

- 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.

- ii. Daily: A Reserve may elect to work on a Golden Day(s) and the Reserve shall make such choice known to Daily Crew Schedule. If contacted for sequence assignment, she/he must accept such sequence assignment, provided she/he is legal to operate the sequence. Such Reserve may opt to reconsider and protect her/his day(s) off, as long as she/he advises Daily Crew Schedule prior to being contacted for a Daily sequence assignment.
 - c. If actual operations cause a Reserve's duty period to be extended into her/his Golden Day(s), any pay hours on or after 0000 of her/his Golden Day shall be paid at pay no credit. If actual operations cause a Reserve's duty period to be extended for one (1) hour or less into her/his Golden Day(s), such day will not be restored. In addition, if actual operations cause a Reserve's duty period to be extended for more than one (1) hour into her/his Golden Day(s), the options specified in Paragraph D, shall apply. The Reserve will be released from all duty for the remainder of the day she/he returns to base.
3. Flex Days
- a. A Reserve may be assigned flight duty into a Flex Day(s) in accordance with the language specified in Paragraphs J and K, and the assignment language in Paragraph M. Once an assignment is made on a Flex Day(s), a new day off will be scheduled in accordance with Paragraph D, and the pay associated with the Flex Day(s) shall be paid as pay and credit. A Reserve may, at her/his option, give up the Flex Day(s) without reinstatement.
 - b. A Reserve who voluntarily picks up a sequence(s) on her/his Flex Day(s) shall be deemed to have waived such Flex Day(s) in accordance with Paragraph B.3.a, and there shall be no reinstatement.
 - c. Other than as specified in Paragraph B.3.a, a Flex Day may not be moved by the Company without the consent of the Reserve.
4. 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 base during any portion of her/his Flex 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 Flex 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 at pay no credit. In both such cases, the Reserve shall be deemed to have waived such portion of her/his Flex Day and there shall be no reinstatement of such day.
- a. Future: A Reserve may elect to work on a Flex Day 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 Flex Day reinstated.
 - b. Daily: A Reserve may elect to work on a Flex Day. The Reserve shall make such choice known to Daily Crew Schedule. If contacted for sequence assignment, she/he must accept such sequence assignment, provided she/he is legal to operate the sequence. Such Reserve may opt to reconsider and protect her/his days off, as long as she/he advises Daily Crew Schedule prior to being contacted for a Daily sequence assignment.

c. If actual operations cause a Reserve's duty period to be extended into her/his Flex Day(s), any pay hours on or after 0000 of her/his Flex Day shall be paid at pay no credit. If actual operations cause a Reserve's duty period to be extended for one (1) hour or less into her/his Flex Day such day will not be restored. In addition, if actual operations cause a Reserve's duty period to be extended for more than one (1) hour into her/his Flex Day(s), the options specified in Paragraph D, shall apply. The Reserve will be released from all duty for the remainder of the day she/he returns to base.

5. A Reserve may not be assigned training on a Flex or Golden Day unless she/he consents to such assignment.

C. TRADING DAYS OFF

1. Trading Days Off with other Flight Attendants

- a. Reserves shall be allowed to trade days off utilizing ETB or another electronic system. Patterns of days off traded must conform to the patterns established in Scheduling, Section 10.D.18.
- b. As a result of a trade, if one or more Golden Day(s) is placed in front of a Flex Day(s), such Golden Day(s) will be converted to a Flex Day(s) and the original Flex Day will be converted to a Golden Day. If the swap would result in a Reserve having more than the number of Golden Day(s) off as provided for in Scheduling, Section 10.D.18.b, one of the Reserve's Golden Day(s) will be converted to a Flex Day.
- c. Reserves may trade days off concurrent with the electronic system bid timeline on a daily basis.
- d. Trades must occur within the same bid month.

2. Trading Days Off With the Company

- a. A Reserve may request to trade her/his days off with the Company, which may include one (1) or more days off. All such requests will be subject to Company approval.
- b. Reserve Flight Attendants' requests for trades of days off will be awarded from among those Flight Attendants having requests on file at the specific time such requests are to be processed each day. For the purposes of awarding a day off trade request, all Flight Attendants serving Reserve at the base will be combined into a single seniority list according to the day(s) approved for trade, and requests will be awarded in seniority order.

D. RESCHEDULING OF FLEX AND GOLDEN DAYS

1. In the event a Reserve has been assigned on a Flex Day, or the Reserve has worked into a Golden Day or Flex Day because of actual operations as specified in Paragraphs B.2.c and B.3.e, the Reserve and the Company shall mutually agree to the reinstatement of a Golden Day on a different day in that bid period.
2. The Reserve will be required to contact Crew Schedule for the reinstatement of her/his Golden Day within forty-eight (48) hours of the assignment into such Flex or Golden Day to mutually agree upon an alternative day.
3. If no agreement is reached, or the Reserve fails to call within forty-eight (48) hours of the assignment into such Flex or Golden Day, or the Reserve has no more days of availability in the bid period to be converted into a Golden Day, she/he shall receive pay no credit equal to