

## **SECTION 19 - CIVIL RESERVE AIR FLEET (CRAF)**

- A. The term CRAF means all flight operations conducted in support of the Civil Reserve Air Fleet (CRAF) program during activation in accordance with agreements between the Company and the Department of Defense covering operations of Company aircraft, including all deadhead and ferry flights relating to such operation. All applicable provisions of this Agreement and any related Side Letters included in this Agreement shall apply to CRAF flying except as specifically modified in this Section. In the event other flight crew members receive additional compensation for non-CRAF military charters, the provisions of Paragraph B.1 shall apply.

### **B. COMPENSATION/EXPENSES**

1. In addition to International pay as provided in Compensation, Section 3, where applicable, Flight Attendants engaged in the CRAF operation shall receive an additional override of five dollars (\$5.00) for each hour while participating in CRAF activation.
2. If a CRAF sequence is rescheduled, a Flight Attendant shall receive the greater of the scheduled or actual pay and credit for the sequence.
3. If required to remain on duty with CRAF passengers at originating, intermediate and terminating stations, Flight Attendants will be paid twelve dollars (\$12.00) per hour or fraction thereof when participating in the CRAF activation for all time in excess of thirty (30) minutes before departure and thirty (30) minutes after arrival.

#### **Example 1**

At an originating station, a Flight Attendant is required to remain on duty while troops begin boarding at 0700 until the flight departs at 0735. The Flight Attendant is entitled to twelve dollars (\$12.00).

#### **Example 2**

At an originating station, a Flight Attendant is required to remain on duty while troops begin boarding at 0900 until the flight departs at 1001. The Flight Attendant is entitled to twenty four dollars (\$24.00).

#### **Example 3**

A CRAF flight from CLT makes an intermediate stop in CDG. A Flight Attendant is required to remain on duty with the CRAF passengers from 1000 until the aircraft depart at 1029. The Flight Attendant is not entitled to additional pay. If the same flight would have departed at 1031, the Flight Attendant would be entitled to twelve dollars (\$12.00).

4. In addition to the International or Domestic Per Diem as provided in Expenses, Section 4.A, Flight Attendants will be provided an override of twenty-five (\$0.25) cents per hour for all hours while serving in the CRAF Operation. In the event the Company increases the override provided to Pilots, such increased override will be extended to Flight Attendants.

### **C. STAFFING**

All CRAF operations shall be staffed in accordance with the chart below. Should the Company contract to provide CRAF services utilizing aircraft other than aircraft specified below, the Company and the APFA will meet and discuss the appropriate crew complements and crew rest seats for such services. Additional staffing may be utilized as determined by the Company.

Aircraft Type *	Duty Period Scheduled up to 14 hours	Duty Period Scheduled over 14 hours but less than or equal to 16 hours	Duty Period Scheduled over 16 hours but less than or equal to 18 hours	Duty Period Scheduled over 18 hours but less than or equal to 20 hours
B777-200	10	11	12	12
B777-300	12	13	13	14
B787-8	10	11	11	11
B787-9	10	11	11	11

\* Eligible aircraft type subject to change based on government contracts.

**D. CRAF PREFERENCE LIST**

1. In anticipation of the emergency nature of the CRAF operation, the Company shall keep on file a currently effective CRAF Preference List which shall include, in order of system seniority, all Flight Attendants desiring to fly the CRAF operation. This list shall be available for referencing on September 1<sup>st</sup> of every year. Any Flight Attendant on the System Seniority List who requests to be added during referencing will be added to the CRAF Preference List. A Flight Attendant will stay on the CRAF Preference List until they request removal of their name from the CRAF Preference List at any time by giving thirty (30) days written notification.
2. Vacancies will be filled in accordance with the following:
  - a. In the event there are insufficient volunteers, the Company will repost the CRAF vacancies;
  - b. If there are still insufficient volunteers, the Company will assign those supervisors, available training instructors and other management personnel to the CRAF Preference List, who are qualified and current and whose names appear on the Flight Attendant System Seniority List;
  - c. If there are still insufficient volunteers, the Company and the APFA 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 qualification training, if required, 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.
2. 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 their vacation, leave or IOD, except that a Flight Attendant at their option may cancel vacation in order to attend training or may attend training during their vacation and receive training pay in addition to their vacation pay. A Flight Attendant on a leave of absence may, upon request, attend CRAF training, if approved in advance by the Inflight Department.
3. 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 APFA, 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.
4. 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.
5. When a CRAF sequence ends with a deadhead flight, a Flight Attendant may elect to take any available ferry flight instead of their scheduled deadhead. The Flight Attendant shall receive pay, credit and Per Diem as if they 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.
6. A Flight Attendant awarded a CRAF sequence may request permission to meet the CRAF sequence at the first live segment and if granted will not be required to deadhead or ferry to or from their crew base. The Flight Attendant 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 Awards
  - a. The Company will construct sequences that consist solely of CRAF flight segments, including any deadhead or ferry flights.
  - b. All CRAF sequences will be communicated electronically to all Flight Attendants prior to processing.
2. The Company will process CRAF sequences with Flight Attendants on the CRAF Preference List.

- a. Sequences will be awarded to Flight Attendants who are legal to originate the sequence using system seniority up until 0800 DFW time the day prior to sequence origination. If given the complexity of the CRAF activation, these time constraints are impractical, the Company shall meet with APFA to determine a solution. After 0800 DFW time the day prior to sequence origination, the Company may utilize system seniority, if time permits, or process the sequences on a base seniority basis.
  - b. If the CRAF award creates an illegality or direct conflict with a future trip(s), excluding a CRAF sequence, the Flight Attendant will be removed unpaid from the future trip(s).
  - c. If the award process is not automated, CRAF sequences will be awarded to the first Flight Attendant(s) where positive contact is made. Crew Scheduling will not be required to wait for a return call and will continue processing until positive contact is made. If a Flight Attendant is called for two (2) CRAF sequences and does not respond, the Flight Attendant will be bypassed for the current CRAF activation period unless they contact the Company and indicates they wish to be called for the CRAF sequences.
3. A Flight Attendant will have the option to exceed their monthly maximum projection to pick up a CRAF sequence.
  4. A CRAF sequence may only be traded for another CRAF sequence with Company approval.

#### **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. and 14.D. At the Flight Attendant's option, the twenty-four (24) hours may be taken out of crew base.
2. Crew Rest will be as provided in Section 38, Crew Rest.
3. If the Company overnights (RON) crews during CRAF operations, overnight rest periods for Flight Attendants will be the same as for pilots. In actual operations the duty period may be as long as the pilots provided that any time over the actual duty period specified in Section 14, the Flight Attendant will receive voluntary extension pay as specified in Section 11.O or 14.D as applicable.
4. 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.
5. 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 their CRAF service from a cause which arises out of their CRAF service, shall have a death benefit payable to the Flight Attendant's 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 their CRAF service from an accident occurring during their CRAF service, shall have a benefit payable to

the Flight Attendant's beneficiary as designated by the Flight Attendant under the Life Insurance Plan in the event of death, or to the Flight Attendant 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 their 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 ensure 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, they 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 INTERNATIONAL CHARTERS WITH ADDITIONAL OPERATIONS CONSIDERATIONS**

1. Non-CRAF International charters will follow the provisions of Section 14.D, with the exception a Mid-Range duty period may include one (1) or any mix of two (2) segments.
2. The Company may apply CRAF provisions 19.B.-G and 19.I to accommodate for additional operational considerations of certain non-CRAF International charters.