

SECTION 12 - RESERVE DUTY

A. RESERVE LINES

1. Flight Attendants will use PBS to bid for either a regular line of flying or a Reserve line of flying. Reserve lines will reflect reserve (RSV) duty days and days off ("Golden Days" and "Flex Days"). A Reserve's RSV duty day will begin at 0000 Home Base Time and end at 2359 Home Base Time (HBT), subject to the Reserve Availability Periods (RAPs) specified in Paragraph G. Flight Attendants holding a Reserve line will be Reserve Flight Attendants ("Reserve(s)"). There will be Reserve line(s) that contain Golden Day(s) on holidays and weekends in each base.
2. The Company agrees to consult with and consider recommendations from the National Scheduling Chair regarding Reserve issues.
3. Reserve Rotation

The number of Flight Attendants required to serve reserve is dependent upon the needs of the service, as determined by the Company.

a. Flight Attendants will sit rotating Reserve in accordance with the following provisions:

- i. For the first twelve (12) months after initial training, a Flight Attendant shall be on straight Reserve;
- ii. If needed as a Reserve, once having completed a full year of Reserve duty, a Flight Attendant will serve Reserve on a one (1) month on/ one (1) month off Reserve rotation for a period of three (3) years;
- iii. If needed as a Reserve after four (4) years, the Flight Attendant will serve Reserve duty on a one (1) month on/ three (3) months off rotation;
- iv. If additional Flight Attendants are required to stand Reserve duty in a particular month, they will be selected in reverse order of seniority. Their Reserve duty will not exceed their applicable rotation.

b. Senior Bump

Seniority permitting, a Flight Attendant who is not designated as Reserve may change her/his assigned reserve month by bidding "Reserve" in a month that she/he would not be on the assigned reserve list. Such election must be made prior to the opening of the PBS process and will result in a reserve line of flying. The Flight Attendant will not be eligible for a regular line of flying. When a Flight Attendant bids onto reserve out of regular rotation, it changes her/his future reserve cycle with one exception: A Flight Attendant who is on reserve by her/his own choosing during the same month they are on more than three (3) days approved vacation in a month or Personal Leave (PLOA) have not fulfilled their reserve obligation.

- i. When a Flight Attendant desires to initiate "Senior Bump", she/he must indicate such preference.
- ii. Flight Attendant who is designated as Reserve but desire to be bumped off should bid a regular trip selection(s) and/or reserve selection(s). The Flight Attendant's desire will be honored only if her/his seniority who has not already bumped a more senior Flight Attendant off reserve.

iii. Should the number of Flight Attendants desiring to bump onto reserve exceed the number of Flight Attendants desiring to bump off reserve, the junior Flight Attendant(s) may be displaced from the planned reserve list.

iv. Flight Attendant(s) who are bumped off or are displaced from the planned reserve list will be considered available for the next month's reserve rotation.

c. Transfer: Effect on Rotation

If a Flight Attendant transfers to a base where her/his seniority places her/him in the reserve duty group, she/he will be scheduled on reserve the first full scheduling month that she/he is at the new base. Such assignment shall be irrespective of previous service as a reserve at the former base. The Company and APFA will explore options for staggering reserve rotations for new hires and recalls.

4. Vacation/PLOA: Effect on Reserve Rotation

a. A Flight Attendant who is granted a vacation or approved leave of absence for part or all of the month during which she/he would normally be scheduled for active reserve duty will be considered as fulfilling her/his obligation for an entire month's service as an active reserve and will maintain her/his normal position in rotation. Notwithstanding the exception in Paragraph 12.A.3.b, the above shall not apply to a Flight Attendant who bids reserve out of her/his regular rotation.

b. No Reserve will be granted a personal leave, except in conjunction with her/his vacation, until all leaves have been granted to Flight Attendants with monthly flying assignments. Once these leaves have been granted and there is still an overage, a Reserve may be granted a leave.

B. SCHEDULED DAYS FREE OF DUTY

1. A Reserve will be provided scheduled days free of duty as provided for in Scheduling, Section 10. Reserve day off patterns shall conform to the patterns established in Scheduling, Section 10.D.18.

2. Golden Days

a. A Reserve may not be assigned flight duty on a Golden Day unless she/he consents to such assignment.

b. A Reserve may bid for and be awarded a sequence that originates on a RSV day and is scheduled to return to the Reserve's crew base on a Golden Day. Any pay hours for such sequence will be paid as pay and credit. A Reserve may bid for a sequence that originates on her/his Golden Day and terminates on a day off and will be processed for such sequence after all Reserves who are available on such day(s) have been processed. Any pay hours on her/his day off, starting at 0000 of her/his day off, shall be paid as pay no credit. In both such cases, the Reserve shall be deemed to have waived such portion of her/his Golden Day and there shall be no reinstatement of such day.

i. Future: A Reserve may elect to work on a Golden Day(s) and the Reserve shall make such choice known to Future Crew Schedule prior to 1700 HBT, concurrent with the beginning of Future Reserve processing. Such election may not be revoked during Future Reserve processing. If not awarded a sequence in Future Processing, the Reserve may, at her/his option, revoke her/his election and have her/his Golden Day(s) reinstated.