

- c. If there are still insufficient volunteers, the Company and the Union will meet and discuss how to resolve the issue. If the parties are unable to resolve this issue, the parties agree to submit the issue to arbitration pursuant to System Board of Adjustment, Section 31, for final and binding resolution by a neutral. The award must contain some procedure for filling the unfilled vacancies. This resolution will be applied to all future instances of insufficient bidders. If the arbitration award has not been issued or the award cannot reasonably be implemented prior to CRAF activation, the Company may fill vacancies by assignment in reverse seniority order until such time as the award becomes effective;
- d. The minimum number of sufficient volunteers on the CRAF Preference List will be determined by multiplying the total number of aircraft subject to CRAF activation, times the Flight Attendant crew complement as specified in Paragraph C, for such aircraft while in CRAF service, times the number of crews per aircraft as specified in the agreement between the Company and the Air Mobility Command;
- e. In the event there are sufficient volunteers later in the operation, the Company supervisors, training instructors and management personnel serving in the CRAF operation will be removed from the CRAF Preference List and CRAF Active Lists no longer permitted to fly CRAF flights.

#### **E. CRAF ACTIVATION AND TRAINING**

1. Upon activation of CRAF, the Company will determine the number of CRAF Flight Attendants needed to staff CRAF, which shall be at least the minimum number of Flight Attendants specified in Paragraph D.2.d. The Company shall offer CRAF and equipment qualification training for Flight Attendants selected, in order of system seniority, for CRAF activation. The Company will begin training no later than seventy-two (72) hours after CRAF is activated by Air Mobility Command and will continue to offer training in system seniority order until all selected unqualified CRAF Flight Attendants have been trained.
2. Once trained and equipment qualified for CRAF operations, a Flight Attendant will be placed on the CRAF Active List and shall be able to bid for sequences or lines of flying pursuant to Paragraph F.1.
3. A Flight Attendant while on vacation, approved leave of absence, sick leave or on IOD, will not be required to attend CRAF training until the completion of her/his vacation, leave or IOD, except that a Flight Attendant at her/his option may cancel vacation in order to attend training or may attend training during her/his vacation and receive training pay in addition to her/his vacation pay. A Flight Attendant on a leave of absence may, upon request, attend CRAF training, if approved in advance by the Flight Service Department.
4. Supervisors, training instructors, or other management personnel will follow all provisions of this Section and all hours of service and scheduling provisions of the Flight Attendant Agreement, without waiver unless authorized by the Union, while assigned to the CRAF operation. While assigned to the CRAF operation, such supervisors, training instructors, or other management personnel shall be prohibited from acting in a supervisory capacity.
5. Travel between the Company's CRAF Operation and the Flight Attendant's crew base shall be positive space. If positive space authorization travel is provided for pilots to/from their residence for CRAF operations, the same provisions will be extended to Flight Attendants.
6. When a CRAF sequence ends with a deadhead flight, a Flight Attendant may elect to take any available ferry flight instead of her/his scheduled deadhead. The Flight Attendant shall receive pay, credit and Per Diem as if she/he flew the original deadhead flight. On

deadhead flights to and from CRAF assignments, a Flight Attendant(s) will be allowed to upgrade to Business Class in accordance with Deadheading, Section 16.

7. A Flight Attendant awarded a CRAF sequence has the option to meet the CRAF sequence at the first live segment and is not required to deadhead or ferry to or from her/his crew base. She/he will be released after the last live segment with full pay, credit, and Per Diem as published in the CRAF posting.

## F. FLIGHT ASSIGNMENTS

1. Sequence and Line Construction/Awards
  - a. The Company will construct sequences that consist solely of CRAF flight segments, including any deadhead or ferry flights.
  - b. Line Awards
    - i. The Company will construct CRAF lines if such flying is known and firm at the time of bid line construction.
    - ii. Such lines shall consist of pure CRAF flying.
    - iii. Bid line awards in the CRAF operation will be in accordance with system seniority.
    - iv. Any CRAF sequence which remains unawarded at the completion of the bid line award will be placed on the appropriate CRAF List for Daily and Future processing.
2. Post Line Sequence Assignments
  - a. Sequences that become known after line construction will be awarded on a single sequence basis in accordance with Charters, Section 18.B.
  - b. A CRAF sequence may only be traded for another CRAF sequence.

## G. DUTY TIME/CREW REST

1. Duty Time and Rest provisions provided in the applicable FARs will apply to CRAF sequences. CRAF flying will be scheduled in accordance with Hours of Service, Section 11.C. At the Flight Attendant's option, the twenty-four (24) hours may be taken out of crew base. However, as an exception to International Flying, Section 14, (duty limitations), the two (2) flight segments restriction shall be waived for CRAF Operations only.
2. Crew rest seats will be provided for Flight Attendants on all CRAF flights exceeding eight (8) hours of total flight time in a duty period or any CRAF flights where pilots are provided crew rest seats.
3. Crew rest seats will be provided as follows: On all CRAF flights exceeding eight (8) hours of total flight time in a duty period, crew seats will be as provided in International Flying, Section 14. On B767 troop movement flights for CRAF or military charters scheduled over fourteen (14) hours, two (2) Business Class crew rest seats in addition to at least one (1) seat in Economy will be provided. On A330 troop movement flights for CRAF or military charters scheduled over fourteen (14) hours, there will be two (2) Business Class crew rest seats in addition to at least two (2) seats in Economy.
4. When a crew is required to work all flights in a duty period, i.e., the duty period does not consist of any deadhead/ferry flying, the Company will have procedures in place that will