

Implementation Appendix				
Section	Reference	Summary	Phase	Notes
1	1.A.; B. flush; B.3		1	
1	1.B.6.	Wet lease formula & PCYNAD Methodology document	1	Jan bid period following DOS; PCYNAD as stated
1	1.B.7.		1	
1	1.B.9.	Scope Reporting and Meeting Obligations	1	
1	1.B.10.	No furlough provision	1	
1	1.B.11.	Wet lease penalty during furlough	1	
1	1.C.	Parent, Affiliates, and Alter Ego Prohibition	1	
1	1.D.	Acquisition and Successorship	1	
1	1.E. and F.	Expedited Grievance; Disruption of Company Business	1	
1		Holding Company Letter agreement	1	
2	2.6	Definition of Affiliate in Section 1	1	
2	new	Definition of BPO pilot in Section 7	1	
2	new	Definitions of Cockpit Voice Recorder, Flight Data, and Flight Data Recorder in Section 26	1	
2	new	Definition of Control in Section 1	1	
2	new	Definition of Entity in Section 1	1	
2	new	Definition of "not operationally feasible" in Section 1	1	
2	new	Definition of Scope Penalty Rate (SPR) in Section 1	1	
2	new	Definition of Sunrise Sort Duty Period in Section 25 Appendix A (also in Section 12)	1	
3	3.A.	New hire paid 2.25 CH per day	1	
3	3.C.	Increased Pay Rates	1	
3	3.C.7.	FDA 70% NBFO, Y2	1	
3	3.E.1.a.i.	new hire check	1	
3	3.E.1.b.	new hire check	1	
4	4.A.2.b. and c.; A.6.	Deletion	1	
4	4.F.2.b. and d.	MPDP and Duty Rigs	1	
4	4.I.4.a.i.	End delay in FDA phase-in pay deduction (FDA LOA S)	1	
4	4.I.6.c.	Formula for pay maintaining currency	1	Pay affected pilots 17-13 within 120 days of DOS
4	4.O.1.	Base standby pay: trip rig/R-day value	1	current practice
4	4.O.4.	Overtime based on trip from BHS	1	current practice
4	4.T.	PNP for bid period + 1	2	
4	4.W.	New Disruption Pay triggers	2	pay log submission until 2
4	4.W.1.	Add PRO, PNP, SMU, RSV (for R-24 pilots)	2	pay log submission until 2
4	4.W.1.a.	Landing disruption: each extra landing pays 1:30 CH	2	pay log submission until 2
4	4.W.1.b.	DH deleted Int'l trip: 3 CH	2	pay log submission until 2
4	4.W.1.c.	Layover disruption: 1 CH/1.5 CH/3 CH tier	2	pay log submission until 2
4	4.W.1.g.	New Day to Critical disruption: 1:30 CH per trip	2	pay log submission until 2
4	4.W.3.	Include DH deleted at beginning of trip	2	pay log submission until 2
4	4.Y.1.	Add PRO, PNP, SMU, RSV (for R-24 pilots)	2	pay log submission until 2
4	4.Y.2.	same as 4.W.3.	2	pay log submission until 2
4	4.GG.2.	Include GSO and LGG in exceptions	4	GSO current practice
5	5.A.1	\$2.85/\$3.00	1	DOS/DOS+24
5	5.A.2.	\$3.85/\$4.05	1	DOS/DOS+24
5	5.A.7.	Expense report notification system	3	
5	5.B.1.h.	Include IND for Day period sleep room	2	
5	5.B.2.f.	private space for expressing	1	In compliance for domestic ops
5	5.B.3.a.	create Joint Hotel Criteria List	2	
5	5.B.3.a.i.	implement new "safe" and "quiet" parameter	1	
5	5.B.3.a.v.	implement new "environmental controls" parameter	1	
5	5.B.3.b.	"Approved Hotel List" and hotel dispute resolution process	2	
5	5.B.3.d.ii.	Timeline for Company decision	2	
5	5.B.4.	no receipt or folio with expense report	1	
5	5.B.5.	Company provided electronic availability of Approved Hotel List w/ hotel of concern designation	2	
7	7.G.1.	Ability to waive 24hr int'l duty buffer on front end	2	
7	7.G.5.a.	"by more than 6 hours" increased to 7	2	
7	7.G.6.	Vacation buyback limits	1	
7	7.I.1.	4.A.1. prohibition	1	
7	7.I.2.a.	Voluntary cancelation done in seniority order	1	current practice

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7	7.1.2.b.	24 CH formula for voluntary cancellations	3	
7	7.1.3.	required 2 vol. request prior to invol.	1	
7	7.1.3.a.	Involuntary cancellation done in reverse seniority order	1	current practice
7	7.1.3.b.	30 days notice from bid period	1	
7	7.1.3.c.	new 36 CH additional compensation	1	
7	7.1.4.	BPO Pilot: 7.1.2.b. only for vol.; 7.1.3.b.-f. only for invol.	1	
8				
8	8.A.3.b.	AAFL and dispute process	1	
8	8.A.5.a.	Company must book economy class tickets with an opportunity for seat selection when its available on a commercial flight	1	current practice
8	8.A.5.d.	Incorporation of 18-05 settlement	1	current practice
8	8.C.2.a.ii.	Three additional bid periods, then 50% deduction into HACB	2	
8	8.C.2.h	Increase in cancellations and increase in HACB limits	2	
8	8.C.3.a.iii.	Seat selection fees to \$100 and eliminate distinction flight/sequence	2	Insite submission until 2
8	8.C.3.b.ii.	Rental car (surface transportation) add to deviation expense	1	
8	8.C.3.d.iv.	Hotel room over SUB Window as allowable/reimbursable expense	3	Insite submission until 3
8	8.C.5.b.	Receipt required limit increased to \$75	2	Insite submission until 2
8	8.C.5.c.	Impoved DBA balance access	3	
12				
12	12.A.8.	Extension limits and specific flight clarification	2	
12	12.A.9.b.iii.	Fatigue call: "well" after 24 hours from removal	2	
12	12.A.12.	Study pairing pay	1	
12	12.B.1.a.	Notification to revised showtime and GT	3	
12	12.B.3.a.iii.	Launched base airport standby subject to operational limits	2	
12	12.B.3.b.ix.	Launched BHS limit 30/72 hours	2	
12	12.C.2.b.	8-in-24 (scheduled to exceed): Min rest of 9 hours to 9:30	2	
12	12.C.2.c.ii.(a)	Minimum of 8 hours increased to 9 if not receive rest b/c headwinds, ATC delays, etc	2	
12	12.C.2.d.i.(c); 12.C.6.b.ii.	Exception pairing: operational rest 12 to 11	2	
12	12.C.2.d.i.(c); 12.C.6.b.ii.	Exception Pairing: SIG may approve scheduled rest of at least 12	2	
12	12.C.2.d.iii	Exception pairings: designated in bid pack and VIPS	2	
12	12.C.3.a.	Layover min: 8 to 8:30 preceding DH	2	
12	12.C.3.d.	SIG approval exception for SDDH	2	
12	12.C.6.a.	Domestic Rest scheduled: 9 increased to 9:30	2	
12	12.C.6.a.	Domestic Rest operational: 8 increased to 9	2	
12	12.C.6.a.	Domestic Rest scheduled (DH only): 8 increased to 8:30	2	
12	12.C.6.a.	Domestic Rest operational (DH only)	2	
12	12.C.6.b.i.	8-in-24: if exceed, operational rest not less than 11	2	
12	12.D.1.d.i.	no 24hr buffer for 12.D.1.c.i. trips	2	
12	12.D.1.f.	Crew augmentation 3 or 4	3	
12	12.D.1.j.	Sleep kits for augmented crews	1	
15				
15	15.B.1.	FAA expenses: from \$300 to \$400, and DOS+3 to \$450	1	
21				
21	Mediation LOA		1	
23				
23	23.A.1.	New process and requirements	1	
23	23.A.8.	Changes corresponding to 23.A.1.	1	
25				
25	25.A.7.b.i.(c)	open time admin system pause due to operational disruption and notification obligations	2	
25	25.A.7.c.	Trip versions available for at least 365 days	3	
25	25.B.3.	No printed bid packs at bases	1	
25	25.C.4.	New closing times/dates for monthly bid	2	
25	25.C.11.	New dates/times for published bid awards	2	
25	25.C.13.	Student Lines	4	
25	25.D.3.e.	Minimum of 20% R-24 lines; minimum of 20% of non R-24 lines in MEM and IND will use R-3 callout	3	
25	25.E.1.a.	all-in-one for waiver of min days off for phase-in and recurrent	2	
25	25.E.1.b	ability to opt out of student lines	4	
25	25.E.2.	new time for beginning Conflict Input Window	2	
25	25.E.4.a.	add SMU bids in View/Add	4	
25	25.E.6.	SWW 115hrs & begins at 1700 day following posting View/Add results	2	

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Section	Reference	Summary	Phase	Notes
25	25.F.6.a.	Phase-in conflict with R-day: block dropped made available in open time and View/Add	1	
25	25.G.1.	Delete last sentence	1	
25	25.G.2.a.	Open time release required base airport standbys	1	
25	25.G.2.c.	3 hour open time requirement	2	
25	25.G.2.c.	R-24 assignment no earlier than 168 prior to showtime (after 3 hour)	1	
25	25.G.3.b.iii.	Add SMU	4	
25	25.H.4.	hotel reimbursable/allowable expense during SUB window	3	Insite submission until 3
25	25.H.12.a.	SUB in SMU status: reject SUB-revert to SMU	4	
25	25.H.12.b.	SUB in SMU status: if forfeit trip guarantee-makeup as SMU original trip guarantee less SUB guarantee	4	
25	25.L.1.a.	Real time trip trading	3	
25	25.L.1.h.	No drop, trade, or proffer of trips assigned as PMU	2	
25	25.L.2.c.	If Company adds BHS to address reserve staffing, not considered in Max Open formula or Reserve Forecast	1	
25	25.L.4.d. and 5.c.	Increase the "by more than 6 CH" to 7 CH	2	
25	25.L.5.d.	dropped PNP reverts to general makeup	1	current practice
25	25.L.6.b.vii.	Add SMU to processing order	4	
25	25.L.6.e.	Increase the "by more than 6 CH" to 7 CH	2	
25	25.L.9.a.ii.	Processing trip trades at least 1 hour prior to showtime	2	
25	25.L.6.f.	If a SMU trip is dropped as provided in Section 25.L.3.a., those CH revert to general make up (M/U).	4	
25	25.L.8.a.	Increase the "by more than 12 CH" to 13 CH	2	
25	25.L.9.c.	Pilots ability to trade a block of R-Days with another pilot's trips	2	
25	25.L.14.b.i.	Add SMU	4	
25	25.L.16.	Open trip notification system	3	
25	25.M.1.b.	Added "including any assignment from a standby period" to reserve pilot limit	1	
25	25.M.3.a.vii.	R-24 to base hotel standby limited to once per bid period; any add with pilot consent 3 CH	1	
25	25.M.3.e.	R-24 assignment limits	2	
25	25.M.4.	First Fly: preference for a specific activity or a general submission regardless of current availability	2	
25	25.M.5.c.v.; 25.M.6.a.ii	multiple report statuses: leveling and other treatment	2	
25	25.M.6.a.	Reserve assignment 60 TAFB or less: First Fly first	2	
25	25.M.6.b.	Reserve assignment more than 60 TAFB: First Fly considered first	2	current practice
25	25.M.6.c.	Elimination of 75% limit on first fly	2	
25	25.N.4.b.	New AVA days and required approval	1	
25	25.N.4.c.	AVA: Restriction on obtaining AVA on a day(s) formerly covered by a trip removed via 25.L.3.a. and d., L.8.	4	
25	25.O.1.	DRF: receive text and/or crew notifications	3	parties will meet within 60 days of DOS to begin to discuss and agree to specifics regarding information given and pilot response methodology
25	25.O.2.	DRF: more 4hrs showtime; 15 min response; assigned by least DRF in prior 180 days	3	
25	25.O.3.	DRF: less 4hrs showtime; process in order received	3	
25	25.S.2.	add SMU, PRO, RSV (for R-24 pilots) to disruption eligible	2	pay log submission until 2
25	25.S.2.a.	Landing disruption	2	pay log submission until 2
25	25.S.2.b.ii	DP Disruption: New trigger for a deadhead deleted at the beginning of the trip	2	pay log submission until 2
25	25.S.2.b.iii.	Duty period disruption-standby prior to DH automation	2	not new, automation needed; pay log submission until 2
25	25.S.2.b.iv.	Maintenance and weather exceptions further limited	2	prior needs automation as well; pay log submission until 2
25	25.S.2.c.	New Layover Disruption triggers	2	pay log submission until 2
25	25.S.2.g.	New Day to Critical Disruption	2	pay log submission until 2
25	25.V.	Extra DP: add SMU, PRO, and RSV (for R-24 pilots) to eligibility	2	
25	25.V.3.	Hotel standby that exists b/w legal rest periods counts	1	current practice
25	25.Y.1.	Jury Duty: Provide Company notice of jury duty no later than 3 business days pilot acquires knowledge	4	
25	25.Y.3.	call-in converted to in-person, pilot shall promptly notify the PAC	4	
25	25.Y.4.	If released, pilot shall notify PAC within next business day	4	
25	25.Y.5.	December Jury Duty: the pilot may be required to make a good faith attempt to defer or establish an alternate date(s)	4	
25	25.AA.6.b.	Increase the "by more than 6 CH" to 7 CH	2	

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Section	Reference	Summary	Phase	Notes
26	26.A.1.	Flight Data protections	1	
26	26.A.2.	Flight Data in Training protections	1	
26	26.A.3.	Third Party Release and protections	1	no 3rd party releae until new NDA
26	26.A.3.b.ii.	Agreed-upon non-disclosure agreement	see note	prior to any third party vendor release
26	26.A.4.	No video recordings in flight deck	1	
26	26.A.5.	New program/device protections/procedures	1	
26	26.D.	Electronic bulletin board	4	
26	26.H.	Gender Neutral pronouns	1	
26	26.J.2.	BP4 status from anywhere to base for trip or other activity	1	
26	26.J.2.a.	13:30 includes ticketed commercial air travel (TCAT)	1	
26	26.J.2.b.	1:30 between block in and showtime changed to 1:00	1	
26	26.J.2.d.	No harm/ no foul includes the TCAT with back up plan	1	
26	26.K.4.b.v.	add "scheduled base airport standbys"	1	
26	26.M.1.	Company notification 210 days for passport to pilots	2	
26	26.M.2.	Pilot validate within 180 days from passport expiration	2	
26	26.M.4.	Company may require 2 passports for a particular fleet	1	
26	26.N.4.	The Company shall not use a pilot's log-in credentials (e.g., Apple ID) to access information not already resident on any company-issued device (e.g., iPad)	1	
26	26.Q.3.	Pilot must elect printed CBA within 120 FCIF notice; electronic only for pilots hired after EDA	1	
26	26.Y.7.	add Section 15	1	
26	26.CC.	Medical Freedom provisions	1	
28			1	1 unless otherwise provided in section
31	31.A.	update list of agreements	1	
31	31.C.	effective date, opener, renewal, and 117 re-opener language	1	
Amendable Recovery Payments LOA			1	1 unless otherwise provided in LOA
28 LOA			1	1 unless otherwise provided in LOA