

incorporate designated rest periods for crewmembers to ensure adequate rest. For duty periods scheduled over fourteen (14) hours, adequate rest shall mean no less than two (2) hours per Flight Attendant.

5. If the Company overnights (RON) crews during CRAF operations, overnight rest periods for Flight Attendants will be the same as for pilots.
6. Upon completion of a CRAF sequence, a Flight Attendant shall, upon request, receive a minimum of twenty-four (24) hours free from all duty prior to commencing another CRAF sequence.
7. Flight Attendants will stay in the same hotel as the pilots.

#### **H. INSURANCE BENEFITS**

1. Any Flight Attendant who dies while in CRAF service, or who dies within a twenty-four (24) month period subsequent to her/his CRAF service from a cause which arises out of her/his CRAF service, shall have a death benefit payable to her/his beneficiary as designated by the Flight Attendant under the Life Insurance Plan. This death benefit shall be in an amount which, when combined with the benefit payable under the Life Insurance Plan's Company-paid Basic Life Insurance, yields a combined gross benefit of five hundred thousand dollars (\$500,000). Coverage will be provided on a "Trip Hour" basis while engaged in CRAF flying, including any segment(s) rescheduled to commence CRAF operations.
2. Any Flight Attendant who dies in an accident, loses limb(s) or sight as the result of an accident while in CRAF service, or within a twenty-four (24) month period subsequent to her/his CRAF service from an accident occurring during her/his CRAF service, shall have a benefit payable to her/his beneficiary as designated by the Flight Attendant under the Life Insurance Plan in the event of death, or to the Flight Attendant herself/himself, in the event of loss of limb or sight. The death benefit shall be in the gross amount of five hundred thousand dollars (\$500,000). The benefit payable for loss of limb(s) or sight shall be five hundred thousand dollars (\$500,000). Benefits provided pursuant to this Paragraph shall be paid in lieu of the Company paid Accidental Death and Dismemberment Insurance provided in accordance with Insurance, Retirement, and Other Benefits, Section 26.
3. Irrespective of any war limitation language that may be included in any Company Group Medical or Insurance program, the Company will ensure that the equivalent medical benefits will be payable in the event of claims arising from CRAF operations. Coverage will be provided on a "Trip Hour" basis.
4. In the event a Flight Attendant becomes missing while engaged in the CRAF operation, the combined one million dollars (\$1,000,000) death benefits as provided for in Paragraphs H.1 and H.2 shall be paid upon the expiration of a twenty-four (24) month period, if such Flight Attendant is still missing and her/his whereabouts are still unknown. The combined one million dollars (\$1,000,000) benefits will be paid prior to that time if the death of such missing flight attendant is established.
5. An insurance briefing package will be provided to all CRAF Flight Attendants which will include a beneficiary designation form.

#### **I. GENERAL**

1. The parties agree to review the terms and conditions of this Section within thirty (30) days of the initiation of the Company's CRAF Operation and prior to the commencement of each month thereafter.

2. Crew meals and bottled water from a military in-flight kitchen, or from a commercial caterer, shall be provided to Flight Attendants engaged in CRAF operations for each CRAF flight segment and for all ground time scheduled in excess of two (2) hours. Such meals shall be the same as those provided the Pilots.
3. The Company may conduct CRAF training within a scheduled duty period. Any ground school training will be paid in accordance with Training, Section 29.
4. The Company shall insure that all Flight Attendants, upon completion of CRAF training, shall receive appropriate security clearances and restricted area identification, including, but not necessarily limited to, the Geneva Convention Identity Card (DD Form 489), prior to entering the restricted area.
5. All Flight Attendants shall be provided with full intelligence/safe passage briefings prior to operating any CRAF sequence.
6. In no event will a Flight Attendant be involuntarily assigned to a CRAF segment which is operated in unsafe airspace or into an unsecured airfield.
7. Additional latex gloves and barrier masks will continue to be provided on CRAF flights.
8. Should a Flight Attendant member be injured or become ill while in performance of CRAF duties, she/he shall be entitled to appropriate aero medical evacuation.
9. On ferry flights, Flight Attendants will not be required to perform duties other than normal departure and arrival procedures to include assuming assigned jumpseat position, arming/disarming doors, etc.
10. The parties recognize that some Flight Attendants have obligations in the armed forces of the United States and any assignments made to the Company's CRAF Operation would be subject to such restrictions required by the CRAF contract(s).
11. The Company shall ensure that proper environmental protective equipment, treatment, and training will be provided for all Flight Attendants to the extent necessitated by the operations, e.g., chemical gear, antidotes, and inoculations.
12. Flight Attendants who participate in a CRAF assignment will not suffer a loss of benefits, or receive diminished benefits, as a result of the CRAF assignment.
13. A Flight Attendant while assigned to the Company's CRAF Operation shall be permitted to bid on any vacancies e.g., crew base, Foreign Language Speaker.

**J. NON-CRAF MILITARY CHARTERS INVOLVING MIDDLE EAST DESTINATIONS**

1. Posting and Filling Procedures for Non-CRAF Military Charters involving Middle East Destinations
  - a. The Company will staff these military charters using a system-wide volunteer list. Flight Attendants whose names appear on the volunteer list will be used in order of seniority at the crew base from which the military charter sequence originates.
    - i. In cases where the city from which the charter originates is not a Flight Attendant crew base, the Company will use volunteers from the crew base city that will best operationally support the military charter.