



FDXMEC TA DOCUMENTS

TA Summary: Section 7 - Vacation

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A Tentative Agreement Summary shall include highlights of significant changes to the current Collective Bargaining Agreement (CBA)

Paragraph	2015 CBA	TA
7.G.1.	A regular line holder shall be removed from a trip(s) in conflict with his vacation period (as awarded or slid) or vacation expansion. Conflict with an international duty free buffer shall constitute a conflict with the trip protected by that buffer and may not be waived.	Pilots will have the ability to waive the 24 hour international duty free buffer following a vacation footprint.
7.G.5.a.	The credit hour of a make-up vacation trip(s) cannot exceed a projected deficit by more than 6 hours.	The credit hour of a make-up vacation trip(s) "cannot exceed" limit increases to 7 hours
7.G.6.	A pilot who has a positive balance in his vacation bank after his last vacation period of the year shall be paid for those credit hours, prior to the end of the year, at his pay rate at the beginning of the bid period in which the buyback is paid. The maximum balance subject to buy back is 40% of the vacation bank balance as of the beginning of the calendar year, including positive or negative adjustments from the previous year, plus positive adjustments in the current year, if any.	Prior to the publication of each year's December bid period package, the maximum balance subject to buy back for the following year may be increased from 40% as follows: <ul style="list-style-type: none">• The Company may select a value between 40% and 60%, inclusive; or• With ALPA and the Company's consent, a number greater than 60%.
7.I.1	A pilot's vacation period may be canceled due to operational requirements.	The Company will not use vacation cancellations in a crew position (including BPO pilots) which has been bought up to the Section 4.A.1. Minimum Bid Period Guarantee.
7.I.2.	If a pilot voluntarily cancels his vacation at Company request, he shall be paid, not later than the following bid period, the CH value of the canceled vacation, not to exceed	Voluntary cancellations must be done in crew position seniority order.

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	the balance in his vacation credit hour bank, plus an additional 24 CH. The credit hour value of the canceled vacation shall be deducted from the pilot's vacation bank.	The additional 24 CH is paid only if pilot's earned CHs meet Minimum Bid Period Guarantee.
7.I.3.	<p>If a pilot's vacation is involuntarily canceled, the following shall apply.</p> <p>a. The pilot shall be notified of the cancellation in writing at least 30 days in advance.</p> <p>b. The pilot's vacation bank shall be increased by 24 CH.</p> <p>c. The pilot may reschedule the canceled vacation period to a currently open vacation slot(s) or to a slot(s) held by any pilot junior to him in his crew position. The junior pilot's vacation award shall not be impacted.</p> <p>d. If the pilot is unable to reschedule the canceled vacation period as provided in Section 7.I.3.c., the vacation hours shall be carried over into the following year.</p> <p>e. Notwithstanding Section 7.I.3.c. and d., the pilot may elect to be paid the credit hour value of his canceled vacation period, plus the additional 24 CH, in the manner provided in Section 7.I.2.</p>	<p>When involuntarily canceling vacation, the Company must:</p> <ul style="list-style-type: none"> • Request at least 2 voluntary cancellations prior to involuntary cancellations • Accomplish the cancellations in crew position reverse seniority order <p>The 30 day notification period is measured from first day of the bid period</p> <p>Additional CH paid increases to 36 CH</p>
NEW	N/A	<p>7.I.4.</p> <p>Provides clarification of vacation cancellation provisions for FPS/TAA, Check Airman, and Instructor Pilots (BPO Pilot)</p>