

- 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:

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

- d. The Union and the Company agree the JSIC will make all reasonable efforts to include the following features in TTS given the constraints of the system. If such features are not available at the date of initial TTS implementation, they may be added into a subsequent version(s) of TTS when practicable.
 - i. An exception to the daily limit for transactions which improve a more negative day.
 - ii. A provision of increasing/decreasing the TTS credit window and projections in the event of ETB transactions as specified in Paragraph E.3.e.
 - iii. A provision allowing a Flight Attendant to drop/add multiple sequences in a transaction conditional on each other.
- e. A Flight Attendant shall be able to bid and be awarded specific positions in TTS.

2. TTS Process Timeline

- a. Upon PBS award, Lineholders shall input bids for the purposes of the next month's TTS process. Such bids will be stored and processed in the TTS Queue at 2100 HBT on the second to the last day of the bid period.
- b. The TTS Queue will close each day at 2100 HBT for sequences which depart on or after the calendar day beginning at 0000, twenty-seven (27) hours later, including any sequences through the end of the bid period, including transition sequences.
- c. Awards will be posted by 0600 for the calendar day beginning at 0000, eighteen (18) hours later.
- d. TTS will not process trades between bid periods. Transition sequences will be considered part of the bid period in which they commence for the purpose of TTS.
- 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 TTS that touches the last six (6) days of the bid period.

3. TTS Award Parameters and Constraints

- a. TTS transactions shall be processed based on seniority.
- b. A Lineholder may conduct TTS transactions down to a minimum line credit of forty (40) credited hours in a bid period.
- c. TTS will not award a Lineholder's TTS bid if the award would result in the Lineholder's credited hours including any vacation, training, etc., exceeding one hundred (100) credited hours of Company Time (including any Vacation, Training, etc.) in her/his line. For a High Option Flight Attendant, her/his TTS cap shall be her/his PBS High Option cap plus five (5) hours.
- d. TTS will only process transactions which result in a Lineholder's projection remaining within or if already outside of the TTS window, moving closer to her/his TTS bidding credit window as specified in Paragraph O.

- e. Sequences picked up while utilizing ETB will increase a Lineholder's projection and her/his maximum TTS bidding credit window. Sequences dropped utilizing the ETB will reduce a Lineholder's projection and her/his maximum TTS bidding credit window. The intent of this paragraph is to minimize the use of TTS to add trips which are subsequently dropped using the ETB. Adjustment of the bidding credit window is subject to IT capabilities. In the event that IT is unable to deliver the necessary functionality, the parties will discuss and implement an alternative means desired limitations.

Activity	Projection (PROJ)	Maximum (MAX)	Actual (ACT)
ETB	increase/decrease	increase/decrease	increase/decrease
TTS/OT	increase/decrease	n/a	increase/decrease

Note: No TTS or ETB transaction will be approved if it takes the Flight Attendant to less than forty (40) actual paid and credited hours.

- f. TTS transactions will be processed for sequences 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 a TTS 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 TTS program through a web-based program at no cost to the Lineholder.
- i. A Lineholder may utilize the web-based TTS program or AVRS to check her/his award.
- j. A Lineholder shall be allowed to drop a sequence in TTS in accordance with Paragraph 10.H.6, to pick up a red flagged sequence in open time.
- k. A Lineholder may pick-up or trade to operate an additional sequence 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) sequences combined within the same duty day, and multiple sequences, i.e., two (2) sequences in the same calendar day separated by legal crew base rest.
- l. TTS transactions which result in an increase in the number of Open Sequence Days shall be subject to a daily and monthly limit. The award of the TTS transaction will not be approved if approval of that TTS transaction would cause the number of Open Sequence Days to exceed:
 - i. Monthly Limit - A monthly limit will be calculated by crew base using the following formula:

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

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

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

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

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

$$\text{Total Monthly Open Sequence Day Limit} \div \text{Days in the Bid Month} = \text{Daily Open Sequence Day Limit}$$

(a) A transaction shall not cause any day at or below the Daily Limit to exceed the Daily Limit; and

(b) Note: For purposes of TTS transactions a flight which checks out on or after 0000 will be considered to operate on the calendar day. Thus a sequence that checks out at 0015 shall be considered to operate on both calendar days of the duty period for purposes of Open Sequence Day calculations.

- iii. Notwithstanding the above, if coverage is sufficient as determined by Crew Schedule in its sole discretion, a higher monthly or daily Open Sequence Day limit may be used for a TTS run. Upon request of the Union, the Company shall meet with the National Scheduling Chair to discuss any concerns regarding the Open Sequence 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 Sequence Days permitted on that day, and therefore will not be awarded immediately. If, in a subsequent TTS transaction, a more junior Lineholder picks up an open sequence, thereby reducing Open Sequence 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 TTS transactions that would result in actual flying on a day(s) pay protected by any other portion of Section 10. The Lineholder will receive pay and credit for such time.

F. POST TTS DAILY PROCESSING

1. TTS Unsuccessful Bidders List

- a. A list of Lineholders who elect to be passed to Daily Scheduling because her/his bid was not awarded in TTS and her/his request originates on the first day of the TTS bid processing date range will be compiled upon conclusion of the TTS run. The TTS program will have an election the Lineholder may select if she/he wishes to be placed on the Unsuccessful Bidders List for the sequence. 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 sequences to Lineholders in seniority order, except as provided for in Paragraph F.5.
- c. Drop/Pick Up Transaction
If the Lineholder's bid includes a request for a sequence on the first day of the TTS bid processing date range and overlaps a sequence held by the Lineholder on a subsequent