

- a. A Flight Attendant shall be provided no less than thirty-six (36) hour rest at her/his home crew base immediately following a trip sequence containing one International segment with a duration in excess of twelve (12) hours, but not more than fourteen (14) hours and thirty (30) minutes.
- b. A Flight Attendant shall be provided no less than forty-eight (48) hours at her/his home crew base immediately following a trip sequence containing one International segment with a duration in excess of fourteen (14) hours and thirty (30) minutes.

*A Flight Attendant shall be provided no less than fourteen (14) hours and thirty (30) minutes rest at her/his home crew base immediately following a duty period that includes a segment to/from Hawaii which exceeds six (6) hours block.

3. A Flight Attendant may, at the Flight Attendant's option, waive the rest provisions of Section 14 in home base subject to the flight time limitations of the FARs and to Scheduling, Section 10. The rest provided for in Paragraph H.2.b may only be waived to a minimum of twenty-four (24) hours.

I. LAYOVER REST PERIODS

1. A Flight Attendant on a non-IPD duty period shall be scheduled for no less than nine (9) hours and thirty (30) minutes of rest (calculated from release from duty to report for duty) while on a layover which, in actual operations, may not be reduced below eight (8) hours plus travel time to and from the hotel. In actual operations, the intent of this paragraph is to require "eight (8) hours behind the door" minimum rest. If the minimum rest (eight (8) hours behind the door) cannot be met in the actual operation of a trip sequence, the crew upon reaching the layover hotel should contact the Company directly to reschedule the crew.
2. A Flight Attendant on an IPD duty period shall be provided no less than fourteen (14) hours layover rest (calculated from release from duty to report). A Flight Attendant on a duty period which exceeds six (6) hours block with a layover in Hawaii shall be provided fourteen (14) hours layover, calculated from release to report.
3. If a layover results in less than nine (9) hours rest, the Flight Attendant shall be provided with FAR 121.467 compensatory rest. Compensatory rest must be at least ten (10) consecutive hours and must be scheduled to begin no later than twenty-four (24) hours after the beginning of the reduced rest period. The compensatory rest must occur between the end of the scheduled duty period and the beginning of the subsequent duty period and may be on a layover or home base.
4. As an exception to the layover rest specified in Section 14, the Union and the Company may agree to shorter layover rest to allow certain high value sequences, e.g., DFW-EZE, MIA-CNF, and JFK-GRU 'rockets.'

J. FOREIGN CREW BASE

1. Definition

A foreign crew base is a Flight Attendant base located outside of the fifty (50) United States. All foreign crew bases shall be common crew bases for Flight Attendants and Pilots unless the Company establishes a cargo-only foreign pilot base that does not operate passenger revenue flights.

2. Written Notice

The Company will give the Union at least ninety (90) days written notice of its intent to open a foreign crew base. Foreign crew base positions will be available for bid and awarded by system seniority. Flight Attendants awarded and/or assigned to foreign crew bases shall be covered by all terms of the Agreement and the Railway Labor Act. The Company shall not claim in any arbitration or court proceeding that the Flight Attendants are not covered by the Agreement and the Railway Labor Act.

3. Foreign Crew Base Allowance

In the event the Company seeks to establish a foreign crew base, the parties recognize that the establishment of a foreign crew base raises important issues of housing allowances, tax protection, cost of living differentials, currency exchange rates and other matters which are extremely technical. Therefore, in view of the importance of such issues to Flight Attendants who may consider submitting bids for a foreign crew base, the parties agree:

- a. to mutually explore elements to be included in a foreign crew base allowance, taking into consideration the experience of other Flight Attendant groups;
- b. that, if possible, a foreign crew base allowance, to include the agreed elements will be mutually agreed to prior to the posting of a crew base bid for such foreign crew base. In the event of failure to agree, the issue will be decided by expedited interest arbitration pursuant to Dispute Resolution and Grievance Procedures, Section 30;
- c. that the foreign crew base allowance, once established, will be retroactive and will be updated regularly to account for changed conditions.

K. TRAINING

1. A Flight Attendant must be trained for IPD Flying and current in such training to fly IPD trips. A Flight Attendant must attend required IPD training on the dates such training has been scheduled. Notwithstanding the above, if a Flight Attendant is unable to attend such training, such Flight Attendant will be scheduled for different training dates.
2. If the Flight Attendant completes training prior to the start of the bid period, she/he shall be eligible for International premium pay, if applicable, at the start of the bid period.
3. If the Flight Attendant is available to attend training prior to the start of the bid period and she/he has IPD trips scheduled in her/his line but the Company cannot offer IPD training and/or training on the Company's IPD aircraft prior to the start of the bid period, such Flight Attendant will be eligible for all international premiums, if applicable, for the Domestic flying she/he does after the start of the bid period.
4. If the Flight Attendant is not available to attend training until after the start of the bid period and she/he has IPD trips scheduled in her/his line, she/he may be required to fly Domestic sequences until awarded/assigned IPD training and/or training on the Company's IPD aircraft. Such Flight Attendant shall be eligible for all international premiums, if applicable, after the earlier of the completion of training or the sixteenth (16th) day after becoming available to attend training.
5. A Flight Attendant awarded or assigned a position on an IPD sequence(s) via PBS, TTS, or ETB shall be required to successfully complete the initial IPD service and procedure training and any required aircraft training. Premiums will be paid as outlined in Paragraph K.3 or K.4.