

## **Reserve Rotation**

When the JCBA rotating reserve is **implemented** is there any “grandfathering” applicable to current flight attendants?

Two factors come in to play:

- 1) Was the flight attendant hired prior to/after November 9<sup>th</sup> 2014?
- 2) What is his/her **occupational seniority date** at the time of JCBA rotating implementation?

## **Rotating Reserve – Chart applicable at the time of Rotating Reserve Implementation**

*(“Serving Reserve” requirements prior to implementation of JCBA Reserve Rotation will be applicable under the current agreements (LAA/LUS))*

<b>Date of Hire</b>	<b>Straight*</b>	<b>1 on/1 off*</b>	<b>1 on/3 off*</b>
Hired prior to 11/9/14- LAA/LUS	N/A	Up to 3 years	After 3 years as needed
Hired after 11/9/14 – LAA/LUS (with more than 12 months OCC seniority)	N/A	Up to 4 years	After 4 years as needed
Hired after 11/9/14 – LAA/LUS (with less than 12 months OCC Seniority)**	Up to 1 year	Up to 3 years	After 4 years as needed

\*Applicable unless reserve staffing allows for flight attendant to hold lineholder status

Note: Years of service noted in the above chart are based on the flight attendant’s occupational seniority and the rotation noted in the chart is applicable to the first full bid month of occupational seniority following the completion of the years noted in the chart above. Example: F/A hired prior to 11/9/14 who completes three years of occupational on the 15<sup>th</sup> of the bid month, will moved to a reserve rotation of 1 on/3 off effective with the commencement of the following bid month.

\*\*Example: If a new hire Flight Attendant graduates from new hire training in February 2017, and PBS is implemented in May 2017, new hire Flight Attendants would be subject to straight Reserve from May 2017 until February 2018, which would be the completion of their 12 months after initial training.

\*\*Example: If a new hire Flight Attendant is hired in June 2017 and PBS was implemented in May 2017, that new hire Flight Attendant will serve 12 months of straight Reserve. Section 12.A.3.