

## SECTION 19 - CIVIL RESERVE AIR FLEET (CRAF)

A. The term CRAF means all flight operations conducted in support of the Civil Reserve Air Fleet (CRAF) program during activation in accordance with agreements between the Company and the Department of Defense covering operations of Company aircraft, including all deadhead and ferry flights relating to such operation. All applicable provisions of this Agreement and any related Side Letters included in this Agreement shall apply to CRAF flying except as specifically modified in this Section. In the event other flight crew members receive additional compensation for non-CRAF military charters, the provisions of Paragraph B.1 shall apply.

### B. COMPENSATION/EXPENSES

1. In addition to International pay as provided in Compensation, Section 3, where applicable, Flight Attendants engaged in the CRAF operation shall receive an additional override of five dollars (\$5.00) for each hour while participating in the aero medical CRAF operation, or three dollars (\$3.00) per hour while participating in CRAF troop movements.
2. As an exception to the minimum guarantee provided in Compensation, Section 3, each Flight Attendant who holds a Regular or Reserve CRAF line pursuant to Paragraph F.1 shall receive a minimum guarantee of eighty (80) hours pay for each month. A Flight Attendant who voluntarily gives up a sequence(s) to reduce her/his line below eighty (80) hours will have her/his guarantee reduced accordingly.
3. If a CRAF sequence is rescheduled, a Flight Attendant shall receive the greater of the scheduled or actual pay and credit for the sequence.
4. If required to remain on duty with CRAF passengers at originating, intermediate and terminating stations, Flight Attendants will be paid twelve dollars (\$12.00) per hour or fraction thereof when participating in the CRAF aero medical operation, or ten dollars (\$10.00) per hour or fraction thereof while participating in CRAF troop movements for all time in excess of thirty (30) minutes before departure and thirty (30) minutes after arrival.

#### Example 1

At an originating station, a Flight Attendant is required to remain on duty while troops begin boarding at 0700 until the flight departs at 0735. The Flight Attendant is entitled to ten dollars (\$10.00).

#### Example 2

At an originating station, a Flight Attendant is required to remain on duty while troops begin boarding at 0900 until the flight departs at 1001. The Flight Attendant is entitled to twenty dollars (\$20.00).

#### Example 3

A CRAF flight from CLT makes an intermediate stop in CDG. A Flight Attendant is required to remain on duty with the CRAF passengers from 1000 until the aircraft depart at 1029. The Flight Attendant is not entitled to additional pay. If the same flight would have departed at 1031, the Flight Attendant would be entitled to ten dollars (\$10.00).

5. In addition to the International or Domestic Per Diem as provided in Expenses, Section 4.A, Flight Attendants will be provided an override of twenty-five (\$0.25) cents per hour for all hours while serving in the CRAF Operation. In the event the Company increases the override provided to Pilots, such increased override will be extended to Flight Attendants.