- j. Layover cities;
- k. Days off and days of availability blocks for Reserves;
- l. Training assignments;
- m. Vacation days;
- n. Planned absences;
- o. Number of landings;
- p. Number of Duty Periods; and,
- q. Other information as agreed upon by the JSIC and Company.

The Company will provide an Automated Voice Response System (AVRS) that a Flight Attendant may use to check her/his PBS awarded sequences and positions.

A Flight Attendant who participates in PBS will be deemed to have acknowledged and accepted the sequences 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 Paragraph 13. 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.
- b. The maximum amount of open time remaining after posting of PBS awards shall not exceed three percent (3%) of the total sequence credit time at the crew base, 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 sequence credit time shall include those hours included in a sequence 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-five (25) hours, but in no case more than five (5) hours during any given month. Flexes beyond twenty-five (25) hours in a year will require agreement of the Union. Upon request, the Company will meet with the JSC 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-eight (88) hours. The targeted line average is a global parameter which will be respected while awarding Flight Attendant sequences pursuant to her/his seniority.
  - f. As an exception to Paragraph D.13.d, a Flight Attendant may indicate a PBS bid choice which may allow the PBS bid award to exceed the bounds specified by bidding a low or high 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 and 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, PBS shall award sequences 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 Paragraph A.1.
- a. The established PBS, TTS and ETB default for crew base rest time between sequences shall be as specified in Hours of Service, Section 11.I and International Flying, Section 14.H, plus forty-five (45) minutes. A Flight Attendant, at her/his option, may waive to minimum Federal Aviation Regulation (FAR) rest plus one (1) hour and thirty (30) minutes. In actual operations, a Flight Attendant electing this option will be required to reduce rest to minimum FAR rest.
  - b. Unless waived by the Flight Attendant, the PBS, TTS and ETB systems shall not force a Flight Attendant to commence a new sequence on the same day she/he checks out from a sequence. A Flight Attendant may waive to accept multiple sequences (terminating and beginning) in the same calendar day separated by legal crew base rest plus forty-five (45) minutes. A Flight Attendant, at her/his option, may waive to minimum FAR rest plus one (1) hour and thirty (30) minutes. In actual operations, a Flight Attendant electing this option will be required to reduce rest to minimum FAR rest.
  - c. Unless waived by a Flight Attendant, the PBS system will not award double up sequences, which are two (2) sequences within the same duty day not separated by legal crew base rest. A Flight Attendant waiving to receive a double up sequence shall not be scheduled to exceed the FAR maximum. A Flight Attendant waiving to accept double up sequences may be awarded a sequence separated by thirty (30) minutes from check-out to check-in.
  - d. The combined sequence awarded in Paragraph D.14.c, must meet the contractual rest requirements as a single sequence 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 (30) 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 a layover. However, at the Flight Attendant's option, such FAR rest may be obtained while on a layover.

**15. Bidding Options**

- a. The Company agrees to provide and properly maintain sufficient computers at each crew base.
- 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 on-line without restriction or delay. The Company agrees to work with the JSC 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. Sequence Equipment [Prefer/Avoid, Aircraft type] Flight Attendant may prefer or want to avoid sequences with specific aircraft type.
2. Sequence Length [Prefer/Avoid, #Calendar days, Date] Flight Attendant may prefer or want to avoid sequences with specified number of calendar days.
3. Layover City [Prefer/Avoid, Layover Station, Date] 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. Sequence Type [Prefer/Avoid, Type of sequence, Date] Flight Attendant may prefer or avoid a type of sequence(s) to be determined by the JSIC.
5. Crew Position [Prefer/Avoid, Crew position, Date] Flight Attendant may prefer or want to avoid a specific position on sequences. Flight Attendant positions are specified on each sequence.
6. Report/Release [Before/After, Time, Date] Flight Attendant may bid for sequences that report / release before or after a specific time. The sequences may optionally originate / terminate on a specific date.
7. No Deadheads [Date] Flight Attendant may bid for sequences with no deadheads in the sequence.
8. Layover Duration [Minimum/Maximum, Duration, Station] Flight Attendant may bid for sequences with a minimum or maximum layover between duty periods. This limit shall apply to all layovers within the sequence.
9. Landings per duty period [Minimum/Maximum, Number] Flight Attendant may bid for sequences with a minimum or maximum landings per duty period. This limit shall apply to all duty periods within the sequence.
10. Block Hours per duty period [Minimum/Maximum, Value] Flight Attendant may bid for sequences with a minimum or maximum block time per duty period. This limit shall apply to all duty periods within the sequence.

<p><b>11. Average Credit Hours per duty sequence [Minimum/Maximum, Value]</b>  Flight Attendant may bid for sequences with a minimum or maximum credit time per duty. This limit shall apply to all duty periods within the sequence.</p>
<p><b>12. Prefer Calendar Days Off [Days of week]</b>  Flight Attendant may bid off days on specific days of the week (e.g., prefer to work every Monday-Thursday).</p>
<p><b>13. Credit Ratio [Prefer, Credit Ratio Value]</b>  Flight Attendant may bid for sequences that do not exceed the Credit Ratio Value (sequence time away from base/sequence credit).</p>
<p><b>14. Sequence [Sequence number, Date]</b>  Flight Attendant may bid for a specific sequence number and optionally depart on a specific date.</p>
<p><b>15. Range of days off [First date, Second date]</b>  Flight Attendant may bid for a range of days off.</p>
<p><b>16. Range of Reserve Golden Days off [First date, Second date]</b>  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.</p>
<p><b>17. Block of days off [Date from, Date to]</b>  Flight Attendant may bid for a period of days off and would be awarded all days off or none.</p>
<p><b>18. Block of Reserve Golden Days off [Date from, Date to]</b>  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 Flex Days off or none.</p>
<p><b>19. Co-Terminal Preference [Prefer, Co-Terminal]</b>  Flight Attendant may bid for sequences that originate from a specific co-terminal.</p>
<p><b>20. Min/Max Connection Time [Minimum/Maximum, Duration]</b>  Flight Attendants able to bid for sequences that have minimum or maximum connection (sit) times. This limit shall apply to all duty periods within the sequence.</p>
<p><b>Global Options</b></p>
<p><b>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).</b></p>
<p><b>22. Allow Double-Ups</b>  Flight Attendants may elect to allow legal double-ups to be included in their line-of-time.</p>
<p><b>23. Allow Training and a Sequence as a Double-Up</b>  Flight Attendants may elect to attend training and operating a sequence as a legal double-up to be included in their line of time.</p>
<p><b>24. Allow Multiple Sequence</b>  Flight Attendants may elect to allow two (2) sequences in the same calendar day separated by legal crew base rest.</p>
<p><b>25. Waive Crew Base Rest in accordance with Paragraph D.14.</b></p>
<p><b>26. Min Days Off between Work Periods</b>  Flight Attendant may set the number of days off between work periods. The system default is one (1) day.</p>
<p><b>27. Sequence Mix in a Work Period</b>  Flight Attendant may create work periods that contain sequences of specific lengths. The system will use the sequence lengths only in the order that the Flight Attendant specifies.</p>
<p><b>28. Commutable Work Period</b>  Flight Attendant may bid that their work period begins after a specific time and ends prior to a specified time.</p>
<p><b>29. Cadence Preference</b>  Flight Attendant may elect that their work period begins on the same day of the week throughout the bid month.</p>
<p><b>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]</b></p>

31. Avoid Bid – Flight Attendant may avoid more senior Flight Attendants or more junior Flight Attendants who have been awarded a sequence 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 sequence 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 JSIC.
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 Schedule will run PBS for a Pay Purpose Only (PPO) award. Crew Schedule 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 sequence awards as published in the final line awards.
36. Carry Over Time: A Flight Attendant shall be able to designate in PBS whether or not to apply carry over duty period/s for credit purposes only. Excluded carryover time will not be considered when calculating the average line value.
37. Other Bid Options as agreed by the JSIC, subject to vendor capability and the implementation timeline.

#### 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 National Scheduling Chair of each situation as soon as possible.
- b. During the notification process, the Company shall provide the National Scheduling Chair 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 National Scheduling Chair is not available.
- c. Upon notification of an unsuccessful PBS award process, the National Scheduling Chair may provide recommendations for methods to effectively complete the PBS award process. If the Company is unable to reach the National Scheduling Chair, the Company shall contact the APFA National 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 Schedule Planning no later than the 1200 DFW on the twenty-fourth (24<sup>th</sup>) 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 sequences, or, may, at her/his option be removed from the sequence(s) and be made whole as follows:
  - i. A Flight Attendant will be required to bid for "like sequences". A like sequence shall have comparable check-in/out times, number of days, Domestic for Domestic, IPD for IPD, and NIPD for NIPD. The Flight Attendant shall bid for "like sequences" in the first TTS run for that bid period following confirmation of PBS mis-award.
  - 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 TTS. If the Flight Attendant is not awarded the sequence 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 crew base, 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 twelve (12) scheduled days free of duty ("days off") at her/his crew base each bid month. Eight (8) of such days shall be Golden Days and four (4) shall be Flex Days. Patterns must conform to the following:
  - i. 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 Paragraph D.18.b.i, because of the proration tables in Paragraph D.18.d, 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 Flex Day must immediately follow a reserve day of availability or another Flex Day. If the Flex Days are grouped with Golden Days, the Flex Days must precede the Golden Days.
  - 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. Flex 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 Flex Day on the 29<sup>th</sup>, followed by a Golden Day on the 30<sup>th</sup> and 31<sup>st</sup> would not be acceptable because there would be no RSV days in the bid month to convert if the Reserve was required to work into her/his Flex Day.

- c. A Reserve who has less than seven (7) vacation days in a bid period shall receive a minimum of twelve (12) days off. A Reserve who has seven (7) or more days off in a bid period shall receive days off at a pro-rated rate consistent with the chart in Paragraph D.18.d.
- 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	12	30-31	12
27-28	11	28-29	11
24-26	10	25-27	10
22-23	9	22-24	9
19-21	8	20-21	8
17-18	7	17-19	7
15-16	6	13-16	5
10-14	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 crew base.
- b. Pay protections and other requirements shall be as specified in Leaves of Absence, Section 25.K.6.
- 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 specified in Paragraph D.19.a, 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 Leaves of Absence, Section 25.K.6, the Flight Attendant shall bid a partial line prorated from her/his return date and shall be pay protected as specified in Leaves of Absence, Section 25.K.
- 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, 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 TTS 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.

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 sequences 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 be 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 and carry-out trips will be paid and credited as defined in Hours of Service, Section 11.

### E. LINEHOLDER TRIP TRADE SYSTEM (TTS)

1. For Lineholders, TTS will provide an electronic means to conduct the following type of transactions:
  - a. Drop sequences (Drop Transaction Bid);
  - b. Pick-up sequences which remain in open time after the monthly line award or which subsequently become open due to TTS transactions, sick calls, training, jury duty, Union business or other events (Pick-up Transaction Bid);
  - c. Simultaneously drop one sequence and pick-up one sequence from open time or from another Lineholder who is simultaneously dropping the desired sequence during the TTS process (Drop/Pick-up Transaction Bid). TTS 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: