

4. Reserve Use of the ETB

- a. Within the same crew base, Reserves may utilize the ETB to drop, pick up and trade sequences on Golden Days or on vacation days.
- b. A Reserve with an awarded ETB sequence on Golden Day(s) will not be assigned a sequence that conflicts with her/his ETB sequence in Future or Daily Scheduling unless assignment is necessary according to the Priority of Trip Assignment language specified in Reserve Duty, Section 12.M. If a Reserve's ETB sequence is dropped by Crew Schedule, the Reserve will be provided pay protection for the ETB sequence up to the point she/he can be split back onto the ETB sequence. The Reserve may be split back onto the ETB sequence or drop the portion of the ETB sequence.
- c. Within the same crew base, a Reserve may utilize the ETB to drop, pick up and trade sequences on Flex 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 (8) hours and thirty (30) minutes from release to report.
- d. Within the same crew base, a Reserve who is bidding an ETB trip prior to being released into her/his Flex Day or a Reserve bidding an ETB trip on a Golden Day, may be awarded an ETB trip(s) to originate on the Reserve's first day off no earlier than 1000 HBT and released on the Reserve's last day off at the Flight Attendant's home crew base no later than 1800 HBT. A Reserve who does not receive minimum home base rest as a result of an ETB trip before or after available days shall reduce her/his home base rest down to FAR minimums, if necessary.
- e. Pay and Credit
A Reserve picking up a sequence through the ETB on a Golden Day, Flex Day or a day of Reserve Availability once released into such day pursuant to Paragraph G.4.b, 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 Schedule may red flag a sequence/position in open time. Red flagged sequences shall be paid at the rate of one hundred and fifty percent (150%), and credited at one hundred percent (100%). Once a sequence is flagged it shall retain its premium for any pay protection provided within Section 10. If a Flight Attendant calls in sick for a red flagged sequence, no red flag premium will be applied.
2. Sequences which carry a red flag premium will be indicated as such in the Crew Management system. Flight Attendants may exclusively bid for red flagged sequences within TTS.
3. The premium pay rate shall not be paid for any red flag sequence that is assigned to a Reserve on days of availability.
4. A Reserve who picks up a red flagged sequence on her/his days off shall receive pay as referenced in Paragraph H.1.
5. A Flight Attendant may exceed her/his monthly maximum to pick up a red flagged sequence.
6. Once a sequence has been red flagged, Crew Schedule may remove the red flag designation and its corresponding premium at any time prior to sequence award or assignment, up until 2100 HBT two days prior to the departure of the sequence. Once the

TTS daily processing occurs on any day, the Company may not change the red flag designation until the TTS awards are complete for that day.

I. INVOLUNTARY ASSIGNMENT

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

J. RESCHEDULING

1. General Provisions

- a. The provisions of 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 sequence 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. In the event a Flight Attendant loses her/his entire month's trip selection or balance of her/his month's schedule because of a schedule change, including natural disaster and/or extraordinary circumstances, the following shall apply: A Flight Attendant whose pay projection falls below her/his monthly guarantee as a result of the Schedule Change shall be required to make a "reasonable effort" as defined in Paragraph D.19.d.i, to make up the time. A Flight Attendant may choose to waive pay protection and be released from any obligation to remain available to the Company. This provision is to address the major issues specified above and is not intended to apply to normal scheduling changes affecting individual Flight Attendants.
- c. The intent of Paragraph J is that a Flight Attendant should be permitted to operate the sequences that she/he was awarded through PBS, TTS, ETB, etc. Consequently, a Flight Attendant should not be removed from her/his sequence unless all options have been utilized to prevent a cancellation or delay including assignment to any available Reserve or Standby Reserve.
- d. A Reserve on an ETB trip will be considered a Lineholder for the purposes of Section 10.
- e. The term "rescheduled" as used in Section 10 means any and all deviations from a Flight Attendant's awarded sequence, as originally published, with the following exceptions:
 - i. Cancelled segments that occur at any time during the sequence without requiring the Flight Attendant to operate a different sequence. 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 Hours of Service, 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 sequence.