

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.

ii. In the event there are an insufficient number of volunteer Flight Attendants at the base from which the charter is staffed, the Company will crew any remaining open positions using volunteers from another base. Such base will be determined by the Company.

b. Minimum staffing requirements for these military charters will be:

- i. 777 – nine (9) Flight Attendants
- ii. 767 – seven (7) Flight Attendants

2. Schedule Conflict

a. A Flight Attendant's maximum projection will be determined prior to the assignment of the charter sequence and will be equal to the amount of hours on the Flight Attendant's activity record at that time.

If there is no schedule conflict with the charter sequence, the Flight Attendant will be removed from a future trip sequence(s) as an unpaid over-projection to bring the projection back down to an amount equal to, or below the pre-determined maximum allowed.

b. In the event a volunteer Flight Attendant has a schedule conflict with the charter sequence, she/he will be removed from the conflicting trip(s) and will fly the military charter. The Company agrees to pay each Flight Attendant the greater of the trip or trips from which she/he was removed or the military charter trip.

c. A Flight Attendant will have the option to exceed her/his maximum projection in Paragraphs J.2.a and J.2.b.

3. On-Duty Limitations

Due to the unique circumstances surrounding these charters, the on-duty limitations provided in Hours of Service, Section 11, will be modified as follows:

a. Flight Attendants will not be scheduled to remain on-duty for more than eighteen (18) hours, and in no case will a Flight Attendant be required to remain on-duty for more than twenty (20) hours in one (1) duty period; however, the captain will determine whether the crew will, in actual operations, exceed the twenty (20) hour on-duty limitation.

b. Flight Attendants may be scheduled in excess of twelve (12) consecutive block hours in any twenty-four (24) consecutive hour period, provided such scheduled block hours conforms to the on-duty limitations provided in Paragraph J.3.a.

c. All other legalities provided in Scheduling, Section 10, Hours of Service, Section 11, and International Flying, Section 14, will apply.

4. Required Rest Period

a. A Flight Attendant who is scheduled to perform military charter flying as provided for in Paragraph J, must be given a minimum layover rest equal to twice the scheduled or actual flying time, whichever is greater, not to exceed twenty-four (24) hours.

b. The layover rest period following the charter duty period, and preceding a duty period in which only deadheading is performed, shall be a minimum of twelve (12) hours. This rest period may be waived by the Flight Attendant to deadhead.

- c. The minimum rest period preceding a duty period involving eight (8) or more block hours shall never be less than twelve (12) hours.

5. On-Board Crew Rest

- a. In the event that revenue passengers are transported on both legs of a turn-around within a duty period that exceeds the on-duty limitations provided in International Flying, Section 14, the Company will designate four (4) crew rest seats or four (4) crew rest bunks, depending on aircraft type, irrespective of flying time. Crew rest will be as specified in Crew Rest, Section 38.
- b. On all other flights, the crew rest provisions of Crew Rest, Section 38, will apply.

6. Crew Meals

The Company will provide a crew meal and a bottle of water for each Flight Attendant, either working or deadheading, on each flight segment of the turn-around. Such crew meals will be identical to those provided to the pilots.

7. Exchange of Trips

Because of the special nature of these military charters, Flight Attendants, once assigned, will not be permitted to trip trade or drop these sequences.

8. Volunteer List

The volunteer list used to staff these special non-CRAF military charters described herein will be the same volunteer list provided in Paragraph D.