



Paragraph	2015 CBA	2026 TA
4	System Wide Average Metric (SAM) and its definition	Deleted Provision
4.A.2.b. 4.A.2.c.	See 2015 CBA pages 37-41	Deleted Provisions
4.F.1.a.	Trip rig, plus revenue block hours in excess of 10 hours in any duty period;	Retained
4.F.2.b. & d.	MPDPs and two Duty Rigs: <ul style="list-style-type: none"> <li>• MPDP               <ul style="list-style-type: none"> <li>• MPDP-1: 3</li> <li>• MPDP-2: 6</li> <li>• MPDP-E: 6</li> <li>• MPDP-F: 9</li> </ul> </li> <li>• Duty Rig               <ul style="list-style-type: none"> <li>• Domestic Night: 1:1.92</li> <li>• Int'l: 1:1.92</li> </ul> </li> </ul>	MPDPs and two Duty Rigs: <ul style="list-style-type: none"> <li>• MPDP               <ul style="list-style-type: none"> <li>• MPDP-1: 3:12</li> <li>• MPDP-2: 6:24</li> <li>• MPDP-E: 6:24</li> <li>• MPDP-F: 9:36</li> </ul> </li> <li>• Duty Rig               <ul style="list-style-type: none"> <li>• Domestic Night: 1:1.5</li> <li>• Int'l: 1:1.73</li> </ul> </li> </ul>
4.I.4.a.	When a pilot is scheduled for recurrent training on a scheduled day off (including a day(s) off generated due to phase-in conflict), he shall be compensated 4:30 CH for each such day, in addition to BLG/RLG, except as provided in Section 4.I.7.	A pilot shall earn guarantee for scheduled recurrent training session, except for a no show.
4.I.4.a.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), he shall be compensated 4:30 CH for each such day, in addition to BLG/RLG, except as provided in Section 4.I.7.	FDA Recurrent training pay timing: 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 LOA provided for is no longer needed. Paragraph S will be suspended.



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4.I.6.c.	New Provision	<p>Pay for maintaining currency will no longer be at the Company’s discretion. Now a set formula (i.e., paid so long as the pilot did not need to use the simulator to maintain landing currency (LCT) in the prior 90 days).</p> <p>This resolves Administrative Grievance 17-13. The Company compensates “affected pilots” 2:15 CH at their applicable pay rate as of the date of the denial.</p> <p>“Affected pilots” are the pilots who were denied pay for maintaining landing currency in the simulator from March 2017 through the present.</p> <p>Also incorporates 22-08 Settlement Agreement.</p>
4.O.1.	A pilot on base airport or base hotel standby shall be guaranteed an R-day value, except as provided in Section 4.O.2. below.	Codifies that Base Standby (Airport and Hotel) pay will be the higher of trip rig or R-day value for each local base day.
4.O.4.	If a pilot on base hotel standby blocks out on a trip, he shall earn the trip guarantee for that trip.	Codifies that if a pilot on base hotel standby blocks out on a trip, overage will be calculated based upon that trip.
4.T.	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.	PNP status will be retained for the bid period the pilot was eligible and one additional bid period, then it reverts to general make-up
4.W.	Disruption Pay Changes	<p><b>4.W.1</b> Adds SMU, PRO, RSV (for R-24 pilots) to list of eligible pilots.</p> <p><b>4.W.1.a</b> All Landing Disruptions pay 1:30.</p> <p><b>4.W.1.b</b> DH deleted at the end of an international trip pays 3:00.</p> <p><b>4.W.1.c</b> Layover Change Disruption 1 CH for one change per trip, 1:30 CH for two changes per trip, 3 CH for three or more changes per trip.</p> <p><b>4.W.1.d</b> Clarification that pilots mutually agreed crew changes do not qualify.</p> <p><b>4.W.1.g</b> Day to night critical disruption added 1:30 CH</p>



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4.Y.		Adds SMU, PRO, RSV (for R-24 pilots) to list of eligible pilots. Added deadhead at the beginning of a trip revised to operate to the exception.
4.Z.	Clarification	Clarifies recall from a legal rest period, directing the pilot to See 2.77 (Definition of Legal Rest Period)
4.FF.	<p>Block Override (BKO)</p> <p>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.</p>	Retained
4.GG.	<p>Critical Period Departures</p> <p>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, IND, 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).</p>	<p>Critical Period Departure Pay Events: Will include GSO and LGG in exceptions. This codifies current practice in that it does not pay at these locations.</p> <p>Additionally, clarification that critical period applies only to duty periods scheduled to domestic parameters.</p>
4.HH.	<p>Intermediate Stop Pay</p> <ol style="list-style-type: none"> <li>1. This paragraph applies to all trips, regardless of assignment code, and shall be paid in addition to all other compensation.</li> <li>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.</li> </ol>	Clarification that critical period applies only to duty periods scheduled to domestic parameters.