

## **PBS Target Credit Range – Minimum/Maximum Credit**

*How does PBS determine if there will be a target credit range maximum or minimum?*

PBS starts with a Target Line Average (TLA). The TLA is set by the Company and per the Contract, it must be within 75-85 hours at all bases. ([JCBA Section 10.D.13.e](#))

Prior to awarding any bids, PBS looks at all the target credit ranges (TCR) that each Lineholder had bid in layer 1 to determine how many hours can be awarded below/above the TLA. In the explanation below, we will use 75 hours as the TLA.

It is important to bid a TCR in layer 1 that you desire. If you do not bid a TCR it will default to 70-90 hours.

If you have more Flight Attendants bid a TCR **below** 75, than you have bidding **above** 75 hours, then you may have a **minimum** credit required in the base.

If you have more Flight Attendants with a TCR bid **above** 75, than you have bidding **below** 75 hours you may have a **maximum** credit allowed in the base.

An example of this would be to look at the TCR bid by 10 Flight Attendants. 5 Flight Attendants bid a TCR of 65 hours, and 5 bid a TCR of 85 hours. Because an equal number of hours were bid above **and** below 75 hours PBS would award all 5 flight attendants 65 (low option) and would allow an equal number of bidders to be awarded 85 hours.

The low bid option is 40-69 hours and high bid option is 91-110 hours. In this example we would have 5 low bidders, and 0 high bidders because those Flight Attendants who were awarded 85 hours are not considered the high option.

In some bases there may be more Flight Attendants bidding a high TCR than a low TCR. In that case, PBS balances the number of bidders allowed **over** 75 (TLA) with the number of hours bid **below** 75.

Below is an example of when "*Allowed **maximum line credit value***" would be listed on the top of your reason report.

10 Flight Attendants total  
8 bid TCR 85 hours  
2 bid TCR 65 hours

### Results

2 awarded TCR 85 hours

6 awarded TCR 75 hours – reason report – Allowed Maximum line credit value: 75:00

2 awarded TCR 65 hours

In some bases there may be more flight attendants bidding a low TCR than a high TCR. In that case, PBS balances the number of bidders allowed **below** 75 (TLA) with the number of hours bid **above** 75.

Below is an example of when “*Required **minimum line credit value***” would be listed on the top of your reason report.

10 Flight Attendants total

8 bid TCR 65 hours

2 bid TCR 85 hours

### Results

2 awarded TCR 65 hours

6 awarded TCR 75 hours – reason report – Required minimum line credit value: 75:00

2 awarded TCR 85 hours

Remember when bidding in PBS to bid for a TCR range you would prefer to hold. If you prefer 85-90, even though it is in the default credit range of 70-90 it is important to add that TCR to your bid, otherwise you could end up with a TCR anywhere between 70-90.