

SECTION 16 - DEADHEADING

- A. A Flight Attendant required by the Company to deadhead shall receive full pay and credit based on scheduled block time or actual flight time, whichever is greater. Additionally, all premiums will apply to the deadhead.
- B. A deadheading Flight Attendant shall be entitled to Per Diem as set forth in Expenses, Section 4.
- C. A deadheading Flight Attendant will be provided positive space authorization for both scheduled and unscheduled deadheads.
 - 1. When a Flight Attendant is on an unscheduled deadhead for the purpose of covering a flying assignment, the Flight Attendant will be booked on the next scheduled flight on American Airlines or on a carrier whose inventory is controlled by the Company.
 - 2. As an exception, if a Flight Attendant is on an unscheduled deadhead and returning on their last leg of the sequence, the Flight Attendant will be booked on the next scheduled flight for which seats are available on either American Airlines or on a carrier whose inventory is controlled by the Company. The terms and conditions of such positive space travel shall be in accordance with Company policy. The policy regarding travel for ill or injured Flight Attendants shall be no less favorable than the policy afforded to pilots.
- D. In the event off-line air transportation is used for deadheading, a deadheading Flight Attendant shall be paid and credited in accordance with Paragraph A. Flight Attendants will be required to deadhead only on FAR Part 121 certificated scheduled air carriers.
- E. A deadheading Flight Attendant must be in uniform or wear the normal non-revenue attire applicable to the class of service, except the Flight Attendant may not wear shorts, undershirts, or t-shirts with slogans.

F. INTERNATIONAL DEADHEAD

A Flight Attendant required to take a scheduled or unscheduled deadhead on an International flight will be provided a seat in the coach/economy section of the aircraft, unless upgraded to First/Business class in accordance with Paragraph J.5.

G. DEADHEAD TO FIRST LIVE LEG OF A TRIP SEQUENCE

A Lineholder who is scheduled to deadhead on the first leg of a sequence may elect to be released from such deadhead and join the trip sequence at the first live leg. A Flight Attendant electing this option shall:

- 1. Notify Crew Scheduling at least two (2) hours prior to scheduled departure of the deadhead;
- 2. Notify Crew Scheduling by telephone until such time as electronic means are available, upon arrival at the downline station;
- 3. A Flight Attendant choosing to waive a deadhead to a layover city must advise the Crew Hotel Desk as soon as possible if the Flight Attendant needs the hotel room that was secured for them;
- 4. If the scheduled deadhead is to a layover city, then the Flight Attendant is also responsible for their own transportation to the layover hotel. The Flight Attendant will also be responsible for any additional hotel charges due to an early hotel arrival;

5. Be ready to receive passengers on the first live leg according to the provisions of Hours of Service, Section 11.M;
6. Be paid and credited for the deadhead as if the Flight Attendant had flown the original scheduled deadhead;
7. Be paid Per Diem and duty rig as if the Flight Attendant had flown the original scheduled deadhead; and,
8. Contact Crew Scheduling as soon as possible when encountering any unanticipated delays which would affect the Flight Attendant's arrival at the downline station.
9. A Reserve who has been released consistent with the parameters of Reserve Duty, Section 12, may utilize the provisions of Paragraph G.
10. The provisions of Paragraph G will also be made available to commuters if the actual flying portion of the trip sequence begins in the Commuter's Designated City, including SJU.
11. The provisions of Paragraph G will also be made available to commuters if the actual flying portion of the trip sequence begins at a station other than the Commuter's Designated City (as indicated in SABRE). The commuter will be provided with positive space travel under the same pass classification as the originally scheduled deadhead to the station where the actual flying portion of the trip sequence commences.
12. A Flight Attendant at a co-terminal with a deadhead leg(s) at sequence origination may request to have the deadhead originate at a different co-terminal. Such Flight Attendant should contact Crew Scheduling as soon as possible to make such a request. If the award/assignment was given through ROTA, the Reserve should contact Crew Scheduling no later than 2230 HBT on the day of assignment, except as provided in Section 12.J.4. If the award/assignment was given through ROTD, the Reserve should make their request at the time of the award/assignment. Crew Scheduling approval of Reserve requests will not be unreasonably withheld. Legalities and pay will be based on the originally scheduled deadhead.
13. A Flight Attendant who chooses to waive the deadhead to a layover city is also considered to have waived any required legal rest for that layover city.
14. Once Crew Scheduling has approved a waiver of deadhead on a particular trip sequence(s), the Flight Attendant may not subsequently trade or drop that trip sequence(s).
15. The provisions of Paragraph G.11 and G.12 will not apply if the scheduled deadhead is on offline air transportation (e.g., new service or seasonal start up). A sequence with scheduled offline air transportation may not be traded in ETB or TTS/UBL within forty-eight (48) hours prior to sequence report.
16. The provisions of Paragraph G will not apply to probationary Flight Attendants.
17. If a Flight Attendant who takes an alternate deadhead, as provided by the Company, from their commuter city or co-terminal is unable to be positioned for the first live leg due to a cancellation or delay, at the Flight Attendant's option, they will be split on to their original sequence or other offered flying unless Crew Scheduling determines it is impracticable to do so. If split on to the sequence or the offer of other flying is accepted, the Flight Attendant will be pay protected in accordance with 10.J.10. If the Flight Attendant is not split on to the original sequence or other flying, they will not be pay protected but will be able to pick up flying as provided for in Section 10 of this Agreement.

H. DEADHEAD ON LAST LEG OF A TRIP SEQUENCE

A Lineholder scheduled to deadhead on the last leg of their trip sequence may choose not to take the deadhead. The Lineholder shall notify Crew Scheduling of their election to not take the deadhead following their last live leg debrief period but may book an alternative deadhead in accordance with the times established in Paragraph H.4, below. The notification of the choice not to take the deadhead will be by telephone until such times as an electronic means are available.

1. With Crew Scheduling's consent, a Reserve scheduled to deadhead on the last live leg of their sequence may choose not to take the scheduled deadhead, provided that is the Flight Attendant is available for their subsequent Reserve assignment.
2. A Flight Attendant who elects not to take a scheduled deadhead will be paid and credited for the originally scheduled deadhead portion as if the Flight Attendant had flown the deadhead. Per Diem and duty rig will be paid as if the Flight Attendant had flown the deadhead.
3. Legalities will continue to be based on the scheduled deadhead and a Flight Attendant shall not be required to request a duty limitation waiver to take an alternate deadhead. However, at their option a Flight Attendant who takes an earlier deadhead home to their crew base or co-terminal may contact Crew Scheduling after completion of the actual deadhead to have their legal at-home rest commence according to the actual deadhead flight(s). The Flight Attendant will become legal and available to pick up trips based on the conclusion of the new rest period following the earlier deadhead.
4. In addition to the applicable notification requirements in Paragraph H, a Flight Attendant may elect an alternative deadhead on either American Airlines or on a carrier whose inventory is controlled by the Company in accordance with the following:
 - a. **Return to a Different Co-Terminal:** If a Flight Attendant elects to change their terminating deadhead segment to a different co-terminal airport, the Flight Attendant may self-book after the sign-in of the sequence and up to sixty (60) minutes prior to departure of the requested deadhead. The requested deadhead may be on the same day as the last live leg and up to and including the day of the originally scheduled deadhead. The Flight Attendant will be provided the requested deadhead at the same priority as the original deadhead. A Flight Attendant who voluntarily requests to change the co-terminal of origination or termination will not be entitled to transportation; however, local agreements regarding transportation may apply.
 - b. **Return to Crew Base (earlier deadhead on same day as original deadhead):** If a Flight Attendant elects to return on an earlier deadhead to their crew base on the same day as the original deadhead, the Flight Attendant may stand by for the flight at their original deadhead priority. Alternatively, on the same day as the last live leg and up to sixty (60) minutes prior to departure of the requested deadhead, a Flight Attendant may elect to self-book an earlier deadhead. The Flight Attendant will be provided positive space travel in accordance with the Company Business Travel Policy on the same day as the last live leg on a flight(s) for which Company business travel seats are available.
 - c. **Return to Crew Base (when scheduled to layover prior to deadhead-only duty period):** If a Flight Attendant is scheduled to layover prior to a scheduled deadhead-only duty period, they may self-book an earlier deadhead after the sign-in of the sequence and up to sixty (60) minutes prior to departure of the requested deadhead. The requested deadhead may be on the same day as the last live leg and up to and including the day of the originally scheduled deadhead. If seats are available at the time of the request, the Flight Attendant will be confirmed for the requested deadhead. If seats are not available, the Flight Attendant may stand by for the flight at their original deadhead priority.

- d. **Return to Commuter City (on or before the same day as original deadhead):** If a Flight Attendant elects to return to their commuter city on a flight other than their originally scheduled deadhead, the Flight Attendant may self-book after the sign-in of the sequence and up to sixty (60) minutes prior to departure of the requested flight. The Flight Attendant will be provided positive space travel in accordance with the Company Business Travel Policy on the same day of the last live leg and up to and including the day of the originally scheduled deadhead.

Positive space travel will be limited to one (1) segment within the fifty (50) United States and Puerto Rico unless the trip sequence includes more than one (1) deadhead segment at termination. In no case will the positive space travel exceed the number of segments returning to base. For International flights, positive space travel will be limited to one (1) leg back to the fifty (50) United States and Puerto Rico.

5. A Flight Attendant scheduled to work the last segment of their trip sequence may trade with a Flight Attendant scheduled to deadhead on such flight, provided the Flight Attendants notify Crew Scheduling, and the flight will not take a delay to accomplish such change. Each Flight Attendant accepting the trade must be legal to accept such flight assignment. The Flight Attendant who was originally scheduled to work the flight will be paid as if they had worked such flight. If the Flight Attendant who is now scheduled to deadhead the last segment of their trip sequence elects to not take the scheduled deadhead, they will be paid in accordance with H.2.
6. A Flight Attendant who elects to take an on-line flight other than those alternative deadheads provided for in H.4, above (e.g. other locations or different days) shall travel on a space-available basis. The boarding priority for a Flight Attendant traveling on this space-available basis shall be in accordance with Company policy.

I. SURFACE TRANSPORTATION

1. Except as provided in Paragraph I.2, a Flight Attendant required by the Company to surface deadhead between airports shall receive pay and credit for travel time in accordance with Paragraph A, which shall be determined by dividing the American Automobile Association miles between the applicable airports by forty (40). A Flight Attendant may request additional pay in cases of extraordinary delays during surface deadheads by submitting a pay exception form. However, in no instance will a Flight Attendant be credited with less time than a pilot for the same airport combination. Surface deadhead means:
 - a. Company required ground transportation of a Flight Attendant between two (2) airports without an intervening layover;
 - b. Company required ground transportation of a Flight Attendant between a hotel and an airport that is more than fifty (50) American Automobile Association miles apart; or
 - c. Company required ground transportation of a Flight Attendant between a hotel and an airport when the Flight Attendant flies into one airport and out of another.
2. A Flight Attendant required by the Company to surface deadhead between airports which are included in the Ground Transportation Chart below shall be paid and credited as provided in the chart and such times shall be used for purposes of duty time calculations. The Company shall meet and confer with the APFA regarding the applicable flight time credit for travel between airports in the same metropolitan area which are not included in the Chart. If the parties are unable to agree to the pay and credit, the matter shall be submitted to the System Board of Adjustment, Section 31, for a determination. The arbitrator's award shall govern any travel being grieved and all future instances of travel between the two (2) airports. However, in no instance will Flight Attendants be credited with less time than pilots for the same airport

combination.

City Pairs	Duty Time	City Pairs	Duty Time
LGA-JFK	1:30	ONT-LGB	2:00
LGA-EWR	1:30	SNA-LGB	1:00
JFK-EWR	2:00	DCA-BWI	1:15
MDW-ORD	2:00	DCA-IAD	1:15
LAX-LGB	1:00	IAD-BWI	1:45
LAX-BUR	1:15	SFO-OAK	1:00
LAX-ONT	2:15	SJC-OAK	2:00
LAX-SNA	2:00	SFO-SJC	1:00
BUR-SNA	2:15	DFW-DAL	1:00
BUR-LGB	1:30	MIA-FLL	1:45
ONT-BUR	2:00	TPA-PIE	1:00
ONT-SNA	1:15	FLL-PBI	1:00
MIA-PBI	2:00	SEA-BFI	:45

3. For the purpose of scheduling release, report and connection times, a surface deadhead will be treated as if it were a flight deadhead, including the normal report and release times applicable to the flight deadhead. A Flight Attendant may call Crew Tracking to revise their release time if the actual release exceeds the scheduled release time. Such additional time shall be used to adjust the Flight Attendant's rest and in calculating their trip and duty rigs.
4. All premiums and Per Diem will apply to surface transportation.
5. A Flight Attendant will not be required to drive a vehicle when surface deadheading. Only when alternate transportation is not available will a Flight Attendant be required to surface deadhead with passengers.

J. BOARDING PASSES AND SEAT ASSIGNMENTS

1. A deadheading Flight Attendant unable to obtain a boarding pass through self-service options may request a boarding pass at the gate.
2. At the time trip sequences are published, the Company shall book all scheduled deadheads in aisle and window seats, if available. However, in no case will such seat assignments be in non-reclining seats unless no other seats are available at the time of booking. Paragraph J is not intended to displace a passenger already holding a seat assignment when the scheduled deadhead seats are booked. The provisions of Paragraph J shall only apply to flights on which the Company provides advance seat assignments for passengers or deadheading flight crew members.
3. For deadheads that are not scheduled in advance, at the time of departure every effort shall be made to seat deadheading Flight Attendants in window and aisle seats, with reclining seats. This Paragraph is not intended to displace a passenger already holding a seat assignment or to preclude an agent from assigning a seat to a revenue passenger(s) prior to the arrival of a deadheading Flight Attendant to the gate.
4. A deadheading Flight Attendant may pre-board the aircraft provided the minimum number of Flight Attendants for the working crew is on board or board immediately if boarding has commenced. In the event overhead bins are full, a deadheading Flight Attendant in or out of uniform shall have their bag(s) valet checked. The bags shall be off loaded before checked baggage and brought to the aircraft door upon arrival.

A commuting Flight Attendant in or out of uniform occupying the jumpseat shall secure their luggage in an available overhead bin(s). If the luggage cannot be accommodated in the overhead bin(s), the Flight Attendant may valet check their crew luggage at the gate.

5. A deadheading Flight Attendant attired either in uniform or in accordance with the dress code required for First or Business Class non-revenue employee travel shall be eligible for upgrade from coach on a space-available basis in accordance with Company policy. In no case shall Flight Attendants requesting an upgrade have a less favorable boarding priority than other flight crew members.
- K. A Flight Attendant who becomes sick or injured on a trip and is unable to complete their trip will be provided positive space transportation to the Flight Attendant's crew base or residence on the next available flight on American Airlines or on a carrier whose inventory is controlled by the Company. At the request of the Company, a Flight Attendant may be required to obtain a medical release to travel, at the Company's expense, prior to returning to their crew base or residence. If the Flight Attendant is unable to fly, appropriate alternate ground transportation will be provided by the Company. The terms and conditions of such positive space travel shall be in accordance with Company policy. The policy regarding travel for ill or injured Flight Attendants shall be no less favorable than the policy afforded to pilots.
- L. After report and prior to release of the last working leg of the sequence, a deadheading Flight Attendant may be rescheduled to work the flight, instead of deadheading, if the Flight Attendant scheduled to work the flight is unavailable. If the deadheading Flight Attendant is required to work the flight instead of deadheading, the Flight Attendant will be provided the protections of Section 10.J.10, for the sequence. The opportunity to be rescheduled shall be offered to the Flight Attendants in seniority order. If insufficient Flight Attendants volunteer to be rescheduled, assignments will be made in inverse seniority.
- M. If Flight Attendants experience repeated difficulties associated with deadheading or surface transportation, the APFA may notify the Vice President of Inflight, or a designee, of the APFA's desire to convene an ad hoc Deadheading Committee comprised of Company and APFA representatives to investigate the perceived difficulties and report back to the Company and the APFA on the Committee's findings and recommendations, if any.