

1 **SECTION 25**
2 **SCHEDULING**

3 **A. General**

- 4 1. A bid period shall be either 4 weeks (28 days), 5 weeks (35 days), or 6
5 weeks (42 days; and with the consent of the Association's MEC Chairman)
6 in duration, as determined by the Company and shall be uniform system
7 wide. Bid periods shall begin on Sunday or Monday.
- 8 2. The Company shall not change the start time of any local base day, except
9 EUR, to any start time other than 0130 LBT without the consent of the
10 Association. The Company shall not change the start time of the local EUR
11 base day to any start time other than 0215 LBT without the consent of the
12 Association.
- 13 3. All trips known and confirmed at the time a bid period package is published
14 shall appear in the bid period package. To the extent reasonably practical,
15 such trips shall be built into regular lines.
- 16 4. Unless waived by the SIG, at least 80% of all known reserve days, by crew
17 position, shall be built into reserve lines published in the bid period package;
18 however, all known R-24 blocks shall be built into reserve lines published in
19 the bid period package. Remaining reserve days will be made available as
20 reserve blocks, in the View/Add window, and Secondary Working Window
21 (SWW).
- 22 5. Days off are local base days scheduled free from duty at a pilot's base.
- 23 6. Trips published in a bid period package that subsequently become available
24 as open time shall remain in the same base during the bid period. Flying
25 not published in a bid period package, including newly constructed trips as
26 described in Section 25.G.5. (certain open time assignments), may be
27 assigned by the Company to any base.
- 28 7. A pilot shall be provided access to the Company's computer systems and
29 data in order to view:
- 30 a. all bid awards and trips;
- 31 b. information related to open time as follows:
- 32 i. for trip assignment and trading, all open time in the current bid period
33 (and in the next bid period after open time is released) shall be visible
34 in "real time," except during periods when:
- 35 (a) the daily assignment process is taking place;
- 36 (b) the system(s) is paused to allow manual processing functions; or
- 37 (c) the system(s) affecting open time administration is not running
38 due to system maintenance, upgrades, ~~ete~~ [significant operational](#)

- 39 disruptions, etc. Within 1 hour of the beginning of the pause, due
40 to a significant operational disruption, the Company shall notify
41 the affected pilots through a system generated announcement on
42 the main pilot interface page (currently PFC) and BLA submission
43 pages (e.g., Trade with Open Time Submission, Trip Specific
44 Open Time Submission), of the reason, and the beginning and
45 anticipated end of the pause. The Company shall notify the
46 affected pilots through a system generated announcement on the
47 same pages at least 1 hour prior to the end of the pause.
- 48 ii. in crew positions for which trip assignment or trading automation is
49 not functioning, trip pairings more than 40.5 hours prior to showtime
50 shall be visible to pilots accessing the open time interface;
- 51 iii. a trip(s) may be frozen to allow assignment by CRS. When a trip is
52 frozen, it will be visible, but displayed in a manner indicating that it is
53 available only to CRS.
- 54 c. the pilot's own work schedule and pay status, including for a pilot's
55 activities, the "As Awarded/Assigned," "Block Out," and "As Flown"
56 versions for at least 365 days from the end of the activity;
- 57 d. The instances in which reserve coverage exceeds or meets forecast
58 reserve demand (i.e., "green" or "yellow" status) for the pilot's crew
59 position, by date, duration, and reserve period (RP);
- 60 e. other reserve information as provided in Section 25.A.8.; and
- 61 f. another pilot's schedule, as long as the other pilot has opened the pilot's
62 schedule to access.
- 63 8. The Company's computer system shall allow pilots to view:
- 64 a. the list of pilots arranged in leveling order by reserve period.
- 65 b. the available remaining block days of reserve for each pilot on the list.
- 66 c. the leveling hours of each listed pilot.
- 67 d. the accrued RLG hours for the bid period for each pilot.
- 68 e. the current activity or general availability/unavailability status of other
69 reserves.
- 70 f. the assignment of utilized reserves.
- 71 g. special qualifications or restrictions attendant to a particular reserve.
- 72 h. the names of pilots on the reserve list unless the pilot has not opened
73 the pilot's schedule to access.
- 74 9. [Reserved]

75 10. A trip will not be scheduled with any crew composition changes (i.e., basic,
76 or augmented) during any duty period. An operational change of crew
77 composition during a duty period shall not extend a pilot's block hour or on-
78 duty limitations.

79 **B. Bid Period Package**

- 80 1. The Company shall publish (electronically or otherwise, as provided in
81 Section 25.B.3.) a bid period package for each base and, as necessary, a
82 bid period supplemental package. At least one of these packages shall
83 contain, at a minimum, the following information, current as of the
84 publication date:
- 85 a. Trips that are known and confirmed as of the date the bid period
86 package is published;
 - 87 b. A base seniority list for the bid period package;
 - 88 c. A list of vacations, with names and dates, scheduled for the current and
89 the first week of the next bid period; the entire next month's vacation
90 schedule shall be available electronically;
 - 91 d. A list of pilots eligible to bid for recurrent training;
 - 92 e. Dates and times available for recurrent training;
 - 93 f. VIPS telephone information;
 - 94 g. Pilots bidding for pay only;
 - 95 h. Hotel, travel, layover and communications updates;
 - 96 i. Sweep aircraft information;
 - 97 j. SIBA/SBA bidding information;
 - 98 k. A calendar containing bidding dates and times for the current and
99 subsequent bid period;
 - 100 l. Standard miscellaneous forms pertaining to bidding and related matters;
 - 101 m. Scheduled field (airport and hotel) standby, and base (airport and hotel)
102 standby, if applicable;
 - 103 n. Average days off for lines in that bid period;
 - 104 o. A list of Captains and First Officers who have not yet consolidated in
105 their current crew status; and
 - 106 p. Identification of lines in the top 50% of that bid period package's lines,
107 in terms of scheduled block hours, for the purpose of Section 25.C.10.a.
- 108 2. The bid period package shall list the following line bidding choices:
109 a. Regular lines;

- 110 b. Secondary lines; and
111 c. Reserve lines.
- 112 3. Bid period packages shall be published between 23 and 25 days prior to the
113 beginning of the bid period. The bid period package will be published by
114 electronic means only. ~~A limited number of printed bid period packages~~
115 ~~shall also be distributed and available in bases and the following locations~~
116 ~~AFW, CAN, CDG, EWR, OAK and other locations by agreement of the~~
117 ~~Company and the Association.~~
- 118 4. If, due to additional pilots activating in a position after the bid period
119 package is ~~distributed~~published but before the bid is awarded, an
120 insufficient number of lines have been published, the required number of
121 secondary lines shall be increased to accommodate the additional pilots.

122 **C. Bidding Procedures (Monthly)**

- 123 1. Bid(s) shall be entered through VIPS. If access to VIPS is not available, a
124 pilot may enter the pilot's bids by other Company approved means, in
125 writing if possible.
- 126 2. A pilot may complete a standing monthly bid in a format designated by the
127 Company. A pilot may update the pilot's standing monthly bid at any time.
128 If a pilot does not enter a bid for the bid period, or enters an insufficient
129 number of bid choices, the pilot shall be awarded a line based on the pilot's
130 standing monthly bid.
- 131 3. If a pilot does not bid, fails to enter a sufficient number of bid choices, and
132 either does not have a standing monthly bid or has a standing monthly bid
133 with an insufficient number of choices, the pilot shall be awarded a line by
134 seniority order, and by numerical order of remaining lines, lowest number
135 first after all pilots entering bids have been processed.
- 136 4. Bidding for Captains shall close ~~5 days after distribution~~at 1200 CT on the
137 4th day following the publication of the bid period package, unless the bid
138 package is ~~distributed~~published late due to unforeseen circumstances, in
139 which case the Captains' bids shall close ~~4 days~~72 hours after
140 ~~distribution~~publication of the bid package. In any event, Captains' bids shall
141 close between 21 and 17 days prior to the commencement of the new bid
142 period. ~~Bidding for~~ First Officer ~~awards~~bids shall close ~~24 hours~~at 0700 CT
143 on the 2nd day following the close of the ~~bidding for Captain awards~~Captains'
144 bid, but in no case less than 16 hours after the Student Lines are published.
145 Bids shall be awarded in order of seniority within each crew position based
146 upon bids received as of 1200 CT on such date for Captains and 0700 CT
147 for First Officers.
- 148 5. FAR Experience Bidding Limitations

- 149 a. A First Officer shall not be awarded a regular line which, at the time of
150 bid awards, would result in a violation of the FAR related to experience
151 requirements (FAR 121.434, regarding minimum experience for
152 Captain/First Officer combinations). In such case, the First Officer shall
153 be awarded the pilot's next choice for which the pilot is legal.
- 154 b. If any First Officer regular line cannot be awarded through the normal
155 bid award process due to FAR experience requirements, such line shall
156 be assigned to the most junior First Officer who is legal for the
157 assignment.
- 158 c. If a pilot is awarded a regular line that would result in a violation of any
159 FAR related to flight time limitations (e.g., FAR 121.471, 121.483,
160 121.485, 121.487), and there are multiple trips from which to choose
161 which, if removed, would resolve the FAR conflict, the trip(s) with the
162 lowest CH value shall be dropped as a phase-in conflict.
- 163 6. A pilot may only be awarded a line, for flying purposes, for the crew position
164 (i.e., domicile, aircraft, seat) in which the pilot is currently activated and
165 qualified at the time of bid closing. However, a pilot changing domiciles in
166 the same crew status (i.e., aircraft, seat) shall bid and be awarded a line in
167 the pilot's new crew position prior to the pilot's activation into that new crew
168 position. Such pilot's activation date shall be the first day of a bid period, or
169 if operating a carryover trip, at the conclusion of such trip. If a pilot is
170 activated but not qualified in the pilot's crew position at the time of bid
171 closing, the pilot shall be assigned a custom line as provided in Section 25.I.
- 172 7. A pilot in active pay status who is projected to be unavailable for line flying
173 in the pilot's current crew position for an entire bid period (e.g., due to
174 training, Association business status or sick leave) shall bid a line for pay
175 only.
- 176 a. A pilot awarded a secondary line in pay only status shall not be eligible
177 for secondary line construction and shall be compensated the average
178 bid period BLG for regular lines for the pilot's crew position.
- 179 b. [Reserved]
- 180 c. A bid line shall not be awarded to more than one pay only pilot.
- 181 8. If no bid period package is published for a crew position due to the absence
182 of known and confirmed flying in such crew position, pilots holding such
183 crew position shall not be awarded lines for the bid period and shall be paid
184 the average scheduled BLG for regular lines, system-wide.
- 185 9. First Officers may submit to be awarded a line with designated Captains.
186 Such submissions shall be accommodated to the extent permitted by this
187 Agreement.

- 188 10. Following the first full bid period after activation in which the pilot did not
189 have a custom line, if a non-consolidated pilot is, at bid closing, not
190 projected by the Company to be on-track for timely consolidation (using one
191 projected-accrued block hour per remaining non-extension consolidation
192 day), the pilot's monthly schedule awards may be restricted as follows:
- 193 a. awarded a regular line, provided that it includes at least 30 scheduled
194 block hours, or is in the top 50% of lines in that base in terms of
195 scheduled block hours; or
 - 196 b. awarded a secondary line, with bidding preferences/priority as
197 determined by the SIG/SLRWG; the pilot may not voluntarily use, toward
198 the pilot's secondary line construction, standby trips, reserve blocks, or
199 relief flight officer trips; or
 - 200 c. awarded a reserve line, only if the pilot cannot be awarded a regular or
201 secondary line by seniority.
- 202 11. Bid awards shall be available on VIPS by 1700 CT on the date the monthly
203 bid closes.—~~Construction and~~ for Captains, and 1200 CT on the date the
204 monthly bid closes for First Officers. Publication of secondary lines shall be
205 available on VIPS by 1200 LBT not later than 5 days prior to the beginning
206 of the bid period for Captains, and not later than 4 days prior to the
207 beginning of the bid period for First Officers. When the SWW ends on a
208 Company holiday, publication of secondary lines shall be available on VIPS
209 by 1700 LBT not later than 5 days prior to the beginning of the bid period
210 for Captains, and not later than 4 days prior to the beginning of the bid
211 period for First Officers.
- 212 12. Bidding of Recurrent Training
- 213 The awarding of a recurrent training session shall be as follows:
- 214 a. A pilot scheduled for recurrent training in the following bid period shall
215 bid for a recurrent training session during the Bid Period Processing
216 Conflict Input Window as provided in Section 25.E.2.
 - 217 b. Bids shall be awarded during the Conflict Processing Window as
218 described in Section 25.E.3., and a pilot shall be notified of the award
219 prior to the opening of the View/Add Window as described in Section
220 25.E.4.
 - 221 c. Recurrent training bids shall be awarded by seniority, provided,
222 however, that a pilot shall not be awarded a recurrent training session in
223 conflict with any other known absence (e.g., vacation period, leave of
224 absence) or carry-out activities from the previous bid period (e.g., carry-
225 out trip or R-days). If a pilot bids a recurrent training session in conflict
226 with a vacation buffer, that buffer will be deemed waived. Conflicts
227 between recurrent training and vacation will be determined based upon

- 228 the vacation period as awarded, or as adjusted in the Conflict Input
229 Window as provided in Section 25.E.2.b.
- 230 d. If a pilot cannot be awarded a recurrent training session based on the
231 pilot's seniority as provided in Section 25.C.12.c., the following shall
232 apply:
- 233 i. The assignment of the pilot's recurrent training shall be done after
234 the award of all recurrent training slots that could be awarded
235 based on seniority.
- 236 ii. The pilot shall be assigned recurrent training avoiding conflicts if
237 possible. If recurrent training must be assigned in conflict with a
238 trip(s) or R-day block (other than a carry-out trip or R-day(s),
239 which will not be conflicted with under this paragraph), those
240 conflicts shall be handled as provided in Section 25.C.12.f.
- 241 iii. If it is not possible to assign such pilot to a recurrent training
242 session without conflicting with a known absence (e.g., vacation
243 period, leave of absence, carry-out activities), the following shall
244 apply:
- 245 (a) if the pilot is not in the pilot's grace month, then recurrent training
246 will be deferred until the next bid period.
- 247 (b) if the pilot is in the pilot's grace month, then upon completion of
248 the bid period processing, the Training Department will
249 coordinate the pilot's recurrent training assignment and any
250 conflicts will be handled as provided in Section 25.H.
- 251 [Application Note: In certain pre and grace month situations,
252 overlaps between calendar months and bid periods may restrict
253 the recurrent training slots for which a pilot is eligible.]
- 254 e. The available sessions for First Officers may be modified (i.e.,
255 "rebalanced"), prior to awards based on the sessions awarded to pilots
256 in higher seat positions (e.g., rebalancing of First Officer available
257 sessions will be based on Captains' awards).
- 258 f. Following the award during the Conflict Processing Window, a trip or
259 block of R-days in conflict with the recurrent training session award shall
260 be treated as a phase-in conflict as provided in Section 25.F. (e.g., the
261 trip or R-day block shall be dropped and be eligible for make-up under
262 the CIA assignment code), with the pilot having the ability to enter bids
263 during the following View/Add Window. If a recurrent training session
264 award conflicts with any portion of a block of R-days, the entire block
265 shall be dropped as a phase-in conflict and the pilot shall not be
266 responsible for any of the R-days in that block.
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13. Student Lines

- a. To facilitate the scheduling of operating experience, specific regular lines awarded to LCAs may be designated as student lines.
 - i. The number of student lines shall not exceed 40% of the total number of LCAs bidding in a non-pay only status per bid pack, but in any event the Company may designate at least one such line per bid pack.
 - ii. For the purposes of Section 25.C.13., “LCA” refers strictly to “pure” LCAs. It does not include Dual Qualified Check Airmen (DCAs) or Standards Check Airmen (SCAs).

- b. First Officers
 - i. First Officers shall have an option during the monthly bid to opt out of receiving a student line. A pilot who opts-out shall be treated as if the pilot had not bid the student line and shall be awarded that pilot’s next choice.
 - ii. First Officers awarded student lines shall be treated as follows:
 - (a) During the Conflict Processing Window, following the resolution of all phase-in conflicts, any remaining trips will be removed in their entirety in accordance with Section 25.U.2.
 - (b) During the View/Add Window, the pilot shall have the ability to designate the extent, if any, to which the CH associated with the removed Section 25.U.2. trips shall be SMU eligible CHs. If the pilot designates CHs as SMU, the pilot will be then eligible to bid for activities during the View/Add Window with the SMU status (and the pilot’s BLG shall be reduced by the CH designated as SMU);
 - (c) Trips awarded in SMU status shall earn trip guarantee upon assignment and be compensated at 125% of the pilot’s normal pay rate;
 - (d) R-day value for R-days awarded in SMU status shall be compensated at 125% of the pilot’s normal pay rate; and
 - (e) A SMU bank shall be established for remaining SMU CH following the posting of the View/Add Results.

305 **D. Bid Line Categories and Construction**

306 1. Regular Lines

- 307 a. Regular lines shall be constructed solely of trips and days off.
- 308 b. Regular lines shall be constructed with a maximum of 313 hours TAFB
309 in a 4 week bid period, and 390 hours TAFB in a 5 week bid period, and
310 470 hours TAFB in a 6 week bid period. A single trip in a 6 week bid
311 period shall not exceed 390 TAFB. Regular lines will only be
312 constructed with a maximum of 15 work days in a 4 week bid period, 19
313 work days in a 5 week bid period, and 23 work days in a 6 week bid
314 period.
- 315 c. Regular lines in a 4 week bid period shall contain at least 1 block of 4
316 consecutive days off, 1 block of 3 consecutive days off and 1 block of 2
317 consecutive days off. Blocks of days off may be combined.
- 318 d. Regular lines in a 5 week bid period shall contain at least 1 block of 4
319 consecutive days off, 2 blocks of 3 consecutive days off and 1 block of
320 2 consecutive days off. Blocks of days off may be combined.
- 321 e. Regular lines in a 6 week bid period shall contain at least 1 block of 4
322 consecutive days off, 3 blocks of 3 consecutive days off, and 1 block of
323 2 consecutive days off. Blocks of days off may be combined.
- 324 f. Regular lines shall be constructed so that the difference between the
325 high BLG and low BLG in a bid period package shall not exceed 13 CH.

326 2. Secondary Line Construction

- 327 a. A sufficient number of secondary lines shall be published to cover trips
328 and reserve blocks anticipated to be dropped from regular and reserve
329 lines, and other remaining open trips, reserve blocks, and base simulator
330 support events.
- 331 b. Secondary lines shall be constructed in seniority order during the
332 Secondary Working Window (SWW), as provided in Section 25.E.
- 333 c. For purposes of secondary line construction, an R-day does not conflict
334 with another scheduled activity if there is at least 12 hours between the
335 reserve period (RP) and the scheduled activity.
- 336 d. Secondary lines may be constructed using trips, base simulator support
337 events (as provided in Section 25.L.15.), reserve blocks, or
338 combinations of the three; however:
- 339 i. a secondary line containing multiple reserve blocks shall contain at
340 least one day off between them;
- 341 ii. a secondary line containing a reserve block prior to a trip shall
342 contain at least:

- 343 (a) 24 hours off (measured from the end of the last RP to the
344 scheduled showtime of the trip), if the pilot preferenced a
345 mixed line that includes a combination of trips and R-days that
346 exceeds 6 consecutive days without a 24 consecutive hour
347 period off; or
- 348 (b) 12 hours off (measured from the end of the last RP to the
349 scheduled showtime of the trip), if the pilot did not preference
350 a mixed line that exceeds 6 consecutive days without a 24
351 consecutive hour period off.
- 352 iii. a secondary line containing a trip prior to a reserve block shall
353 contain at least:
- 354 (a) 24 hours off (measured from the end of the trip's scheduled
355 duty period to the beginning of the first RP), if the pilot
356 preferenced a mixed line that exceeds 6 consecutive days
357 without a 24 consecutive hour period off; or
- 358 (b) 12 hours off (measured from the end of the trip's scheduled
359 duty period to the beginning of the first RP), if the pilot did not
360 preference a mixed line that exceeds 6 consecutive days
361 without a 24 consecutive hour period off.
- 362 iv. A secondary line shall not contain a base simulator support event
363 unless the pilot has preferenced it.
- 364 e. After the close of the View/Add window, and based on remaining open
365 time and reserve blocks, the Company shall publish a high, low, and
366 target secondary line BLG for each crew position. These high/low/target
367 BLGs:
- 368 i. Do not apply to trips available in open time for secondary line
369 construction which, by themselves and without regard to carry-in CH,
370 exceed the high secondary line BLG; and
- 371 ii. Shall otherwise conform to the line spread provisions of Section
372 4.E.1.d.
- 373 f. Secondary line construction shall be consistent with the provisions of
374 this Agreement, and the parameters established by the SIG and/or
375 Secondary Line Replacement Working Group (SLRWG).
- 376 g. Carryover CH will not be part of the BLG/RLG for a secondary line
377 except as provided in Section 25.E.4.b.iii. If it is not possible to build a
378 secondary line within the line spread without creating a conflict, then the
379 line will be built below the spread. In such case, the difference between
380 that secondary line's BLG/RLG, and the applicable crew position's
381 regular line average BLG shall be eligible for Priority Non-Premium
382 (PNP) make-up.

- 383 h. Secondary line construction inputs and preferences shall be
384 entered/updated via VIPS or another secondary line interface, as
385 applicable. If access to VIPS or other interface is not available, a pilot
386 may enter the pilot's inputs and preferences by other jointly approved
387 means, in writing if possible.
- 388 i. A pilot may enter standing monthly secondary line preferences, which
389 may be updated at any time. If a secondary line awardee does not enter
390 any specific preferences for the bid period, or enters insufficient
391 preferences, the pilot's secondary line shall be constructed respecting
392 secondary line default preferences, as agreed upon by the SIG/SLRWG.
- 393 j. If a pilot enters no preferences, and does not have a standing monthly
394 bid, the pilot shall be awarded a bid period schedule based on the default
395 bid for the pilot's crew position.
- 396 k. A secondary line awardee may make other elections, during the first 48
397 hours of the Secondary Working Window (SWW), as provided in Section
398 25.E.6.b.
- 399 l. The Company shall make available a reasons report to help explain
400 each secondary line awardee's final awarded schedule.

401 3. Reserve Line Construction

- 402 a. A reserve line consists entirely of R-days and days off.
- 403 b. In a 4 week bid period, a published reserve line shall contain a maximum
404 of 15 R-days. In a 5 week bid period, a reserve line shall contain a
405 maximum of 19 R-days. In a 6 week bid period, a reserve line shall
406 contain a maximum of 23 R-days.
- 407 c. In the top 90% of published reserve lines, R-days shall be grouped into
408 a block(s) with a minimum of 4 R-days. Other reserve lines shall have
409 block(s) with a minimum of 3 R-days; provided, however, that reserve
410 lines that contain blocks of 3 R-days shall not contain any R-days on
411 weekends.
- 412 d. A published reserve line may be constructed with an additional R-day(s)
413 that carries over into the following bid period.
- 414 e. Among published reserve lines in each bid period package, there shall
415 be a minimum of ~~13~~20% R-24 lines with a minimum of one R-24 line
416 (described in Section 25.M.2.), a minimum of 20% of non R-24 lines in
417 MEM shall have a R-3 report status, and a minimum of 20% of non R-
418 24 lines in IND shall have a R-3 report status. The Company and the
419 SIG shall coordinate to establish a percentage of R-24 lines by bid
420 period package, and this percentage shall be reevaluated on a quarterly
421 basis.

422 **E. Bid Period Processing**

423 1. Monthly Bid

424 In addition to line preferences, a pilot's monthly bid shall have the ability to
425 contain the following:

- 426 a. Election of minimum days off protection ~~as a result of phase-in, as~~
427 ~~provided in Section 25.F.7.;~~
- 428 b. ~~Waiver of minimum days off protection as a result of recurrent~~
429 ~~training~~Opt out of Student Lines for First Officers;
- 430 c. Waiver of an international duty free buffer to avoid a phase-in conflict or
431 a conflict with recurrent training; and
- 432 d. Waiver of 1-in-10 (Section 12.C.1.c.) to avoid phase-in conflict.

433 2. Bid Period Processing Conflict Input Window

434 The bid period processing conflict input window shall not be less than 48
435 hours beginning ~~at 1700 CT on~~5 hours following the ~~date~~close of the
436 monthly bid ~~closes~~. A pilot may enter the following via VIPS:

- 437 a. Worksheet for minimum days off protection as provided in Section
438 25.F.7.;
- 439 b. Submissions for vacation adjustments (including waiver of vacation
440 buffer for a secondary or reserve line) as provided in Section 7.E.2. and
441 3., and Section 7.G.3. and 4.;
- 442 c. [Reserved]
- 443 d. Bids for recurrent training sessions following the completion and viewing
444 of vacation adjustments and waivers, if any;
- 445 e. [Reserved]
- 446 f. Submission to drop carryover trips under 72 hours TAFB as provided in
447 Section 25.F.3.a.; and
- 448 g. Worksheet for reserve vacation line.

449 3. Conflict Processing Window

450 The Conflict Processing Window is a period of not less than 245 hours,
451 beginning when the Bid Period Processing Conflict Input Window closes.
452 Within the Conflict Processing Window, recurrent training sessions will be
453 awarded after all other conflicts, except those due to minimum day off
454 protection, have been processed. Following the award of recurrent training
455 sessions, conflicts with recurrent training will then be processed. After
456 recurrent training is awarded, conflicts due to minimum day off protection
457 shall be processed.

458 4. View/Add Window

459 The View/Add Window is a period of not less than 48 hours beginning at the
460 close of the Bid Period Conflict Processing Window. During the View/Add
461 Window, a pilot shall have the ability to view open time (conflicted regular
462 line trips and reserve blocks, as well as all remaining open trips, reserve
463 blocks not included in regular/reserve line construction, and open base
464 simulator support events as provided in Section 25.L.15.).

465 ~~[Application note re prior to upgrade of secondary line automation: Open~~
466 ~~time shall be “refreshed” following MUV/CIA awards, allowing secondary~~
467 ~~line preference inputs which are informed by remaining open time.]~~

- 468 a. During the View/Add Window, a pilot may enter the following via VIPS:
- 469 i. Bids for make-up ~~trips~~activities due to phase-in conflict; (CIA) as
470 provided in Section 25.F.;
 - 471 ii. Bids for vacation make-up (MUV) as provided in Section 7.G.5.;
 - 472 iii. Bids for student make-up (SMU) as provided in Section 25.C.13.b.:
 - 473 iv. ~~iii. Bids for phase-in make-up and MUV trips~~ shall be only by:
 - 474 (a) Specific trip number (including date);
 - 475 (b) Reserve block label; and/or
 - 476 (c) Base simulator support event label.
 - 477 v. Bids shall be awarded in seniority order.
 - 478 vi. ~~iv. Bids for MUV and CIA shall be awarded in seniority order.~~ The
479 results of the View/Add Window bids shall be posted no later than 5
480 hours following the close of the View/Add Window.
- 481 b. Additionally, during the View/Add Window, a secondary line awardee
482 may:
- 483 i. Submit the number of vacation days (i.e., whole 6 CH increments)
484 the pilot desires to apply toward the pilot’s secondary line, as
485 follows:
 - 486 (a) For a pilot who has an awarded vacation period(s) in the
487 upcoming bid period, this number may be:
 - 488 (1) as small as zero;
 - 489 (2) as large as 12 days, for a 4 week bid period (but at least the
490 number of days in the pilot’s awarded vacation period(s) if
491 larger than 12 days);

492 (3) as large as 15 days, for a 5 week bid period (but at least the
493 number of days in the pilot's awarded vacation period(s) if
494 larger than 15 days); or

495 (4) as large as 18 days, for a 6 week bid period (but at least the
496 number of days in the pilot's awarded vacation period(s) if
497 larger than 18 days).

498 For the purposes of Section 25.E.6.b.i.(b), additional vacation
499 days (i.e., "extended" vacation days) are always added to the end
500 of the vacation period as awarded. However, if adding an
501 extended vacation day to the end of the pilot's awarded vacation
502 period could cause that extended vacation day to either fall
503 beyond the end of the upcoming bid period or touch Thanksgiving
504 Day, Christmas Eve, Christmas Day, New Year's Eve, or New
505 Year's Day, that extended vacation day will be added to the
506 beginning of the pilot's awarded vacation period. If adding an
507 extended vacation day to the beginning of the pilot's awarded
508 vacation period would cause that extended vacation day to either
509 fall into the current bid period or touch Thanksgiving Day,
510 Christmas Eve, Christmas Day, New Year's Eve, or New Year's
511 Day, the pilot's submission to add that extended vacation day will
512 not be granted.

513 (b) For a pilot who has no awarded vacation period in the upcoming
514 bid period, this number is limited only by the pilot's remaining
515 unused vacation credit hours, in 6 CH increments;

516 ii. Notify the Company of any known absences (e.g., jury) pending
517 during the upcoming bid period;

518 iii. Designate the extent to which carryover CH, if any, should apply
519 toward the new bid period's BLG/RLG, if the pilot is awarded a
520 secondary line; and/or

521 iv. Designate the extent to which the CH associated with an awarded
522 recurrent training session should apply toward the new bid period's
523 BLG/RLG, if the pilot is awarded a secondary line.

524 5. The View/Add Processing Window is a period of not more than 24 hours
525 (beginning when the View/Add Results are posted) during which time the
526 Company shall process submissions, requests, and designations from
527 secondary line awardees transmitted to the Company pursuant to Section
528 25.E.4.b. During the View/Add Processing Window, the Company shall:

529 a. Comply with each submission given staffing in each crew position, which
530 shall be processed in seniority order within the submission type, from
531 secondary line awardees with an awarded vacation period(s) in the

- 532 upcoming bid period, and who wish to avail themselves of Section
533 25.E.4.b.i.(a). In no case shall a submission be approved if it creates a
534 conflict with recurrent training or a known absence (e.g., jury).
- 535 b. Comply with each submission given staffing in each crew position, which
536 shall be processed in seniority order within the submission type, from
537 pilots without any awarded vacation periods in the upcoming bid period
538 who wish to avail themselves of Section 25.E.4.b.i.(b). In no case shall
539 a submission be approved if it creates a conflict with recurrent training
540 or a known absence (e.g., jury).
- 541 c. Regardless of the given staffing in each crew position, submissions for
542 additional or fewer vacation days shall be honored in seniority order to
543 the extent that they are offsetting.
- 544 6. Secondary Working Window (SWW)
- 545 The SWW is a period of not less than [144115](#) hours beginning at [1700 CT](#)
546 [the day following](#) the posting of the View/Add Processing Window results.
547 During the SWW:
- 548 a. A secondary line awardee may build the pilot's secondary line or modify
549 the pilot's secondary line preferences;
- 550 b. Additionally, during the first [4862](#) hours of the SWW, a secondary line
551 awardee may:
- 552 i. slide the pilot's vacation footprint, up to 5 days measured against
553 the greater of:
- 554 (a) the pilot's awarded vacation period; or
555 (b) the pilot's vacation period, as adjusted in the View/Add
556 window;
- 557 Provided, however, that no slide may create a conflict with a
558 pilot's recurrent training or known absence (e.g., jury).
- 559 ii. shrink or eliminate the pilot's vacation footprint; and/or
560 iii. elect to waive or protect the pilot's vacation buffer.
- 561 iv. A vacation period which, as originally awarded, was wholly
562 contained in one bid period may have its footprint, but not its
563 credit hours, slid into an adjacent bid period (except into
564 November or December, or into the current bid period).
- 565 v. A pilot's election to slide, shrink, or eliminate the pilot's vacation
566 footprint, in accordance with Section 25.E.6.b.i. or ii., has the
567 effect only of enhancing a pilot's flexibility during the SWW
568 window. That election does not change the credit hour draw

569 against the pilot's vacation bank as determined by the View/Add
570 window.

571

572 **F. Bid Period Phase-In**

573 1. A phase-in conflict occurs when:

574 a. a pilot not qualified for the lowest FAR landing minimums for the pilot's
575 aircraft is awarded a trip to an international location that was designated
576 in the bid period package as restricted to pilots qualified to those
577 minimums; or

578 b. a pilot is unable to perform an assignment(s) in a bid period due to a trip
579 (including an international buffer, if any) that began in the previous bid
580 period or a carryover R-day(s). For purposes of determining conflicts
581 with R-days on which no activity has been assigned, the following shall
582 apply:

583 i. An R-day conflicts with an earlier assignment unless there is at least
584 12 hours prior to the start of the pilot's first RP, and no legality
585 problems are caused by the previous assignment (e.g., 1-in-7).

586 ii. An R-day conflicts with a subsequent assignment unless there are at
587 least 12 hours between the end of the pilot's R-day and the beginning
588 of the scheduled assignment, and no legality problems are caused
589 by the subsequent assignment (e.g., 1-in-7).

590 iii. An R-day conflicts with another R-day unless there are at least 12
591 hours between the consecutive RPs; however, consecutive R-days
592 with the same RP do not create a conflict.

593 iv. The provisions of Section 25.F.1.b.i., ii., and iii. do not apply
594 operationally or during the application of Section 25.M.3.d.

595 c. a pilot is awarded/assigned a recurrent training session in conflict with a
596 trip or block of R-days, as provided in Section 25.C.12.d.ii., or C.12.f.

597 2. Conflicts relating to on-duty limitations shall be determined based upon
598 scheduled duty limitations, as provided in Section 12.C.4. and D.5.

599 3. A pilot's current bid period schedule, inclusive of carryover R-days into the
600 subsequent bid period, shall take precedence over a subsequent bid period
601 award, except as follows:

602 a. To avoid a phase-in conflict, a pilot with a trip in the new bid period in
603 excess of 120 hours TAFB shall have the ability to submit to drop a
604 carryover trip or R-day block in the current bid period of less than 72
605 hours TAFB or 3-day block as follows:

- 606 i. Such submission shall be made during the Bid Period Processing
607 Conflict Input Window.
- 608 ii. Any submissions shall be processed in seniority order.
- 609 b. Unpaid carryover on a pilot's pay only line during ITU shall not create a
610 phase-in conflict in a subsequent bid period.
- 611 4. A pilot may elect to waive an international duty free buffer to avoid a phase-
612 in conflict.
- 613 5. In the event of a phase-in conflict with a trip(s) on a regular line in the new
614 bid period, the trip(s) in the new bid period shall be dropped without pay and
615 the pilot shall be eligible to make-up the CH value of trip(s) dropped due to
616 phase-in conflict prior to construction of secondary lines, as provided in
617 Section 25.E.4.a.i., L.1., and L.6.
- 618 6. In the event of a phase-in conflict with an R-day(s) in the new bid period:
- 619 a. If other than a vacation conflict, the block containing that R-day(s) in the
620 new bid period shall be dropped, [made available in open time for the](#)
621 [View/Add window](#), and the pilot shall be eligible to make-up an R-day
622 value(s), as provided in Section 25.E.4., L.1., and L.6.;
- 623 b. If a vacation conflict, the entire block containing that R-day(s) in the new
624 bid period shall be made available in open time for the View/Add
625 window; however:
- 626 i. The pilot's vacation bank shall be charged only for the CH value of
627 those R-days in conflict (as provided in Section 7.G.3.); and
- 628 ii. Those R-days not in conflict (as provided in Section 7.G.3.) shall
629 remain on the pilot's schedule, and the pilot's vacation bank shall not
630 be charged for their CH value.
- 631 7. If a pilot's line, including recurrent training and carryover from the previous
632 bid period, does not meet minimum days off protection, the following shall
633 apply prior to the construction of secondary lines:
- 634 a. A pilot shall have the ability to drop a trip(s)/R-day(s) from the pilot's line,
635 provided that the pilot's line, after the adjustment, contains the minimum
636 number of days off and the pilot shall be eligible for make-up. The pilot
637 may request which trip(s) or R-day(s) will be dropped; or
- 638 b. If a pilot is unable to protect the pilot's minimum days off as provided in
639 Section 25.F.7.a., the pilot shall have the ability to drop a trip(s) even
640 though the drop(s) would cause the pilot's line to contain more than the
641 minimum number of days off. The pilot may request which trip(s) or R-
642 day(s) will be dropped. The pilot shall then be eligible for make-up to
643 the extent necessary to restore the CH value of a trip(s) dropped in the
644 View/Add Window, prior to construction of secondary lines.

- 645 c. Adjustments to a pilot's line in accordance with Section 25.F.7.a. and
646 F.7.b., shall be made in accordance with Section 25.E.
- 647 8. If a pilot's vacation period ends on the last day of a bid period and is
648 immediately followed on the first day of the subsequent bid period by a block
649 of RP-A or R-24 reserve periods, the following shall apply:
- 650 a. Unless the conflict is waived, the first reserve period will be dropped and
651 eligible for make-up as provided in Section 25.E.4. and Section 25.L.1.,
652 and L.6.
- 653 b. A pilot may waive the vacation/reserve conflict to avoid a phase-in
654 conflict. If waived:
- 655 i. an RP-A pilot shall be available for notification pursuant to Section
656 25.M.3.c.i.(a), (b), or (c), as appropriate.
- 657 ii. CRS may give an R-24 pilot a reserve assignment via VIPS at least
658 24 hours prior to its scheduled showtime.

659 **G. Open Time Assignments**

660 1. Following resolution of phase-in conflicts, open time may be used in the
661 following order: training assignments, phase-in make-up (including MUV,
662 as provided in Section 7.G.5.a.), and then substitution/reassignment.
663 Remaining open time shall be used for construction of secondary lines.
664 After construction of secondary lines, open time may be used at any time
665 prior to or during a bid period for PMU, substitution/reassignment, custom
666 line construction, advance reserve assignment, advance volunteer
667 assignment, make-up, training assignment and Association Fly Back (AFB).
668 However, during the first 12 hours after the publication of open time, only
669 pilots shall have access to open time trips starting in the new bid period.
670 ~~The Company may also use open time before the assignment window in~~
671 ~~order to assign a trip to an R-24 pilot.~~

672 2. Open Time Availability

673 a. Open time for a bid period shall be available for viewing not later than
674 72 hours prior to the beginning of the bid period. Each bid period
675 package will indicate when open time will be released. The release
676 times may be staggered between aircraft types and bases to prevent
677 VIPS overload.

678 [In the open time release, the Company will include base airport standbys](#)
679 [for the following crew positions: MEM MD-11 Captain, MEM MD-11 First](#)
680 [Officer, MEM A300 Captain, MEM A300 First Officer, MEM B767](#)
681 [Captain, MEM B767 First Officer, MEM B757 Captain, and MEM B757](#)
682 [First Officer. For each of the crew positions, at least the following total](#)
683 [number of base airport standbys per day \(specific times to be](#)

684 [determined by the Company\) shall be included: Tuesday through Friday:](#)
685 [2; and Saturday: 1.](#)

- 686 b. A pilot shall be provided access to the Company's computer systems
687 and data to view information related to available open time as follows:
- 688 i. for trip assignment and trading, all open time in the current bid period
689 (and in the next bid period after open time is released) shall be visible
690 in "real time," except during periods when:
- 691 (a) the daily assignment process is taking place;
- 692 (b) the system(s) is paused to allow manual processing functions; or
- 693 (c) the system(s) affecting open time administration is not running
694 due to system maintenance, upgrades, etc.
- 695 ii. in crew positions for which trip assignment or trading automation is
696 not functioning, trip pairings more than 40.5 hours prior to showtime
697 shall be visible to pilots accessing the open time interface.
- 698 iii. a trip(s) may be frozen to allow assignment by CRS. When a trip is
699 frozen, it will be visible, but displayed in a manner indicating that it is
700 available only to CRS.

701 [c. A trip or standby that appears in open time will remain in open time](#)
702 [exclusively for pilots for no less than 3 hours, except as provided in](#)
703 [Section 25.G.1. \(i.e., the first 12 hours\), G.3., and G.4. Thereafter, the](#)
704 [Company may use open time before the assignment window to assign](#)
705 [a trip to an R-24 pilot, but no earlier than 168 hours prior to showtime.](#)

706

707 3. Assignment Window

- 708 a. Except as provided in Section 25.G.3.a.i. and ii., at 0900 LBT each day
709 the Company shall begin to assign open time trips and base standbys
710 with showtimes through the next 40.5 hours.
- 711 i. At 0700 LBT each day, any trip with 120 hours TAFB or more, with a
712 showtime during the next two local base days that is assigned to a
713 pilot who is on sick leave shall be available in open time for Bid Line
714 Adjustments as provided in Section 25.L. At 1000 LBT, such trips
715 shall become available for assignment by CRS.
- 716 ii. At 0700 LBT each day, any trip with less than 120 hours TAFB, with
717 a showtime during the next local base day that is assigned to a pilot
718 who is on sick leave shall be available in open time for Bid Line
719 Adjustments as provided in Section 25.L. At 1000 LBT, such trips
720 shall become available for assignment by CRS, with the exception of

- 721 trips with a showtime prior to 1800 LBT that same day, which shall
722 become available for assignment by CRS at 0900 LBT.
- 723 b. Open time not assigned as provided in Section 25.G.1. shall be assigned
724 in the following order:
- 725 i. SUB, RAT or PMU;
- 726 ii. PNP;
- 727 iii. Make-up:
- 728 (a) CMU
- 729 [\(b\) SMU](#)
- 730 [\(c\)](#) ~~(b)~~-M/U
- 731 [\(d\)](#) ~~(e)~~-MUS (includes both MUS and MUD)
- 732 [\(e\)](#) ~~(d)~~-MUV
- 733 iv. AFB;
- 734 v. RSV;
- 735 vi. VLT;
- 736 vii. DRF.
- 737 c. Notwithstanding Section 25.G.3.b., the Company may assign open base
738 airport standbys to reserve pilots prior to any other category.
- 739 4. The Company may assign a VLT or DRF ahead of reserve, due to
740 operational requirements, notwithstanding Section 25.G.3. If necessary to
741 prevent or mitigate a departure delay, the Company may make an open
742 time assignment other than as provided in Section 25.G.3. and will report
743 the specific circumstances of such assignment(s) to the Association in the
744 bid period report under Section 9.B.
- 745 5. If an open time trip cannot be assigned through the application of Section
746 25.G.3.b.i. through v., that trip may be canceled and a new trip(s) may be
747 constructed and assigned according to this paragraph (Section 25.G.).
748 This procedure may only be done inside the open time assignment
749 window, as provided in Section 25.G.3.

750 H. Substitution

751 1. Applicability

752 Substitution provisions apply only prior to block-out on a trip. Substitution
753 shall not occur due to Company actions made for operational reasons
754 (e.g., trip revision, high minimums pull) after block-out. A pilot who blocks
755 out on a trip, but returns prior to making a landing at another airport, or

756 who never blocks out due to an operational emergency, may be eligible
757 for substitution, as if the pilot had not blocked out.

758 2. Eligibility for Substitution

759 A pilot is eligible for substitution if the pilot is removed from a trip for which
760 the pilot is entitled to trip guarantee for any of the reasons listed in this
761 paragraph. Pilots in MUV, MUS, CMU, AFB, VLT, DRF or reserve are not
762 eligible for substitution. If a pilot is removed from a substitution trip for any
763 of the reasons listed in this paragraph, the pilot shall remain eligible for
764 substitution based upon the pilot's original trip (i.e., the trip or series of
765 trips that actually created the substitution eligibility). The following events
766 generate substitution eligibility and, where noted, reassignment offers
767 prior to substitution.

768 a. Trip Canceled

- 769 i. The trip is canceled for any reason; or
770 ii. If a trip is canceled due to a change of gauge a pilot shall be
771 offered the rebuilt trip for the pilot's aircraft as a SUB or RAT, if
772 possible.

773 b. Trip Rescheduled Outside 4 Hour Window

774 The trip is rescheduled to begin more than 4 hours prior to its original
775 showtime or to terminate more than 4 hours after its original
776 termination time. Trips in this category must be offered to the pilot as
777 a reassignment trip prior to the pilot being placed in substitution.

778 c. Showtime Moved Up Without Notice

779 The trip is rescheduled with a showtime at least 1 hour earlier than the
780 original showtime and the pilot is not adequately notified of that
781 change. For purposes of this paragraph, adequate notification occurs
782 if:

- 783 i. the pilot checks in at or prior to the new showtime; or
784 ii. the pilot is notified of the change at least 8 hours prior to the new
785 showtime; or
786 iii. the pilot is transiting the pilot's base on separate trips not
787 interrupted by a legal rest period and the pilot is notified of the
788 change prior to the new showtime.

789 d. [Reserved]

790 e. [Reserved]

791 f. Weather Restrictions

792 The pilot is removed from the trip due to weather related restrictions.

- 793 g. FAR or Other Governing Authority
794 The pilot is removed from the trip because the pilot will or is projected
795 to exceed FAR limitations or because of other government controlled
796 restrictions (e.g., work visa not issued in time, revocation or denial of
797 route authority).
- 798 h. Contract Limitations
799 The pilot is removed from the trip:
800 i. because the pilot will or is projected to exceed limitations
801 contained in this Agreement (e.g., precautionary weather pull);
802 ii. because the Company has determined that the pilot is ineligible to
803 fly based on a general, uniformly applied set of criteria (e.g., lack
804 of LCA on route familiarization segments); or
805 iii. due to other circumstances expressly specified in this Agreement
806 as giving rise to substitution eligibility.
- 807 i. Operational Conflict
808 If a trip is revised more than 24 hours prior to the showtime for that
809 trip, and it causes a conflict with a subsequent trip, the revised trip
810 shall be dropped and eligible for substitution. If a trip is revised within
811 24 hours of showtime, and the revision causes a conflict with a
812 subsequent trip, the subsequent trip shall be dropped and be eligible
813 for substitution, unless the first trip is eligible for substitution for some
814 additional reason.
- 815 j. Training
816 The pilot is removed from the trip due to the pilot's recurrent training,
817 other than as a phase-in conflict (See Section 25.F.1.c.).
- 818 3. Notification of Substitution Assignment
819 a. Notification
820 A pilot who is eligible for substitution may be offered a substitution
821 assignment at any time. The pilot shall be available to receive
822 substitution offers during the availability periods described in Section
823 25.H.3.b. and c.
824 b. Initial Availability Period
825 The initial availability period begins when a pilot is notified of the pilot's
826 substitution availability and ends 4 hours after the showtime of the
827 pilot's original trip. Beginning 4 hours prior to the showtime of the
828 pilot's original trip or once notified of substitution eligibility, whichever
829 is later, the pilot shall be available for substitution assignment until 4

830 hours after showtime of the pilot's original trip. If, before the end of
831 the pilot's initial availability period, the pilot has not been offered a
832 substitution assignment (other than airport hold) with a showtime
833 within 72 hours after the showtime of the pilot's original trip, the
834 following shall apply:

835 i. If the pilot's substitution window, as provided in Section 25.H.4.,
836 is shorter than 72 hours, the pilot shall have no substitution
837 responsibility after the pilot's initial availability period.

838 ii. If the pilot's substitution window is greater than 72 hours, the pilot
839 shall be credited with 18 hours toward the pilot's substitution
840 guarantee. The pilot may not be given a substitution assignment
841 with a showtime within 72 hours of the showtime of the pilot's
842 original trip, and the pilot has the following options:

843 (a) elect OTP for the balance of the pilot's original trip guarantee;
844 or

845 (b) remain eligible for substitution.

846 iii. A pilot entitled to elect OTP under Section 25.H.3.b.ii. may do so
847 until the first 0900 LBT after the end of the pilot's initial availability
848 period. If the pilot has not elected OTP by that time, the pilot will
849 remain in substitution.

850 c. Subsequent Availability Periods For SUB Windows Greater Than 72
851 Hours

852 If the pilot chooses to remain eligible for substitution the pilot's
853 subsequent availability periods are as follows:

854 i. A pilot shall be available for substitution assignment between
855 1000 and 1600 hours LBT the day prior to each remaining day on
856 which the pilot could operate a substitution assignment; however

857 ii. The pilot is not required to be available during the last 1000 to
858 1600 LBT period within the pilot's substitution window.

859 d. Conflicts With Availability Periods

860 A pilot shall be required to be available for substitution assignment
861 only during the portion of an availability period during which the pilot
862 is not in a legal rest period, on a trip, or in training. A pilot shall not be
863 considered available if during the entire portion of the IAP, the pilot is
864 in a legal rest period, on a trip, or in training.

865 e. Meaning of "Availability"

866 i. A pilot may supply VIPS with up to four contact numbers, with
867 labels (e.g., "primary," "cell," "alternate") for use during periods

868 when the pilot is required to be available for substitution
869 assignment. In order to contact the pilot during those periods,
870 CRS shall place calls to three (or fewer, when the pilot has listed
871 fewer) of the pilot's listed phone numbers.

872 ii. A pilot shall be deemed "available" for substitution assignment if
873 the pilot either answers calls placed to the pilot's contact numbers
874 or returns those calls within 15 minutes. In extenuating
875 circumstances in which a pilot will be out of contact for more than
876 15 minutes, a pilot may work with CRS to make alternative contact
877 arrangements.

878 f. Notification While On Duty

879 Prior to starting a legal rest period, a pilot on a trip which ends during
880 the pilot's substitution window shall contact CRS within 30 minutes
881 following block-in for possible substitution assignment.

882 g. Airport Hold

883 A pilot eligible for substitution may be held at the airport for up to 4
884 hours after the showtime of the trip for which the pilot was reporting,
885 however, the pilot shall not be held beyond the scheduled duty
886 limitations applicable to that trip. A pilot on airport hold in MEM shall
887 be eligible for a room in the crew rest facility. A pilot on airport hold
888 shall earn 6 CH toward the pilot's substitution guarantee, as provided
889 in Section 4.L.4.

890

891 4. Substitution Window

892 A pilot's substitution window shall be the period beginning 4 hours prior to
893 showtime of the original trip (i.e., the trip or series of trips that actually
894 created the substitution eligibility) and ending 4 hours after the termination
895 of the original trip. For purposes of determining a pilot's substitution
896 window, a series of trips not interrupted by a legal rest period at base is
897 considered a single trip. [As provided in Section 8.C.3.d.iv., a pilot may
898 elect a hotel room in base for use during the Substitution Window as an
899 allowable/reimbursable deviation expense.](#)

900 a. Close of Substitution Window

901 A pilot's substitution window shall close if the pilot's substitution
902 guarantee exceeds the pilot's original trip guarantee.

903 b. Recurrent Training

904 If a pilot becomes eligible for substitution as a result of the pilot's
905 recurrent training, any substitution eligibility created will adhere to the

906 provisions of Section 25.H.3.a., b., and c. (see also Section
907 25.C.12.d.iii.(b)). The pilot's substitution window shall be as follows:

908 Example: Recurrent training creates substitution eligibility for a 7 day
909 trip, and the pilot is eligible for substitution for 4 days. This shall be
910 treated as if it were a 4 day trip, for purposes of Section 25.H.3.a., b.,
911 and c.

912 i. Training Exclusively On Days Off

913 If the training is scheduled exclusively on scheduled days off, and
914 as a result of that training, the pilot is scheduled to receive fewer
915 than the minimum days off and has not waived such protection,
916 the pilot shall be removed from a trip(s), and is eligible for
917 substitution on trip days dropped in excess of minimum days off.
918 The Company shall notify the pilot of the contiguous days on
919 which the pilot is eligible for substitution. The pilot shall be
920 responsible for the availability periods corresponding to those
921 days.

922 ii. Training Exclusively On Trip Days

923 If the training is scheduled exclusively on trip days, the pilot shall
924 be eligible for substitution on any trip days dropped not in conflict
925 with training.

926 iii. Training On Trip Days And Days Off

927 If the training is scheduled on trip days and days off, the pilot shall
928 be eligible for substitution for any trip days dropped in excess of
929 the total number of training days (i.e., training days in conflict plus
930 training days not in conflict). If, as a result of the training
931 scheduled under this paragraph, the pilot is scheduled to receive
932 fewer than the minimum days off, and has not waived that
933 protection, the pilot shall be removed from an additional trip(s) and
934 is eligible for substitution on trip days dropped in excess of
935 minimum days off. The Company shall notify the pilot of the
936 contiguous days on which the pilot is eligible for substitution. The
937 pilot shall be responsible for the availability periods corresponding
938 to those days.

939 iv. Fewer Than Minimum Days Off Due To Carryover

940 If the pilot's line has fewer than the minimum days off as a result
941 of carryover, the number of days off protected shall be limited to
942 the number of scheduled days off on the pilot's line (including
943 carryover).

944 v. Training Rescheduled By Pilot

945 If the pilot has rescheduled the pilot's training from a prior bid
946 period, the pilot shall not be entitled to minimum days off
947 protection. The pilot is eligible for substitution for all trip days
948 dropped not in conflict with training.

949 vi. Location of SUB Window

950 In Section 25.H.4.b.i., ii., and iii., when the trip dropped for
951 recurrent training is in actual conflict with the pilot's recurrent
952 training footprint, the pilot's substitution window will be scheduled
953 to touch either end of the pilot's recurrent training, unless the pilot
954 requests otherwise and an alternative arrangement can be made.
955 If the trip dropped due to recurrent training is not in actual conflict
956 with the training, the SUB window will be based on the footprint of
957 the trip dropped, rather than the recurrent training footprint.

958 5. Substitution Assignment Parameters

959 A pilot eligible for substitution may be assigned a substitution trip(s) or
960 standby assignment(s) in accordance with the following:

961 a. Substitution Trip Assignment

962 The showtime and scheduled termination of a substitution trip must be
963 within a pilot's substitution window.

964 b. Daytime Flying Assignment

965 A pilot eligible for substitution based on a trip in which more than half
966 of the revenue duty periods begin in the day period may be offered
967 any legal substitution assignment; however, if such pilot is offered a
968 trip in which more than half of the revenue duty periods begin outside
969 the day period, the pilot may refuse such trip without loss of trip
970 guarantee.

971 c. For a substitution assignment window of 72 hours or less, any
972 assignment shall be sequential or any unassigned periods during this
973 window are eligible to be claimed for reimbursement for a hotel room
974 (not to exceed the base hotel contract rate).

975 d. Base Airport Standby Assignment

976 A pilot may be offered a regularly scheduled base airport standby
977 assignment only if that standby would otherwise have to be assigned
978 to a VLT or DRF pilot. A substitution pilot on standby must accept any
979 standby trip assignment that is scheduled to operate within the pilot's
980 substitution window.

981 Example: The Company may not create a base airport standby solely
982 in order to use a substitution pilot/crew. If, due to operational
983 circumstances, (e.g., weather, anticipated volume), the Company

984 increases the number of standbys (e.g., not 1 pilot on a.m. standby,
985 but 4 pilots on a.m. standby), then the Company could assign the
986 standby to a substitution pilot, as long as it would otherwise have been
987 assigned to a VLT or DRF pilot.

988 e. Hotel Standby Request

989 i. A pilot whose original trip was greater than 72 consecutive hours
990 may request to have a hotel standby pairing constructed to cover
991 the pilot's substitution window, or the portion of that window not
992 covered by trips already accepted, if any, in accordance with the
993 following:

994 (a) If the pilot's substitution eligibility was posted in VIPS, or the
995 pilot was notified of the pilot's substitution eligibility by CRS,
996 more than 24 hours prior to showtime, the pilot may request
997 hotel standby through CRS up to 24 hours prior to showtime.

998 (b) If the pilot does not have an answer to the pilot's hotel standby
999 request or if substitution eligibility was posted in VIPS 24
1000 hours or less prior to showtime, then the pilot may call CRS to
1001 request hotel standby. CRS shall grant or deny that request
1002 immediately.

1003 ii. A substitution pilot on hotel standby must accept any standby trip
1004 assignment that is scheduled to operate within the pilot's
1005 substitution window. Normal hotel standby report times apply to
1006 a pilot on substitution hotel standby.

1007 f. Minimum Report Times

1008 Unless waived by the pilot, the earliest showtime for a substitution trip
1009 shall be as follows:

1010 i. If a pilot is offered a substitution trip during the pilot's initial
1011 availability period, and the pilot is not already at the airport, the
1012 showtime for that assignment shall be at least the minimum
1013 reserve report status applicable to the pilot's base, as provided in
1014 Section 25.M.3.a. (e.g., R-1.5).

1015 ii. If a pilot is offered a substitution trip during a subsequent
1016 availability period (1000 through 1600 LBT), and the pilot is not
1017 already at the airport, the showtime for that trip shall be:

1018 (a) at least 8:00 hours after the first attempt at notification if the
1019 first duty period in the trip is scheduled to domestic block hour
1020 and on-duty limitations; or

1021 (b) at least 12:00 hours after the first attempt at notification if the
1022 first duty period in the trip is scheduled to international block

- 1023 hour and on-duty limitations.
- 1024 g. A pilot shall not be given a substitution assignment that would cause
1025 the pilot to be illegal for the pilot's next assignment, except as provided
1026 in Section 25.H.2.i.
- 1027 h. A substitution assignment shall not impinge on a required rest period
1028 (including such a rest period associated with training).
- 1029 6. Acceptance or Rejection of Substitution Assignments
- 1030 a. A pilot shall accept or reject a substitution assignment when offered.
1031 However, when a pilot learns of a substitution offer through VIPS prior
1032 to the pilot's initial availability period, the pilot shall have up to 24 hours
1033 to accept or reject the assignment, except that no assignment may be
1034 rejected within 4 hours of showtime. Failure to reject the assignment
1035 in that time frame constitutes acceptance of the assignment.
- 1036 b. A pilot shall not earn trip guarantee for the pilot's original trip if the
1037 pilot:
- 1038 i. fails to satisfy availability or contact requirements specified in
1039 Section 25.H.3.; or
- 1040 ii. trades a substitution assignment; or
- 1041 iii. rejects a substitution assignment which is offered by CRS or
1042 through VIPS:
- 1043 (a) prior to the scheduled showtime of the original trip; or
1044 (b) during a required contact or availability period; or
1045 (c) while on Company assignment during the pilot's substitution
1046 window.
- 1047 c. A pilot may reject a substitution assignment offered other than as
1048 provided in Section 25.H.6.b.iii., or in accordance with Section
1049 25.H.5.b., without loss of trip guarantee (i.e., night or critical flying
1050 offered to day flyer).
- 1051 Example: A pilot in the second day of a six day substitution window is
1052 not offered a substitution assignment during the pilot's 1000-1600 LBT
1053 availability period. A 3 day trip becomes available and CRS calls the
1054 pilot at 1730 to see if the pilot would like the trip as a substitution
1055 assignment. The pilot may decline the substitution offer without loss
1056 of trip guarantee because the trip was not offered at any of the times
1057 described in Section 25.H.6.b.iii.
- 1058 d. A pilot who has forfeited trip guarantee shall have no further
1059 substitution eligibility for the pilot's original trip, shall not be required to
1060 remain available for contact, and shall be eligible for OTP or normal

- 1061 make-up, as applicable. However, if the pilot accepts a substitution
1062 assignment(s), but subsequently forfeits trip guarantee, the following
1063 shall apply:
- 1064 i. the pilot shall be responsible for any previously accepted, but not
1065 yet operated substitution assignment(s) and that assignment(s)
1066 shall be deemed make-up.
- 1067 ii. the pilot shall be eligible for make-up for the value of the pilot's
1068 original trip.
- 1069 7. Trading or Dropping Substitution Assignments
- 1070 If a pilot accepts a substitution assignment and then subsequently trades
1071 or drops that assignment (including PDO bump by another line pilot), the
1072 pilot shall forfeit trip guarantee and be released from future substitution
1073 eligibility.
- 1074 8. Ineligibility for Volunteer
- 1075 a. A pilot may not accept a volunteer trip that operates during any portion
1076 of the pilot's substitution window, except as provided in Section
1077 25.H.8.b., c., and d.
- 1078 b. A pilot may accept a VLT trip which is assigned after the pilot's last
1079 availability period is over.
- 1080 c. A pilot who elects OTP at least 4 hours prior to the showtime of the
1081 pilot's original trip may accept a VLT trip as if the pilot had never been
1082 eligible for substitution.
- 1083 d. A pilot who elects OTP less than 4 hours prior to showtime, shall not
1084 be eligible for a VLT trip with a showtime within 24 hours of the
1085 showtime of the original trip.
- 1086 e. If a pilot is inadvertently assigned a VLT trip in conflict with Section
1087 25.H.8. (this paragraph), the pilot shall earn compensation for that trip
1088 at 150% of the pilot's normal pay rate, or be notified of removal prior
1089 to block-out.
- 1090 9. [Reserved]
- 1091 10. Reassignment in Lieu of Substitution
- 1092 A pilot eligible for substitution may be offered a reassignment trip in lieu of
1093 substitution subject to the following:
- 1094 a. Reassignment Trip Offer
- 1095 The Company may offer a reassignment trip to any pilot who has not
1096 accepted a substitution assignment.
- 1097 b. Acceptance or Rejection of Reassignment Trip Offer

- 1098 i. If a pilot accepts a reassignment trip the pilot shall earn the higher
1099 of trip guarantee for the original trip(s) or trip guarantee for the
1100 reassignment trip, calculated as described in Section 4.M.1.
1101 (Reassignment Trip Pay). That pilot shall be released from all
1102 substitution obligations relating to the pilot's original trip.
- 1103 ii. If a pilot declines a reassignment trip, the pilot shall remain eligible
1104 for substitution.
- 1105 iii. If a pilot trades the pilot's reassignment trip, the pilot shall earn
1106 only the trip guarantee for the trip(s) assumed as a result of the
1107 trade.

1108 11. Election of Open Time Priority In Lieu Of Substitution

- 1109 a. A pilot eligible for substitution on a non-PMU trip may elect OTP by
1110 notifying CRS via VIPS as follows:
- 1111 i. any time prior to the showtime of the pilot's original trip if the pilot
1112 was notified of substitution eligibility prior to showtime; or
- 1113 ii. when notified of the pilot's substitution eligibility if the pilot is
1114 notified after showtime.
- 1115 b. If a pilot becomes eligible for substitution on an PMU trip, and rejects
1116 SUB, the pilot shall not earn any credit hours for that trip, and shall
1117 revert to the pilot's original OTP status.
- 1118 c. If, while still eligible to elect OTP, a pilot forfeits trip guarantee as
1119 provided in Section 25.H.6., the pilot shall be placed in OTP
1120 automatically.

1121 12. Substitution when in SMU status

- 1122 a. If a pilot becomes eligible for substitution on an SMU trip, and rejects
1123 SUB, the pilot shall not earn any credit hours for that trip, and shall
1124 revert to the pilot's original SMU status.
- 1125 b. If a pilot on an SMU trip forfeits trip guarantee as provided in Section
1126 25.H.6., the pilot shall be eligible to make-up, as SMU, the value of the
1127 pilot's original trip guarantee minus the pilot's substitution guarantee.

1128

1129 I. Custom Lines

- 1130 1. A custom line shall be comprised of trips, R-days or a combination of trips
1131 and R-days. The Company may construct and assign a custom line to a
1132 pilot if:
- 1133 a. the pilot is returning to line flying in a bid period for which the pilot was
1134 ineligible to bid (e.g., returning from a leave of absence); or

- 1135 b. the pilot is returning to line flying after having been awarded a pay only
1136 line (e.g., completion of OE, extended sick leave); or
- 1137 c. the pilot is removed from the pilot's line, or a portion thereof, due to
1138 anticipated absence and the pilot subsequently becomes available
1139 (e.g., training is delayed); or
- 1140 d. the pilot is removed from a portion of the pilot's line due to conflict with
1141 the beginning of ITU training; or
- 1142 e. the pilot is a new hire pilot in a bid period for which the pilot was
1143 ineligible to bid; or
- 1144 f. the pilot becomes qualified after the bid award closed, and as a result,
1145 did not receive a line for flying (see Section 25.C.6.).
- 1146 2. A custom line shall comply with the provisions of Section 25.D.1.b. and f.
- 1147 3. The provisions of Section 25.I.2. shall be applied on a prorated basis as
1148 follows:
- 1149 a. If a pilot is returning to line flying in a bid period for which the pilot was
1150 ineligible to bid, the maximum number of credit hours on the pilot's
1151 custom line shall be a prorated portion of the credit hour value of
1152 average BLG for the pilot's crew position, based on the number of
1153 days remaining in the bid period, rounded to the nearest whole
1154 number.
- 1155 Example: Average BLG = 74 CH
- 1156 10 of 28 days remain in bid period
- 1157 $(10 \div 28) \times 74 = \text{Maximum } 26 \text{ CH on custom line.}$
- 1158 b. The number of credit hours on a custom line for a pilot who has been
1159 awarded a pay only line shall not exceed the pilot's pay only BLG/RLG,
1160 less credit received during the bid period.
- 1161 i. A pilot returning from training shall be credited an R-day value for
1162 each day the pilot receives or shows for scheduled training other
1163 than OE, and the higher of SCH or ACH for OE trips. The number
1164 of days off on such pilot's pay only line shall be preserved when
1165 constructing the pilot's custom line. A day off during the pilot's
1166 training footprint shall be considered a day off when constructing
1167 the pilot's custom line.
- 1168 ii. The credit hours on a custom line assigned to a pilot returning
1169 from sick leave shall be credited to the pilot's sick leave account.
- 1170 c. A custom line assigned to a pilot who has been awarded a pay only
1171 line with carryover may include carryover CH in addition to the

- 1172 maximums established in Section 25.1.3.a. and b., subject to the
1173 following:
- 1174 i. the number of carryover credit hours on the custom line shall not
1175 exceed the credit hours allocated to the carryover portion of a trip
1176 on the pilot's pay only line; and
 - 1177 ii. the number of carryover R-days on a custom line shall not exceed
1178 the number of carryover work days on the pilot's pay only line.
- 1179 d. If a pilot is removed from the pilot's line, or a portion thereof, due to
1180 anticipated absence and the pilot subsequently becomes available
1181 (e.g., training is delayed), the number of credit hours on the pilot's
1182 custom line shall not exceed the credit hours removed due to the
1183 pilot's anticipated absence.
- 1184 e. The custom line for a pilot who has been removed from a portion of
1185 the pilot's line due to the beginning of ITU training, shall include a 48
1186 hour duty free period immediately prior to the beginning of ITU training.
1187 Any trips on the pilot's awarded line not in conflict with the pilot's
1188 training or training buffer will be included on the pilot's custom line.
1189 The number of additional credit hours placed on such pilot's custom
1190 line shall be limited to the following:
- 1191 Trip(s) CH minus (R-day value times trip days in actual conflict
1192 with training) minus 12 CH training buffer.
- 1193 4. Custom Line Assignment
- 1194 A pilot eligible for custom line assignment shall contact Crew Resource
1195 Planning (CRP) no later than 72 hours prior to the anticipated eligibility for
1196 custom line assignment (e.g., return from LOA, OE, or beginning of ITU
1197 part of the way through a month). Such pilot shall have the ability to enter
1198 a line construction preference worksheet for the pilot's custom line at that
1199 time. The Company shall accommodate the pilot's preferences in
1200 accordance with seniority to the greatest extent practicable.
- 1201 a. The custom line for a pilot who was in training, shall not be constructed
1202 earlier than the pilot's completion of training. The pilot shall check
1203 VIPS for custom line assignment between 1000 and 1200 LBT after
1204 the pilot's legal rest period following the pilot's final OE trip.
 - 1205 b. The custom line for a pilot who does not require training shall be
1206 constructed within 2 days of the pilot's anticipated return to line flying.
1207 The pilot shall check VIPS for custom line assignment prior to the
1208 pilot's anticipated return.
 - 1209 c. A pilot eligible for custom line assignment shall not submit for any bid
1210 line adjustments (Section 25.L.), volunteer or draft trips for the period

1211 covered by the pilot's custom line until after the pilot receives such
1212 line.

1213 J. Training Assignment

1214 A pilot whose training requires aircraft line flying (e.g., OE, line check) and who
1215 is not currently assigned a trip that provides the required flying, may be
1216 assigned a trip(s) as provided in Section 25.G.1. (Open Time Assignments).
1217 Except during the first twelve hours after the monthly release of open time,
1218 instructors may also be assigned trips pursuant to this paragraph for the
1219 purpose of conducting training, in accordance with the following:

1220 1. Prior to the end of the first twelve hours of open time release as described
1221 in Section 25.G.1. (for the bid period in which the trip in question begins), a
1222 trip may not be assigned to a Check Airman if it was on the bid line of a pilot
1223 more senior than the Check Airman, prior to becoming open.

1224 2. This seniority restriction does not apply to:

1225 a. Trips included in the construction of a Check Airman's secondary line
1226 pursuant to Section 25.D.2.; or

1227 b. Trips assigned beyond the first twelve hours of open time release.

1228 K. Advance Reserve Assignment

1229 1. The Company may advance assign a reserve pilot in accordance with
1230 Section 25.G.1. (Open Time Assignments), only for the following
1231 purposes:

1232 a. to satisfy FAR experience requirements for the least restrictive
1233 operating limitations (e.g., CAT II/III minimums, completion of
1234 consolidation requirements, combined crew experience in new
1235 equipment, etc.); or

1236 b. to comply with visa acquisition procedures; or

1237 c. to cover an open time trip that is more than 60 hours TAFB, in which
1238 case such assignment shall not be awarded greater than 7 days in
1239 advance; or

1240 d. to cover an open base simulator support event (as provided in Section
1241 25.L.15.), in which case such assignment shall not be awarded prior to
1242 the end of the first twelve hours of each bid period's open time release.
1243 Base simulator support events assigned pursuant to this paragraph
1244 (Section 25.K.) shall be on the same voluntary only basis (i.e., pass
1245 down option available, as provided in Section 25.M.6.d.), and the
1246 following shall apply:

1247 i. an advance reserve assigned base simulator support event shall
1248 remain on the reserve pilot's schedule, with VIPS notification

- 1249 posted, for at least 12 hours before being removed (without
1250 leveling credit) for assignment to another pilot, unless Flight
1251 Training Scheduling notifies the pilot through other means (e.g.,
1252 phone call); and
- 1253 ii. once notified of an advance reserve assigned base simulator
1254 support event, a reserve pilot shall exercise the pilot's pass down
1255 option within 15 minutes of notification, or else the pilot shall be
1256 deemed to have accepted the assignment.
- 1257 2. A pilot may be advance assigned a trip only if the trip is scheduled to
1258 operate on the pilot's scheduled R-day(s). At the request of CRS, a pilot
1259 may agree to reschedule the pilot's R-day(s) so that the pilot can accept
1260 an advance reserve assignment.
- 1261 3. A pilot shall not be removed from an advance reserve assignment except
1262 for the reasons stated in Section 25.H.2.a., H.2.c., H.2.f. through H.2.j.,
1263 and 25.M.1.b. Upon notification of removal from an advance reserve
1264 assignment, a pilot shall return to reserve status for any of the pilot's
1265 originally scheduled block of R-days which remain after the pilot was
1266 notified of the pilot's removal.
- 1267 4. A trip assigned in advance reserve status is not eligible for bid line
1268 adjustments as provided in Section 25.L., and is not eligible for
1269 substitution.
- 1270 5. If an advance assignment is made in a future block of R-days, the pilot
1271 shall be released from R-days in that future block preceding the showtime
1272 of the advance assignment. A reserve pilot who is on R-days when an
1273 advance assignment is made shall remain responsible for any R-days
1274 remaining in the pilot's current block.
- 1275 6. A pilot shall be credited toward leveling upon assignment as provided in
1276 Section 4.H.
- 1277 7. A pilot given an advance reserve assignment shall not be given another
1278 assignment that conflicts with the advance reserve assignment.

1279 **L. Bid Line Adjustments**

- 1280 1. General
- 1281 a. A pilot shall have the ability to submit for a bid line adjustment through
1282 VIPS at any time during the bid period.
- 1283 i. [For the first 12 hours after the publication of open time, and from](#)
1284 [0700 LBT through 0800 LBT each day:](#)
- 1285 [A trip or standby that appears in open time shall remain in open time](#)
1286 [for 5 minutes, at which time all bid line adjustment submissions for](#)
1287 [that trip or standby shall be automatically and immediately](#)

1288 processed (processing time may vary depending upon server load),
1289 unless a bid line adjustment is submitted using PMU, in which case
1290 it shall be automatically and immediately processed. For a single bid
1291 line adjustment involving multiple trips or standbys (e.g., picking up
1292 two trips), the BLA is not eligible to be awarded until the 5 minutes
1293 has expired for all trips or standbys in the single BLA.

1294 Example 1: At 07:00 Trip A appears in open time. Pilot 1 submits
1295 a BLA using PNP at 07:02. At 07:05, the BLA will be
1296 automatically and immediately processed (Pilot 1 will be
1297 awarded the BLA).

1298 Example 2: At 07:00 Trip A appears in open time. Pilot 1 (the first
1299 pilot to submit) submits a BLA using M/U at 07:02. Pilot 2 (the
1300 second pilot to submit) submits a BLA using M/U at 07:04. At
1301 07:05, the BLAs will be automatically and immediately processed
1302 (Pilot 1 will be awarded the BLA).

1303 Example 3: At 07:00 Trip A appears in open time. Pilot 1 submits
1304 a BLA using M/U at 07:02. Pilot 2 submits a BLA using PMU at
1305 07:04. At 07:04, the BLAs will be automatically and immediately
1306 processed (Pilot 2 will be awarded the BLA).

1307
1308 Example 4: At 07:00 Trip A appears in open time. At 07:03, Trip
1309 B appears in open time. Pilot 1 submits a single BLA for both
1310 Trip A and Trip B using M/U at 07:04. At 7:08, the BLA will be
1311 automatically and immediately processed.

1312
1313 Example 5: At 07:00 Trip A appears in open time. At 07:03, Trip
1314 B appears in open time. Pilot 1 submits a single BLA for both
1315 Trip A and Trip B using M/U at 07:04. Pilot 2 submits for Trip A
1316 using M/U at 07:04:30. At 7:05, Pilot 2's BLA will be automatically
1317 and immediately processed (Pilot 2 will be awarded the BLA;
1318 Pilot 1's BLA will be denied).

1319 ii. For any time period not covered by Section 25.L.1.a.i. above, a bid
1320 line adjustment submission shall be automatically and immediately
1321 processed, regardless of status.

1322 iii. A bid line adjustment that does not involve a trip or standby in open
1323 time (e.g., R-day moves, trip drops, R-day drops, trades between
1324 pilots) shall be automatically and immediately processed.

1325 iv. Submissions for bid line adjustments shall be processed within each
1326 type of adjustment (e.g., PMU, make-up, open time trades, etc.) in
1327 the order in which they are received. CRS shall notify a pilot via
1328 VIPS that the pilot's submission has been accepted or denied and

1329 shall be reflected in open time. A pilot shall be responsible for
1330 determining whether the pilot's submission has been accepted or
1331 denied.

1332 v. The Company shall inform pilots of the time stamp for a trip or
1333 standby's appearance in open time, and whether, and to what
1334 extent, other pilots have already submitted bid line adjustments for
1335 a given activity (including the extent of already-submitted priority
1336 (PMU or PNP) submissions).

1337 [Note: The parties recognize that the new Section 25.L.1.a. provisions
1338 are significant changes to existing technology, practices and
1339 experiences. As a result, the parties foresee that possible changes
1340 may be desired following implementation and the experience shared by
1341 both the pilots and the Company. To that end, changes shall be
1342 implemented only if agreed upon by the Company and the Association.
1343 The Association's approval shall be sought in a manner deemed
1344 appropriate by the Association's MEC.]

1345

1346 [Note: CRS will still need to manually review trades as specified as "at
1347 the Company's discretion" in Sections 25.L.9.a.ii, 25.L.9.b.ii, 25.L.9.c.ii,
1348 25.L.10.b and 25.L.11.a.]

1349 b. Submissions for open time trips (e.g., PMU, make-up or trip trade), and
1350 submissions to drop a trip shall be submitted no later than 0900 LBT on
1351 the day before the first affected activity. Submissions to drop, trade or
1352 move an R-day(s) shall be submitted no later than 0900 LBT on the day
1353 before the first affected R-day(s). When submitted later than 0900 LBT
1354 on the applicable day, such submission may be processed at the
1355 Company's discretion.

1356 c. A bid line adjustment that would remove a pilot from a trip scheduled
1357 for a check ride is prohibited unless waived by the pilot's Fleet Captain.

1358 d. A bid line adjustment is prohibited if it would create a conflict with
1359 another scheduled activity (e.g., trip, R-day, training) or if the pilot
1360 making such would not be legal to operate another scheduled activity
1361 as a result of the bid line adjustment. For purposes of this paragraph,
1362 conflicts with R-days shall be determined as follows:

1363 i. An R-day conflicts with an earlier assignment unless there are at
1364 least 12 hours prior to the start of the pilot's first RP, and no legality
1365 problems are caused by the previous assignment (e.g., 1 in 7).

1366 ii. An R-day conflicts with a subsequent assignment unless there are
1367 at least 12 hours between the end of the pilot's R-day and the

- 1368 beginning of the scheduled assignment, and no legality problems
1369 are caused by the subsequent assignment (e.g., 1 in 7).
- 1370 iii. An R-day conflicts with another R-day unless there are at least 12
1371 hours between the consecutive RPs; however, consecutive R-
1372 days with the same RP do not create a conflict.
- 1373 e. A pilot shall not submit for an open time assignment that the pilot is not
1374 available to operate.
- 1375 f. The Company may limit bid line adjustments or other additional flying if
1376 it reasonably projects that the flying would cause a pilot to exceed FAR
1377 limitations.
- 1378 g. The Company shall not deny a pilot's bid line adjustment on the basis
1379 of projected non-currency for landings, provided that the showtime for
1380 any trip or standby added as a result of such bid line adjustment is at
1381 least 72 hours after the pilot's projected non-currency.
- 1382 h. A pilot may not trade, proffer, or drop a trip assigned as VLT, DRF, AVA,
1383 CMU, PDO, [PMU](#), or RSV.
- 1384 i. A pilot may not be assigned an activity that originates at a base other
1385 than the pilot's own, except in PDO status.
- 1386 2. Maximum Allowable Open Time
- 1387 a. The Company may deny a pilot's submission for a bid line adjustment
1388 that would place a trip(s) into open time in excess of the Max Open.
1389 Max Open is defined as two reserves available for every open trip, as
1390 described in the Maximum Open Time LOA; provided, however, that
1391 the Company may employ a less restrictive formulation of Max Open
1392 in lieu of the formulation described in the Maximum Open Time LOA.
- 1393 b. The Company may deny a pilot's submission for a bid line adjustment
1394 that involves the movement or drop of an R-day(s), if such would
1395 exceed the forecasted reserve requirement for that date and reserve
1396 period as determined by the Reserve Forecast modeling system.
- 1397 c. The Company may add base hotel standbys to open time to address
1398 reserve staffing shortfalls. In such cases, neither the Max Open
1399 Formula nor the Reserve Forecast will consider these base hotel
1400 standbys as:
- 1401 i. "open trips" if unassigned; or
- 1402 ii. "available reserves" if assigned.
- 1403 3. Dropping Trips and R-days
- 1404 a. A pilot shall have the ability to submit to drop a trip or R-day(s) without
1405 pay.

- 1406 b. A pilot may not drop a trip or R-day that is scheduled in whole or in
1407 part on the following days (i.e. base days): New Year's Eve, New
1408 Year's Day, Thanksgiving Day, Christmas Eve or Christmas Day.
- 1409 c. A pilot who drops a trip or R-day(s) shall be eligible for make-up.
- 1410 d. Contingency Bid Line Adjustment
- 1411 A pilot shall have the ability to submit a "contingency BLA" whereby
1412 the pilot specifies a trip(s) or R-day(s) to drop only if the pilot is able to
1413 pick up a specific trip(s). The pilot must have the applicable bank CHs
1414 sufficient to cover the trip(s) the pilot submits to pick up. The use of
1415 this provision shall be subject to the rules applicable to the bank used
1416 by the pilot for the trip(s) picked up.
- 1417 4. Open Time Priority In Lieu of Substitution (OTP removal code, PMU add
1418 code)
- 1419 A pilot in OTP (as described in Section 25.H.11.) may submit for
1420 assignment of trips from open time in accordance with the following:
- 1421 a. The pilot shall remain in OTP status until the close of the final bid
1422 period of pay protection as described in Section 4.N.1. (PMU Trip
1423 Pay).
- 1424 b. The pilot may submit for a specific trip(s) from available open time, but
1425 not for a trip which the pilot rejected as a substitution assignment. The
1426 submission shall be processed in the order received among other
1427 submissions in OTP status, but ahead of all other open time
1428 submissions [\(except as provided in Section 25.L.1.a. above\)](#). This
1429 priority is guaranteed only for PMU submissions made prior to 0900
1430 LBT, at least 48 hours prior to the showtime of the identified trip.
- 1431 c. The pilot may submit through VIPS for CRS to list the pilot as available
1432 on a certain date(s) for PMU make-up assignment. That PMU make-
1433 up submission shall be processed in the order received among other
1434 make-up submissions in OTP status, but ahead of non-PMU make-up
1435 submissions. This priority is guaranteed only for PMU make-up
1436 submissions made prior to 0900 LBT on the day before the specific
1437 date for which PMU make-up is being submitted.
- 1438 d. The pilot is not eligible for a PMU assignment that exceeds the pilot's
1439 OTP eligibility by more than ~~67~~ CH.
- 1440 e. If a pilot does not make up all lost credit hours prior to the expiration
1441 of the pilot's OTP status, the remaining credit hours shall be available
1442 for normal make-up.
- 1443 f. An OTP pilot's eligibility for volunteer shall be governed by Section
1444 25.H.8.

- 1445 g. If a pilot accepts a substitution assignment(s) the pilot is not eligible
1446 for OTP.
- 1447 5. Priority Non-Premium (PNP)
- 1448 A pilot shall have the ability to submit for a specific trip(s) or standby(s)
1449 from open time (as provided in Section 25.G.2.), to make up eligible PNP
1450 hours as follows:
- 1451 a. The pilot may submit for a specific trip(s) or standby(s) from available
1452 open time. The submission shall be processed in the order received
1453 among other submissions in PNP status, but ahead of all other open
1454 time submissions except PMU [\(except as provided in Section](#)
1455 [25.L.1.a. above\)](#). This priority is guaranteed only for PNP
1456 submissions made prior to 0900 LBT, at least 48 hours prior to the
1457 showtime of the identified trip or standby.
- 1458 b. The pilot may submit through VIPS for CRS to list the pilot as
1459 available on a certain date(s) for PNP assignment. That PNP
1460 submission shall be processed in the order received among other
1461 PNP submissions in, but ahead of non-PNP and non-PMU
1462 submissions. This priority is guaranteed only for PNP submissions
1463 made prior to 0900 LBT on the day before the specific date for which
1464 PNP is being submitted.
- 1465 c. The pilot is not eligible for a PNP assignment that exceeds the pilot's
1466 PNP eligibility by more than ~~6~~7 CH.
- 1467 [d. If a PNP trip is dropped as provided in Section 25.L.3.a., those CH](#)
1468 [revert to general make up \(M/U\).](#)
- 1469 6. Make-Up (M/U, CMU, [SMU](#), MUS, MUV)
- 1470 [a. Specific Submissions](#)
- 1471 ~~a~~-A pilot shall have the ability to submit for a specific trip(s) or
1472 standby(s) from open time (as provided in Section 25.G.2.) to make
1473 up eligible credit hours. These submissions, along with trip trades, will
1474 be processed in the order received: [\(except as provided in Section](#)
1475 [25.L.1.a. above\)](#).
- 1476 [b. Non-Specific Submissions \(Make Up List\)](#)
- 1477 ~~b~~-A pilot may submit for an assignment (as provided in Section
1478 25.G.2.) to make up eligible credit hours.
- 1479 i. The pilot's submission shall include the date(s) the pilot is
1480 available for a trip or base standby.

- 1481 ii. The pilot's submission may include limitations (e.g., no late call,
1482 west coast, weekend layover, no critical duty) or may designate a
1483 specific assignment, if available.
- 1484 iii. The pilot's submission may be withdrawn or modified prior to
1485 assignment.
- 1486 iv. If a pilot's make-up submission contains no limitation on the length
1487 of assignment, the pilot may be given any make-up assignment
1488 that does not conflict with a subsequent assignment on the pilot's
1489 line.
- 1490 v. A pilot shall be responsible for any make-up assignment that
1491 complies with the pilot's submission.
- 1492 vi. Unless previously notified of assignment, a pilot shall be available
1493 for notification of a make-up assignment beginning 1:30 hours
1494 prior to the day on which the pilot is submitting for that assignment
1495 or make prior arrangements for notification by mutual agreement
1496 with CRS. A pilot submitting for a make-up assignment shall be
1497 prepared to show in 1:30 hours unless specified otherwise in the
1498 pilot's submission. For a base whose shortest reserve report
1499 status is other than R-1.5, this paragraph's requirements shall
1500 match accordingly.
- 1501 Example: In a base with an R-3 reserve report status, a pilot
1502 submitting for a make-up assignment shall be prepared to
1503 show in 3:00 hours unless specified otherwise in the pilot's
1504 submission.
- 1505 vii. Submissions for make-up shall be processed in the following
1506 order: CMU, [SMU](#), M/U, MUS, MUV and AFB.
- 1507 c. [Reserved]
- 1508 d. A make-up assignment shall be operated under a single pay code
1509 (e.g., one trip could not be half MUV and half MUS).
- 1510 e. A pilot is not eligible for a make-up assignment that exceeds the pilot's
1511 make-up eligibility by more than ~~6~~7 CH.
- 1512 f. ~~[Reserved]~~ [If a SMU trip is dropped as provided in Section 25.L.3.a.,
1513 those CH revert to general make up \(M/U\).](#)
- 1514 g. A pilot entitled to make up an R-day(s) will have an R-day value added
1515 to the pilot's make-up eligibility for each R-day. The pilot shall make
1516 up that R-day(s) in accordance with Section 25.L.6.a. or b.
- 1517 7. Association Fly Back (AFB)
- 1518 Submissions for AFB shall be administered as provided in Section 25.L.6.

- 1519 8. Trading With Open Time
- 1520 a. A pilot shall have the ability to submit to trade the pilot's trip(s) for
- 1521 another trip(s) in open time. The net effect of any trade(s) in a bid
- 1522 period (including similar footprint trades, as described in Section
- 1523 25.L.8.b.) may not increase the pilot's BLG, as published, by more
- 1524 than ~~42~~13 CH.
- 1525 b. Similar Footprint Trades
- 1526 If the submission of a bid line adjustment to trade trip(s) or a series of
- 1527 trips would have otherwise been denied due to staffing metrics (e.g.
- 1528 insufficient reserves), such submission shall be accepted if:
- 1529 i. The trade is submitted no later than 72 hours before the
- 1530 showtime of the trip(s) being placed into open time; and
- 1531 ii. The trip(s) in open time has a showtime:
- 1532 (a) On the same local base day; and
- 1533 (b) In the same reserve period as the original trip(s); and
- 1534 (c) An equal to or greater TAFB than the original trip(s);
- 1535 and
- 1536 iii. For a series of trips:
- 1537 (a) The last trip must end no earlier than 4 hours prior to
- 1538 the end of the original trip(s); and
- 1539 (b) The first trip in the series must have a showtime on the
- 1540 same local base day and within the same reserve
- 1541 period.
- 1542 9. Trading Between Pilots by Mutual Consent
- 1543 a. Trading Trips
- 1544 i. A pilot shall have the ability to submit to trade a trip(s) with another
- 1545 pilot. The pilot's submission shall state whether it is a credit hour
- 1546 swap or mutual PDO bump.
- 1547 ii. Trades between pilots shall be submitted at least 2 hours prior to
- 1548 showtime of the first affected activity. Submissions after 0900 LBT
- 1549 on the day preceding the first affected activity shall be confirmed
- 1550 through VIPS. Submissions within 2 hours of showtime may be
- 1551 processed at the Company's discretion. ~~Should automatic trip~~
- 1552 ~~trading become operational~~Upon implementation of 25.L.1.a., the
- 1553 Company shall process all trip trades submitted at least 1 hour
- 1554 before showtime of the first affected activity.

- 1555 iii. A trip trade between pilots ~~may~~will be processed ~~when received,~~
1556 ~~notwithstanding~~as provided in Section 25.L.1.a.
- 1557 iv. A mutual bump shall be subject to the provisions of Section
1558 25.L.11.
- 1559 b. Trading Blocks of R-Days
- 1560 i. A pilot shall have the ability to submit to trade a full block of R-
1561 days with another pilot.
- 1562 ii. If the submitted trade would combine 2 or more blocks of R-days
1563 without an intervening day off on either pilot's schedule, the
1564 approval of that submission shall be at the discretion of CRS.
- 1565 iii. R-days assumed by a pilot as a result of a trade(s) shall be
1566 considered scheduled R-days for purposes of RLG credit and
1567 leveling.
- 1568 c. Trading a Block of R-Days with Another Pilot's Trip(s)
- 1569 i. Pilots shall have the ability to submit to trade a full block of R-days
1570 and a trip(s).
- 1571 ii. If the trip(s) and the block of R-days, as traded, would not be
1572 preceded and followed by at least 1 day off, then the approval of
1573 that request shall be at the discretion of CRS.
- 1574 iii. That trade, if approved, shall be on a PDO basis. The pilot
1575 standing the traded R-days shall assume the leveling position of
1576 the pilot originally holding the R-days.
- 1577 10. Trip Pick-Up From Another Pilot
- 1578 a. A pilot shall have the ability to pick-up a trip(s) from another pilot with
1579 the pilot's consent. If the submission meets all contract and legality
1580 parameters, the pilot originally assigned the trip shall be removed from
1581 the trip (without pay) and is not eligible for make-up. The pilot who
1582 picks-up the trip shall have trip guarantee for that trip.
- 1583 b. Submissions for a pick-up trip shall be submitted at least 2 hours prior
1584 to showtime. Submissions after 0900 LBT on the day preceding the
1585 trip shall be confirmed in VIPS. Submissions within 2 hours of
1586 showtime may be processed at the Company's discretion.
- 1587 c. Submissions for a trip pick-up ~~may~~will be processed ~~when received,~~
1588 ~~notwithstanding~~as provided in Section 25.L.1.a.
- 1589 11. Per Diem Only Bumping (Non-Training)
- 1590 a. A pilot shall have the ability to bump another pilot from the pilot's trip
1591 with that pilot's consent, if the submission meets all contract and

1592 legality parameters. Submissions for PDO bumps shall be submitted
1593 at least 2 hours prior to showtime of the affected trip. Submissions
1594 after 0900 LBT on the day preceding the affected trip shall be
1595 confirmed through VIPS. Submissions within 2 hours of showtime
1596 may be processed at the Company's discretion. A pilot on R-days
1597 may submit to bump another pilot to satisfy pilot qualification
1598 requirements (e.g., consolidation, currency), and if such submission is
1599 approved, the bumped pilot is released and is not responsible for any
1600 R-days. A pilot may be bumped from the pilot's trip under this
1601 paragraph only if the pilot:

- 1602 i. holds trip guarantee upon assignment for the trip to be bumped;
- 1603 ii. holds the trip to be bumped in reserve status; or
- 1604 iii. is bumped under Section 9.A.2.
- 1605 b. If bumped, the following shall apply:
 - 1606 i. The bumped pilot shall be removed from the trip and shall have
1607 no further responsibility for such trip.
 - 1608 ii. Unless the pilot held the trip in reserve status, the pilot shall earn
1609 trip guarantee.
 - 1610 iii. If the bumped pilot held the trip in reserve status, the pilot shall
1611 earn credit toward leveling and RLG, and shall return to the pilot's
1612 remaining reserve schedule, if any, following the footprint of the
1613 bumped trip.
 - 1614 iv. The pilot operating the trip shall earn per diem, international
1615 override and overage, if applicable. The pilot shall earn deviation
1616 credit for the trip, if applicable, except as provided in Section
1617 9.A.2. (management bump).
 - 1618 v. If the pilot assigned the PDO trip is unable to operate that trip due
1619 to illness or injury, the scheduled trip guarantee shall be deducted
1620 from the pilot's sick leave account.
 - 1621 vi. [Reserved]
 - 1622 vii. If a pilot assigned a PDO trip rejects a substitution trip, the credit
1623 hours for the PDO trip shall be deducted from the pilot's current
1624 BLG/RLG and the pilot shall be eligible for make-up.

1625 12. Moving an R-Day(s)

1626 A pilot shall have the ability to submit to move an R-day(s) within a bid
1627 period and that submission shall not be unreasonably denied.

1628 13. Emergency Drop

- 1629 a. A pilot shall have the ability to submit to drop a trip(s) or R-day(s) due
1630 to personal emergency.
- 1631 b. An emergency drop shall be submitted to a pilot's Fleet Captain, or
1632 designee. The Fleet Captain, or designee, shall approve or deny the
1633 submission after consultation with CRS.
- 1634 c. A pilot who drops an activity due to personal emergency shall be
1635 eligible for make-up.
- 1636 d. A pilot may use the pilot's vacation in lieu of drop for personal
1637 emergencies.

1638 14. Proffer and Acquire in Open Time

- 1639 a. Proffer
- 1640 A pilot shall have the ability to proffer a trip(s) in open time for pickup.
1641 The proffer shall designate whether the activity is:
- 1642 i. make-up eligible; or
1643 ii. a trip pick-up as provided in Section 25.L.10.
- 1644 b. Acquiring a Proffer
- 1645 i. Provided the submission to acquire a proffer meets all
1646 contract and legality parameters, a pilot shall have the ability
1647 to acquire a proffered trip in open time:
- 1648 (a) To make-up eligible credit hours (M/U, CMU, [SMU](#),
1649 MUS, MUD, MUV); or
- 1650 (b) As a trip pick-up.
- 1651 ii. Submissions to acquire a proffer shall be submitted at least
1652 72 hours prior to showtime for the proffered trip, otherwise
1653 the proffering pilot shall retain that trip.
- 1654 iii. The pilot who proffered the trip shall be removed from the
1655 trip without pay.
- 1656 iv. If the proffer was designated "make-up eligible:"
- 1657 (a) The pilot who proffered the trip shall have the
1658 scheduled credit hours for the trip deposited into the
1659 pilot's general make-up bank; and
- 1660 (b) The pilot who acquired the trip shall have the
1661 scheduled credit hours for the trip debited from the
1662 pilot's designated make-up bank.

1663 15. Base Simulator Support Events

1664 A pilot shall have the ability to submit for a specific base simulator support
1665 event from open time in their base. Only the following events shall be
1666 available as base simulator support events for bid line adjustments,
1667 secondary lines, and reserve assignments:

- 1668 a. CQ training events (CLOE and CMV2 shall only be available as two
1669 linked events);
- 1670 b. Training events pursuant to Section 24, except for MV-1, MV, LOE-
1671 1, and LOE; and
- 1672 c. Requalification training events except for RMV-1, RMV, RLOE-1,
1673 and RLOE.

1674 [16. Open Trip Notification System](#)

- 1675 [a. A pilot shall have the ability to submit criteria to filter open time trips.](#)
- 1676 [b. A pilot may elect to receive a text message to a number specified by](#)
1677 [the pilot when a trip which meets the pilots criteria becomes available](#)
1678 [in open time.](#)

1679 M. Reserve

1680 1. General

- 1681 a. A reserve pilot shall be scheduled to stand R-days only in the pilot's
1682 base.
- 1683 b. A reserve pilot shall not be given an assignment, [including any](#)
1684 [assignment from a standby period.](#) that is scheduled to terminate
1685 more than 2 hours into the pilot's day off.
- 1686 c. If a reserve assignment operationally extends more than 2 hours into
1687 a pilot's day off, the pilot shall accrue reserve overage (as described
1688 in Section 4.BB.8.b.), and shall have the ability to drop a subsequent
1689 R-day, if any, in the current bid period without pay. CRS shall make
1690 reasonable efforts to accommodate a pilot's request as to the
1691 subsequent R-day to be dropped. Such R-day shall be at the
1692 beginning or end of a block of R-days remaining on the pilot's line,
1693 unless the pilot agrees otherwise.
- 1694 d. Any activity (i.e., trip, base standby, or base simulator support event)
1695 assigned to a reserve pilot must have a showtime in the pilot's RP.
- 1696 e. A reserve pilot removed from a base simulator support event for any
1697 reason:
- 1698 i. prior to the pilot's scheduled showtime, shall return to the pilot's
1699 reserve schedule; or

- 1700 ii. at or after the pilot’s scheduled showtime, shall be released for a
1701 minimum rest period of 12 hours or until the pilot’s next RP,
1702 whichever is greater.
- 1703 f. A reserve pilot removed from a trip for the following reasons shall
1704 return to the pilot’s reserve schedule:
- 1705 i. trip canceled (Section 25.H.2.a.);
- 1706 ii. trip revised to extend more than two hours into the pilot’s day off,
1707 as provided in Section 25.M.1.b.;
- 1708 iii. early show without notice (Section 25.H.2.c.);
- 1709 iv. weather restrictions (Section 25.H.2.f.);
- 1710 v. FAR or other governmental authority (Section 25.H.2.g.);
- 1711 vi. Contract limitations (Section 25.H.2.h.);
- 1712 vii. Operational conflict (Section 25.H.2.i.);
- 1713 viii. Duplicate or other assignment error, as defined in Section
1714 25.AA.1.
- 1715 g. A reserve pilot who departs the pilot’s base to operate a non-
1716 augmented duty period shall be scheduled for release to a legal rest
1717 period not later than “NW + 16” (i.e., 16 hours after the start of the
1718 notification window applicable to the pilot’s RP). This paragraph shall
1719 not apply:
- 1720 i. to a pilot who is released for a legal rest period prior to the
1721 showtime of the pilot’s reserve assignment;
- 1722 ii. if the reserve pilot is assigned to a duty period consisting
1723 exclusively of deadhead; or
- 1724 iii. if the pilot, by virtue of having been timely notified of the pilot’s next
1725 assignment, serves neither the pilot’s notification window nor any
1726 portion of the pilot’s RP prior to showtime for the departing duty
1727 period, and that pilot has at least 8 hours free from duty prior to
1728 the next assignment’s showtime.
- 1729 h. If a reserve pilot has met or exceeded the pilot’s RLG, the pilot’s
1730 remaining R-day(s) in the bid period shall be removed without pay
1731 consequence.
- 1732 i. If a new base is established, the Company shall meet and consult with
1733 the Association regarding the feasibility of R-1.5 status in light of
1734 reasonable commuting times in the area of the new base, and the
1735 possibility of providing hotel rooms for pilots on R-1.5 in case
1736 commuting times are especially long or unpredictable.

- 1737 j. A reserve pilot released from availability or duty for 24 hours, (e.g.,
1738 24 hour or greater layover during a trip, released for international
1739 buffer, or day off), is assumed to have received a release for 1-in-7. A
1740 reserve pilot, during a block of R-days, without an assignment must
1741 be notified prior to the beginning of any release that is to satisfy 1-in-
1742 7. An R-24 pilot who is released for a 1-in-7 will not be required to be
1743 available for notification during the pilot's 1-in-7 but will be responsible
1744 for an assignment placed in VIPS during that period, provided such
1745 assignment's showtime is after the end of the 1-in-7 and that
1746 assignment is posted at least 24 hours prior to showtime.
- 1747 k. Upon release for a legal rest period at base from any assignment, a
1748 reserve pilot shall be given a minimum rest period of 10 hours prior to
1749 the beginning of any subsequent reserve availability or the showtime
1750 of any subsequent assignments.
- 1751 l. A reserve pilot shall not be hub turned through the pilot's base more
1752 than 4 times, during a single block of R-days, without the pilot's
1753 consent. This provision shall not apply to advance reserve
1754 assignments or pilots on first fly.
- 1755 2. Reserve Periods (RP)
- 1756 a. Reserve periods may take any of the following forms:
- 1757 i. Reserve Period A (RP-A) is a 12 hour period of time beginning at
1758 the start of the day.
- 1759 ii. Reserve Period A+ (RP-A+) is a 12 hour period of time beginning
1760 6 hours after the start of the day.
- 1761 iii. Reserve Period B (RP-B) is a 12 hour period of time beginning 12
1762 hours after the start of the day.
- 1763 iv. Reserve Period B+ (RP-B+) is a 12 hour period of time beginning
1764 18 hours after the start of the day.
- 1765 v. Reserve Period 24 (RP-24) is a 24 hour period of time beginning
1766 at the start of the day.
- 1767 b. The following shall be published in the bid period package:
- 1768 i. RP-24 lines (minimum as provided in Section 25.D.3.e.), and at
1769 least one of the following:
- 1770 ii. Lines of RP-A, RP-A+, RP-B, or RP-B+.
- 1771 3. Availability
- 1772 a. Report Status
- 1773 Reserve pilots shall have a report status of R-1.5, R-2, R-3, or R-24.

- 1774 i. Pilots on R-1.5 status must be given at least 1:30 hours notice prior
1775 to the showtime of any assignment. However, an R-1.5 pilot on a
1776 RP-A (or an RP-A+ if an Operational Emergency has been
1777 declared under Section 12.A.3.) may be given 1 hour notice prior
1778 to showtime if there is no airport standby pilot who could be given
1779 the assignment, and the pilot is given late call parking. For
1780 purposes of this Agreement, the parking lot in the Flight Operations
1781 areas in Anchorage is late call parking. Memphis, and any future
1782 bases, shall either have designated late call parking or this
1783 provision will not apply.
- 1784 ii. Pilots on R-2 status must be given at least 2 hours' notice prior to
1785 the showtime of any assignment.
- 1786 iii. Pilots on R-3 status must be given at least 3 hours' notice prior to
1787 the showtime of any assignment.
- 1788 iv. Pilots on R-1.5, R-2, or R-3 must be given at least 3 hours' notice
1789 prior to the showtime of a base simulator support event
1790 assignment.
- 1791 v. Pilots on R-24 status must be given at least 24 hours' notice prior
1792 to the showtime of any assignment, except:
- 1793 (a) an R-24 pilot may be hub turned with less than 24 hours'
1794 notice; and
- 1795 (b) if an R-24 pilot is performing an assignment, is on vacation,
1796 or has a 48 hour international duty free buffer during the pilot's
1797 first availability period, CRS may give the pilot a reserve
1798 assignment by placing the assignment in VIPS at least 24
1799 hours prior to its scheduled showtime.
- 1800 vi. An R-24 pilot shall not have the pilot's RP changed to a non R-24
1801 period (Section 25.M.3.d.).
- 1802 vii. If, due to a shortage of non R-24 pilots, an R-24 pilot is needed in
1803 the pilot's base for shorter notification, the [Company may assign a](#)
1804 [pilot ~~may be assigned~~ once per bid period](#) to base hotel standby for
1805 a block or a portion of a block of R-days. [With the pilot's consent,](#)
1806 [the Company may assign additional base hotel standby](#)
1807 [assignments within the same bid period, and the pilot shall be paid](#)
1808 [3 CH for each assignment in addition to all other compensation.](#)
- 1809 (a) Any assignment to base hotel standby will be for a minimum
1810 of two days and a maximum of four consecutive days and
1811 shall cover the RP for which there is a shortage.

- 1812 (b) The pilot's originally scheduled R-24 base hotel standby trip
1813 may not be revised to include additional base hotel standby
1814 periods.
- 1815 (c) If the Company assigns a trip to a pilot placed in base hotel
1816 standby under this provision, and the trip terminates after the
1817 conclusion of the original hotel standby assignment, the pilot
1818 shall be deemed to have completed the hotel standby
1819 assignment and shall return to the pilot's original R-24
1820 schedule.
- 1821 (d) Any assignment to base hotel standby shall be made in
1822 leveling order, as provided in Section 25.M.6. An R-24 pilot
1823 shall not be assigned to a base airport standby without first
1824 having been assigned to base hotel standby.
- 1825 b. Assignment of Report Status
- 1826 i. The report status for all reserve pilots in a base shall be published
1827 in the bid period package. Except for R-24, pilots shall be
1828 scheduled for either R-1.5, R-2, or R-3 status for an entire RP
1829 block.
- 1830 ii. CRS shall notify a reserve pilot of any change in the pilot's report
1831 status. If a reserve pilot's report status is changed from R-3 to R-
1832 1.5, the pilot shall be provided a minimum of 1:30 hours notice of
1833 that change and shall be provided a hotel room.
- 1834 c. Notification
- 1835 A pilot shall be available for notification of an assignment throughout
1836 the pilot's notification window. During the pilot's notification window,
1837 a pilot shall either answer calls placed by CRS or return those calls
1838 within 15 minutes.
- 1839 i. A pilot's notification window shall begin:
- 1840 (a) 1:30 hours prior to the pilot's RP for an R-1.5.
1841 (b) 2 hours prior to the pilot's RP for an R-2.
1842 (c) 3 hours prior to the pilot's RP for an R-3.
1843 (d) 24 hours prior to the pilot's RP for an R-24.
- 1844 ii. A pilot's notification window shall end:
- 1845 (a) 1:30 hours prior to the end of the pilot's RP for an R-1.5.
1846 (b) 2 hours prior to the end of the pilot's RP for an R-2.
1847 (c) 3 hours prior to the end of the pilot's RP for an R-3.

- 1848 (d) 24 hours prior to the end of the pilot's RP for an R-24.
- 1849 d. Change of [Reserve Period \(RP-Status\)](#)
- 1850 CRS may change a pilot's RP (from or to A, A+, B, B+) consistent with
- 1851 the following. The change of a pilot's RP shall not interfere with the
- 1852 pilot's scheduled days off.
- 1853 i. CRS may change a pilot's RP ~~status~~ by providing notice and a
- 1854 duty free period of at least 18 hours, measured from the beginning
- 1855 of the pilot's original RP or the pilot's new RP, whichever is earlier.
- 1856 A pilot may waive the 18 hour required notice.
- 1857 ii. From the point of the RP ~~status~~-change, all R-days remaining in
- 1858 that block shall have the same RP.
- 1859 iii. If the change of a pilot's RP conflicts with a scheduled day off, the
- 1860 portion of the RP in conflict with the day off shall be removed with
- 1861 pay. If this occurs, a pilot shall receive 3 CH toward the pilot's
- 1862 leveling.
- 1863 iv. CRS may assign a reserve pilot 2 trips on consecutive R-days with
- 1864 showtimes in different RPs if the pilot is assigned the second trip
- 1865 at least 18 hours prior to showtime of that trip and:
- 1866 (a) the pilot remains on duty between the trips; or
- 1867 (b) the pilot has a legal rest period of at least 10 hours between
- 1868 trips and the second trip contains a layover.
- 1869 v. If a reserve pilot is assigned 2 reserve trips with showtimes in
- 1870 different RPs, the pilot's RP for the balance of the block of R-days
- 1871 shall be the RP applicable to the second trip, unless the pilot's RP
- 1872 subsequently is changed as provided in Section 25.M.3.d. (this
- 1873 paragraph).
- 1874 vi. CRS shall notify a pilot of changes of the pilot's RP through VIPS.
- 1875 vii. If a pilot's RP is changed, as provided in Section 25.M.3.d., the
- 1876 pilot shall receive 1:30 CH disruption pay in addition to RLG.
- 1877 e. Release Criteria and Provisions
- 1878 An RP-A, A+, B, or B+ reserve pilot who is given an assignment in the
- 1879 pilot's next RP shall be released until the showtime of that assignment.
- 1880 An RP-24 reserve pilot who has been given an assignment shall be
- 1881 released until the showtime of that assignment. [An R-24 pilot who has](#)
- 1882 [been assigned a trip shall not be assigned a second trip with a](#)
- 1883 [showtime prior to the showtime of the first trip \(e.g., pilot assigned on](#)
- 1884 [day 1 for a trip with a showtime on day 5 shall not be assigned a trip](#)
- 1885 [on day 2 with a showtime on day 3\).](#) If the period between release

1886 and showtime is long enough to constitute an FAR legal rest period,
1887 that period shall be considered a legal rest period.

1888 f. Post Duty Availability

1889 A reserve pilot shall contact CRS at the completion of any assignment
1890 that terminates within the pilot's R-day. Such contact shall be within
1891 30 minutes after block-in if the assignment was a trip or within 30
1892 minutes after the conclusion of any other assignment (e.g., simulator).

1893 i. If a pilot, other than a pilot who has completed a base simulator
1894 support event, is not given another assignment for that duty
1895 period, the pilot shall be released for a minimum rest period of 10
1896 hours;

1897 ii. A pilot who has completed a base simulator support event may
1898 not be given another assignment for that duty period, and shall
1899 be released for a minimum rest period of 12 hours.

1900 g. Reduced Availability Situations

1901 A reserve pilot shall be available for assignment notification during the
1902 pilot's notification window, except as follows:

1903 i. CRS may release a reserve pilot for a specified period of time
1904 during a reserve period.

1905 ii. If a reserve pilot has been given an assignment, the pilot is not
1906 required to be available prior to showtime for that assignment in
1907 the RP in which that assignment is scheduled to begin.

1908 4. First Fly

1909 A reserve pilot shall have the ability to be assigned trips on a "first fly"
1910 basis for an R-day(s) by indicating a first fly election through VIPS no later
1911 than 0900 LBT one day prior to the beginning of the first R-day to which
1912 first fly will apply. [A pilot's submission may include a submission for a
1913 specific activity or a general submission that includes limitations \(e.g., west
1914 coast, weekend layover, no critical duty, specific layover\(s\) cities,
1915 front/mid/backend deadheads\) regardless of the current availability of the
1916 activity.](#) A pilot's election of first fly shall apply for the purposes of trip
1917 assignments only (not to base standbys or base simulator support events,
1918 although such pilot may be assigned to those in the normal, non-first fly
1919 assignment order). A pilot's first fly election shall be effective until
1920 withdrawn. A pilot may withdraw the pilot's first fly election, through VIPS,
1921 prior to 0900 LBT one day prior to the effective date of the withdrawal. Any
1922 first fly assignments already made shall remain assigned. A separate "first
1923 SIM" election shall be available for pilots through VIPS with the same
1924 parameters as a "first fly" election.

- 1925 5. Reserve Leveling
- 1926 a. ~~a.~~ A reserve pilot's leveling position at the beginning of a bid
- 1927 period shall be zero.
- 1928 b. ~~b.~~ A reserve pilot shall accrue leveling credit as provided in
- 1929 Section 4.
- 1930 c. ~~c.~~ CRS shall maintain the following reserve assignment lists for
- 1931 each crew position:
- 1932 i. ~~i.~~ RP-A
- 1933 ii. ~~ii.~~ RP-A+
- 1934 iii. ~~iii.~~ RP-B
- 1935 iv. ~~iv.~~ RP-B+
- 1936 v. ~~v.~~ RP-24
- 1937 vi. [For crew positions that have multiple Report Statuses for the](#)
- 1938 [same Reserve Period \(e.g., RP-A\):](#)
- 1939 (a) [Pilots will be leveled according to their Report Status \(e.g. a](#)
- 1940 [pilot on RP-A with a R-1.5 report status will be leveled](#)
- 1941 [separately from a pilot on RP-A with a R-3 report status\).](#)
- 1942 (b) [Pilots in the same Reserve Period with multiple Report](#)
- 1943 [Statuses shall be considered as one group \(e.g., R-1.5 pilots](#)
- 1944 [will be counted together with R-3 pilots as a single group of](#)
- 1945 [available RP-A pilots\) for the purpose of Reserve Forecast](#)
- 1946 [modeling and Max Open Time \(e.g., Section 25.L.2. and](#)
- 1947 [N.4.a.\).](#)
- 1948 d. The reserve assignment lists shall be updated, and may be viewed by
- 1949 pilots in VIPS, as provided in Section 25.A.7.
- 1950 e. Reserve assignments shall be made in order of reserve leveling
- 1951 except as provided otherwise in Section 25.K. (advance reserve
- 1952 assignment) and 25.M.6. (reserve open time assignments).
- 1953 f. A pilot who completes training and has R-day(s) on the pilot's custom
- 1954 line shall begin the R-day(s) at zero leveling.
- 1955 6. Reserve Assignment Options
- 1956 Reserve assignments shall be made as follows:
- 1957 a. ~~a.~~—Trips and base standbys with 60 hours TAFB or less, and base
- 1958 simulator support events shall be assigned in leveling order as
- 1959 follows:
- 1960 i. [In seniority order among those who have selected First Fly; then](#)
- 1961 ii. ~~i.~~—The reserve pilot with the lowest leveling position within the
- 1962 RP [and same report status](#) (and sufficient R-days to perform the
- 1963 assignment) shall be assigned first (i.e., a pilot will not be

- 1964 skipped to optimize the use of another pilot's reserve days
1965 remaining).
- 1966 iii. ~~ii.~~ If two or more pilots have the same leveling position,
1967 assignments shall be made in inverse seniority order.
- 1968 iv. ~~iii.~~ A reserve pilot shall be given the reserve assignment with the
1969 highest credit hour value for which the pilot is legal at the time of
1970 assignment.
- 1971 b. Trips and base standbys in excess of 60 hours TAFB shall be
1972 assigned as follows:
- 1973 i. [Those who have selected First Fly will be given priority](#)
1974 [consideration in seniority order.](#)
- 1975 ii. ~~i.~~ Among those reserve pilots, in a given RP, whose availability
1976 duration (in R-days) most closely matches the duration of the
1977 assignment, the reserve pilot with the lowest leveling position shall
1978 be assigned first;.
- 1979 iii. ~~ii.~~ If two or more pilots have the same leveling position,
1980 assignments shall be made in inverse seniority order; ~~and.~~
- 1981 iv. ~~iii.~~ A reserve pilot shall be given the reserve assignment with the
1982 highest credit hour value for which the pilot is legal at the time of
1983 assignment.
- 1984 e. ~~Notwithstanding Section 25.M.6.a. and b. (leveling order):~~
- 1985 ~~i. Reserves who elected the "first fly" option as provided in Section~~
1986 ~~25.M.4., shall be assigned in seniority order, prior to pilots who have not~~
1987 ~~elected that option, until they have accrued 75% of RLG. A "first fly"~~
1988 ~~reserve pilot who has met or exceeded 75% of RLG shall thereafter be~~
1989 ~~assigned without regard to "first fly." The 75% limitation shall not apply~~
1990 ~~to R-days that are part of a mini-RLG.~~
- 1991 c. ~~ii.~~ The Company may assign a reserve outside of leveling order
1992 to satisfy FAR minimum block hour requirements following training
1993 for a new crew position, and pilot proficiency requirements. The pilot
1994 shall also have the ability to submit a PDO bump to satisfy such
1995 requirements, as provided in Section 25.L.11.a. Such submissions
1996 shall be granted if CRS determines that the pilot is not on target to
1997 meet proficiency or consolidation requirements and that the trip
1998 requested is an appropriate means of addressing that issue.
- 1999 d. ~~d.~~ In the event that a reserve pilot is assigned a base simulator
2000 support event (as provided in Section 25.L.15.), in normal leveling
2001 (non-"first SIM") order, the pilot may elect to "pass down" that
2002 assignment to a pilot lower on the leveling list. If all eligible reserve
2003 pilots have elected to "pass down" a base simulator support event,
2004 such activity shall not be assigned to a reserve.

- 2005 e. ~~e.~~ No reserve pilot shall be scheduled for more than one base
2006 simulator support event in a single duty period.
- 2007 f. ~~f.~~ If a reserve pilot shows for the pilot's assignment (other than
2008 base simulator support) and is removed, the following shall apply:
- 2009 i. the pilot may be assigned to another trip, assigned to a base
2010 airport standby, or released for a legal rest period.
- 2011 ii. If the pilot is assigned a base airport standby, the pilot's duty
2012 period shall begin at showtime of the pilot's original reserve
2013 assignment, or the beginning of the base airport standby,
2014 whichever is earlier. If the pilot is not given an assignment during
2015 the standby period, the pilot shall be released until the pilot's next
2016 scheduled activity.
- 2017 g. ~~g.~~ If a reserve pilot returns to base from a trip, and does not have
2018 another assignment in that duty period, the pilot may either be
2019 assigned to another trip that falls within the pilot's scheduled duty
2020 limits, or released for a legal rest period.
- 2021 h. ~~h.~~ To facilitate reserve assignments, CRS may remove 1 R-day
2022 from the beginning or end of a subsequently scheduled block of R-
2023 days in the same bid period and add that day to the end of a reserve
2024 pilot's current block of R-days in order to complete a reserve
2025 assignment. No more than 1 R-day per line, per bid period, may be
2026 moved without a pilot's approval. A reserve trip must begin on an
2027 originally scheduled R-day. A pilot subject to the provisions of this
2028 paragraph shall receive 3 CH disruption pay in addition to the pilot's
2029 RLG. This paragraph shall not apply unless the reserve assignment
2030 could not be assigned to an exact availability match, or to a reserve
2031 whose availability is one day greater than the assignment's duration
2032 (i.e., "best fit +1"), as provided in Section 25.M.6.b.iii.
- 2033 i. ~~i.~~ A reserve pilot may be offered an assignment scheduled to
2034 extend beyond the end of the pilot's block of R-days. The
2035 acceptance of such an assignment is at the pilot's option. If the pilot
2036 accepts the assignment, the portion of the trip that extended beyond
2037 the pilot's scheduled block of R-days shall be compensated as
2038 provided in Section 4.H.9. (150% calculated like carryover trip), and
2039 the pilot's responsibility for the pilot's remaining R-days on the pilot's
2040 reserve line shall continue. The Company shall provide a means for
2041 a pilot to declare to CRS the pilot's willingness to accept such an
2042 extension, in local base day increments.
- 2043 N. Volunteer (VLT)
- 2044 1. Volunteer Submissions

- 2045 A pilot may submit for a VLT assignment through VIPS.
- 2046 a. A VLT submission shall include the date(s) the pilot is available for a
2047 VLT trip or base standby.
- 2048 b. A VLT submission shall have the ability to include limitations (e.g., no
2049 late call, west coast, weekend layover, no critical duty periods) or may
2050 designate a specific assignment, if available.
- 2051 c. A VLT submission may be withdrawn or modified prior to assignment.
- 2052 d. A pilot shall be available for notification of a VLT assignment beginning
2053 1:30 hours prior to the day on which the pilot is submitting for a VLT
2054 assignment. A pilot submitting for a VLT assignment shall be prepared
2055 to show for an assignment in 1:30 hours unless specified otherwise in
2056 the pilot's VLT submission.
- 2057 e. If a pilot's VLT submission contains no limitation on the length of
2058 assignment, the pilot may be given any VLT assignment that does not
2059 conflict with a subsequent assignment on the pilot's line.
- 2060 f. A pilot shall be responsible for any VLT assignment that complies with
2061 the pilot's VLT submission.
- 2062 g. A pilot who holds a pay only line, except a pilot in ITU, may not accept
2063 a VLT trip or standby during that bid period.
- 2064 2. Volunteer Assignment
- 2065 VLT assignments shall be made during the open time assignment window
2066 provided in Section 25.G.3. as follows:
- 2067 a. VLT submissions prior to 0900 LBT shall be considered before those
2068 submitted after 0900 LBT.
- 2069 b. VLT assignments shall be made based on the number of VLT credit
2070 hours earned in the preceding 180 days. Pilots with the least number
2071 of VLT credit hours shall be assigned first. If two or more pilots have
2072 earned equal VLT credit hours, the most senior pilot shall be assigned
2073 first.
- 2074 c. A pilot's submission for VLT assignment on multiple days shall be
2075 effective unless withdrawn by the pilot.
- 2076 Example:
- 2077 A pilot submits for VLT on 4 consecutive days, and is assigned a VLT
2078 trip on days 1 and 2. The pilot remains eligible for VLT assignment(s)
2079 on days 3 and 4 unless the pilot changes the pilot's submission.
- 2080 3. Volunteer Limitations
- 2081 The following limitations apply to VLT assignments:

- 2082 a. A pilot shall not submit for a VLT assignment on a day(s) on which the
2083 pilot has dropped a trip, however, the pilot shall have the ability to fly
2084 a DRF trip.
- 2085 b. A pilot shall not be given a VLT assignment that conflicts with another
2086 scheduled activity (e.g., trip, R-day, training, vacation) or that the pilot
2087 is not available or legal to operate.
- 2088 c. The Company may limit a pilot's VLT flying if it anticipates that the pilot
2089 would exceed FAR or contract limitations for future scheduled duty.
- 2090 d. A pilot's eligibility for a VLT trip that operates during a portion of the
2091 pilot's substitution window shall be governed by Section 25.H.8.
- 2092 e. [Reserved]
- 2093 f. A VLT pilot is not eligible for substitution.
- 2094 g. When a VLT assignment is revised prior to block-out and does not
2095 meet the pilot's stated limitations in Section 25.N.1.a. and b., such VLT
2096 pilot shall be removed from the assignment and shall be compensated
2097 as provided in Section 4.Q.2.
- 2098 4. Advance Volunteer Assignment (AVA)
- 2099 The Company may advance assign a VLT trip prior to the open time
2100 assignment window subject to the following:
- 2101 a. AVA shall be available and assigned to all eligible pilots beginning 7
2102 days prior to showtime for that assignment, based on the reserve
2103 forecast.
- 2104 b. A trip is eligible for AVA assignment ~~only if the trip has a showtime:~~
- 2105 i. except as provided in Section 25.N.4.b.ii. below, only if the trip has
2106 a showtime:
- 2107 (a) i- between Thanksgiving Day and December 31; or
- 2108 (b) ii- during a bid period in which the Company has
2109 requested voluntary vacation cancellations in the pilot's crew
2110 position; or
- 2111 (c) iii- during a bid period in which the Company has
2112 involuntarily canceled a vacation in the pilot's crew position; or
- 2113 ii. if the trip touches:
- 2114 (a) New Year's Day
2115 (b) Super Bowl Sunday
2116 (c) Easter Sunday
2117 (d) Memorial Day
2118 (e) Independence Day

- 2119 (f) Labor Day
- 2120 (g) Halloween
- 2121 (h) Thanksgiving Day
- 2122 (i) Christmas Eve
- 2123 (j) Christmas Day
- 2124 (k) New Year's Eve

2125 During the periods referenced above, all AVA submissions shall
2126 be deemed to be within the acceptable limits of the reserve
2127 forecast model and thereby approved.
2128

2129 c. A pilot shall not submit for any AVA assignment on a day(s) formerly
2130 covered by a trip for which the pilot was scheduled and subsequently
2131 removed via bid line adjustment as provided in Sections 25.L.3.a.
2132 (Dropping Trips and R-days), L.3.d. (Contingency Bid Line Adjustment),
2133 and L.8. (Trading with Open Time).

2134 O. Draft (DRF)

2135 1. ~~CRS shall offer a DRF assignment in reverse seniority order to pilots who~~
2136 ~~are legal and available for that assignment.~~ A pilot may elect to receive text
2137 message and/or crew notification solicitations for DRF assignments. The
2138 texts will be made to a number specified by the pilot.

2139 2. ~~The first pilot offered a DRF assignment shall be the next pilot senior to the last~~
2140 ~~pilot who accepted a DRF assignment.~~

2141 2. If, at the time of the text solicitation, there are more than 4 hours until
2142 showtime of the available trip(s), pilots will have 15 minutes to respond to
2143 the solicitation. CRS will make the DRF assignment(s) among those pilots
2144 who responded during the 15 minute window who are legal and available
2145 for the assignment. The assignment(s) shall be made based on the
2146 number of DRF credit hours earned in the preceding 180 days. Pilots with
2147 the least number of DRF credit hours shall be assigned first. If two or more
2148 pilots have earned equal DRF credit hours, the most senior pilot shall be
2149 assigned first.

2150 3. ~~A pilot must accept or reject a DRF assignment at the time it is offered,~~
2151 ~~and provided that it has been constructed and is available for viewing in~~
2152 ~~VIPS.~~ If, at the time of the text solicitation, there are less than 4 hours until
2153 showtime of the available trip(s), CRS will process responses in the order
2154 they are received.

2155 4. A pilot shall have the ability to fly DRF at any time during the pilot's time
2156 off (including during the time of a dropped trip or refused substitution).

2157 5. A DRF pilot is not eligible for substitution.

2158 6. When a DRF assignment is revised prior to block-out and would otherwise
2159 be eligible for substitution, such DRF pilot shall be removed from the
2160 assignment and shall be compensated as provided in Section 4.Q.2.

2161 P. Management Assignment

2162 If an open time trip cannot be assigned to a line pilot as provided in Section
2163 25.G., except for substitution, that trip may be assigned to a management or
2164 supervisory pilot during the period of 9 hours prior to showtime for a domestic
2165 trip or 13 hours prior to showtime for an international trip.

2166 Q. Base Replacement Assignment

2167 1. The Company may remove a pilot from the pilot's assigned trip and assign
2168 the pilot as a base replacement to another trip when CRS determines that
2169 the assignment of that trip as provided in Section 25.G., would cause a
2170 departure delay.

2171 2. When it is necessary to assign a base replacement trip, CRS shall identify
2172 the pilots in the applicable crew position who are appropriate for that
2173 assignment. If time permits, a base replacement trip shall be offered to
2174 those pilots in seniority order. If time does not permit, the assignment may
2175 be offered to one or more of those pilots in any order. A pilot may accept
2176 or reject a base replacement trip; provided, however, that when necessary,
2177 the Company may involuntarily assign that trip.

2178 3. If a pilot's base replacement trip is canceled, the pilot shall be reassigned
2179 to the pilot's original trip, if available, and if not, the pilot shall be released.

2180 4. If a reserve pilot is reassigned under the circumstances described in
2181 Section 25.Q.1., the pilot shall not be considered to be on a base
2182 replacement trip.

2183 R. Field Emergency Assignment

2184 1. The Company may offer a field emergency assignment to a pilot not
2185 currently on a trip to replace another pilot who is unable to complete the
2186 pilot's trip in progress, if that pilot cannot be replaced as provided in
2187 Section 25.G.

2188 2. A pilot shall accept or reject a field emergency assignment at the time the
2189 assignment is offered.

2190 3. A field emergency pilot shall be assigned a trip that is constructed in the
2191 following way. The trip shall:

- 2192 a. originate at the pilot's base;
- 2193 b. position the pilot to the aircraft's location;
- 2194 c. operate the required flight(s); and

- 2195 d. return to the pilot's base.
- 2196 4. A field emergency pilot shall be provided the pilot's choice of business
2197 jumpseat or an appropriate class of deadhead travel, as provided in
2198 Section 8.A.3., to return to the pilot's original point of departure at the
2199 completion of the trip.
- 2200 S. Trip Revision
- 2201 1. The Company may revise a pilot's trip at any time in accordance with other
2202 provisions of this Agreement.
- 2203 2. Trips in the following pay codes are eligible for disruption compensation:
2204 TRP, SON, SWP, [SMU](#), M/U, MUV, MUD, MUS, PDO, PNP, AFB, [PRO](#),
2205 [RSV \(for R-24 pilots\)](#), and CIA. If a pilot's eligible trip results in a
2206 disruption, the pilot shall receive disruption pay, as provided in Section
2207 4.W., in addition to all other compensation for that trip. The pilot must
2208 operate the disruption in order to receive the corresponding pay.
- 2209 a. Landing Disruption
- 2210 A disruption(s) is created if a trip is revised such that the number of
2211 actual landings during the trip exceeds the number of landings
2212 scheduled when the trip was awarded/assigned. Each additional
2213 landing shall result in a separate disruption. For purposes of this
2214 paragraph, landings are counted if:
- 2215 i. the pilot was a member of an operating crew during the landing
2216 (i.e., not deadheading or jumpseating); and
- 2217 ii. the landing did not occur in any of the following circumstances:
- 2218 (a) as the result of a diversion due to a maintenance problem on
2219 the aircraft the pilot was operating or weather that prevented
2220 the pilot from landing at the scheduled destination;
- 2221 (b) during a standby sequence;
- 2222 (c) during a duty period that was paid as an extra duty period as
2223 provided in Section 4.Y.;
- 2224 (d) as the result of a deadhead at the [beginning or](#) end of a trip
2225 being revised to operate back to base. If this occurs, the first
2226 two landings resulting from that change shall not count toward
2227 the actual landing total; or
- 2228 (e) on a flight identified in the bid period package as a sweep
2229 flight. For purposes of this paragraph, no more than 10% of
2230 the flights in a particular bid period package (e.g., MD-11
2231 MEM), may be designated as sweep flights.
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b. Duty Period Disruption

A duty period is disrupted if one or more of the following events occurs:

- i. ~~i.~~ a trip was originally scheduled with one layover, and is rescheduled so that the trip has no layover (i.e., trip with one layover rescheduled to an out and back).
- ii. ~~ii.~~ a deadhead at the beginning or end of the trip is deleted (i.e., trip revised to operate out of base instead of deadhead or trip revised to operate to base instead of deadhead to base) on a trip that was originally scheduled with revenue flights.
- iii. ~~iii.~~ a standby of any length is added immediately prior to (and in the same duty period as) an originally scheduled deadhead at the beginning or end of a trip.
- iv. ~~iv.~~ a standby period is added to a duty period for reasons other than ~~maintenance or weather (e.g., snow, ice):~~
 - (a) maintenance on the pilot's specific flight (Section 12.A.8.b.) during that duty period; or
 - (b) weather (e.g., snow, ice) that occurs:
 - (1) within the pilot's duty period; and
 - (2) at the pilot's departure or destination city, or in the pilot's flight path.

c. Layover Changes

- i. A layover change disruption for a trip occurs ~~if more than half of the~~when a layover ~~cities are changed. A layover change is rescheduling as awarded/assigned is:~~
 - (a) a ~~layover~~rescheduled to occur in a different city, as determined by the airport identifier, ~~except that the~~; or
 - (b) cancelled.
- ii. The following are not considered ~~changes of~~ a layover city change:
 - (a) i. Aa change between hotels in the same location; or
 - (b) ii. Aa change between cities that are determined by the SIG to be co-terminal (e.g., MIA, FLL); or
 - (c) iii. ~~Cancellation~~cancellation of a layover ~~(e.g., for a~~ trip with one layover which becomes an out and back with no layover (this is a duty period disruption under Section 25.S.2.b.i.; or
 - (d)), ~~or~~ a multiple layover trip has fewer layovers due to returning to base ~~early~~ more than 12 hours earlier than awarded/assigned.

- 2271 ~~The following formula is used for determining layover changes.~~
- 2272 ~~Determining whether more than 50% of the layovers have~~
- 2273 ~~changed (for purposes of Section 25.S.) will be determined in~~
- 2274 ~~accordance with the following methodology:~~
- 2275 ~~(a) y = number of scheduled layovers when the pairing was~~
- 2276 ~~awarded/assigned to the pilot.~~
- 2277 ~~(b) x = number of scheduled layover locations that cannot be~~
- 2278 ~~paired with actual layover locations (matching location only,~~
- 2279 ~~not date or time).~~
- 2280 ~~(c) If the trip is shortened, layovers that were scheduled to occur~~
- 2281 ~~after the actual end of the trip are counted as if they occurred~~
- 2282 ~~as scheduled.~~
- 2283 ~~(d) Layovers that were scheduled to occur during a standby~~
- 2284 ~~sequence are counted as if they occurred as scheduled,~~
- 2285 ~~regardless of how the trip actually operates.~~
- 2286 ~~(e) If $x/y > 50\%$, then a disruption occurs.~~
- 2287 d. Crew Designation Disruption
- 2288 A crew designation disruption occurs for each flight in which a pilot
- 2289 who was awarded/assigned a designation as a Standard Crew
- 2290 member is reassigned [by the Company](#) and operates as a Relief Pilot,
- 2291 or vice versa.
- 2292 e. Out-and-Back Disruption
- 2293 An out-and-back disruption occurs when a trip scheduled as an out-
- 2294 and-back (same duty departure and return to base), as
- 2295 awarded/assigned, actually operates as an out-and-back but not to the
- 2296 original outstation(s), as determined by the airport identifier.
- 2297 f. Single Layover Disruption
- 2298 A single layover disruption for a trip occurs if a domestic trip (including
- 2299 a Section 12.D.1.c.i. or ii. trip), as awarded/assigned, is scheduled for
- 2300 a single layover but actually operates as a domestic trip with a single
- 2301 layover to a different airport, as determined by the airport identifier.
- 2302 g. [Day to Critical Disruption](#)
- 2303 [For trips originally scheduled entirely under Section 12.C. \(Domestic](#)
- 2304 [Provisions\), a day to critical disruption occurs if more than half of the](#)
- 2305 [original scheduled revenue duty periods in a trip began in the day duty](#)
- 2306 [period and did not touch the critical period, and more than half of the](#)
- 2307 [revenue duty periods in the trip, as operated, touch the critical duty](#)
- 2308 [period.](#)

2309 3. The Company shall make reasonable efforts to return a disrupted pilot to
2310 the pilot's original trip at the earliest opportunity.

2311 Example: A hi-mins pull from IND hub turns will be returned at the earliest
2312 opportunity to the Captain's original flight sequence. International point to
2313 point flight sequences ordinarily will not be rebuilt, nor will a deadhead be
2314 inserted to return a pilot to the pilot's original trip.

2315 T. FAR Extensions

2316 If a pilot's duty period is extended beyond operational limits (as provided in
2317 Section 12.C.5. or 12.D.6.), by the Vice President, Flight Operations, or
2318 designee, or the pilot voluntarily extends beyond such limits as provided in
2319 Section 12.D.6.b.ii., such pilot shall receive FAR extension pay in addition to
2320 all other compensation as provided in Section 4.X. (FAR Extension Pay).

2321 U. Bumping for Training

2322 1. A pilot may be removed from the pilot's trip, or a portion thereof, for
2323 required training of another pilot. The pilot shall be notified of the pilot's
2324 removal as far in advance as possible, but not later than 15 hours prior to
2325 showtime. The pilot may waive such minimum notice.

2326 2. If a pilot is bumped from the pilot's entire trip to facilitate the training of
2327 another pilot, the pilot shall be removed from the trip, shall have no further
2328 responsibility for that trip and shall earn trip guarantee. Any deadhead
2329 monies associated with the removed trip shall remain intact. If a pilot is
2330 bumped from a trip in a series of trips the pilot shall be entitled to a hotel
2331 room as an allowable deviation expense.

2332 3. A pilot may be bumped from a portion of the pilot's trip to facilitate the
2333 training of another pilot, consistent with the following:

2334 a. The pilot's original trip shall be revised to contain the portion of that
2335 trip for which the pilot is still required, based on standard trip
2336 construction practices; and

2337 b. The pilot shall earn trip guarantee for the pilot's originally scheduled
2338 trip and shall earn per diem and international override, if any, for the
2339 revised trip.

2340 Example: If a duty period(s) is normally constructed with an RFO (e.g.,
2341 duty periods over 7:35 block hours) and a First Officer is bumped to
2342 facilitate OE training, the First Officer will be kept on the RFO leg(s),
2343 because the student must leave the controls when the LCA leaves the
2344 cockpit to rest.

2345

2346 V. Extra Duty Period

2347 Trips in the following pay codes are eligible for extra duty period pay: TRP,
2348 SON, SWP, [SMU](#), M/U, MUV, MUD, MUS, PDO, PNP, AFB, [PRO](#), [RSV \(for](#)
2349 [R-24 pilots\)](#), and CIA. If the actual number of duty periods operated in a pilot's
2350 eligible trip exceeds the number of duty periods scheduled when the pilot was
2351 awarded the trip, the pilot shall be compensated extra duty period pay (3:30
2352 CH at the pilot's normal pay rate for each additional duty period), in addition to
2353 all other compensation, as provided in Section 4.Y.

2354 Extra duty periods shall be determined in accordance with the following
2355 methodology:

- 2356 1. Pair scheduled duty periods with actual duty periods based on departure
2357 city and final arrival city in that duty period;
- 2358 2. If all scheduled duty periods can be paired with actual duty periods using
2359 Section 25.V.1., then all unpaired duty periods are "extra duty periods;"
- 2360 [3. If a hotel standby exists between legal rest periods, and was not otherwise](#)
2361 [paired as above, it will be designated an extra duty period;](#)
- 2362 ~~4. 3-~~If all scheduled duty periods cannot be paired with actual duty periods,
2363 the unpaired actual duty period with the longest actual duty is the first extra
2364 duty period. This process shall continue until the number of actual duty
2365 periods remaining equals the number of originally scheduled duty periods.

2366

2367 W. Special International Bid Award (SIBA) and Special Bid Award (SBA)

- 2368 1. When regulatory constraints or operational considerations in a foreign
2369 location (e.g., availability of entry visas, training considerations), merit the
2370 maintenance of a limited number of qualified pilots dedicated to certain
2371 specified international flying, the Company may establish a SIBA in the
2372 Memphis pilot domicile from which to conduct that flying. When a SBA is
2373 established for certain specified flying entirely within the United States, it
2374 may only be for the purposes of FRMS study pairings, military charter, or
2375 as otherwise agreed to by the Company and the Association's MEC
2376 Chairman.
- 2377 2. A SIBA/SBA shall be located at the Memphis pilot domicile and shall
2378 consist of the specified flying, constructed into regular, secondary, and
2379 reserve lines. SIBA/SBA lines of flying shall consist primarily of the
2380 specified flying; however, limited amounts of other flying may be used to
2381 ensure proper balance in line construction and pay parameters.
- 2382 3. Pilots bidding for the SIBA/SBA must be current and qualified, have no
2383 weather qualification restrictions and hold the crew position in the
2384 Memphis pilot domicile designated by the Company for that specified

- 2385 flying. Bid awards to the SIBA/SBA shall be determined in seniority order
2386 based on the seniority of the pilots in the Memphis bid pack for the
2387 designated aircraft type. If a SIBA/SBA remains unfilled, it may be
2388 assigned to the most junior qualified pilot holding the appropriate crew
2389 position. An inverse assignment shall be for the duration of the posted
2390 SIBA/SBA. A pilot shall not be inversely assigned to a SIBA/SBA more
2391 than once in any 14 month period unless all more senior pilots eligible to
2392 bid for the SIBA/SBA have also been inversely assigned to the SIBA/SBA.
2393 Inverse SIBA/SBA assignments shall not apply to FRMS study pairings.
- 2394 4. Qualified pilots who are awarded SIBA/SBA shall be obligated to bid and
2395 fly in that SIBA/SBA for up to three consecutive bid periods. SIBA/SBA
2396 lines shall be awarded in seniority order among pilots in the SIBA/SBA.
- 2397 5. Any special training required for the SIBA/SBA flying, (e.g., ground school,
2398 line familiarization), shall be accomplished before or during the first trip of
2399 the first bid period associated with that SIBA/SBA, as scheduled by the
2400 Company.
- 2401 6. International override and per diem associated with a SIBA shall be paid
2402 in accordance with Sections 3 and 5, and shall accrue on a trip by trip
2403 basis.
- 2404 7. A pilot awarded a SIBA/SBA, who bids on and is awarded or assigned to
2405 another crew position, shall be released from the pilot's SIBA/SBA award
2406 during the bid period(s) in which the pilot's training for the new crew
2407 position occurs.
- 2408 X. Service in the Uniformed Services (Less than 31 Days)
- 2409 1. The parties recognize that issues regarding the sharing of pilot resources
2410 between the Company and the various branches of the uniformed services
2411 are important concerns for both the Company and its pilots with service
2412 obligations. The parties pledge their mutual cooperation when dealing with
2413 periods of service and re-employment issues as they might affect both the
2414 Company and its pilots. The Company and Association's Military Affairs
2415 committee shall endeavor to work cooperatively to minimize and resolve
2416 issues involving pilots and their service in the uniformed services.
- 2417 2. The Company shall consult with the Association's Military Affairs committee
2418 prior to publication of Company guidelines concerning short-term periods of
2419 service.
- 2420 3. A pilot whose period of service conflicts with an already scheduled flight
2421 activity shall have those activities dropped without pay and eligible for
2422 make-up. B-plan contributions shall be made to the pilots for service period
2423 conflicts as if those hours were flown by the pilot.

- 2424 4. A pilot may use available vacation CHs to cover the scheduled CHs in
2425 conflict with the pilot's service, provided such use does not create a deficit
2426 in the pilot's vacation bank.
- 2427 5. Contract requirements and guidance pertaining to long-term periods of
2428 service (more than 30 days) are found in Section 13.D.
- 2429 Y. Absence Due to Jury Service
- 2430 1. When a pilot receives notice pertaining to jury service, the pilot shall notify
2431 the Pilot Administration Center (PAC) and provide the Company with a copy
2432 of that notice, ~~within 18 calendar days from the original notice of jury service~~
2433 ~~(measured from the date of the jury summons).~~ as soon as reasonably
2434 practicable, but in no event later than 3 business days following the pilot
2435 acquiring knowledge of the notice.
- 2436 2. Failure to provide the PAC with timely notice of jury service and with
2437 adequate documentation from the court establishing the beginning and end
2438 of the pilot's period of jury service shall render the pilot ineligible for pay
2439 protection.
- 2440 3. A pilot whose call-in jury service (25.Y.6.b. below) is converted to in-person
2441 jury service (25.Y.6.a. below) shall promptly notify the PAC of this need to
2442 appear in-person, including all dates on which the pilot must appear.
- 2443 4. A pilot who has been released from a period of jury service shall notify the
2444 PAC of such release within the next business day.
- 2445 5. When warranted by operational needs (unless the jurisdiction precludes or
2446 limits deferrals/rescheduling) the Company may request of the appropriate
2447 authorities to defer or establish an alternate date(s) for a pilot's jury service.
2448 When the Company request occurs for jury service scheduled for the month
2449 of December, if the appropriate authority provides an alternate date(s) to
2450 the pilot that does not unreasonably conflict or interfere with the pilot's
2451 personal obligation(s), the pilot shall be required to make a good faith
2452 attempt to defer or establish an alternate date(s).
- 2453 6. ~~3.~~ Jury service will be pay protected as follows:
- 2454 a. For jury service in which the pilot's personal attendance at the
2455 courthouse or other juror assembly location is required ("in-person jury
2456 service"):
- 2457 i. The Company shall pay a pilot 100% of the CH value of each
2458 scheduled trip or R-day removed as a result of a conflict with the
2459 pilot's period of in-person jury service, which period begins at the
2460 time the pilot is required to first attend court and ends upon the
2461 pilot's release from in-person jury service by the court.

- 2462 ii. If a pilot is removed from a scheduled multiple day trip in conflict
2463 with the pilot's period of in-person jury service, the pilot shall be
2464 eligible for substitution for the portion of the trip not in conflict with
2465 in-person jury service. A pilot's substitution window shall not
2466 include the 18 hours immediately preceding or the 8 hours
2467 immediately following the pilot's period of in-person jury service.
- 2468 iii. At the pilot's request, the Company shall drop a scheduled trip(s)
2469 that, while not in conflict with the pilot's period of in-person jury
2470 service (as defined above), either:
- 2471 (a) ends within 18 hours of the time the pilot is required to first
2472 attend court; or
- 2473 (b) begins within 18 hours of the time the pilot is released from
2474 in-person jury service.
- 2475 For trips with an SCH of 12 CH or greater, the Company shall pay
2476 the pilot 6 CH for each such trip(s), with the remaining CH value
2477 of the trip(s) eligible for make-up.
- 2478 b. For jury service in which the pilot is required to call the court (or check
2479 in with the court through other means) to determine whether the pilot's
2480 personal attendance in the court room will be required in the future
2481 ("call-in jury service"):
- 2482 i. The Company shall pay a pilot 50% of the CH value of each
2483 scheduled trip or R-day dropped as a result of a conflict with the
2484 period of call-in jury service, which period begins 18 hours prior
2485 to the time the pilot would potentially be required to attend court
2486 and ends as specified in the jury summons. The CH value of the
2487 dropped trip(s) or R-day(s) that is not jury service pay-protected
2488 will not be deducted from the pilot's pay until the paycheck issued
2489 on the 15th day of the third ensuing calendar month (e.g., in case
2490 of a January bid period trip drop, the pilot's April 15 paycheck will
2491 contain the 50% deduction). In the case of a dropped R-day, 50%
2492 of the CH value will be credited to the pilot's RLG and to the pilot's
2493 leveling.
- 2494 ii. The remaining 50% of the CH value of each scheduled trip or R-
2495 day in conflict with the period of call-in jury service (as defined
2496 above) shall be eligible for make-up.
- 2497 c. Call-in jury service that becomes in-person jury service shall be treated
2498 in accordance with Section 25.Y.3.a.
- 2499 ~~4. When warranted by operational needs, the Company may request the~~
2500 ~~appropriate authorities to defer or establish an alternate date(s) for a pilot's~~
2501 ~~jury service.~~

2502 Z. Bereavement Absence

- 2503 1. In the event of a death in a pilot's immediate family (spouse, child, parent,
2504 sister, brother, father-in-law, mother-in-law, grandparent, or grandchild,
2505 including half and current step relations), the pilot, after notifying the
2506 Company of the decedent's name, address, relationship to the pilot, and
2507 date of death, shall receive bereavement absence with pay for a maximum
2508 of 3 consecutive days. The 3 days shall begin within 7 days after the date
2509 of death. Pay for bereavement absence shall be as provided in Section
2510 4.1.8.c.
- 2511 2. Upon request, a pilot based in an FDA location shall receive an additional
2512 two days of bereavement absence without pay for the purpose of travel.
- 2513 3. A pilot may receive additional days for bereavement absence, with the
2514 approval of the pilot's Fleet Captain, by using available vacation, or by
2515 dropping trip(s)/R-day(s) eligible for make-up.

2516 AA. Duplicate or Other Assignment Error

- 2517 1. A duplicate or other assignment error occurs if:
- 2518 a. a pilot is inadvertently not given an assignment to which the pilot was
2519 entitled; or
- 2520 b. a pilot is notified of an assignment, through VIPS or contact with CRS,
2521 to which another pilot was entitled; or
- 2522 c. multiple pilots are given the same assignment.
- 2523 2. In case of a duplicate or other assignment error, the following shall apply
2524 to the pilot who should have been given the assignment:
- 2525 a. If it is feasible, such pilot shall be given the assignment to which the
2526 pilot was entitled.
- 2527 b. If the assignment is not given to the pilot who should have received it,
2528 (e.g., time constraints do not permit reassignment), the credit hours
2529 from the assignment shall be eligible for compensatory make-up.
- 2530 c. If it is not possible to determine which pilot should have received the
2531 trip (e.g., time does not permit the necessary research), then the
2532 senior pilot shall be offered the choice of performing the assignment,
2533 or having the credit hours for the assignment deposited into the pilot's
2534 compensatory make-up bank.
- 2535 3. In case of a duplicate or other assignment error, the following shall apply
2536 to the pilot, if any, who received the assignment in error.
- 2537 a. If operational circumstances permit, such pilot shall be removed from
2538 the assignment and it shall be reassigned to the pilot who should have
2539 received the assignment, as provided in Section 25.AA.2.a.

2540 b. If the pilot removed from the trip held trip guarantee for the trip, and
2541 received notice of the assignment, through VIPS or contact with CRS,
2542 the pilot shall be eligible for compensatory make-up for the credit
2543 hours removed due to assignment error.

2544 c. If the pilot removed from the trip did not hold trip guarantee for the trip,
2545 the pilot's entitlement to showpay shall be determined in accordance
2546 with other provisions of this Agreement.

2547 4. Substitution Election

2548 Notwithstanding the above, if, as a result of a duplicate or other
2549 assignment error, a pilot is removed from a trip for which the pilot held trip
2550 guarantee, or does not receive an assignment for which the pilot would
2551 have held trip guarantee upon assignment, the pilot may elect to be placed
2552 in substitution in lieu of having credit hours deposited into the pilot's
2553 compensatory make-up bank. Any such election must be made through
2554 direct contact with CRS when the pilot first learns of the error.

2555 5. Limitations

2556 a. Section 25.AA. shall not apply to pilots in substitution or reserve
2557 status.

2558 b. Section 25.AA. shall be applied one time for each qualifying error. If
2559 a single assignment error results in several pilots receiving different
2560 trips than they would have received but for the error, the provisions of
2561 this paragraph only apply to the pilot who received the first trip in error,
2562 and the pilot who was denied the first trip due to the error.

2563 6. Compensatory Make-Up

2564 a. A pilot shall have the ability to submit for a compensatory make-up
2565 assignment in the same manner as for regular make-up assignments, as
2566 as provided in Section 25.L.6.

2567 b. A pilot is not eligible for a compensatory make-up assignment that
2568 exceeds the pilot's compensatory make-up eligibility by more than 67
2569 CH.

2570 c. Compensation for compensatory make-up shall be as provided in
2571 Section 4.Q.7.

2572 ~~BB~~. Scheduling Improvement Group (SIG)

2573 A. Statement of Intent

2574 The parties agree that the construction of the pairings and lines each month
2575 can immensely affect both the Company and the pilots. The purpose of the SIG
2576 is to provide, through joint participation and cooperation, a process that

2577 promotes, to the greatest extent possible, a reasonable balance between the
2578 following competing interests of both parties.

2579 1. For the Company, the efficiency and productivity of the pairings impact
2580 operational safety, reliability, cost, and business competitiveness that are
2581 critical for proper system and operational coordination. The flight pairing
2582 and line construction must be managed and maintained within acceptable
2583 financial and operational limits.

2584 2. For the pilots, flight pairings and lines represent an important factor in their
2585 work environment, including the promotion of a safe and effective flight
2586 operation. Pairings and lines also contribute, along with seat position,
2587 seniority and work effort to a pilot's income opportunities. A pilot's work
2588 schedule and the coordination of that work schedule with other flight, travel,
2589 and operational responsibilities can impact a pilot's ability to operate an
2590 aircraft safely.

2591 B. Composition of SIG

2592 The SIG shall consist of 4 members. The Company shall select two
2593 representatives, one of whom shall be a seniority holding member of Flight
2594 Management, and shall designate a SIG Chairman from the two
2595 representatives. The Association's two SIG members shall be the MEC
2596 Scheduling Committee Chairman and Vice-Chairman or other line pilots
2597 designated by the Association.

2598 C. Responsibilities of the SIG

2599 1. Oversee Monthly Pairing and Line Construction Process

2600 a. Pairing Construction

2601 The SIG shall ensure that the pairings and lines are constructed,
2602 through coordination of the PSIT with CRP specialists. The Crew
2603 Planning Department shall build the pairings. The SIG shall have
2604 oversight to ensure there is a mutually effective avenue for input into
2605 the pairing construction process between the PSIT and CRP
2606 Specialists.

2607 i. Manage Pairing Generation

2608 (a) The SIG shall work with the Company to produce and develop
2609 the parameters that are input into the pairing generator. The
2610 Company and the SIG shall work jointly to utilize and manage
2611 pairing generation to produce safe, legal and reliable trips that
2612 are both flyable in terms of quality of life and cost effective.
2613 The Association SIG shall be provided with access to the
2614 Company fatigue modeling software for the purposes of
2615 evaluating domestic pairings.

- 2616 (b) If the Company develops or purchases software including new
2617 or different functions for use in pairing generation, the
2618 Company shall notify the Association SIG members in writing,
2619 at least 45 days prior to using such software in the pairing
2620 generation process. The Company shall take input from the
2621 Association SIG members regarding the application of such
2622 software. The Association SIG members may dispute new
2623 functions.
- 2624 (c) Upon request by the MEC Scheduling Chairman, the
2625 Company shall advise the Association SIG members of
2626 significant changes in the settings of existing functions that led
2627 to a particular solution.
- 2628 (d) Within 30 days of the effective date of the Agreement, the
2629 Company shall provide the Association SIG members with a
2630 list of each function used in pairing generation and a
2631 description of its purpose. Subsequently, this list shall be
2632 provided upon request of the MEC Scheduling Chairman.
- 2633 ii. Pairings Conference Call
- 2634 The pairings conference call shall provide the opportunity for PSIT
2635 and the Association SIG members' input of needed repair and
2636 design changes. The MEC Scheduling Chairman will designate a
2637 lead PSIT member for each base (or at the election of the MEC
2638 Scheduling Chairman, each equipment type), who shall be the
2639 primary spokesperson for the pilot's subgroup on the conference
2640 call. The pairings conference call shall include:
- 2641 (a) the SIG members, or their designees;
- 2642 (b) the participating members of the PSIT and Reviewers, as
2643 designated by the MEC Scheduling Committee Chairman;
2644 and
- 2645 (c) appropriate Company employee(s) involved in pairing and line
2646 construction.
- 2647 iii. Pairing Variety
- 2648 The Company recognizes that having an assortment of pairing
2649 lengths (e.g., 1 day, 2 day, 3 day, 4 day, and longer pairings)
2650 facilitates trip trading and provides a variety of choice in regular
2651 lines. While pairing solutions inevitably change along with the
2652 business, the Company will ensure that, from the perspective of
2653 the overall FedEx Flight Operation, there is a selection of trip
2654 lengths available for pilots to bid and fly (e.g., some trip lengths

- 2655 may only be available in certain fleets and bases and not others,
2656 etc.).
- 2657 b. Line Construction
- 2658 The SIG shall manage the PSIT participation in the line construction
2659 and dispute process.
- 2660 c. Evaluation Criteria
- 2661 The SIG shall evaluate both pairings and lines with regard to their
2662 impact on safety (e.g., consideration of circadian rhythm disruptions,
2663 compounding effects of fatigue, etc.), reliability, reasonable crew
2664 desires, and cost effectiveness.
- 2665 d. Bid Pack Production Timeline
- 2666 Unless otherwise agreed by the MEC Scheduling Chairman and the
2667 SIG Chairman, or unless prevented by circumstances beyond the
2668 control of either party, the following timeline shall be observed for the
2669 construction of the bid period package. Target dates and “Not Later
2670 Than” (NLT) dates are measured from the target date for publication
2671 of the bid period package:
- 2672 i. The timeline for delivery of the preliminary pairings to the PSIT
2673 and reviewers shall be:
- 2674 (a) Target: 13 days
- 2675 (b) NLT: 11 days
- 2676 ii. The timeline for the pairings conference call shall be:
- 2677 (a) Target: 8 days
- 2678 (b) NLT: 7 days
- 2679 iii. The timeline for the delivery of the final pairings to the PSIT and
2680 reviewers
- 2681 (a) Target: 6 days
- 2682 (b) NLT: 4 days
- 2683 iv. The timeline for the publication of the bid period package shall be:
- 2684 (a) Target Day 0
- 2685 (b) NLT Day +1
- 2686 e. Management of SIG Parameters
- 2687 The SIG shall work to ensure that the collection of SIG parameters are
2688 effective in guiding pairing generation so that the automated solutions
2689 further the goals for the SIG process as outlined in Section 25.BB.A.

- 2690 To facilitate this process, there shall be two types of SIG parameters—
2691 hard parameters and soft parameters, both of which are applicable in
2692 the bid period package construction process.
- 2693 i. The Company must apply hard parameters in the bid pack
2694 construction process unless the Vice President, Flight
2695 Operations and the MEC Chairman agree otherwise in writing.
2696 Any such agreement may contain conditions and/or limitations,
2697 as mutually agreed between the V.P. and the MEC Chairman.
- 2698 ii. The Company may override a soft parameter(s), provided it
2699 gives at least 45 days written notice, prior to the delivery of the
2700 preliminary pairings, of its intent to do so and the reasons
2701 therefore. This notice shall be sent to the MEC Scheduling
2702 Chairman. The Association may dispute the Company's
2703 decision via the VP/MEC Chairman track for resolution of
2704 disputes as described in Section 25.BB.G. Other soft
2705 parameters may be added by agreement of the Association and
2706 the Company.
- 2707 2. Manage the Pilot Scheduling Improvement Team (PSIT)
- 2708 a. Composition of PSIT
- 2709 A primary PSIT member participates directly in the bid period build
2710 process and is compensated as such in any given bid period. A back-
2711 up PSIT member is a fully trained member assisting the primary(s) in
2712 a given bid period through trip review and conference call
2713 participation. The roles are rotational and are scheduled by the MEC
2714 Scheduling Committee chairman. PSIT members shall be line pilots
2715 selected by the Association with the consent of the Company, which
2716 shall not be unreasonably withheld.
- 2717 b. Number of PSIT members
- 2718 The number of primary PSIT members per base shall be predicated
2719 on the crew position with the most lines and on the line count for three
2720 consecutive bid periods. There shall be:
- 2721 i. 1 primary PSIT member if the number of lines is 100 or less;
- 2722 ii. 2 primary PSIT members if the number of lines is between 101
2723 and 350;
- 2724 iii. An additional primary PSIT member for each increment of 250
2725 lines (e.g., the third PSIT member is added at 351 lines, the fourth
2726 is added at 600 lines, etc.); and

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- iv. There shall be one back-up PSIT member for each base, which shall be increased by one for each 300 lines, measured in the same manner as for primary PSIT members.
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- Example: Suppose there are 280 Captain lines in the Memphis MD-11 base and 320 First Officer lines in that base. The number of back-up PSIT members is 2, since the number of lines is more than 300. When the number of MEM 11 F/O lines reaches 351 for three consecutive bid periods, the number of primary PSIT members assigned to the MEM 11 base shall increase to 3.
- 2736
- c. Duties of PSIT
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- i. The PSIT shall report to the SIG and shall perform its duties consistent with the goals outlined for the SIG/PSIT process, as set forth in Section 25.BB.A.
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- ii. The PSIT shall participate each bid period in the conference call and other joint meetings called to provide constructive input into trip and line construction. Such input shall include, but not be limited to, pilot fatigue issues, weather anomalies, factors which cause variations in actual versus scheduled duty times, air traffic control delays, and other operational considerations related to the flight schedule.
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- iii. The PSIT shall provide the SIG and flight management with constructive feedback received from line pilots with regard to trips and lines for the purpose of performing the functions within the purview of the SIG/PSIT.
- 2751
3. Coordinate Cross Divisional Cooperation in Schedule Construction
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- a. Scope of Required Coordination
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- The construction of the monthly flight schedule is influenced by numerous groups within the Company. Promoting the closest practical coordination between the core groups responsible for the final airline schedule is essential to accomplishing the goals stated in Section 25.BB.A. The groups most directly involved in affecting the published flight schedule are: Global Network Planning, Crew Resource Planning, Flight Management, GOC, CRS; Aircraft Acquisitions, Charter Operations, and Flight Safety.
- 2761
- b. Quarterly Cross-Sectional Meeting
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- i. To facilitate cooperation between these different areas of the Company which impact pilot schedule construction, and to promote a greater level of mutual understanding, unless otherwise agreed by the MEC Scheduling Chairman and the SIG Chairman, the parties shall meet each calendar quarter with designated

- 2767 representatives from each of the above areas to review, discuss,
2768 and share information in an attempt to foster a better
2769 understanding of the problems faced by both the Company and
2770 the pilots. The SIG Chairman will conduct the meeting. To the
2771 greatest extent possible, this group will mutually resolve concerns
2772 about flight schedules. At this quarterly meeting, the parties shall
2773 also discuss any upcoming changes that are likely to impact the
2774 future quarter's flight schedules, so that problems and disruptions
2775 accompanying the changes in constructing future flight schedules
2776 can be anticipated and minimized.
- 2777 ii. Unless otherwise agreed by the MEC Scheduling Chairman and
2778 the SIG Chairman all SIG members shall attend and participate in
2779 the quarterly cross sectional meetings and shall work together to
2780 recommend jointly to flight management ways in which future
2781 schedules can be improved or adjusted. Recommendations to
2782 Flight Management shall be in writing and approved by all
2783 members of the SIG.
- 2784 4. Participate in Development of New Software/Hardware
- 2785 The SIG shall have regular input into the process of purchasing or
2786 developing any new software or hardware that will be used to construct
2787 pairings and/or lines. Additionally, if the Company modifies computer
2788 systems that pilots use to interface with CRS or CRP (e.g., display of
2789 reserve leveling lists, display of open time, input screens, etc.), the SIG
2790 shall have input into such modifications.
- 2791 5. Communications
- 2792 General communications to the crew force about the SIG activities and its
2793 accomplishments shall be mutually agreed to and jointly reviewed by the
2794 Company and the Association before publication, with appropriate
2795 consideration for confidentiality.
- 2796 6. Provide SIG Input and Feedback on Ancillary Issues
- 2797 The MEC Scheduling Chairman shall have the ability to provide input into
2798 the percentage of credit hours left in open time to facilitate trip trading, and
2799 into the process for constructing reserve and secondary lines. The MEC
2800 Scheduling Chairman shall also have the ability to provide feedback
2801 regarding any revisions or the creation of flying outside the bid period
2802 package process.
- 2803 7. Staffing Consultation
- 2804 The Association SIG shall be consulted regarding the staffing for each
2805 crew position, for the purposes of Section 25.E.5., and shall be provided

2806 that determination monthly with the distribution of the monthly Final
2807 Pairings.

2808 8. Known Reserve Days (Section 25.A.4.)

2809 a. Prior to the release of each bid period package, CRP shall provide
2810 the Association SIG the following for each crew position:

2811 i. The planned number of reserve days; and

2812 ii. RP and block size distributions of those reserve days not built
2813 into published reserve lines, which shall be representative of the RP
2814 distribution of the published reserve lines.

2815 b. At the beginning of the Build Week (SIG In-Brief), for each crew
2816 position, the SIG shall be provided the previous bid period's actual
2817 total reserve coverage (i.e., total reserve coverage after secondary
2818 line construction). If the actual total reserve coverage for a crew
2819 position exceeds the planned coverage for two consecutive bid
2820 periods, the SIG shall adjust the planned number of reserve days
2821 accordingly for the following bid period.

2822 D. Access to Information and Confidentiality

2823 1. Flight Operations Plans and Analysis shall provide all members of the SIG
2824 such information in the Company's possession, as mutually agreed
2825 between the Company and the SIG, which is necessary to perform the
2826 SIG's tasks. At a minimum, this information will include the following data
2827 in a mutually agreed upon format:

2828 a. A daily report of all trips that exceeded the operational on-duty or block
2829 limits, including trip number(s) and the reasons for the extension(s).

2830 b. A bid period report of all trips that exceeded the scheduled on-duty or
2831 block limitations, including, at a minimum, the trip numbers.

2832 c. A bid period report that identifies trips flown by number, frequency of
2833 occurrence, CH value and assignment code. This information shall be
2834 available only on Company property unless otherwise agreed by the
2835 Vice President, Flight Operations or designee.

2836 d. Sick leave utilization by crew position, for each bid period.

2837 e. Reserve utilization by reserve period type, by crew position, for each
2838 bid period.

2839 f. Volunteer and Draft incidence by crew position, for each bid period.

2840 g. Actual block hours by crew position, for each bid period.

2841 h. Actual credit hours by crew position, for each bid period.

2842 i. Block hour distribution by crew position, for each bid period.

- 2843 j. All revisions of specific trips, made viewable by Association SIG
2844 members
- 2845 k. A report, by occurrence, detailing the reason for and the frequency of
2846 business necessity deadheads on a Company aircraft, chartered jet
2847 carrier, Company corporate business jet aircraft or on a scheduled
2848 U.S. certificated air carrier operating under FAR Part 135. All
2849 members of the SIG shall be notified of the reasons for any action by
2850 the end of the next business day.
- 2851 2. The SIG, PSIT, and reviewers recognize that they may be entrusted with
2852 information not generally made available to line pilots, or to the public, that
2853 constitutes confidential information, in which the Company has a
2854 significant and valuable proprietary interest. This information shall be kept
2855 confidential and shall not be published nor shall it be distributed outside
2856 the Company to any third party for any purpose, without the express
2857 written permission of the V.P. of Flight, nor shall it be used for any purpose
2858 other than to meet SIG responsibilities outlined in this Section.
- 2859 E. Initial Resolution of Scheduling Disputes – System Chief Pilot and Fatigue Risk
2860 Management Group (FRMG) Tracks
- 2861 The SIG may formally dispute particular pairings in accordance with the
2862 following processes that are inconsistent with the goals and purposes
2863 established elsewhere in this Agreement, the Company’s Fatigue Risk
2864 Management Plan (FRMP), and/or the Fatigue Risk Management System
2865 (FRMS) (as administered by the Company’s FRMG). In no case shall disputes
2866 made under the provisions of this Section cause a delay in the publication of
2867 the monthly bid package.
- 2868 Intent: The language regarding not creating a delay in bid pack publication is
2869 not meant to allow a “fix it next month” mentality. The process is intended to
2870 be as expedited as possible, but it will not be permitted to jeopardize the timely
2871 publication of bid packs.
- 2872 1. The SIG may use the pairing dispute procedures described in this
2873 paragraph only to dispute new pairings. A “new” pairing is one which is
2874 materially different from the way the pairing was constructed in the three
2875 previous bid periods. A pairing is not new if it has been built and flown
2876 materially the same way without challenge for three consecutive bid periods
2877 after 5/31/1999. A change in a deadhead carrier or service provider (e.g.,
2878 change from Delta to United or from Super Shuttle to Argenbright) shall not,
2879 by itself, constitute a material change unless such deadhead change
2880 eliminates a layover or occurs mid-pairing.
- 2881 2. The SIG shall provide a written list of all disputed pairings prior to the
2882 monthly conference call/meeting and shall identify each disputed pairing
2883 and the reasons why it is unacceptable during that conference call. The

2884 Company may agree to rebuild the pairing to alleviate the concerns
2885 expressed by the SIG. The SIG may withdraw a dispute after discussion
2886 during the conference call/meeting. If, between the pairings conference call
2887 and the issuance of the final pairings, a new pairing design is built for
2888 inclusion in the bid period package, the SIG shall have the ability to dispute
2889 such new design as if it had been part of the preliminary pairing solution.

2890 Intent: Disputed pairings shall be corrected in the current month to
2891 the maximum extent possible without delaying the process.

2892 3. If there are pairings that remain disputed after the conference call/meeting,
2893 the SIG shall meet and attempt to resolve the pairings still in dispute. If all
2894 such disputes are not resolved by the SIG, the SIG shall select the
2895 appropriate dispute resolution track (i.e., System Chief Pilot track or FRMG
2896 track) based on the underlying rationale of the dispute.

2897 4. System Chief Pilot Track

2898 a. The SIG shall present the System Chief Pilot (SCP), or designee, with
2899 the written rationale explaining why each pairing should be changed.

2900 b. The SCP or designee shall review each disputed pairing and may direct
2901 that the pairing be rebuilt to the SIG's satisfaction. The SIG may
2902 withdraw the dispute after the meeting with the SCP or designee.

2903 c. If there are pairings that remain disputed after meeting with the SCP, or
2904 designee, the following process shall apply to each bid period package
2905 which contains disputed pairings for the immediately upcoming bid
2906 period only:

2907 i. If the number of remaining disputed pairings in a particular bid
2908 period package does not exceed 5% of the total number of
2909 pairings in that bid period package, the disputed pairings shall not
2910 be included on bid lines without SIG approval. Such pairings shall
2911 appear in open time and shall be available for ordinary open time
2912 assignment, or for placement on a secondary or custom line if
2913 specifically requested by a pilot holding such line.

2914 ii. If the number of remaining disputed pairings in a particular bid
2915 period package exceeds 5% of the total number of pairings in that
2916 bid period package, the SIG shall choose the pairings which shall
2917 be placed in open time as described in Section 25.BB.E.4.c.i.
2918 (i.e., up to 5% of the total number of pairings in the bid period
2919 package). The remaining disputed pairings may be built into bid
2920 lines.

2921 iii. When calculating the 5% referenced in Sections 25.BB.E.4.c.i.
2922 and ii., a bid period package with pairings that are not identical in
2923 all seat positions shall be treated as separate bid period

- 2924 packages for each seat position. If a particular flight sequence
2925 which is the cause of a dispute appears in several pairings, those
2926 pairings shall count as one pairing for purposes of the 5%.
- 2927 5. FRMG Track (Fatigue-Related Disputes Only)
- 2928 a. If the only underlying rationale for the dispute is based on a fatigue-
2929 related concern, the dispute must follow the FRMG track.
- 2930 b. The SIG shall transmit to the FERC the written rationale explaining why
2931 each pairing should be changed.
- 2932 c. The FERC shall analyze the pairing for its impact on pilot alertness. At
2933 a minimum this will include the fatigue model output of the Company and
2934 Association's fatigue modeling software.
- 2935 i. The FERC shall attempt to reach consensus on a
2936 recommendation to:
- 2937 (a) Have the pairing rebuilt; or
- 2938 (b) Perform data collection on the pairing.
- 2939 ii. In the absence of consensus the pairing will immediately be
2940 referred to the DCSC for evaluation. The DCSC shall make a
2941 recommendation to:
- 2942 (a) Have the pairing rebuilt; or
- 2943 (b) Perform data collection on the pairing.
- 2944 iii. In the absence of DCSC consensus the pairing shall be referred
2945 to the dispute track chosen by the Association MEC Scheduling
2946 Chairman.
- 2947 d. Should the FERC's/DCSC's recommendation be to perform data
2948 collection, then:
- 2949 i. All fatigue report data gathered on the pairing shall be promptly
2950 reviewed and analyzed by the Fatigue Event Review Committee
2951 (FERC) and transmitted to the FRMG for review and
2952 consideration;
- 2953 ii. The pairing shall be included in the Data Collection Steering
2954 Committee's human performance/alertness data collection and
2955 analysis efforts;
- 2956 iii. The parties may solicit feedback from pilots operating the pairing
2957 only by operation of the Collection of Human
2958 Performance/Alertness Data MOU, the Company's FRMP, or
2959 Section 12.A.9.; and

- 2960 iv. The pairing shall be studied as a Category 3 pairing as defined in
2961 Section 12.A.10.
- 2962 [Note: Both parties agree not to intentionally characterize such
2963 pairings in a way that compromises the scientific validity of data
2964 gathered on such pairings until the dispute is finally resolved.]
- 2965 e. At its next regularly scheduled meeting, the FRMG shall review the
2966 pairing presented to it by the SIG (including the underlying rationale for
2967 the dispute), the data and analysis of the FERC (if any) on the pairing,
2968 and the human performance/alertness data collected from pilots
2969 operating the pairing since initiation of the FRMG track. To the extent
2970 that preliminary or final analyses of those human performance/alertness
2971 data are available, those analyses shall also be presented to the FRMG.
2972 The SIG may withdraw the dispute after presentation to the FRMG.
- 2973 f. During the FRMG's review of the pairing, the FRMG's focus shall be on
2974 whether the pairing under review is consistent with the goals of the
2975 Company's FRMP and/or FRMS and shall consider only whether the
2976 pairing under review is constructed with appropriate consideration of
2977 cumulative and transient fatigue. After completing its review, the FRMG
2978 may either:
- 2979 i. Approve the pairing as designed by the Company;
- 2980 ii. Direct that the pairing be rebuilt; or
- 2981 iii. Conduct an enhanced review of the pairing.
- 2982 g. If the FRMG decides to conduct an enhanced review of the pairing, the
2983 enhanced review period (ERP) shall be 3 bid periods in duration. The
2984 FRMG may consider revision of the pairing at any time during the ERP.
2985 At the end of the ERP, the FRMG may extend the ERP up to an
2986 additional 3 bid periods.
- 2987 h. In addition to any human performance/alertness data and fatigue report
2988 data gathered from pilots operating the pairing during the FRMG's
2989 review, the FRMG shall also consider the manner in which the pairing is
2990 assigned (e.g., BLA, reserve, standby, etc.), the relative seniority of
2991 pilots assigned to the pairing, the turnover of each pairing (e.g., dropped,
2992 sick, etc.), and the operational history of the pairing (e.g., operational
2993 revisions, extensions, etc.).
- 2994 i. During the FRMG review process, the members of the FRMG shall
2995 attempt to reach consensus. If the members of the FRMG reach
2996 consensus, that decision shall be final. If the members of the FRMG are
2997 unable to reach consensus on an issue, the matter shall be jointly
2998 presented to the Vice President, Flight Operations within 5 business
2999 days of the FRMG meeting. The Vice President shall render a written

- 3000 decision within 5 business days of the presentation of the matter. The
3001 Vice President shall send copies of the decision to the members of the
3002 FRMG. If the Association disagrees with the decision, it may appeal the
3003 matter to the Senior Vice President of Flight Operations, whose decision
3004 shall be final.
- 3005 6. If a pairing routinely goes into operational limits that pairing shall be rebuilt.
- 3006 7. If the Association SIG members elect to pursue the dispute further they shall
3007 choose between the mutually exclusive processes described in Section
3008 25.BB.F. and G. If the Association SIG members do not choose a dispute
3009 track after having disputed a pairing for four bid periods, the SIG Chairman
3010 may initiate the SIG Neutral track.
- 3011 F. Final Resolution of Scheduling Disputes: SIG Neutral Track
- 3012 If the Association SIG members elect to pursue the SIG neutral track, the
3013 following procedure shall apply.
- 3014 1. Upon written request by the chairman of the SIG, the SCP shall convene
3015 a Scheduling Dispute Board. The board shall be composed of the SCP,
3016 the MEC Chairman, one Company SIG representative and one
3017 Association SIG representative.
- 3018 a. The board shall meet within 5 calendar days to review appropriate
3019 data, including the flying history of the disputed pairing(s), at issue and
3020 discuss reasonable options on how the disputed pairing can be
3021 reconfigured in light of the operational requirements. Both sides shall
3022 use their best efforts to resolve the problem.
- 3023 b. If the disputed pairing can be reconstructed, rebuilt or combined into
3024 another pairing so that the overall cost of the pairing is the same or
3025 essentially the same as prior to the reconstruction and the change
3026 does not compromise system form or reliability, then the pairing shall
3027 be changed accordingly.
- 3028 c. Additionally, if on a recurring basis, a pairing, disputed or not, appears
3029 in open time and is routinely avoided by pilots trip trading or eligible
3030 for make-up, OTP, etc., and therefore must be assigned to a reserve
3031 pilot, the above procedure shall apply, unless the Association elects
3032 to pursue the VP/MEC Chairman track instead.
- 3033 2. If a schedule construction issue(s) or pairing dispute(s) is not solved in the
3034 SIG, the quarterly meeting, or at the Scheduling Dispute Board levels, the
3035 ALPA SIG may choose to submit the dispute to an independent neutral
3036 mutually selected by both parties. The neutral shall gather facts, report
3037 findings and within 14 calendar days offer a recommendation to the Senior
3038 V.P. of Flight Operations. The neutral may recommend the course of
3039 action that the neutral finds which balances the competing needs and

- 3040 interests of both parties. The cost of the neutral shall be borne equally by
3041 both the Company and the Association.
- 3042 3. The Senior V.P. of Flight Operations shall review the findings of the neutral
3043 within 7 business days and issue a final decision concerning the matter.
3044 That decision shall be final and shall be sent to the neutral, the V.P. Flight
3045 Ops, and the members of the SIG.
- 3046 G. Final Resolution of Scheduling Disputes: VP/MEC Chairman Track
- 3047 The MEC Chairman may elect to notify the Vice President, Flight Operations
3048 that the MEC Chairman is invoking the VP/MEC Chairman track regarding a
3049 particular SIG dispute. The notification shall be in writing and shall state the
3050 unresolved concerns/problems and the Association's position. Upon receipt,
3051 the Vice President, Flight Operations shall promptly have the stated
3052 unresolved concerns/problems investigated, including a review of the process
3053 undertaken thus far regarding the dispute. After at least one bid period of flying
3054 data is gathered on the disputed pairing, the Vice President, Flight Operations
3055 shall meet with the MEC Chairman at a mutually acceptable date and time to
3056 review the results of the investigation and discuss options for dealing with the
3057 unresolved concerns/problems. Following the meeting, the Vice President,
3058 Flight Operations shall advise the MEC Chairman in writing of what actions, if
3059 any, the Company shall take to address the presented concerns.
- 3060 H. Removal and Compensation of Association Members of SIG and PSIT
- 3061 1. Removal
- 3062 a. The Association members of the SIG shall be removed from flying at
3063 the Association's notification as provided in Section 18.A.2.a.
- 3064 b. PSIT members shall be removed from flying as provided in Section
3065 18.A.2.b., provided such members are not requesting removal of an
3066 activity over a designated corporate holiday. Requests for removal
3067 over a holiday shall be processed as provided in Section 18.A.3.,
3068 unless the build week conflicts with a corporate holiday in which case
3069 the removals shall be processed as provided in Section 18.A.2.b.
- 3070 2. Compensation
- 3071 a. SIG members
- 3072 The Association SIG members shall receive compensation and
3073 benefits as provided in Section 18.
- 3074 b. PSIT members
- 3075 The primary members participating in a build month shall be
3076 compensated by the Company by being removed from scheduled
3077 activities with a standard value of 30 CH (12 CH for any FDA with
3078 fewer than 35 lines, 18 CH for any FDA with 35 to 55 lines, and 30 CH

3079 for any FDA with 55 or more lines) at the discretion of the SIG for each
3080 month that the pilot is designated to complete the pairings/line
3081 construction cycle for the pilot's designated aircraft. Any additional
3082 credit hour value shall be reimbursed by the Association in
3083 accordance with Section 18, or the pilot shall be eligible to make up
3084 the difference. The Association shall notify the Company whether the
3085 excess credit hours are to be removed for Association business or
3086 dropped eligible for make-up. If a PSIT member is assigned to work
3087 additional days, the pilot shall be removed from scheduled activities
3088 with a value of 6 CH for each additional work day (or portion thereof),
3089 and the pilot shall be eligible to make up the difference between credit
3090 hours removed and credit hours earned for PSIT activities. PSIT
3091 members shall be entitled to OTP status for any make-up entitlement
3092 arising from this paragraph.

3093 I. Resignation

3094 A SIG or PSIT member may resign with notice of at least one full bid
3095 period.

3096 J. General

3097 1. Office Space for PSIT Members

3098 The Company shall provide a closed office space large enough to
3099 accommodate the entire PSIT at separate work stations with all supporting
3100 equipment that facilitates the line build process.

3101 2. SIG/PSIT Travel and Expenses

3102 a. The MEC Scheduling Committee Chairman will provide the Company
3103 a list of the PSIT and Association SIG participants that will be building
3104 bid period packages for the following bid period. Except for PSIT
3105 members assigned to an FDA, the Company shall provide a
3106 commercial airline ticket to the SIG/PSIT members to or from Memphis
3107 for the build week and other mutually agreed SIG/PSIT work. The
3108 Association SIG/PSIT members shall have the ability to utilize their
3109 deviation banks and/or business jumpseats (or equivalent jumpseat
3110 status) to travel to or from Memphis for such activities.

3111 b. The Company shall reimburse an Association member of the SIG or
3112 PSIT, consistent with Company policy and subject to approval by the
3113 SIG Chairman, for reasonable expenses related to such member's
3114 SIG/PSIT duties, including, but not limited to, hotels, telephone calls,
3115 high speed internet access, transportation (car rental), and meals.

3116 3. Reviewers

3117 The MEC Scheduling Chairman shall have the ability to utilize designated
3118 pilots to review the preliminary and final pairings. Unless otherwise

3119 agreed by the MEC Scheduling Chairman and the SIG Chairman, the
3120 number of reviewers shall be limited to 5 per base.

3121 4. Training of SIG/PSIT Members

3122 The Company shall reimburse pilots for training required to be a SIG/PSIT
3123 member. Reimbursable training is two full build weeks per trainee. Unless
3124 otherwise agreed by the Company, reimbursable training shall be limited
3125 to a maximum of two PSIT members per month with an annual maximum
3126 of eight PSIT members.

3127 5. Unless otherwise specifically provided in this Agreement, the parties'
3128 course of dealing with regard to soft parameters, pairing templates, etc.
3129 will not change.

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3133 [Appendix A \[as agreed by email between ALPA and Company on February 26,](#)
3134 [2026.\]](#)

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INITIAL SIG PARAMETERS AND STARTING VALUES

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HARD PARAMETERS

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3140 The Company must apply hard parameters in the bid pack construction process
3141 unless the Vice President, Flight Operations and the MEC Chairman agree
3142 otherwise in writing. Any such agreement may contain conditions and/or
3143 limitations, as mutually agreed between the V.P. and the MEC Chairman.

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Domestic

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1. A pilot shall not be scheduled as a required crew member in excess of
3147 7:35 block hours in a single duty period.

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2. When an air deadhead follows flight deck duty in the same duty period,
3149 at least 1:30 shall be scheduled between block-in of the FedEx
3150 revenue flight and departure of the deadhead.

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3. When an air deadhead follows flight deck duty in the same duty period,
3152 no more than 4 hours shall be scheduled between block-in of the
3153 FedEx revenue flight and departure of the deadhead.

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4. Any duty period scheduled for a critical period departure(s) shall be
3155 limited to 3 departures in the critical period or afterward.

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5. Trips that depart domicile in the critical period and return to domicile in
3157 the same duty period (out and backs) shall be scheduled to block-in by
3158 10:00 am LBT.

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6. The critical duty rig function shall be set at 1.0.

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7. A Sunrise Sort Duty Period [as defined in Section 2: Any duty period that
3161 turns through a Sort Facility from an inbound night/critical flight segment
3162 to an outbound day flight segment] shall not be scheduled with a follow-
3163 on minimum layover of less than 18 hours prior to an operating leg,
3164 unless approved by the SIG.

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[Note: All currently existing, applicable pairing designs with follow-on
3166 layovers scheduled less than 18 hours shall remain approved.]

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International

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1. No trip shall contain more than two round trip ocean crossings. After completion of the first, the second must commence in the next duty period (i.e., the duty period immediately following the completion of the first round trip ocean crossing must contain an ocean crossing)

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2. No trip shall be scheduled to have more than 5 different continental arrivals (i.e., Africa, Antarctica, Asia, Australia, Europe, North America, and South America). For purposes of this parameter a duty period that arrives on a different continent, but has a TZD of 3 or fewer shall not count as a separate continental arrival.

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3. Gateway City Parameter:

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a. Following entry at any airport in the United States (Gateway City) from an international location, an International Pairing shall have no more than two domestic duty periods. The combined total number of operating legs in those two duty periods shall not exceed two. In addition, there shall be no deadhead legs scheduled in the same duty period as an operating leg, and the number of air deadhead legs shall be limited to two.

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b. For pairings to which International SIG parameter number 1 (maximum ocean crossings) applies, the gateway city limitation applies to the last arrival at a gateway city from an ocean crossing.

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c. Prior to leaving a U.S. Gateway City to an international location, an international pairing shall have no more than two domestic duty periods containing no more than four operating legs total.

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4. An international duty period shall not be constructed in excess of 7+35 block hours without at least three airmen on board (e.g., MD-11 with RFO).

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SOFT PARAMETERS

The Company may override a soft parameter(s), provided it gives at least 45 days written notice, prior to the delivery of the preliminary pairings, of its intent to do so and the reasons therefore. Other soft parameters may be added by agreement of the Association and the Company.

Domestic

1. The maximum length of carryover trips for each bid period shall be 7 days in the subsequent bid period.
2. If a duty period starts in the critical period, and has three landings, such duty period shall be scheduled to block in by 1000 LBT.
3. A standby period shall not be scheduled in the same duty period as a deadhead return to base.
4. A domestic multiple day trip shall not be scheduled for a cumulative total of more than 13 landings in the duty periods that operate in the critical period, unless approved by the SIG.

International

- 1 If a trip operates in the Asian theatre and transit 5 TZDs or more, the final landing in any 3-leg duty period must occur between 0900 and 2000 LT for the MD11 and between 1200 and 2000 LT for the B777.
- 2 If a trip transits 5 TZDs or more and contains a 3 leg duty period with the last landing in mainland China, (e.g., not TPE, HKG), that trip will contain at least a 32 hour layover preceding such duty.
- 3 [Reserved]
- 4 A duty that begins between the hours 0100-0459 (Local time) shall not contain the following flight sequence (IND-ORD-ANC).
- 5 If a trip, with an RFO, begins in ANC with a duty starting between 1500-2300, such duty shall be scheduled for 1 landing.
- 6 If a pairing is scheduled with a CDG-CAN leg immediately followed by a westbound duty period of 5 TZDs or greater, then a layover of at least 36 hours will precede such westbound duty period.
- 7 A duty period containing an intermediate stop at CAN shall be scheduled with a maximum of 3 landings.

