



RESCHEDULING AND PAY PROTECTION

JCBA
SECTION 10



Basics of Rescheduling 10.J

Line holders are not to be treated like Reserves

Keep the crew together if possible 

 Catch up Flight Attendant to their original trip

Return to base no later than original trip Date & Time 


 Reserves flying on days off considered line holders

Contractual Terms & Definitions

Report

Sign in time or check in

Origination

Departure time of first leg

Practical

It is possible to catch up with flying and makes sense

Impractical

It is possible and legal to catch up with flying but does not make operational sense

Contractual Terms & Definitions

Reroute

Adding a DHD leg to catch up with flying after a cancellation

Reschedule

FA is legal and available but is rescheduled to other flying

Illegal though No Fault

FA becomes FAR or contractual illegal (after award)

FA initiated Split

FA requesting contractual rest, Personal (PO) or sick

General Information

Sequences may be changed after publication, e.g., equipment change, block times, departure or arrival times or cancellations

A flight segment is considered **cancelled** when it does not operate

A line holder or reserve on days off is not required to report earlier than the originally scheduled sequence (10.J.2.e)

Rescheduling Prior to Report – more than 3 days



FA may reject the changed sequence if change includes different:

- city pairs
- layover cities
- number of days in the sequence
- arrives later than the originally scheduled sequence



When the FA is notified of the disruption determines more than 3 days or within 3 days.

If FA rejects sequence, there is no pay protection. If FA accepts, pay protected for greater.

If notified and report is earlier, then FA will be pay protected according to Crew Substitution rules

My last trip of the month changed from a 2 day to a 3 day. Do I have to fly it?

Since the number of days of the trip has changed, you can tell Crew Schedule you no longer want the trip.



10.J.2.b

Rescheduling Prior to Report – **within 3 days**



FA may request to be removed from the sequence if change includes different:

- layover cities, city pairs
- number of days in the sequence
- arrives later than the originally scheduled sequence
- needs Crew Schedule Consent



When the FA is notified of the disruption determines more than 3 days or within 3 days.

If FA rejects sequence, there is no pay protection. If FA accepts, pay protected for greater.

If notified and report is earlier, then FA will be pay protected according to Crew Substitution rules

They changed my trip tomorrow that was a long SFO layover, to ABQ now. I don't want that trip anymore.

When Crew schedule notifies you of the change to your trip you can ask to be removed from that trip. If they can, they'll replace you.



Before you report to work (sign-in):

There's a change to your trip (city pair, layover city, or duration) that occurs **more than 3** calendar days out (section 10.J.2.b)

You can choose to decline the trip by calling Crew Scheduling or you can remain on the trip

Remain on trip

✓ Pay protected

Decline trip

✗ No pay protection

There's a change to your trip (city pair, layover city, or duration) that occurs **within 3** calendar days of your flight (section 10.J.2.c)

You can choose to decline the trip **with Crew Scheduling's consent** or you can remain on the trip

Remain on trip

✓ Pay protected

Decline trip

✗ No pay protection

Quick Reference Guide – Company Document

Rescheduling



After Report but Prior to Departure

Full Sequence Cancellation

Rescheduling After Report – Prior to Departure Full Sequence Cancellation 10.J.3

Reschedule FA only as necessary in order to prevent a delay or cancellation

(no Reserves available)

In IROPS these provisions are intended for orderly rescheduling procedures

Reasonable effort to reschedule the entire crew together



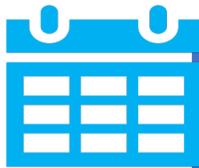
If full crew is not needed,

Offered in seniority order or

Assigned in inverse seniority order



**Rescheduling
After Report – Prior to Departure
Full Sequence Cancellation**



FA will only be rescheduled beyond his/her originally scheduled return time if the Company has unsuccessfully made every effort to schedule a reserve

10.J.7

If FA is not notified of the rescheduled assignment within 4 hours of sequence report time or 3 hours after disruption is known, FA is released. 10.J.3.d

Crew Scheduling may release FA prior to this time or FA may contact Crew Scheduling to be released prior to this time

10.J.3.d



Our entire sequence cancelled due to a snow storm and 2 of us were rescheduled to a 2 day instead of a 3 day. Are we pay protected?

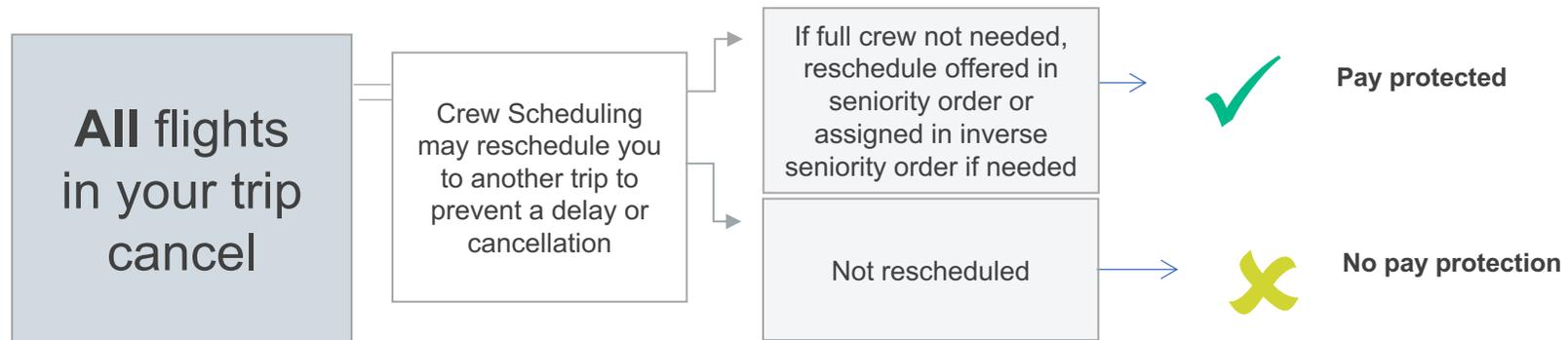
We will receive the greater of the original sequence or actual of the rescheduled sequence for pay.

I cannot be rescheduled because it's my last trip this month, and I am pay protected (10.L.1)

I'm not rescheduled, and it's not my last trip of the month, so I only receive 3 hours call out pay.



After you've reported (signed-in), but before departure:



Rescheduling



After Report but Prior to Departure

*Partial Sequence Cancellation of Downline Leg
or Misconnect within the sequence*

Rescheduling
After Report – Prior to Departure
Partial Sequence Cancellation or Misconnect

Crew Tracking makes every effort to return FA back on to original sequence

- 10.J.1.c

Reschedule FA only as necessary in order to prevent a delay or cancellation
(no Reserves available)

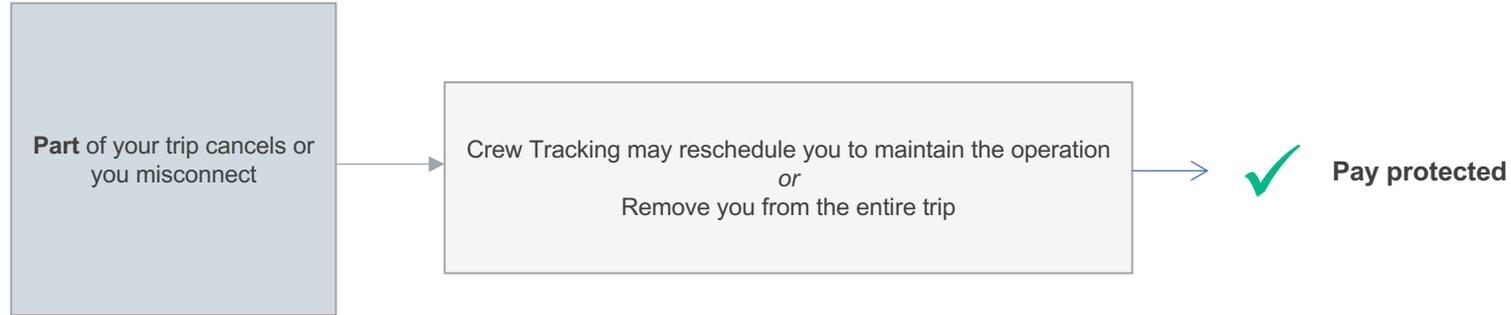
- 10.J.3

Make every effort to reschedule no later than the time she/he was originally scheduled to return

- 10.J.7

For clarity in IROPS, these provisions are intended for orderly rescheduling procedures in the event of last minute operational irregularities that have a high probability of resulting in sequence delays or cancellations.

After you've reported (signed-in), but before departure:



Note: Beginning late summer 2018, when the rest of pay protection/rescheduling is implemented (with few exceptions), you'll no longer be paid for canceled segments if they are not flown by another crew, unless they are part of your last trip/last series

Rescheduling



After Departure

Partial Sequence Cancellation or Misconnect within the Sequence

Rescheduling After Departure

Crew Tracking makes every effort to return FA back on to original sequence

- 10.J.1.c



If FA is not notified of the rescheduled sequence within 3 hours after disruption, FA is released. Crew Scheduling may release FA to the hotel, prior to this time

- 10.J.4



Make every effort to reschedule no later than the time she/he was originally scheduled to return

- 10.J.7



For clarity in IROPS, these provisions are intended for orderly rescheduling procedures in the event of last minute operational irregularities that have a high probability of resulting in sequence delays or cancellations.

Our first flight was delayed and caused us to miss our next 2 legs to MSP, then on to PHL. So now CS is going to DH us to PHL to catch up to the rest of our sequence.

Another crew flew our 2 legs, so we'll be pay protected with crew substitution.



10.J.4
10.J.10

Return to Crew Base

Our last leg back from DFW to LAX cancelled this morning, now they want us to work DFW to SFO then DH from SFO to LAX. Now we were getting home at 10pm instead of 7pm.

Wait, they have reserves in DFW to fly the DFW to SFO leg, and we can deadhead DFW to LAX and get back by 7pm. Let's call Crew Schedule



10.J.7

More than Three Hour Delay (at origination)

We just found out we have a mechanical, and are delayed for 4 hours

I need the pay, I'm staying on the trip, so I'll call for a day room since it's longer than 4 hours

OK, I see there are plenty of reserves, so I want to be removed.

I'm calling Crew Schedule and asking to be removed. We've already been here 4 hours, so we will get 1 for 2



10.J.8

More than three-hour delay at origination:

More than three-hour delay at origination:

There's a delay of **more than 3 hours** (at origination only)

Can request to be removed from the trip. Crew Scheduling will remove you if there's a reserve who is legal and available to take your place subject to:

- It will not cause a further delay or cancellation
- If multiple FAs request removal, will be handled in first come, first served order
- You will not be pay protected for the trip or receive call-out pay, but you'll be paid duty time

What's changing? You now have an option to be removed without pay

Delayed Flights (until the Next Day)

You could be delayed to report the next day for your sequence, if CS can catch you up to your sequence and return by your original scheduled arrival time.

10.J.7

You will receive a hotel room and 3 hours call out pay, and the pay for the sequence, if you choose to stay on the trip.

If you choose not to stay on the trip you can request to be removed if reserves are available. You will receive duty rig 1 for 2.

10.J.8

Equipment Substitution



Equipment Substitution - 10.J.9 (Entire Sequence)- Prior to Departure

How many Flight Attendants will be required for the new equipment?



Only the required number of flight attendants will remain on the trip.

❖ Most senior will be released with pay and credit



Speaker will only be removed if another speaker can cover the position (APFA disagrees)



Company will remove non-qualified Flight Attendants first
(APFA disagrees)

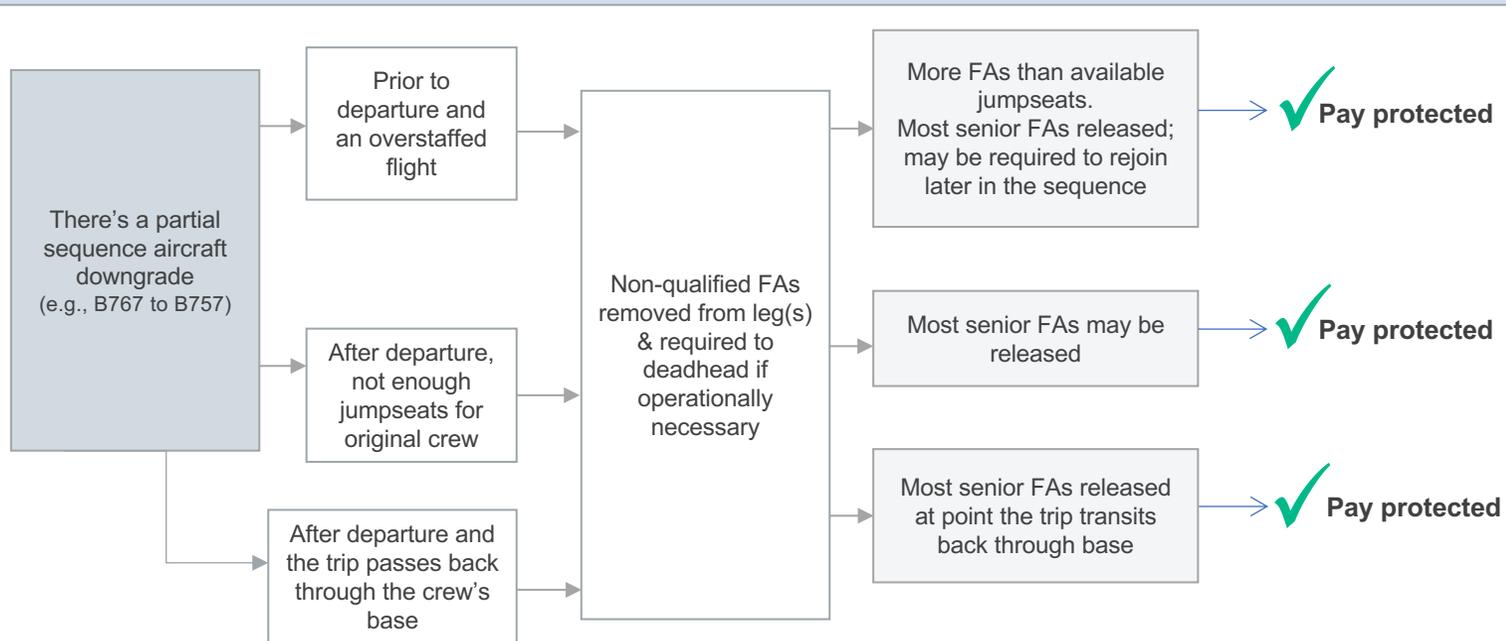
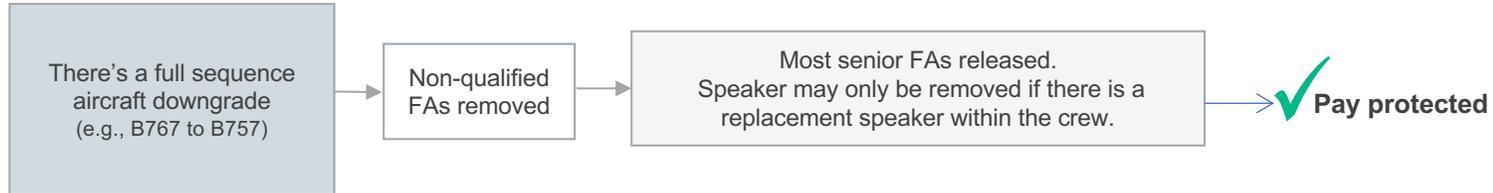
Equipment Substitution (Partial Sequence) – Prior to Departure

All flight attendants will remain as working crew if jump seats are available



If the number of flight attendants exceeds the available jump seats, the most senior flight attendants will be released, but may be required to rejoin later

Changes to equipment substitution:



What's changing?

The number of FAs required to work may equal the total # of open jumpseats – meaning we may overstaff part of the trip
 You may be released from part of the trip, but required to rejoin if it transits back through your base

Crew Substitution

When a Flight Attendant has been removed from a leg(s) in their sequence,
and another crew flies that leg(s),
it's crew substitution



Pay
Protected

Illegal through No Fault

FAR Illegality

Contractual Illegality

Direct Conflict

Illegal through No Fault FAR Illegality

Your current trip arrives late and you are FAR illegal

If you agree to split back on once you become FAR legal, you will be pay protected for the sequence.



If it is impractical to split you back on you will be pay protected for the sequence.



If you decline to split back on, you will be pay protected until you become FAR legal and any legs flown by a substitute crew, up until the point you could have split on.
Includes any Rigs that apply



Split On or Off a Sequence

When a flight attendant is FAR illegal for only a portion of the sequence



Could be “split off” after flying the beginning of a sequence, but would be removed for the illegal portion of the trip.

This would be at the latest point prior to the illegality



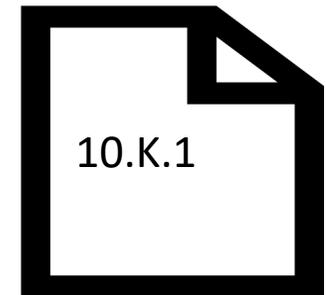
Could be “split on” a sequence if s/he was illegal for the origination, but would be legal for the remainder of the trip.

This would be the earliest convenient time that Crew Schedule would be able to get the FA back onto the sequence.

Crew Schedule procedures:

For FA attendant who is FAR illegal, crew schedule will contact the FA for legal split if possible, or if it is impractical to split FA back onto original sequence. FA will need to let CS know if they choose not to split back onto sequence, otherwise CS will assume you are splitting on to the sequence.

I have a SFO-JFK trip tomorrow and less than 8 hours rest due to a delay. Yeah, I'm pay protected for my trip tomorrow.



Illegal through No Fault Contractual Illegality 10.K

If your current trip arrives late and you fall below **contractual** rest, Crew Schedule will **not** remove your next trip.

- The assumption will be, that you want to keep the trip

To be removed, you will need to contact Crew Schedule at the conclusion of your current trip

- You may ask to be split on when you are legal, if you split on this is considered FA initiated split. 10.M.3
- Rigs and Daily Avg do not apply

There is no pay protection if you are removed from the trip 

Oh no, I'm 10 minutes late, I really don't want to lose my Rome trip

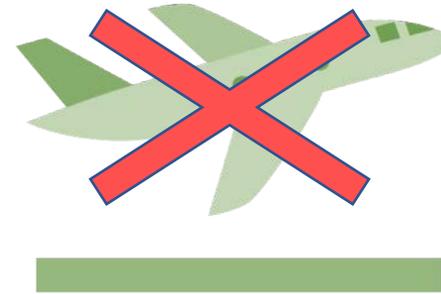
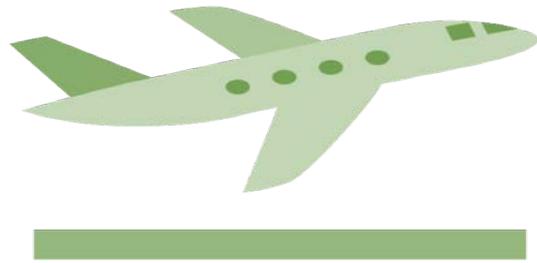
You don't have to lose your trip anymore, you'll keep it unless you call Crew Schedule



10.K.1

Illegal through No Fault Direct Conflict

Your trip arrives after you were supposed to report for your next trip



You will be removed from the second trip

Pay Protected for the combined value of the original trips



*If possible, you could be split back onto your sequence when legal

Illegal through No Fault Mid-Sequence

Before you report it's known you were legal to originate but FAR illegal to complete your sequence
10.K.2



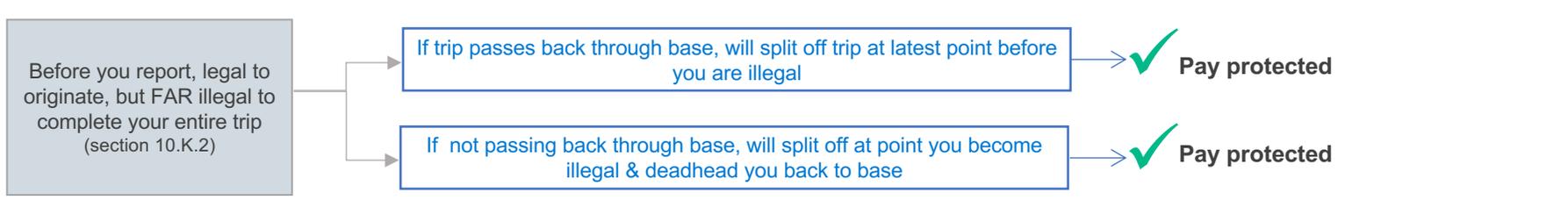
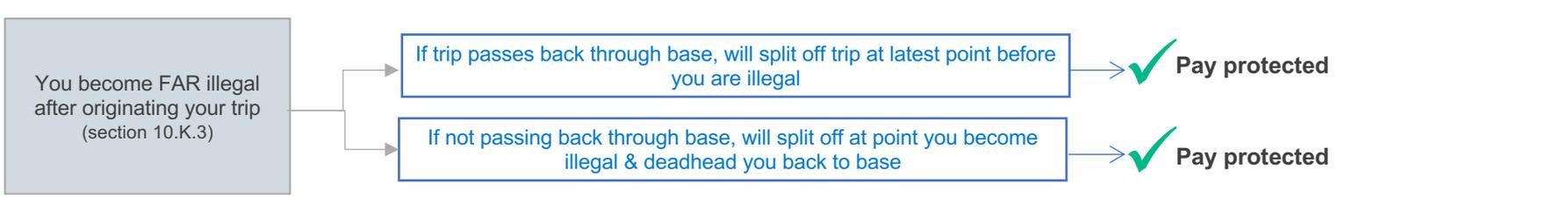
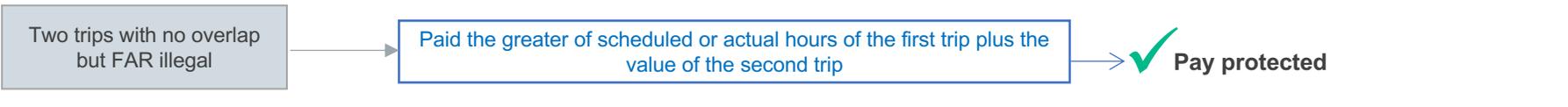
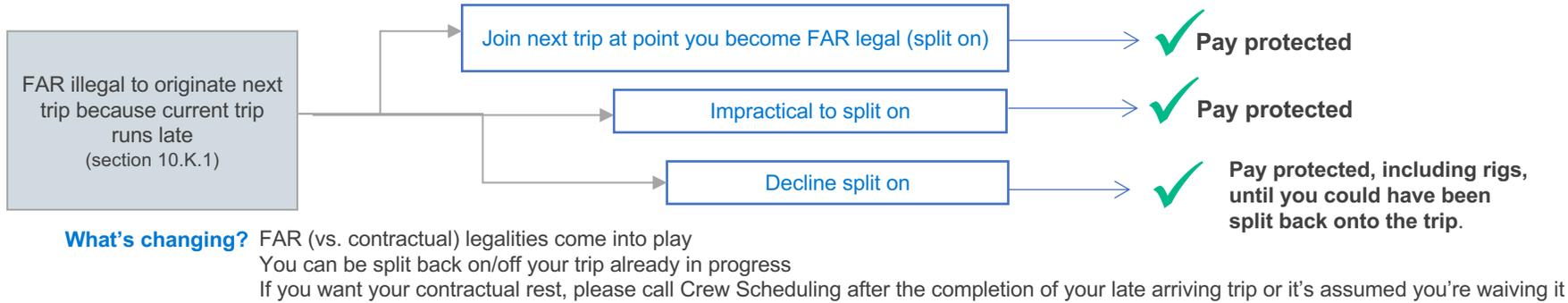
24/7
FAR Rest

You become FAR illegal after you originate your trip
10.K.3



If the trip passes through base split you off at the latest point prior to becoming illegal. If you do not pass back thru base, then split off at point you become illegal and DH back to base.

When you are illegal through no fault of your own for all or a portion of your trip:



Last Sequence/Last Series

Last Sequence

- The last sequence on the schedule for the flight attendant
- This could be anytime in the month, for example the 5th, the 17th or the 28th of the month

Last Series

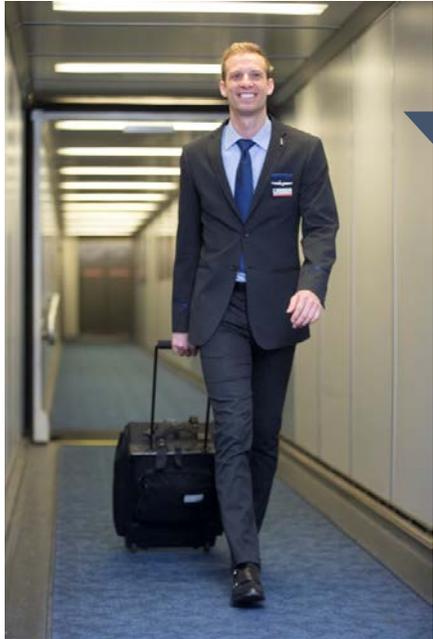
- Multiple trips back to back without a calendar day off between trips
- There is no maximum for the number of days within a series

Pay Protection

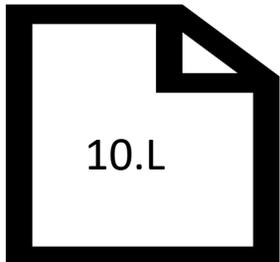
- When a trip is cancelled in it's entirety, flight attendant is pay protected
- If illegal thru no fault for the last trip of the month, pay protected, no split
- If first leg is cancelled, Crew Schedule may split on to remainder of trip
- If illegal after origination, Crew Schedule may split off at point of illegality

Pay Protection is for Entire Sequence

Last Sequence/Last Series



My last day of work is on the 18th, then I go on vacation. If any of my trips from the 14th to the 18th cancel or I go illegal, I'm pay protected!



2018 FEBRUARY						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	30	31	1	2	3
Seq 123	Seq 123	Seq 123				
11	12	13	Seq 234	Seq 234	Seq 234	Seq 679
Seq 679	VC	VC	VC	VC	VC	VC
25	26	27	28	1	2	3
VC						

Last Sequence/Last Series

My last trip of the month was on the 9th and the first leg cancelled and they took me off the rest of the trip and can't split me on.



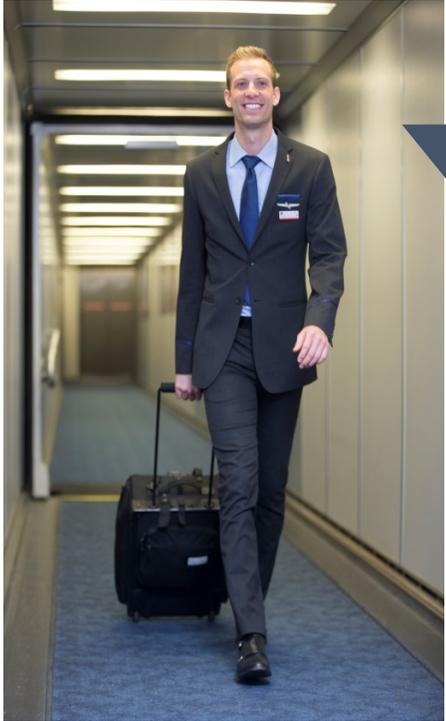
You are pay protected, and if you pick up another trip after the 11th, then you will not be pay protected under last trip/last series for any time after the 11th. All other pay protections still apply.

You only have one last trip of the month protection

2018 FEBRUARY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	30	31	1	2	3
4	Seq 476	Seq 476	Seq 476	8	Seq 879 X	Seq 879 X
Seq 879 X	11	12	13	14	15	16
18	19	20	21	22	23	24
25	26	27	28	1	2	3

Last Sequence/Last Series



I had a delay on the 16th that made me illegal for my trip on the 17th. They split me onto my seq 369 later on the 17th to catch up to the rest of my trip.

2018 FEBRUARY						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	30	31	Seq 1 145	Seq 2 145	3
4	5	Seq 6 376	Seq 7 376	Seq 8 376	9	10
11	12	13	14	15	Seq 16 246	Seq 17 369
Seq 18 369	Seq 19 876	Seq 20 953	21	22	23	24
25	26	27	28	1	2	3

Premium Pay

When a flight attendant is pay protected,
it is inclusive of all premiums from the
original trip

International

Purser

Galley

Aft

Speaker

Except:

- ❖ Where the payment of such premium is excluded elsewhere in the agreement
- ❖ Premiums are not paid for sick, training, holding pay, jury duty, bereavement, holiday, settling/moving days and call out pay

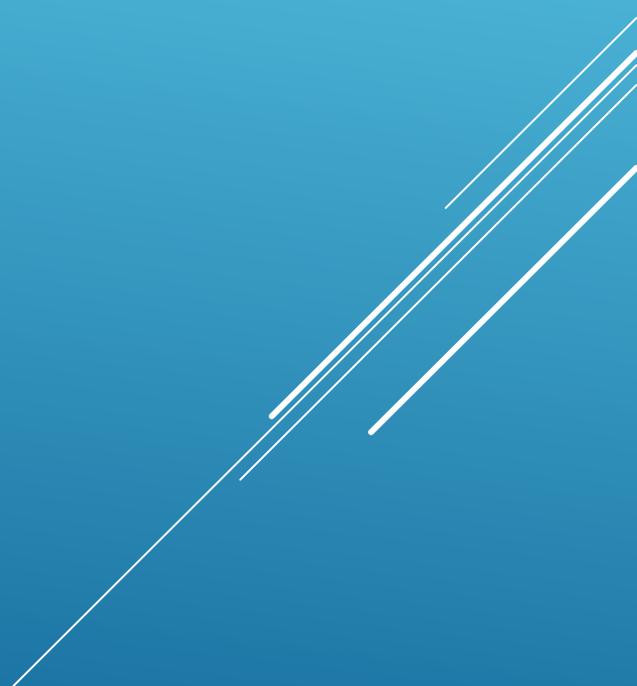
10.V.4

Pay Protection Miscellaneous

- ❖ **If you receive Location Delay Incentive pay (LE) it will be measured against any pay protection you receive**
- ❖ **The union has a grievance over how the company is currently paying (LUS) and plans to pay for trips in August, that involve cancelled segment(s) and where you have Rescheduled, Crew Substitution or Equipment Substitution**
- ❖ **The union has filed a grievance over the two phases of pay protection for LAA flight attendants**

FIRST PHASE OF PAY PROTECTION LAA

May 2018



May 2018 Changes



- Line Holders will no longer see a guarantee
- There will no longer be a MIC obligation for pay protection.
- If the last trip originating in the last 5 days cancels or you are FAR illegal, you will be pay protected without any obligation, including carry over time.
- Reserves will keep a 75 hour guarantee

Last 5 Day Pay Protection Changes May 2018 until “2nd Phase”

			24	25	26	27
28 SEQ	29 SEQ	30 SEQ	31			

Paid in month SEQ terminates

			24	25	26	27
28	29	30	31 SEQ	1 SEQ	2 SEQ	3

Last Trip Originating Last 5 Days

Cancels No Obligation



FAR Illegal No Obligation



Last Trip Originating Last 5 Days Carry Over

Cancels No Obligation



FAR Illegal No Obligation



Changes to last trip of the month originating in the last 5 days of the month:

Your last trip originating in the last 5 days of the month cancels or you're FAR illegal to originate

Pay protected **including carryover time** without having an obligation (Pay protection will be paid in the month the trip terminates)
Note: changes from last trip in the last 5 days of the month to last trip or series of trips- anticipated change in late summer. (section 10.L.)

→  **Pay protected**

What's changing? You're fully pay protected without any obligation to be available for another flying assignment

Quick Reference Guide – Company Document