

SECTION 4 MINIMUM GUARANTEES AND OTHER PAY PROVISIONS

Definitions

~~System-wide Average Metric (SAM)—The Credit Hour (CH) average of regular and secondary lines, system wide. Secondary lines that are constructed solely with reserve days shall not be included in the average.~~

A. Minimum Bid Period Guarantee

1. ~~A~~ Except as provided in Section 23.A.1.a., a pilot shall have the following minimum bid period guarantee, ~~except as provided in Section 4.A.2. through A.5.:~~
 - a. 68 CH in a 4-week bid period.
 - b. 85 CH in a 5-week bid period.
 - c. 102 CH in a 6-week bid period.

~~2. Change to Minimum Bid Period Guarantee~~

2. ~~a.~~ A pilot's minimum bid period guarantee shall be reduced by the net number of CH by which the pilot's actual credit hour compensation for a bid period is less than the pilot's BLG/RLG as a result of activities being dropped from the pilot's awarded line with reduced pay or without pay.

Examples of reduced pay include: trips dropped and trip traded down to a lesser value.

Examples of trips dropped without pay include: pilot requested drops, phase-in conflict, transition to inactive pay status, emergency drop and disciplinary suspension.

- ~~b.~~ ~~If the System Wide Average Metric (SAM) falls below 68/85/102 CH for two consecutive bid periods, unless otherwise agreed to by the Association, the Company shall employ the measures set out in Section 4.A.2.b.i.~~
 - ~~i.~~ ~~The Company and the Association shall agree to the sequence and extent of the following:~~
 - ~~(a) Offer voluntary leaves of absences in certain crew positions as determined by the Company;~~
 - ~~(b) To an extent determined by the Company, consider an early retirement incentive as provided in Section 23.C.;~~
 - ~~(c) Administer Section 25.L.6. (Make-Up), system-wide, such that a pilot will not be eligible for a make-up assignment unless the~~

- ~~pilot has at greater than a zero (i.e., at least 0:01) CH bank balance;~~
- ~~(d) Reduce the BLG limit found in Section 25.L.8. (Trading with Open Time), system wide, from +12 CH to +6 CH;~~
 - ~~(e) If not already employed prior to Section 4.A.2.b. being triggered, limit the construction of carryover TAFB into the subsequent bid period as follows:
 - ~~(1) In crew positions whose average BLG is below 68/85/102 CH, domestic carryover shall be limited to 48 hours TAFB; and~~
 - ~~(2) In crew positions whose average BLG is below 68/85/102 CH, international carryover shall be limited such that no more than 2% of total CH in any bid period package shall be attributable to carryover flying in excess of 168 hours TAFB;~~~~
- ~~ii. The application of Section 4.A.2.b. shall cease when the SAM climbs above 70/87/105 CH for two consecutive, non peak bid periods, or as otherwise agreed by the Company and the Association.~~
- ~~c. If the System Wide Average Metric (SAM) has fallen below 64/80/96 CH for two consecutive bid periods, notwithstanding the application of Section 4.A.2.b., the minimum bid period guarantee shall be reduced to a minimum of 54/68/81 CH. For the bid periods during which Section 4.A.2.c. is implemented, unless otherwise agreed to by the Association, the following shall apply:~~
- ~~i. The measures provided in Section 4.A.2.b., except for 4.A.2.b.i.(e) which shall not be applicable;~~
 - ~~ii. At least 85% of all lines, system wide, shall be constructed so that such lines are no more than 13 CH (17 CH in a 5 week bid period, or 22 CH in a 6 week bid period) greater than the lowest paid regular line;~~
 - ~~iii. At least 95% of all lines, system wide, shall be constructed so that such lines are no more than 16 CH (20 CH in a 5 week bid period, or 25 CH in a 6 week bid period) greater than the lowest paid regular line;~~
 - ~~iv. Regular and secondary lines for crew positions in which there are fewer than 100 active pilots who are available for line flying are excluded from the calculations and constraints set forth in Section 4.A.2.c.ii. and iii. above;~~

- ~~v. In any bid period when the average BLG is less than 64 CHs (81 in a 5 week bid period, or 96 in a 6 week bid period) in a crew position, the Company shall construct reserve lines in that crew position with a minimum of 1 less reserve day than allowed per Section 25.D.3. In any bid period when the average BLG is less than 59 CHs (76 in a 5 week bid period, or 92 in a 6 week bid period) in a crew position, the Company shall construct reserve lines in that crew position with a minimum of 2 less reserve days than allowed per Section 25.D.3. For purposes of this paragraph, the calculation of BLG for a crew position shall not include lines that are more than 16 CH (20 CH in a 5 week bid period, or 25 CH in a 6 week bid period) greater than the lowest paid regular line, system wide;~~
 - ~~vi. The Company may establish a Buy Up Value (BUV) above 54/68/81 CH in order to comply with Section 4.A.2.c.ii. and iii;~~
 - ~~vii. Publish a System Bid to rebalance staffing among the crew positions in the Company's fleets;~~
 - ~~viii. There shall be no volunteer flying;~~
 - ~~ix. Employ other measures as agreed upon by the Company and Association;~~
 - ~~x. Unless otherwise agreed by the Association, if the SAM has fallen below 56/70/84 CH for two consecutive bid periods, the Company shall institute a Maximum Line Value (MLV) as described in Section 4.A.6. below. When the SAM meets or exceeds 64/80/96 for two non-peak consecutive bid periods, MLV shall cease to apply;~~
 - ~~xi. If the SAM meets or exceeds 66/82/99 CH for two non-peak consecutive bid periods, the minimum bid period guarantee shall return to the normal limits set forth in Section 4.A.1. in the following bid period, though the provisions of Section 4.A.2.b. may still be applicable. Nothing in this paragraph shall restrict the ability of the Company to otherwise exit Section 4.A.2.b. or c.; and~~
 - ~~xii. If the Company hires a pilot(s) and adds the pilot(s) to the Master Seniority List, other than pursuant to a court order or arbitration award, the Company shall exit Section 4.A.2.b. effective with the first day of the bid period immediately following the Date of Hire.~~
3. A pilot who is in an inactive pay status during an entire bid period shall not have a minimum bid period guarantee for such bid period.
 4. When a pilot returns to active pay status during a bid period for which the pilot was not awarded a bid line (e.g., Section 25.I.1.a., Custom lines), the pilot's minimum bid period guarantee shall be prorated based on the

number of days in which the pilot is in active pay status during that bid period.

5. A new hire pilot covered by Section 3.A., shall not have a minimum bid period guarantee. When the pilot is activated into the pilot's first crew position following initial new hire training, the pilot's minimum bid period guarantee shall be prorated based upon the number of days in the bid period following the pilot's activation.

~~6. Maximum Line Value (MLV)~~

~~When Section 4.A.2.c.x. is in force, for the purposes of establishing a Maximum Line Value (MLV), the following shall apply:~~

- ~~a. The initial value for a crew position shall be a pilot's awarded BLG (excluding carryover), plus an additional CH value (that has been designated for that specific crew position) which shall be between 4 and 12 CH.~~
- ~~b. By written agreement of the Vice President, Flight Operations and the FedEx MEC Chairman, MLV may be changed to any value higher than a pilot's awarded BLG + 12:00 CH. The timing of any change in MLV shall be as agreed upon by the VP and the MEC Chairman.~~
- ~~c. Administration of MLV~~
 - ~~i. Prior to open time release, a pilot's line, including carry-in, shall be limited to MLV.~~
 - ~~ii. Carry-in CH and activities removed due to vacation, count toward MLV. Recurrent training pay does not count towards MLV, except where designated in accordance with Section 25.E.4.b.iv. for secondary line awardees.~~
 - ~~iii. If, after processing conflicts, a pilot's awarded line exceeds MLV, the following shall occur:~~
 - ~~(a) During the bid period processing conflict window, the pilot shall have the ability to drop activities in order to bring the pilot's line within the MLV drop range. The process for doing so shall be as follows:~~
 - ~~(1) A pilot shall have the ability to drop a trip(s)/R-day block(s) from the pilot's line, provided that the value of the pilot's line after the adjustment, is within the MLV drop range.~~
 - ~~(2) If a pilot is unable to bring the pilot's line within the MLV drop range, the pilot shall have the ability to drop a~~

~~trip(s)/R-day block(s) until the drop(s) would bring the pilot's line below the MLV drop range.~~

~~(3) Ordinarily, activities scheduled in whole or in part on the following days (i.e., base days): New Year's Eve, New Year's Day, Thanksgiving Day, Christmas Eve, or Christmas Day will not be dropped.~~

~~(b) If the application of Section 4.A.6.c.iii.(a) does not result in an MLV-compliant line (e.g., not enough CH dropped, submission for dropping activities over holiday, no combination of activities that meet the MLV drop range), the Company shall drop activities, as necessary, to bring the pilot's line within the MLV drop range. If it is not possible to drop activities that bring a pilot's line within the MLV drop range, then activities shall be dropped to bring the pilot's line below MLV by the least amount possible. If the only means of bringing a pilot's line below MLV is to drop a trip or activity scheduled in whole or in part on the following days: New Year's Eve, New Year's Day, Thanksgiving Day, Christmas Eve or Christmas Day; whether to drop that activity shall be at the Company's discretion.~~

~~(c) All activities dropped due to MLV shall be treated as carry-in conflicts and shall be eligible for phase-in make up, subject to the limitation contained in Section 4.A.6.c.iii.(d). The pilot shall be notified of all trips dropped due to MLV.~~

~~(d) Pilots eligible to participate in the View/Add window may not increase their lines above MLV.~~

~~(e) MLV shall not apply after the release of open time.~~

B. Bid Line Guarantee (BLG)

A pilot who is awarded a regular line shall have a BLG equal to the total of the trip guarantees for all trips on the line, excluding that portion of the CH of a carryover trip allocated to the next bid period as provided in Section 4.G. Prior to any adjustments, however, a BLG shall not be less than the minimum bid period guarantee as provided in Section 4.A.1. If the sum of trip guarantees for trips on a pilot's regular line is less than the minimum bid period guarantee, such pilot's BLG shall be increased to the minimum bid period guarantee.

C. Reserve Line Guarantee (RLG) and R-Day Value

A pilot who is awarded a reserve line shall have an RLG equal to the value of an R-day multiplied by the number of R-days scheduled on a reserve line for the bid period package (i.e., up to a maximum of 15, 19, or 23 days). The value

of an R-day shall be determined by dividing 96% of the average BLG for regular lines published in the bid period package by the number of R-days scheduled on a reserve line for the bid period package and then rounding that amount to the nearest minute. Prior to any adjustments, however, an RLG shall not be less than the minimum bid period guarantee as provided in Section 4.A.1.

D. Mini-RLG

If a pilot's schedule has both trips and R-days in the same bid period (i.e., secondary, or custom line, or carryover R-days), the following shall apply:

1. The value of all such R-days shall comprise a mini-RLG. Credit hour accrual for assignments on such R-days shall be the same as for a regular RLG.
2. CH earned prior to an R-day shall apply toward reserve leveling.
3. CH earned in reserve status in excess of a pilot's mini-RLG shall be paid in addition to the pilot's BLG as provided in Section 4.H.7. (100% up to RLG, 150% for CH over RLG).

E. Secondary and Custom Line Guarantee

1. Secondary Line Guarantee

Once constructed, a secondary line shall have a BLG or RLG as follows:

- a. A secondary line comprised entirely of trips shall have a BLG computed as provided in Section 4.B.
- b. A secondary line comprised of trips and R-days shall have a BLG equal to the sum of the trip guarantees (for trips scheduled on the line) and R-day values (for R-days scheduled on the line). Prior to any adjustments, however, the BLG shall not be less than the minimum bid period guarantee (as provided in Section 4.A.1.). The CH of a carryover trip shall be allocated between bid periods as provided in Section 4.G. The CH of a carryover R-day(s) shall be allocated to the subsequent bid period.
- c. A secondary line comprised entirely of R-days shall have an RLG computed as provided in Section 4.C.
- d. Considering regular and secondary lines together, the spread between the high and low line in a given crew position shall not exceed 13 CH.

2. [Reserved]

3. Custom Line Guarantee

- a. If a pilot is assigned a custom line (as described in Section 25.1.), and the pilot does not otherwise have a BLG/RLG for the bid period, the pilot shall have a BLG/RLG for the pilot's custom line computed as provided in Section 4.B., C., or E.1.b., as applicable. Prior to any adjustments,

however, the minimum bid period guarantee shall not be less than the minimum BLG/RLG prorated as provided in Section 4.A.4.

- b. If a pilot is assigned a custom line (as described in Section 25.1.), and the pilot has a BLG/RLG for the bid period (e.g., pay only line), the pilot's BLG/RLG for the bid period shall be the greater of the pilot's original BLG/RLG or the BLG/RLG for the pilot's assigned custom line computed as provided in Section 4.E.3.a.

F. Trip Guarantee

1. A pilot's trip guarantee shall be the scheduled credit hour (SCH) value of the trip when the trip is awarded/assigned to the pilot (e.g., bid award, trip trade, open time assignment) or when the pilot blocks out on the trip, whichever is greater. The credit hour (CH) value for a trip is computed as the higher of:
 - a. Trip rig, plus revenue block hours in excess of 10 hours in any duty period; or
 - b. The sum of the credit hour values of the duty periods. The credit hour value of each duty period is computed as the highest of:
 - i. minimum pay per duty period (MPDP); or
 - ii. block hours; or
 - iii. duty rig.
2. Computation of Credit Hour Values
 - a. Trip Rig

Trip rig is 1 CH for each 3.75 hours of time away from base (TAFB), rounded to the nearest minute.
 - b. Minimum Pay Per Duty Period (MPDP)

A pilot may earn a maximum of 1 MPDP per duty period as follows:
 - i. MPDP-1

Duty periods during a trip, when such trip contains at least one layover, shall have an MPDP-1 of ~~3~~3:12 CH.
 - ii. MPDP-2

A duty period comprised exclusively of a trip which departs and returns to base in the same duty period shall have an MPDP-2 of ~~6~~6:24 CH.

iii. MPDP-E

A duty period which operates into and out of a designated MPDP-E sort facility shall have an MPDP-E of ~~66:24~~ CH when the duty period neither originated nor terminated at base.

iv. MPDP-F

The final duty period of a trip, which is comprised of revenue flying then deadhead to base, shall have an MPDP-F of ~~99:36~~ CH when:

- (a) the flight sequence originates at a layover city; and
- (b) operates to a designated sort facility; and
- (c) transits such facility and operates to another city; and
- (d) transits such city and concludes with a deadhead by air to base.

v. Designated Sort Facilities

For MPDP-E and MPDP-F, the designated sort facilities are MEM, IND, EWR, OAK, ORD, AFW, GSO, LAX, ANC, CAN, CDG and any additional sort facilities so designated by agreement between the SIG and the Vice President, Flight Operations. The primary sort facility for an FDA shall be the designated sort facility for purposes of MPDP-E and MPDP-F on such trips.

c. Block Hours

Block hours are computed as 1 CH for each 1 hour from block-out to block-in computed on a minute by minute basis.

d. Duty Rig

i. Domestic Day Duty Rig

Duty rig is computed as 1 CH for each 2.0 hours on duty within a single duty period, rounded to the nearest minute, when that duty period has a showtime between the hours of 0500 and 1559 LBT.

ii. Domestic Night Duty Rig

Duty rig is computed as 1 CH for each ~~1.92~~1.5 hours on duty within a single duty period, rounded to the nearest minute, when that duty period has a showtime between the hours of 1600 and 0059 LBT.

iii. Domestic Critical Duty Rig

Duty rig is computed as 1 CH for each 1.5 hours on duty within a single duty period, rounded to the nearest minute, when that duty period has a showtime between the hours of 0100 and 0459 LBT.

iv. International Duty Rig

Duty rig is computed as 1 CH for each ~~1.92~~1.73 hours on duty within a single international duty period, rounded to the nearest minute.

G. Allocation of Carryover

1. Carryover R-Days (into Regular or Reserve Line)

The following shall apply to carryover R-days on which no trip is assigned, for regular and reserve line holders:

- a. Carryover R-day(s) shall have the R-day value for the bid period in which they occur;
- b. If the pilot holds a reserve line in the second bid period, carryover R-days shall be added to the RLG for such bid period;
- c. If the pilot holds a regular line for the second bid period, carryover R-days shall be paid in addition to the BLG for such bid period.

2. Carryover R-days (into Secondary Line)

A secondary line holder with carryover R-days may designate the amount of the pilot's carryover R-day CH to be applied toward the new bid period's BLG or RLG, as applicable. The default setting shall be 0 (zero) CH applied toward the new bid period's BLG/RLG. Such designation shall be made during the monthly View/Add window, as described in Section 25.E.4.b.iii.

3. Carryover Trips

- a. The total credit hour value of a carryover trip shall be computed as a single trip as provided in Section 4.F. (Trip Guarantee).
- b. The total credit hour value for the carryover trip shall be divided between the two bid periods in which the trip occurs as follows:
 - i. All Trips
 - (a) If the trip guarantee for the carryover trip is based on trip rig, the first bid period BLG or RLG shall include trip rig for the portion of the carryover trip scheduled to occur in the first bid period; provided, however, if the last duty period of such trip begins in the first bid period, the first bid period BLG or RLG shall include full trip guarantee.
 - (b) If the trip guarantee for the carryover trip is based on the sum of the duty periods, the first bid period BLG or RLG shall include the sum of the credit hour values of duty periods beginning in the first bid period.
 - ii. Non-Reserve Trips (Carrying Over into a Regular or Reserve Line)

If the carryover trip was not a reserve trip, then the following shall apply:

- (a) If the pilot holds a BLG in the second bid period, the remainder of trip guarantee for the carryover trip shall be added to such BLG.
- (b) If the pilot holds an RLG in the second bid period, the remainder of trip guarantee shall be paid in addition to such RLG, and shall not be credited toward RLG but shall be credited toward leveling.

iii. Non-Reserve Trips (Carrying Over into a Secondary Line)

If the carryover trip was not a reserve trip, then a secondary line holder may designate the amount of the pilot's carryover CH to be applied toward the new bid period's BLG or RLG, as applicable. If the secondary or custom line holder has a mini-RLG, the pilot's designated carryover CH shall not be credited toward mini-RLG or leveling. The default setting shall be 0 (zero) CH applied toward the new bid period's BLG/RLG. Such designation shall be made during the monthly View/Add window, as described in Section 25.E.4.b.iii.

iv. Reserve Trips (Carrying Over into a Regular or Reserve Line)

If the carryover trip was a reserve trip, the following shall apply:

- (a) If the pilot holds a BLG in the second bid period, the pilot's carryover R-days shall constitute a mini-RLG for the second bid period. The remainder of trip guarantee for the carryover trip shall be credited toward mini-RLG and leveling.
- (b) If the pilot holds an RLG in the second bid period, the remainder of trip guarantee shall be credited toward such RLG and leveling.

v. Reserve Trips (Carrying Over into a Secondary Line)

If the carryover trip was a reserve trip, a secondary line holder shall be afforded the same designation opportunity and default as provided in Section 4.G.3.b.iii. above. If the secondary line holder has a BLG with mini-RLG in the second bid period, the pilot's carryover R-days shall be added to the mini-RLG for the second bid period. The pilot's designated carryover CH, if any, shall be credited toward mini-RLG and leveling.

- c. Notwithstanding other provisions of this paragraph, compensation for carryover trips flown in VLT/DRF/CMU status shall be paid on the 15th of the month following the bid period in which the trip originated;

provided, however, that overage accrued on such trips shall be paid on the 15th of the month following the bid period in which the trip terminated.

H. Reserve Credit Hour Accrual

1. A pilot who is assigned a trip(s) or base standby in reserve status shall have the trip guarantee or standby pay credited toward the pilot's leveling and/or RLG as follows:
 - a. For leveling, trip guarantee or standby pay shall be credited upon assignment.
 - b. For RLG, trip guarantee or standby pay shall be credited when that pilot:
 - i. actually blocks out on the trip;
 - ii. shows for the standby;
 - iii. is bumped from the trip or standby; or
 - iv. is removed from the reserve assignment for sick leave in accordance with Section 14.B.5.b. (Sick Leave).
2. If a reserve pilot's R-day(s) is removed for vacation or training, other than initial, transition, upgrade (ITU) training, an R-day value shall be credited on the first day of the bid period toward the pilot's leveling and RLG for each R-day removed.
3. If a reserve pilot's R-day(s) is removed with pay for jury service, bereavement, or Association business, an R-day value shall be credited toward leveling and RLG for each R-day removed.
4. If a reserve pilot is removed from a reserve trip prior to actual block-out for the reasons stated in Section 4.H.4.a. (this paragraph), the pilot's RLG shall be credited as provided in Section 4.H.4.b., c., and d.
 - a. A reserve pilot removed from a trip for the following reasons shall return to the pilot's reserve schedule:
 - i. trip canceled (Section 25.H.2.a.);
 - ii. trip revised to extend beyond R-days (Section 25.M.1.b.);
 - iii. early show without notice (Section 25.H.2.c.);
 - iv. weather restrictions (Section 25.H.2.f.);
 - v. FAR or other governmental authority (Section 25.H.2.g.);
 - vi. Contract limitations (Section 25.H.2.h.).
 - b. If the pilot is removed from the trip via VIPS more than 1:30 hours prior to the pilot's scheduled showtime for an R-1.5 reserve, more than 2 hours for an R-2, more than 3 hours for an R-3, or more than 20 hours for an R-24, the pilot shall receive no credit for that trip.

- c. If the pilot is removed from the trip via VIPS 1:30 hours or less prior to the pilot's scheduled showtime for an R-1.5 reserve, 2 hours or less for an R-2, 3 hours or less for an R-3, or 20 hours or less for an R-24, the pilot shall be credited 3 CH showpay toward the pilot's RLG.
 - d. If the pilot is removed from the trip via VIPS at or after the pilot's scheduled showtime, the pilot shall receive 3 CH showpay toward the pilot's RLG.
 - e. The VIPS information is used solely to time stamp the change in assignment. Showpay will be based upon this time stamp. Pilot availability is determined by Section 25.M.3.g.ii.
5. A reserve pilot shall not receive the 3 CH showpay described in Section 4.H.4.c. or d., if the pilot is removed from the trip and is assigned a trip scheduled to depart in the same duty period.
 6. If a reserve pilot is entitled to additional compensation, as provided in Section 4.X. (FAR extension), Section 4.Z. (recall from rest), Section 4.BB.8. (reserve overage), Section 4.CC. (weather replacement), Section 4.GG. (critical period pay event), 4.HH. (intermediate stop pay), Section 12.D.10. (grid penalties), or Section 25.M.3.d.vii. (disruption for RP change), that pay shall be compensated in addition to the pilot's BLG/RLG.
 7. CH accrued on R-days shall be compensated as follows:
 - a. at 100% of the pilot's normal pay rate for CH earned up to the RLG for that fleet in that bid period.
 - b. at 150% of the pilot's normal pay rate for CH earned over the RLG for that fleet in that bid period.
 8. Overage CH shall be credited to RLG or compensated in addition to BLG/RLG as provided in Section 4.BB.8.
 9. A reserve pilot who voluntarily accepted a reserve assignment that was scheduled to extend beyond the end of the pilot's block of R-days shall have that portion of that trip that extended beyond the pilot's scheduled block of R-days compensated at 150% in addition to RLG. The calculation of the portion of the pilot's trip to be compensated at 150% shall be done in the same manner as a carryover trip, as provided in Section 4.G.3.b.i.(a).

I. Adjustments to BLG/RLG

1. Phase-In Conflicts
 - a. If a pilot is removed from a trip(s) or R-day(s) at the beginning of a bid period due to a phase-in conflict (Section 25.F.), the value of such trip(s) or R-day(s) shall be deducted from the pilot's new bid period BLG/RLG.

- b. If a pilot is removed from a trip(s) or R-day(s) to protect minimum scheduled days off, the value of such trip(s) or R-day(s) shall be deducted from the pilot's BLG/RLG.
 - c. If a pilot is awarded a line in a pay only status, phase-in conflicts on such line, if any, shall be processed as provided in Section 4.I.1.a.
2. Trip Trades and Trip Drops
- a. If a pilot drops a trip for which the pilot was entitled to trip guarantee, or trades a trip(s) for a trip(s) of lesser value, the pilot's BLG shall be reduced by the value of the trip dropped or by the difference in the value of the traded trips.
 - b. If a pilot trades a trip(s) for a trip(s) of higher value, the pilot's BLG shall be increased by the difference in the value of the trips.
3. Pay During a Jury Service Absence
- If a pilot is removed from any activity, as provided in Section 25.Y. (Jury Service), the pilot shall be compensated as follows:
- a. For in-person jury service, pay protection shall be as provided in Section 25.Y.36.a.
 - b. For call-in jury service, pay protection shall be as provided in Section 25.Y.36.b.
4. Recurrent Training Pay (Other than Line Checks)
- a. If a pilot's recurrent training is scheduled other than as provided in Section 25.C.12.d.iii.(b), the pilot shall earn guarantee for the training (except for a no show), and the following shall apply:
 - i. When a pilot is scheduled for recurrent training on a scheduled day off (including a day(s) off generated due to phase-in conflict), the pilot shall be compensated 4:30 CH for each such day, in addition to BLG/RLG, except as provided in Section 4.I.7.

[Note: With the change in the 2015 CBA from "attends" to "scheduled for," training is now added to BLG, with payment the month of the training (not the following month). Thus, the delay in pay deductions for phase-in conflicts that Paragraph S of the FDA provided for is no longer needed. Paragraph S will be suspended.]
 - ii. If a pilot is awarded/assigned recurrent training in conflict with a trip or block of R-days, the pilot's pay shall be handled as provided in Section 4.I.1.a. (phase-in conflicts). If the pilot's recurrent training conflicts with a block of R-days, the entire block shall be dropped as

- a phase-in conflict and the pilot shall not be responsible for any of the R-days in that block.
- iii. If a pilot receiving recurrent training is removed from a trip(s) to protect minimum scheduled days off, the pilot's pay shall be handled as provided in Section 4.1.1.b.
 - b. If a secondary line holder is scheduled for recurrent training other than as provided in Section 25.C.12.d.iii.(b), the pilot shall designate whether or not the pilot's recurrent training credit hours (4:30 CH for each such day) are to be counted toward the pilot's BLG/RLG. The default setting shall be for those credit hours not to count toward the pilot's BLG/RLG. Such designation shall be made during the View/Add window.
 - c. If a pilot's recurrent training is scheduled as provided in Section 25.C.12.d.iii.(b), the following shall apply:
 - i. If a pilot is removed from a trip(s) for which the pilot has trip guarantee, due to a conflict with recurrent training, the pilot shall earn the trip guarantee for that trip(s). The pilot's eligibility for substitution shall be governed by Section 25.H.4.b. (Substitution).
 - ii. If a pilot receiving recurrent training is removed from a trip(s) to protect minimum scheduled days off, the pilot shall earn trip guarantee for that trip(s). The pilot's eligibility for substitution shall be governed by Section 25.H.4.b. (Substitution).
 - iii. If a pilot attends recurrent training on a scheduled day off, or on a combination of days off and trip days, the following shall apply:
 - (a) if no trip was removed due to recurrent training or minimum days off, the pilot shall be compensated 4:30 CH per day, in addition to BLG/RLG, except as provided in Section 4.1.7.
 - (b) if a trip was removed due to recurrent training or minimum days off, and the total number of training days exceeds the number of trip days removed, the excess days shall be compensated at 4:30 CH per day.
 - iv. If a reserve pilot attends recurrent training on an R-day, the R-day value shall be credited toward the pilot's leveling and RLG.
 - v. If a reserve pilot attends recurrent training on a scheduled day off the following shall apply:
 - (a) if the pilot has not waived the pilot's minimum days off protection as provided in Section 25.E.1.b., (minimum day off protection for recurrent training), an R-day shall be removed from the pilot's line and the R-day value shall be credited toward the pilot's leveling and RLG; or

- (b) if the pilot has waived the pilot's minimum days off protection, no R-day shall be removed from the pilot's line and the pilot shall earn 4:30 CH in addition to the pilot's RLG.
 - d. A pilot who completes distance learning-based training shall earn 1 CH for each 2 scheduled hours of that training, or portion thereof. That compensation shall be in addition to BLG/RLG.
- 5. Initial, Transition, Upgrade (ITU) Training Pay
 - a. A pilot in ITU training for an upgrade award or as a result of a crew position assignment shall earn a minimum of the pilot's BLG/RLG, adjusted as described in Section 4.I.1. (Phase-In Conflict), excluding carryover CH. If the pilot does not have a BLG/RLG (e.g., returning from a leave of absence), the pilot shall be assigned a prorated RLG (4 days of work for every 7 days available) for the pilot's crew position based on the number of days the pilot is in active pay status during the remainder of the bid period.
 - b. For any bid period not completely covered by a pilot's ITU footprint, in which the pilot is awarded a secondary line, the value of the pilot's ITU to be applied toward the pilot's BLG/RLG shall be a prorated portion of the credit hour value of average BLG for the pilot's crew position. This pro-ration shall be calculated by dividing the number of days underneath the pilot's ITU footprint, in the bid period, by the total number of days in the bid period (28, 35, or 42), rounded to the nearest whole number.
 - c. A pilot in ITU training for a lateral or down bid, other than a pilot who was assigned into that crew position, shall be awarded a line in pay only status. The pilot shall not be compensated for any carryover CH on the pilot's pay only line.
 - d. A pilot in ITU training will only be compensated for the carryover credit hours the pilot actually flies and any remaining carryover credit hours shall be eligible for make-up.
 - e. For the bid period in which the pilot completes OE, the pilot shall be compensated the greater of:
 - i. the pilot's pay only line; or
 - ii. the higher of SCH or ACH for OE trips, plus 4:30 CH for each day the pilot received or showed for scheduled training other than OE.
- 6. Requalification Training Pay
 - a. If a pilot receiving requalification training does not hold a pay only line, pay for requalification training shall be as described in Section 4.I.4. (recurrent training pay), or I.5. (ITU training pay), whichever is applicable

based on the extent of the training necessary to accomplish requalification.

- b. If a pilot receiving requalification training holds a pay only line, the pilot shall be compensated as provided in Section 4.1.5. (ITU training pay).
- c. The Company shall notify a pilot requiring requalification training, via VIPS, of a potential lapse in currency at least 14 days prior to the lapse.

i. Maintaining currency

(a) A pilot whose request for use of the simulator is approved, shall receive pay from the Company and treated like a pilot who has been assigned to train at a location other than the pilot's base (Section 11.E.1.g.) when that pilot uses a simulator to maintain landing currency (i.e., Landing Currency Training, (LCT)) so long as the pilot did not need to use the simulator to maintain landing currency (LCT) in the prior 90 days. Pay with the associated Section 11.E.1.g. benefits for consecutive uses of the simulator to maintain landing currency (LCT) shall be at the discretion of the Fleet Captain upon consideration of proactive efforts the pilot made to maintain currency.

[Note: A pilot's Continuing Qualification shall be counted as if the landings occurred in the aircraft when the simulator is requested.]

[Resolve Administrative Grievance 17-13: compensate "affected pilots" 2:15 CH at their applicable pay rate as of the date of the denial. "Affected pilots" are the pilots who were denied pay for maintaining landing currency in the simulator from March 2017 through the present.]

(b) Pilots who are approved to use a simulator away from their base to maintain landing currency but are not eligible for pay, along with the associated 11.E.1.g. benefits, as provided above in Section 4.1.6.c.i.(a), shall have the ability to use their deviation bank for travel to/from the simulator location.

ii. If the pilot does not maintain currency, the following shall apply:

(a) ~~i.~~ trips or R-days shall be dropped due to non-currency; and

(b) ~~ii.~~ the pilot shall be eligible for make-up for any trips or R-days dropped as a result of non-currency; and:

(c) ~~iii.~~ the pilot shall not be compensated for days spent in requalification training.

(d) ~~iv.~~ A pilot is expected to take proactive steps to maintain currency. A pilot who makes reasonable efforts to maintain currency will not

be penalized, e.g., schedules simulator and it cancels, or has trip scheduled and it cancels.

7. Pay Following Training Failure

- a. If a pilot incurs a training failure, the pilot shall continue to receive compensation as described in Section 4.1.4., I.5. or I.6. (recurrent, ITU or requalification training) as applicable, except that the pilot shall not be compensated for any subsequent training on a scheduled day off.
- b. A pilot awarded or assigned a lower-paying crew position, whose activation is delayed owing to the pilot's performance or unavailability (e.g., leave of absence, sick leave), will begin to earn the lower hourly rate of pay 90 days following the pilot's awarded/assigned training start date, unless the pilot's actual activation is sooner.

8. Bereavement Pay

A pilot removed from a trip(s) or R-day(s), as provided in Section 25.Z. (Bereavement Absence), shall be compensated for the portion of such activities in actual conflict with the bereavement absence as follows:

- a. If an R-day conflicts with a bereavement absence, an R-day value shall be credited toward leveling and RLG.
- b. If an entire trip conflicts with a bereavement absence, the pilot shall earn trip guarantee.
- c. If a portion of a trip conflicts with a bereavement absence, the following shall apply:
 - i. the pilot shall be paid for any portion of the trip which the pilot actually operated; and
 - ii. the pilot shall be paid for other portions of the trip that conflict with bereavement absence; and
 - iii. The CH remainder of trip guarantee (i.e., that part not compensated as bereavement pay, and not actually operated), multiplied by 100, 125, or 150%, as applicable based on the trip's assignment code, shall be:
 - (a) Charged to the pilot's sick bank; or
 - (b) If the pilot requests, charged to the pilot's vacation bank; or
 - (c) If the pilot requests, deducted from the pilot's BLG, and be eligible for make-up.

9. Training Support Pay

- a. If a pilot is scheduled to occupy a crew seat in support of another pilot's simulator training (or aircraft/FTD training in lieu thereof) on an R-day,

at the pilot's base, the pilot shall be credited R-day value toward the pilot's leveling upon assignment and credited toward RLG if the pilot shows for such assignment. The pilot will have an R-day value deducted from the pilot's RLG, and receive no leveling credit, if the pilot no-shows such assignment.

- b. If a pilot, other than a pilot on an R-day, occupies a crew seat in support of another pilot's simulator training (or aircraft/FTD training in lieu thereof) the pilot shall earn 4:30 CH in addition to the pilot's BLG/RLG. If the pilot is a VLT/DRF/CMU pilot, such compensation shall be at 150% of the pilot's normal pay rate.

10. Military Absence

A pilot's BLG/RLG shall be reduced by the value of any trip(s) and/or R-day(s) dropped due to military obligations. Such pilot shall be eligible for make-up. A pilot is eligible to use available vacation CH to cover trip days in actual conflict with the pilot's military obligations. A pilot's use of vacation CH for military obligations shall not create a deficit in the pilot's vacation bank.

J. Effect of Line Revisions Prior to the Start of a Bid Period

If the Company revises a regular line following publication of a bid period package but prior to the close of the bidding for that bid period, the following shall apply:

1. The Company shall notify the affected pilots of the revision through VIPS and Administrative FCIF.
2. The line shall be awarded as revised at the time the bid closes.
3. The BLG for that line shall be the higher of BLG as originally published or as revised at the time the bid closes.

K. Correction of BLG/RLG Errors

1. If a line is published with a miscalculated BLG, the pilot awarded that line shall receive the higher of the published or the correctly calculated BLG, except that a pilot awarded a line with a BLG published as higher than the maximum permissible under line construction rules shall earn the highest BLG permissible under such rules.
2. The published RLG for a bid period package shall be revised to correct clerical or calculation errors.

L. Substitution

1. A pilot's substitution guarantee shall be the sum of all CH earned in substitution status (i.e., availability credits, airport hold credits, substitution base standby credits and pay for a substitution trip). A pilot shall earn trip guarantee for a substitution trip only if the pilot blocks out on such trip. As provided in Section 25.H.3.b.ii., if a pilot's substitution window is greater than 72 hours, and the pilot chooses not to remain eligible for substitution at 4 hours after showtime of the trip that caused substitution eligibility, the pilot shall be paid 18 CH toward trip guarantee and is eligible for OTP for the balance of trip guarantee.
2. If a pilot becomes eligible for substitution, the pilot shall be compensated as follows:
 - a. If the pilot accepts all substitution assignments and fulfills all availability requirements (as described in Section 25.H.3.), the pilot shall earn the greater of the trip guarantee for the original trip or substitution guarantee, provided, however, that a pilot shall not earn more than the trip guarantee for the pilot's original trip unless the value of the substitution assignments the pilot performs (i.e., trips, standbys, and airport holds) is greater than original trip guarantee; or
 - b. If the pilot forfeits trip guarantee (e.g., by refusing a substitution assignment or failing to remain available for contact), and neither accepts a reassignment trip nor enters OTP, the pilot shall earn substitution guarantee only; or
 - c. If the pilot accepts a reassignment trip, the pilot shall earn reassignment trip pay as determined by Section 25.H.10. and Section 4.M.; or
 - d. If the pilot enters OTP, the pilot shall earn compensation as determined by Section 4.N.; and
 - e. A pilot shall not earn both assignment trip CH and substitution availability CH during the same day of substitution eligibility.
3. If a pilot initially eligible for substitution remains available as provided in Section 25.H.3.b. through H.3.e. (availability periods), the pilot shall receive 6 CH toward the pilot's substitution guarantee for each availability period if:
 - a. during that availability period, the pilot was not offered a substitution trip; or
 - b. during that availability period, the pilot did not reject a substitution trip; and
 - c. the availability period was not entirely contained within the 72 hours in which no substitution assignment can begin as provided in Section 25.H.3.b.ii.

4. If a pilot is held for 4 hours at the airport following removal from the pilot's original or substitution trip, and does not block out on a substitution trip during that 4 hour window, the pilot shall earn 6 CH credit toward the pilot's substitution guarantee.
5. If a pilot forfeits trip guarantee, the pilot shall be eligible to make-up the value of the pilot's original trip guarantee less CH earned in OTP (if the pilot is in OTP) or the pilot's substitution guarantee (if the pilot is not in OTP).
6. If a pilot is eligible for substitution due to recurrent training, the recurrent training pay provided in Section 4.I.4.c.iii. shall be credited toward the pilot's substitution guarantee.

M. Reassignment Trip Pay

1. If a pilot accepts a reassignment trip the pilot shall be compensated the higher of trip guarantee for the original trip(s) calculated at 100% of the pilot's normal pay rate, or trip guarantee for the reassignment trip calculated at 125% of that rate, if:
 - a. the pilot blocks out on the reassignment trip; or
 - b. the pilot becomes eligible for substitution based on the pilot's reassignment trip; or
 - c. the Company removes the pilot from the pilot's reassignment trip for operational reasons (e.g., to replace a high minimums pilot).
2. If a pilot trades the pilot's reassignment trip, the pilot shall earn only the trip guarantee for the trip(s) assumed as a result of the trade.
3. If a pilot does not block out on a reassignment trip due to illness or injury, the pilot shall be compensated the trip guarantee of the reassignment trip (at 100% of the pilot's normal pay rate), and the pilot's sick bank shall be charged accordingly.

N. PMU (Priority Make Up) Trip Pay

1. A pilot in OTP shall be pay protected for the trip guarantee of the pilot's original trip for the remainder of the bid period in which the trip began plus three additional bid periods thereafter. The trip guarantee for the pilot's original trip shall then be deducted from the pilot's first paycheck after the pay protection ends (and subsequent paychecks if necessary).
2. If a pilot is assigned ~~an OTP~~ a PMU trip, the pilot shall earn trip guarantee.
3. CH for trips assigned ~~in OTP status~~ as PMU shall be compensated at 125% of the pilot's normal pay rate, except that CH earned for trips assigned ~~in OTP status~~ as PMU, which exceed the pilot's OTP eligibility shall be compensated at 100%.

Example:

A 12 CH trip and an 18 CH trip become eligible for substitution. The pilot holding those trips elects OTP and therefore has an OTP eligibility of 30 CH. The pilot flies a 24 CH PMU trip ~~in OTP status~~. These CH are paid at 125%. With 6 hours of OTP eligibility remaining (and before that eligibility expires), the pilot flies a 9 CH PMU trip ~~in OTP status~~. Six of these CH are paid at 125% and the other 3 CH are paid at 100%.

O. Base Standby Pay

1. A pilot on base airport or base hotel standby shall be guaranteed the higher of:
 - a. trip rig, with the TAFB commencing at the beginning of the first standby period and ending at the conclusion of the last standby period; or
 - b. an R-day value for each local base day in which there is a standby period, except as provided in Section 4.O.2. below.
2. If a pilot eligible for substitution is assigned a base standby (as provided in Section 25.H.5.d.), and does not block-out on a trip, the pilot shall be credited with 6 CH towards the pilot's substitution guarantee. If the pilot blocks out on a trip, the pilot shall be compensated the greater of trip guarantee for such trip or substitution availability credit.
3. If a pilot on base airport standby blocks out on a trip, the pilot shall earn the trip guarantee for that trip, with the calculation of MPDP and duty rig beginning at showtime of the standby period.
4. If a pilot on base hotel standby blocks out on a trip, the pilot shall earn the trip guarantee for that trip. Any eventual overage will be calculated based upon that trip.

P. Make-Up Pay

A pilot who is assigned a make-up trip shall be compensated as follows:

1. If a pilot is assigned a make-up trip, other than make-up sick or make-up vacation, the pilot shall earn trip guarantee.
2. Make-Up Sick (MUS), Make-Up Disability (MUD) and Make-Up Vacation (MUV)
 - a. If a pilot is assigned a MUS, MUD or MUV trip, the pilot shall earn trip guarantee if the pilot blocks out on such trip.
 - b. If a pilot is removed from a MUS, MUD or MUV trip prior to block-out, the pilot shall be credited as follows:

- i. If the pilot is removed via VIPS more than 3:00 hours prior to the pilot's scheduled showtime, the pilot shall receive no credit for that trip.
 - ii. If the pilot is removed via VIPS 3:00 hours or less prior to the pilot's scheduled showtime the pilot shall be credited with 3 CH showpay.
 - iii. If the pilot is removed at or after the pilot's scheduled showtime, the pilot shall be credited with 3 CH showpay.
 - iv. Notwithstanding other provisions of this paragraph, if a pilot blocks out on another MUS, MUD or MUV trip with a showtime within 4 hours of the showtime of the original trip, the pilot shall not receive showpay for the first trip.
- c. If a pilot is removed from a MUS, MUD or MUV trip prior to block-out due to sick leave, the pilot shall not earn any CH for that trip and no deduction shall be made from the pilot's sick leave account.

Q. Volunteer (VLT), Draft (DRF), and Compensatory Make-Up (CMU) Pay

A pilot who is notified of a VLT trip or has accepted a DRF trip shall be compensated as follows:

1. Except as provided in Section 12.C.2.c.iii. (taxi/air turn back to base), and Section 8.C.1.f.iii. (deviation trip schedule change), if a pilot blocks out on a VLT/DRF trip, the pilot shall earn trip guarantee at 150% of the pilot's normal pay rate and overage, if any, as provided in Section 4.BB. Such compensation shall be in addition to BLG/RLG.
2. If a pilot is removed from a VLT/DRF trip prior to block-out, the pilot shall be compensated as follows.
 - a. If the pilot is removed via VIPS more than 3:00 hours prior to the pilot's scheduled showtime, the pilot shall receive no compensation for that trip.
 - b. If the pilot is removed via VIPS 3:00 hours or less prior to the pilot's scheduled showtime, the pilot shall earn 3 CH showpay at 150% of the pilot's normal pay rate.
 - c. If the pilot is removed at or after the pilot's scheduled showtime, the pilot shall earn 3 CH showpay at 150% of the pilot's normal pay rate.
 - d. A pilot who is removed from multiple VLT or DRF trips within the same duty period shall receive a maximum of one showpay associated with such duty period.
3. A pilot who is removed from a VLT or DRF trip and blocks out on another VLT or DRF trip with a showtime within 4 hours of the showtime of the original trip shall not receive showpay for the first trip.

4. If a pilot is removed from a VLT or DRF trip prior to block-out due to sick leave, the pilot shall not earn any CH for that trip and no deduction shall be made from the pilot's sick leave account.
5. A pilot who is removed from a VLT or DRF trip after block-out due to sick leave shall be compensated at 150% of the pilot's normal pay rate for such trip. The CH charged to sick leave (as described in Section 14.B.5.) shall be charged at 150%.
6. For purposes of this Section, the provisions of Section 4.Q.1. through 4.Q.5. apply for a pilot assigned a CMU trip.
7. CH for trips assigned in compensatory make-up status shall be compensated at 150% of the pilot's normal pay rate, except that CH earned for trips assigned in compensatory make-up status, which exceed the pilot's compensatory make-up eligibility, shall be compensated at 100%.

R. Field Emergency Pay

1. If a pilot in field emergency pay status departs the pilot's location to position for the trip, or blocks out on the revenue portion of a trip, the pilot shall earn trip guarantee at 150% of the pilot's normal pay rate. The pilot shall be reimbursed for expenses incurred in positioning, as provided in Section 5.A.7. (authorized expenses), by submission of an expense report (a field emergency pilot's trip shall be constructed as provided in Section 25.R., in order to establish a credit hour value for the trip).
2. If a pilot accepts a field emergency trip and is removed from that trip prior to departing the pilot's location for the purpose of positioning for the field emergency trip, the pilot shall earn 3 CH paid at 150% of the pilot's normal pay rate.

S. Special Project Pay

A pilot assigned to special projects shall receive \$100 per hour worked on a scheduled day off, not to exceed 8 hours per day.

T. Priority Non-Premium (PNP)

1. A pilot eligible for PNP shall retain the priority status for the bid period the pilot was eligible for PNP plus one additional bid period. Thereafter, those CH revert to general make-up (M/U).
2. A pilot who is assigned a PNP trip shall earn trip guarantee, in the same manner as provided for a general make-up trip in Section 4.P.1.

U. Taxi Pay

1. A pilot who reports for or performs aircraft ground operations for a purpose other than flight, not during a trip or base standby, shall earn 3 CH or duty rig, whichever is greater.
2. A pilot who reports for or performs aircraft ground operations for a purpose other than flight, during a trip or base standby, shall earn 1 CH in addition to all other compensation due. This additional 1 CH shall be payable upon the pilot's submission of a pay log.

V. [Reserved]

W. Disruption Compensation

1. Trips held in the following pay codes are eligible for disruption pay: TRP, SON, SWP, SMU, M/U, ~~PNP~~, MUV, MUD, MUS, PDO, PNP, AFB, PRO, RSV (for R-24 pilots), and CIA. If a pilot's eligible trip is disrupted as provided in Section 25.S., the pilot shall receive disruption pay as follows:
 - a. Landing Disruption

~~0:30 CH for the first extra landing in a trip and thereafter~~ 1:30 CH per extra landing as provided in Section 25.S.2.a.
 - b. Duty Period Disruptions

1:30 CH for each duty period in which one or more of the disruptions described in Section 25.S.2.b. occurs, except that a deadhead deleted at the end of an international trip shall pay 3:00 CH (Section 25.S.2.b.ii.).
 - c. Layover Change Disruption

~~1:30 CH per trip for~~ For disruptions described in Section 25.S.2.c.:
 - i. 1:00 CH for one change per trip;
 - ii. 1:30 CH for two changes per trip; or
 - iii. 3:00 CH for three or more changes per trip
- d. Crew Designation Disruption

1:30 CH for each flight in which a pilot who was awarded/assigned a crew designation as a Standard Crew member, and is assigned and operates as a Relief Pilot, or vice versa, as described in Section 25.S.2.d. Instances in which pilots mutually agree upon a role switch (e.g., for landing currency) do not qualify.

e. Out-and-Back Disruption

1:30 CH per trip for disruptions described in Section 25.S.2.e.

f. Single Layover Disruption

3:00 CH per trip for disruptions described in Section 25.S.2.f.

g. Day to Critical Disruption

1:30 CH per trip for disruptions described in Section 25.S.2.g.

2. The applicability of disruption pay is determined by comparing the trip as awarded/assigned with the trip as actually operated, regardless of intermediate revisions. A pilot must operate a disruption to receive the corresponding pay.
3. Except for the disruption due to a deadhead at the beginning or end of a trip being revised to operate, as provided in Section 25.S.2.b.ii., a disruption(s) is not payable based on events that occurred during a duty period that qualifies for extra duty period pay, as provided in Section 4.Y.

X. FAR Extension Pay

If a pilot's duty period is extended beyond the operational limits as provided in Section 25.T., the pilot shall earn an additional 3 CH at the pilot's normal pay rate.

Y. Extra Duty Period Pay

1. Trips held in the following pay codes are eligible for extra duty period pay: TRP, SON, SWP, SMU, M/U, ~~PNP~~, MUV, MUD, MUS, PDO, PNP, AFB, PRO, RSV (for R-24 pilots), and CIA. If the actual number of duty periods operated in a pilot's eligible trip exceeds the number of duty periods scheduled when the pilot was awarded/assigned the trip, the pilot shall be compensated 3:30 CH at the pilot's normal pay rate for each additional duty period, in addition to all other compensation. Activities assigned during single day base standbys (airport or hotel) shall not generate extra duty period pay.
2. If a duty period qualifies for extra duty period pay, no disruptions, (except for the disruption due to a deadhead deleted at the beginning or end of a trip ~~being revised to operate~~, as provided in Section 25.S.2.b.ii.), are payable based on events that occurred during that duty period.
3. For purposes of determining extra duty period pay, a standby period(s) that is part of a multiple day trip, but is not attached to a duty period scheduled to contain flying shall count as one duty period. A hotel standby period counts as a duty period only for purposes of extra duty period pay; the provisions of Section 12 apply in all other cases.

Z. Recall From Rest Pay

If a pilot is recalled from a legal rest period ([i.e., the pilot's legal rest period is interrupted, see Section 2.77](#)), the pilot shall be compensated 3 CH, at the pilot's normal pay rate, in addition to all other compensation.

AA. Base Replacement Pay

1. If a pilot blocks out on a base replacement trip; (Section 25.Q.), the pilot shall earn the greater of trip guarantee for the pilot's original or replacement trip.
2. If a pilot described in Section 4.AA.1., is involuntarily assigned (Section 25.Q.2.) the pilot shall be compensated at 150% of the pilot's normal pay rate.
3. If a pilot blocks out on a base replacement trip, the pilot shall earn 3 CH base replacement pay at the pilot's normal pay rate in addition to all other compensation.
4. If a pilot's base replacement trip is canceled, the pilot shall earn the trip guarantee of the pilot's original trip.

BB. Overage Accrual and Compensation

1. Overage Compensation and Credit
 - a. Overage compensation shall be paid in addition to all other compensation to which a pilot is entitled, except as provided in Section 4.BB.1.b. through BB.1.f.
 - b. Overage CH for a reserve trip shall be credited and compensated as provided in Section 4.BB.8.
 - c. Overage CH for a substitution trip shall be credited and compensated as provided in Section 4.BB.9.
 - d. Overage CH accrued during a make-up vacation trip shall be applied toward a pilot's vacation bank.
 - e. Overage CH accrued during a make-up sick trip shall be applied toward a pilot's disability sick account.
 - f. Overage CH accrued during an AFB trip shall be applied as provided in Section 18.E. (Association Fly Back).
2. For the purpose of computing overage compensation, SCH is equal to trip guarantee.
3. If the revision or operation of a non-reserve trip causes a conflict with a pilot's subsequent trip or R-day, the following shall apply:
 - a. If the conflicted activity is an R-day, then:

- i. if the pilot was available for any portion of the pilot's RP, the pilot shall be compensated both the overage earned and the value of the R-day.
 - ii. if the pilot was not available for any portion of the pilot's RP, the pilot shall be compensated the greater of the overage earned or the value of that R-day.
 - b. If the conflicted activity is a trip, it shall be removed and the following shall apply:
 - i. the pilot shall not be entitled to compensation for the removed trip if the pilot did not have trip guarantee for the dropped trip.
 - ii. if the removed trip was a substitution trip, the substitution trip shall not be credited toward the pilot's substitution guarantee, and the pilot shall remain eligible for substitution. The pilot's entitlement to trip guarantee for the pilot's original trip shall not be affected.
 - c. If the pilot has trip guarantee for the removed trip, the pilot may elect the following:
 - i. to have the trip in conflict dropped without pay, in which case the accrued overage shall be paid and the dropped credit hours shall be eligible for make-up; or
 - ii. If the pilot does not elect the option in Section 4.BB.3.c.i., the subsequent trip shall be removed with pay and the pilot shall be eligible for substitution.
- 4. If the revision or operation of a reserve trip causes a conflict with a pilot's subsequent trip, the subsequent trip shall be removed and the following shall apply:
 - a. If the pilot did not hold trip guarantee for the subsequent trip, the pilot shall not be entitled to compensation for such trip.
 - b. If the pilot held trip guarantee for the subsequent trip, the pilot may elect to have the trip in conflict dropped without pay, in which case the accrued overage shall be paid and the dropped credit hours shall be eligible for make-up.
 - c. If the pilot does not elect the option in Section 4.BB.4.b., the subsequent trip shall be removed with pay (as provided in Section 4.L.), and the pilot shall be eligible for substitution. If the removed trip was a substitution trip, that trip shall not be credited towards the pilot's substitution guarantee and the pilot shall remain eligible for substitution. The pilot's entitlement to trip guarantee for the pilot's original trip shall not be affected.

5. If a trip's ACH exceed OSC or the trip is operationally extended past its original scheduled return time, a pilot shall earn overage CH computed as the higher of:
 - a. ACH minus the sum of OSC for the trip and SCH of any subsequent trip(s) removed with pay due to actual conflict; or
 - b. trip rig computed for the time the extended trip conflicts with time the pilot was scheduled to be free from duty at base, if such time exceeds 2 hours.
6. If a trip extends 2 hours or less into time scheduled free from duty at base, overage CH shall be paid at the pay rate applicable to the extended trip; provided however, that overage CH for a PDO trip shall be paid to the pilot who operated the trip.
7. If a trip extends more than 2 hours into time scheduled free from duty at base, overage compensation for the first 12 CH shall be paid at 150% of the pilot's normal pay rate. If a pilot earns more than 12 CH of overage on a trip, the excess shall be paid at 200% of the pilot's normal pay rate.
8. Reserve Overage
 - a. If the ACH of a reserve trip exceed OSC and/or such trip is operationally extended 2 hours or less into time scheduled free from duty at base on a non R-day, all overage CH shall be applied to the pilot's RLG and leveling at 100%.
 - b. If a reserve trip extends more than 2 hours into time scheduled free from duty at base on a non R-day, overage CH shall be computed as trip rig for the period from scheduled trip termination until actual trip termination. Overage CH shall be applied as follows:
 - i. CH accrued on an R-day shall be applied toward leveling and credited toward RLG at 100%.
 - ii. CH accrued on time scheduled free from duty on a non R-day shall be applied toward leveling only at 100% and shall be compensated in addition to BLG/RLG at 150% of the pilot's normal pay rate.
9. Substitution Overage
 - a. If the ACH of a substitution trip exceed OSC or that trip is operationally extended 2 hours or less beyond the release time of the original trip, into time scheduled free from duty at base, all overage CH shall be credited toward the pilot's original trip guarantee at 100%.
 - b. If a substitution trip extends more than 2 hours beyond the scheduled termination of the pilot's original trip, into time scheduled free from duty at base, overage shall be computed as trip rig for the period from

scheduled termination of the substitution trip until actual termination of that trip. Overage CH shall be applied as follows:

- i. Overage CH accrued, if any, from the scheduled termination of the substitution trip until the scheduled termination of the original trip shall be credited toward trip guarantee of the original trip at 100%.
- ii. Overage CH accrued from scheduled termination of the original trip until actual termination of the substitution trip shall be compensated at 150% of the pilot's normal pay rate.

CC. Weather Replacement Pay

A Captain, while away from base on a trip, who is removed from the pilot's scheduled activity to replace a weather restricted Captain earns weather replacement pay of 2:30 CH.

DD. [Reserved]

EE. Grid Penalty Event (GPE)

This paragraph applies to all international trips except for international trips constructed under Section 12.D.1.b. or c.

1. A grid penalty event (GPE) occurs in the following six circumstances:
 - a. A pilot's duty period exceeds the maximum duty permitted in the Grid based on the pilot's Grid sleep state by more than 1:30.
 - b. A pilot's layover was less than the applicable International Grid Minimum Layover (i.e., 14 hours or 12 based on the chart in Section 12.D.2.e.).
 - c. A pilot received more than 4 "not adjusted" rests in a row. Each rest after 3 non-adjusted rests shall be a separate GPE event. An initial GPE occurs when the pilot's fifth duty period begins without the pilot having received at least 18 hours free from duty preceding the beginning of that duty period. For purposes of Section 4.EE.1.c., only, an unassigned hotel standby period shall be counted as part of the rest periods preceding and/or following it (e.g., an unassigned 11:30 hotel standby period, followed by a 12:30 rest period will be counted as an adjusted rest).
 - d. A pilot exceeds the landing limitations as permitted in the grid in any single duty period.
 - e. 30-in-120 Nonconformance Penalty

If a pilot's trip did not conform to 30-in-120 (as set forth in Section 12.D.2.g., except using 30 instead of 32 hours), the pilot shall be paid 3 CH in addition to all other compensation regardless of the 48-hour period as stated in Section 4.EE.3., and the event shall be additive to the total count of GPEs for the trip.

- f. 34-in-168 Nonconformance Penalty

If a pilot's trip did not conform to 34-in-168 (as set forth in Section 12.D.2.g., except using 34 instead of 36 hours), the pilot shall be paid 3 CH in addition to all other compensation regardless of the 48-hour period as stated in Section 4.EE.3., and the event shall be additive to the total count of GPEs for the trip.
 - 2. If all GPEs in a trip touch a single 48 hour period, no grid penalty shall be due, except as provided in Section 4.EE.1.e. or f.
 - 3. If all GPEs do not touch a single 48 hour period, then the following penalties shall apply:
 - a. If the trip has two or fewer GPEs, the pilot shall be paid 3 CH per violation in addition to all other compensation. A duty period that triggers a payment under this paragraph shall be ineligible for FAR Extension Pay.
 - b. If the trip contained more than two GPEs, the pilot's trip guarantee shall be paid a premium of 50% based on the pilot's normal rate of pay (i.e., if trip guarantee was at 100%, it pays at 150%; if trip guarantee was at 125% (OTP), it pays at 175%; if trip guarantee was at 150%, it pays at 200%). For a reserve pilot, the CH representing the 50% premium shall not be credited toward RLG, but shall be paid in addition to all other compensation, including BLG/RLG.
 - c. If a trip has multiple GPEs, one of which is a 30-in-120 or 34-in-168 violation, the GPEs in that trip shall be deemed not to touch a single 48 hour period.
 - d. GPEs shall be paid to a pilot in the pilot's paycheck issued on the 15th of the month, in the bid period following the bid period in which the applicable trip(s) ended.
- FF. Block Override (BKO)**
- If a trip's OSC exceeds SCH, a pilot shall earn block override CH equal to OSC minus SCH. BKO shall be paid in the same form (e.g., credited toward RLG for reserve trips, credited toward MUS for MUS trips, cash for TRP), at the same pay rate, as trip guarantee.

GG. Critical Period Pay Events

1. This paragraph applies to ~~all trips~~ duty periods scheduled to domestic parameters, regardless of assignment code, and shall be paid in addition to all other compensation.
2. Critical Period Departures
Following flight deck duty that operates anytime in the critical period, if a pilot has an intermediate stop at a facility other than AFW, CDG, EWR, GSO, IND, LGG, MEM, or OAK (or other like facilities as agreed upon by the SIG), that is greater than 2 but less than 4 hours (from block-in to block-out), the pilot shall be paid 1.5 CH. This event shall not apply to trips that depart base in the critical period and return to base in the same duty period (out and backs).
3. For any duty period that begins in the critical period, a pilot shall be paid 1.5 CH for each landing in excess of 2 in that duty period.
4. For any duty period that begins in the critical period, if a trip departs from base and returns to base in the same duty period, and blocks in after 10:15 LBT, the pilot shall be paid 1.5 CH.
5. For any flight deck duty period that operates in the critical period, and has a flight in excess of 4:30 block hours, the pilot shall be paid 3 CH for each subsequent flight in that duty period.

HH. Intermediate Stop Pay

1. This paragraph applies to ~~all trips~~ duty periods scheduled to domestic parameters, regardless of assignment code, and shall be paid in addition to all other compensation.
2. For any flight deck duty period that does not operate in the critical period, and has a flight in excess of 4:30 block hours, and an intermediate stop (from block-in to block-out time) greater than 2 but less than 4 hours, the pilot shall be paid 1.5 CH for each subsequent flight in that duty period after such intermediate stop.

