

SECTION 12 HOURS OF SERVICE

A. General

1. Flying (Non-Company)
 - a. This Agreement contemplates that pilots shall devote their entire professional flying service to the Company, except that nothing in this Agreement shall be construed to prevent a pilot from affiliating with the military service of the United States.
 - b. Pilots shall not fly aircraft other than those operated by the Company for hire or remuneration unless authorized by the Vice President, Flight Operations, or designee.
 - c. Except for Company flight operations, a pilot shall not perform flying which would count toward the pilot's FAR regulated block hours or duty time limitations. This does not restrict a pilot who is a member of a military guard or reserve organization in the flying of military aircraft.
2. Except as provided in Section 12.B.3.a.iii. and B.3.c.iii. (Airport Standby), and Section 25.M.1.g. (Reserve), a pilot shall be subject to operational limitations during a duty period within a trip. At all other times, a pilot shall be subject to scheduled limitations.
3. Operational Emergency

If the Company's operations are disrupted due to extenuating circumstances not within the control of the Company, including, but not limited to, severe weather, natural disasters, abnormal ATC limitations or significant system disruptions, the Vice President, Flight Operations, or designee, may declare an operational emergency. When an operational emergency is declared, all flight, duty time and rest limitations may be extended/reduced to FAR limits, except as provided in Section 12.D.9. An operational emergency may be declared for a specific sort facility, a region of the system, nationwide or worldwide. In addition, the Company shall communicate the reasons for an operational emergency as soon as practicable but no later than 72 hours following the declaration thereof. In case of an operational emergency declared under this paragraph, the processes described in Section 12.C.5.b.ii. (domestic) and 12.D.6.c.ii. (international) shall apply.
4. A legal rest period shall not be considered interrupted when the Company:
 - a. provides a wake-up (alert) call to the pilot:
 - i. no earlier than 2 hours prior to showtime for an international duty period; or
 - ii. more than 2 hours prior to showtime as required by Section 12.D.1.g. in situations involving ground transit time exceeding 1 hour; or
 - b. leaves any form of non-verbal communication for a pilot staying at a hotel, e.g., note under the door, phone light; or

- c. attempts to leave a message by telephone for a pilot at a location other than a hotel; or
 - d. attempts to notify a pilot of a personal emergency.
- 5. Maximum Landings
 - a. A pilot shall not be scheduled to exceed 3 landings, as part of an operating crew, in a duty period that begins in the critical period. If a pilot is scheduled for 3 landings as described above, the pilot's next duty period that begins in the critical period in that trip shall have 2 or fewer landings, unless the pilot had an intervening critical period free from duty.
 - b. A pilot shall not be scheduled to exceed 4 landings, as part of an operating crew, in any duty period that touches the critical period.
 - c. A pilot shall not be scheduled to exceed 5 landings, as part of an operating crew, in any duty period.
 - d. A domestic multiple day trip shall not be scheduled for a cumulative total of more than 12 landings in the critical period, unless approved by the SIG.
 - e. The landing limits in this paragraph may be increased by 1 operationally.
- 6. Operational Trip Return to Base
 - a. Should an operational circumstance arise which requires a flight to return to base (or remain there) with no other intermediate destination (e.g., not block out, return to blocks prior to take-off while at base, air turn-back to base), the trip is not terminated, and CRS has the following options:
 - i. revise the trip to block out in that duty period;
 - ii. revise the trip to block out after a legal rest period at base; or
 - iii. remove the pilot, in which case the pilot:
 - (a) shall be compensated the greater of 3 CH, ABH, or duty rig computed from the pilot's scheduled showtime until the pilot's actual release; and
 - (b) shall be eligible for substitution, if applicable, for the balance of trip guarantee.
 - b. Should an operational emergency be declared as provided in Section 12.A.3. due to severe weather, mechanical difficulties, or other extenuating circumstances in a designated sort facility, flight crews may be rescheduled or diverted to their base. Under these circumstances, the pilot's base will be treated as a normal alternate and not as a base. As such, the trip will not terminate, but will continue as if originally transiting the scheduled sort facility (i.e., hub turn outbound or layover in base as if the pilot was on a layover at the originally scheduled sort facility).
- 7. The Company shall provide a bid period report to the Association which indicates the dates, flights and relevant circumstances in which the Vice

President, Flight Operations, or designee, exercised the VP's authority to operationally extend a pilot beyond the Section 12.C.5. and 12.D.6. operational duty limitations or as provided in Section 12.B.3.b.ii.(c) and Section 12.B.3.d.ii.(c), except for extensions due to an operational emergency declared under Section 12.A.3.

8. If a pilot's trip is extended into time originally scheduled free from duty at base, such extension shall be limited to the following, unless the pilot consents to a longer extension:
 - a. the Company may extend a pilot:
 - i. on a domestic trip up to 36 hours into time previously scheduled free from duty at base; or
 - ii. on an international trip up to 84 hours into time previously scheduled free from duty at base.
 - b. maintenance or weather disruptions particular to the pilot's specific flight shall, but only to that limited extent, provide the Company with the ability to exceed the 36/84 hour limit without the pilot's consent. Notifications of the use of this provision shall occur using the provisions of Section 12.A.7.
9. Fatigue
 - a. A pilot who is excessively tired prior to actual check-in for a trip in base following a legal rest period shall notify CRS immediately and speak to a Fleet Captain or the Duty Officer about the pilot's situation. The pilot will be removed from the pilot's trip and to the extent the pilot had trip guarantee, the hours shall be eligible for make-up. If the trip was a reserve assignment, the underlying R-days will be dropped without pay, and the value of those R-days shall be eligible for make-up.
 - b. A pilot who becomes excessively tired subsequent to actual trip check-in shall notify CRS immediately and talk to the Duty Officer about the pilot's situation. Depending on the pilot's situation and the Duty Officer's assessment, one of the following alternatives shall be enlisted to address the issue:
 - i. The pilot may be given a legal rest period. The pilot's schedule thereafter may also be postponed until after the legal rest period is concluded.
 - ii. The pilot's current trip may be revised to include some alternative duty assignment.
 - iii. The pilot may be removed from the pilot's trip and placed in sick leave status as provided in Section 14.B.5., subject to Section 12.A.9.f. below; the pilot shall automatically be returned from sick leave at 24 hours after the conclusion of the pilot's trip removal.
 - c. Deadheads that are necessary in any of the above situations shall be accomplished in accordance with this Agreement.

- d. In the event there are any questions about the pilot's fatigue call, the Association members of the Fatigue Event Review Committee (FERC) may make the initial contact with the pilot to discuss the issue(s) further.
 - e. The pilot shall submit a Fatigue Event Report, via appropriate Company automation, within 72 hours after the pilot's fatigue call.
 - f. A pilot who calls fatigued away from base during a trip shall be treated in the same manner as provided in Section 14.B.4., and shall have local transportation and lodging provided by the Company.
 - g. The FERC shall meet and discuss all pilot fatigue calls made subsequent to actual trip check-in. For instances to which Section 12.A.9.b.iii. applied, the FERC will evaluate the circumstances surrounding the fatigue call and will attempt to reach a consensus concerning compensation for that trip, or portion thereof, not operated owing to the fatigue call.
 - i. The FERC may decide to authorize compensation as follows:
 - (a) With deduction of the applicable credit hours from the pilot's sick bank; or
 - (b) With no deduction from the pilot's sick bank.
 - ii. In the absence of consensus, the FERC shall refer the decision to the SCP.
10. Fatigue Risk Management System (FRMS)
- With the consent of the Association, the parties may examine pairings as part of the Fatigue Risk Management System as follows:
- a. For purposes of FRMS study, pairings shall be grouped into three categories:
 - Category 1: Prospective ULR Pairings;
 - Category 2: Prospective pairings that do not comply with either the FARs or the CBA or both; and
 - Category 3: Prospective pairings which comply with both the FARs and the CBA.
 - b. The Association consents to the study of ULR pairings (Category 1). Specific ULR pairing designs shall be approved in advance, unanimously by the Data Collection Steering Committee (DCSC) (e.g., flight sequence, layover times, location, departure and arrival times, time free from duty prior to and after the pairing). The DCSC will make decisions based upon available sleep science. Such pairings shall comply with Section 12.E.
 - c. The parties shall agree to a methodology for the clear and uniform identification of FRMS study pairings.
 - d. FRMS study pairings in Category 1 and 2 shall be offered to pilots on a strictly voluntary basis as agreed to by the parties.
 - e. Reserve pilots will be assigned FRMS study pairings on a voluntary basis only.

- f. FRMS pairings will not be placed onto secondary lines unless specifically preferenced by the pilot.
 - g. FRMS study pairings not assigned by the applicable assignment window, as described in Section 25.G.3.a., shall be:
 - i. Reconstructed to comply with the CBA and FARs, and assigned per the CBA; or
 - ii. Notwithstanding Section 25.P., assigned to management pilots as originally designed but without data collection. Section 9.A.3. shall not apply to management assignments pursuant to this paragraph.
 - h. Pilots voluntarily operating Category 1 or 2 FRMS pairings shall be required to participate in the collection of human performance/alertness data, in accordance with and as required by the data collection protocols contained in the Collection of Human Performance/Alertness Data MOU. For Category 3 FRMS pairings, the Company shall not require participation in the collection of human performance/alertness data, but may solicit for such, as provided in Paragraph A.6. of the Collection of Human Performance/Alertness Data MOU.
 - i. After appropriate testing and validation of such change(s) (as determined by the DCSC with the concurrence of the Fatigue Risk Management Group (FRMG)), the parties may seek to change provisions of this Agreement to the extent necessary to implement the tested and validated change(s). Any such changes shall be implemented if approved by the Company and the Association. The Association's approval shall be sought in a manner deemed appropriate by the Association's MEC (e.g., MOU, LOA, etc.).
 - j. Association members of the DCSC and FRMG shall be removed from flying as provided for FOQA Gatekeepers under Section 18.A.2.a. and shall be compensated and treated accordingly under Section 18.B.
11. In the event the Company becomes subject to new flight and duty time regulations that restrict operations otherwise permitted by this Agreement, the Company and the Association will meet to discuss jointly pursuing FAA certification of the affected CBA provisions as an Alternative Means of Compliance (AMOC) in lieu of such new, otherwise restricting, regulations.
- B. Duty Period Limitations
- 1. Duty periods begin and terminate as follows:
 - a. When the first activity in a duty period is flight deck duty, that duty period shall begin with a showtime 1 hour before the scheduled block-out or actual check-in time, whichever is later. Such duty period may begin with a showtime more than 1 hour prior to scheduled block-out if the time greater than 1 hour is designated as a standby period. Commencement of a duty period shall not be delayed if block-out is rescheduled after scheduled showtime or actual check-in, whichever is later. If a trip is designated for a potential early pull from a pilot's base, the showtime will be revised accordingly.

Example: The scheduled block-out of 0900 is moved up to 0830. Showtime automatically moves up from 0800 to 0730, and this is not standby time. On the other hand, if the scheduled block-out remains at 0900 and the Company wants the pilot to show early at 0730, then the period between 0730 and 0800 is a standby period.

[Note: The Company will implement a means by which pilots have improved access to, and/or notification of updated ETAs and ETDs and, when possible, the Company will provide the revised corresponding ground transportation.]

- b. When the first activity in a duty period is a deadhead by air, that duty period shall begin with a showtime at least 1 hour before the scheduled departure. Pilots may check in via VIPS in lieu of checking in at the FedEx operations area. The showtime for a deadhead sequence that begins with an intercontinental commercial deadhead segment shall be at least 1:30 hours prior to scheduled block-out.
- c. When the first activity in a duty period is a deadhead by surface transportation, that duty period shall begin at the scheduled or rescheduled time of pick up.
- d. When a deadhead precedes flight deck duty in the same duty period, the following shall apply:
 - i. If the deadhead is on a scheduled passenger air carrier, at least 1:30 (domestic)/2:00 (international) hours shall be scheduled between deadhead arrival and FedEx revenue flight block-out.
 - ii. If the deadhead is on Company (freight) aircraft (operational deadheads), chartered jet aircraft, or non-freight Company jet aircraft, at least 1 hour shall be scheduled between block-in and block-out.
 - iii. If the deadhead is a deadhead by surface transportation, at least 1 hour shall be scheduled between the surface deadhead arrival and block-out.
- e. When a deadhead follows flight deck duty in the same duty period, the following shall apply:
 - i. If the deadhead is on a scheduled passenger air carrier, at least 1:30 (domestic)/2:00 (international) hours shall be scheduled between block-in of the FedEx revenue flight and departure of the deadhead.
 - ii. If the deadhead is on a chartered jet aircraft or non-freight Company jet aircraft, at least 1 hour shall be scheduled between block-in and block-out.
 - iii. If the deadhead is on Company jet (freight) aircraft (operational deadhead), at least 30 minutes shall be scheduled between block-in and block-out.

- iv. If the deadhead is by surface transportation, 15 minutes shall be scheduled between block-in and the deadhead departure.
 - f. Except as provided in Section 12.B.2., when the last activity of a duty period is a deadhead by surface transportation that duty period shall terminate at the scheduled arrival time of the surface deadhead.
 - g. When the last activity of a duty period is flight deck duty or deadhead by air, that duty period shall terminate 30 minutes after block-in.
- 2. If a pilot is delayed in the completion of the pilot's assigned duties beyond the scheduled or rescheduled termination time of the pilot's duty period (extended customs clearance, maintenance, surface deadhead), that duty period shall end at the completion of those duties, provided the pilot notifies CRS of the pilot's actual termination time prior to entering legal rest.
- 3. Standby
 - a. Base Airport Standby
 - i. A base airport standby duty period commences at showtime for the standby.
 - ii. A base airport standby duty period in which the pilot is not assigned a trip shall not exceed 5 hours.
 - iii. A base airport standby pilot may only be assigned a trip with a showtime during the 5 hour standby period (for revenue operations, scheduled block-out can be no later than 1 hour beyond the 5 hour standby period). If a pilot blocks out on that trip, the pilot shall be subject to ~~scheduled~~operational limitations for the entire duty period, ~~unless extended to operational limitations with the prior approval of the Vice President, Flight Operations, or designee.~~
 - iv. The pilot shall be notified of an assignment at least 1 hour prior to scheduled block-out, unless the first leg of the assignment is deadhead by chartered aircraft or Company jumpseat, in which case the notification shall occur at least 45 minutes prior to scheduled block-out.
 - b. Base Hotel Standby
 - i. A base hotel standby period shall not exceed 11:30 hours.
 - ii. A base hotel standby pilot may only be assigned duty commencing during the standby period. If a pilot's pairing is revised, however, the following shall apply:
 - (a) If the pilot's next activity is a scheduled hotel standby and the standby is rescheduled to begin earlier, that new start time must be preceded by at least 12 hours free from duty.
 - (b) If a pilot is given an assignment with a showtime prior to the start of the pilot's next scheduled standby period, that assignment must be preceded by 12 hours free from duty.
 - (c) The 12 hour rest requirement provided in Section 12.B.3.b.ii.(a) and (b) may be reduced to the rest requirements of Section 12.C.6., or 12.D.7., as applicable . This may only be done by

the Vice President, Flight Operations, or designee, in cases of operational emergency, as provided in Section 12.A.3., 12.C.5.b., or 12.D.6.c. If that occurs, the reduction in rest shall be reported to the Association in accordance with Section 12.A.7.

- (d) If the pilot returns to base within the pilot's standby period, the provisions of Section 12.B.3.b.vi., vii., and viii. shall apply.
- (e) If a pilot is released early from the pilot's standby period, for purposes of this paragraph, that standby period ends upon the pilot's release.
- iii. A base hotel standby pilot shall be notified of an assignment at least 1:30 prior to scheduled block-out, unless the first leg of the assignment is deadhead by chartered aircraft or Company jumpseat, in which case the notification shall occur at least 45 minutes prior to scheduled block-out.
- iv. If assigned a trip, a base hotel standby pilot's duty period shall begin at the showtime for that trip. If assigned a duty period that does not consist exclusively of a deadhead or operation as part of an augmented crew, the standby pilot shall be scheduled for release to a legal rest period not later than the scheduled on-duty limit for that showtime, but in any case, the standby pilot shall be released to a legal rest period not later than 4:30 hours after the end of the pilot's standby period.
- v. If assigned to base airport standby duty, the pilot's duty period shall begin at showtime of the airport standby. If a pilot is not assigned a trip, the pilot's airport standby shall terminate 5 hours after beginning duty for that standby or at the end of the base hotel standby period, whichever occurs first.
- vi. A base hotel standby pilot who performs a flight sequence originating in the pilot's base and returning to the pilot's base within the same base hotel standby period shall contact CRS within 30 minutes following block-in.
- vii. If a base hotel standby pilot performs a flight sequence originating at a layover station and returning to the pilot's base for the purpose of resuming hotel standby status in that duty period, the pilot's 11:30 base hotel standby period starts at the showtime for that flight sequence or the beginning of the originally scheduled standby period in the base hotel standby sequence, whichever occurs first. The pilot shall contact CRS within 30 minutes following block-in.
- viii. If a pilot resumes base hotel standby duty as provided in Section 12.B.3.b.vi., or vii., CRS may:
 - (a) hold the pilot for the remainder of the pilot's 11:30 base hotel standby period;

- (b) assign the pilot to further duty commencing within the 11:30 standby period; or
 - (c) release the pilot to a legal rest period.
- ix. A trip (including any extension) assigned to a pilot during a base hotel standby period shall be limited to no more than 36 hours (for a trip scheduled to domestic parameters) or 84 hours (for a trip scheduled to international parameters) into time previously scheduled free from duty at base, unless the pilot consents to waive the limitation.
- c. Field Airport Standby
 - i. A field airport standby duty period commences at the showtime of the standby.
 - ii. A field airport standby duty period in which the pilot is not assigned a flight shall not exceed 5 hours.
 - iii. A field airport standby pilot may only be given a flight sequence with a showtime during the 5 hour standby period (for revenue operations, scheduled block-out can be no later than 1 hour beyond the 5 hour standby period). If the pilot blocks out on the flight, the pilot shall be subject to scheduled limitations for the entire duty period, unless extended to operational limitations with the prior approval of the Vice President, Flight Operations, or designee.
 - iv. A field airport standby pilot who performs a flight sequence originating in the pilot's standby city and returning to that city within the same 5 hour field airport standby period, shall contact CRS within 30 minutes following block-in.
 - v. If a pilot performs a flight sequence originating at a layover city and returning to the standby city for the purpose of resuming airport standby status in that duty period, the pilot's 5 hour field airport standby period starts at the showtime for that flight sequence or the beginning of the originally scheduled standby period in the field airport standby sequence, whichever occurs first. The pilot shall contact CRS within 30 minutes following block-in.
 - vi. If a pilot resumes standby duty as provided in Section 12.B.3.c.iv., or v., CRS may:
 - (a) hold the pilot for the remainder of the pilot's 5 hour airport standby period;
 - (b) assign the pilot a flight sequence with a showtime within the 5 hour standby period; or
 - (c) release the pilot to a legal rest period.
 - vii. The pilot shall be notified of an assignment at least 1 hour prior to scheduled block-out, unless the first leg of the assignment is deadhead by chartered aircraft or Company jumpseat, in which case the notification shall occur at least 45 minutes prior to scheduled block-out.

- viii. If a field airport standby pilot returns to the pilot's base, unless the pilot is released from the remainder of the pilot's trip by CRS, the pilot's trip shall not end as a result of returning to the pilot's base, notwithstanding the definition of a trip, and the following shall apply:
 - (a) if the pilot is not returned to the pilot's field standby location by the end of the pilot's next duty period, then at the end of the subsequent duty period, either the pilot's trip shall end or the pilot shall be returned to the pilot's standby location.
 - (b) the pilot may be scheduled to layover in the pilot's base prior to the application of Section 12.B.3.c.viii.(a) .
- d. Field Hotel Standby
 - i. A field hotel standby period shall not exceed 11:30 hours.
 - ii. A field hotel standby pilot may only be assigned duty commencing during the standby period. However, if a pilot's pairing is revised, in accordance with Section 25.S., the following shall apply:
 - (a) If the pilot's next activity is a scheduled hotel standby and the standby is rescheduled to begin earlier, that new start time must be preceded by at least 12 hours free from duty.
 - (b) If a pilot is given an assignment with a showtime prior to the start of the pilot's next scheduled standby period, that assignment must be preceded by 12 hours free from duty.
 - (c) The 12 hour rest requirement provided in Section 12.B.3.d.ii.(a) and (b) may be reduced to the rest requirements of Section 12.C.6., or 12.D.7., as applicable. This may only be done by the Vice President, Flight Operations, or designee, in cases of operational emergency, as provided in Section 12.A.3., 12.C.5.b., or 12.D.6.c. If that occurs, the reduction in rest shall be reported to the Association in accordance with Section 12.A.7.
 - (d) If the pilot returns to the pilot's standby city within the pilot's standby period, the provisions of Section 12.B.3.d.vi., vii., and viii. shall apply.
 - (e) If a pilot is released early from the pilot's standby period, for purposes of this paragraph, that standby period ends upon the pilot's release.
 - iii. A field hotel standby pilot shall be notified of an assignment at least 1:30 prior to scheduled block-out unless the first leg of the assignment is deadhead by chartered aircraft or Company jumpseat, in which case the notification shall occur at least 45 minutes prior to scheduled block-out.
 - iv. If assigned a flight, the pilot's duty period shall begin at the showtime for such flight. If assigned a duty period that does not consist exclusively of a deadhead or operation as part of an augmented crew, the standby pilot shall be scheduled for release to a legal rest

period not later than the scheduled on-duty limit for that showtime, but in any case, the standby pilot shall be released to a legal rest period not later than 4:30 hours after the end of the pilot's standby period.

- v. If assigned to field airport standby duty, the pilot's duty period shall begin at showtime of the airport standby. If a pilot is not assigned a flight, the pilot's airport standby shall terminate 5 hours after the showtime of that standby or at the end of the field hotel standby period, whichever occurs first.
- vi. A field hotel standby pilot who performs a flight sequence originating in the pilot's standby city and returning to that city within the same field hotel standby period, shall contact CRS within 30 minutes following block-in.
- vii. If a pilot performs a flight sequence originating at a layover city and returning to the standby city for the purpose of resuming hotel standby status in that duty period, the pilot's 11:30 field hotel standby period starts at the showtime for that flight sequence or the originally scheduled showtime for that field hotel standby sequence, whichever occurs first. The pilot shall contact CRS within 30 minutes following block-in.
- viii. If a pilot resumes field hotel standby duty as provided in Section 12.B.3.d.vi., or vii., CRS may:
 - (a) hold the pilot for the remainder of the pilot's 11:30 field hotel standby period;
 - (b) assign the pilot to further duty commencing within the 11:30 standby period; or
 - (c) release the pilot to a legal rest period.
- ix. If a field hotel standby pilot returns to the pilot's base, unless the pilot is released from the remainder of the pilot's trip by CRS, the pilot's trip shall not end as a result of returning to the pilot's base, notwithstanding the definition of a trip, and the following shall apply:
 - (a) if the pilot is not returned to the pilot's field standby location by the end of the pilot's next duty period, then at the end of the subsequent duty period, either the pilot's trip shall end or the pilot shall be returned to the pilot's standby location.
 - (b) the pilot may be scheduled to layover in the pilot's base prior to the application of Section 12.B.3.d.ix.(a).

C. Domestic Provisions

1. General

a. Applicability

Domestic provisions apply to activities conducted entirely within the contiguous 48 states, and to trips constructed under Section 12.D.1.b. and c. (International Provisions).

b. 1-in-7

A pilot shall be relieved from all duty for at least 24 consecutive hours at least once during any seven consecutive days.

c. 1-in-10

A pilot assigned exclusively to domestic trips within a period of 240 hours shall be scheduled to be relieved from all duty at the pilot's base for at least 24 consecutive hours at least once during that period. A pilot may waive the provisions of this paragraph to prevent a phase-in conflict, by indicating the pilot's waiver when the pilot submits the pilot's bid. It shall not be a violation of this rule if a pilot would have received the relief from duty required by this paragraph but for a bid line adjustment, reassignment trip, or a volunteer or draft assignment.

2. Domestic Block Hour Limitations

a. A pilot shall not be scheduled as an operating crew member in excess of 8 block hours during a single duty period or during any consecutive 24 hour period, except as provided in Section 12.C.2.b. or d.

b. A pilot may be scheduled as an operating crew member to exceed 8 block hours during any 24 consecutive hours. Prior to exceeding 8 ABH in that period, however, the pilot shall have received an intervening legal rest period of twice the block hours flown since the pilot's last legal rest period, or ~~9~~ 9:30 hours, whichever is greater, except as provided in Section 12.C.2.c.ii. or iii.

c. A pilot originally scheduled under Section 12.C.2.a., or b., but who, due to headwinds, ATC delays or other unavoidable circumstances (including an intermediate stop for these reasons) is projected to exceed the limitations contained in those paragraphs, may continue to the extent permitted by FAR regulations. Duty time and rest limitations as provided in Section 12.C.5. and C.6. still apply.

i. A pilot who, due to headwinds, ATC delays or other unavoidable circumstances (including an intermediate stop for these reasons) is projected to exceed 8 ABH without an intervening legal rest period, shall be permitted to continue to base or to the pilot's layover station, whichever is scheduled to occur first, at which point the pilot shall receive a legal rest period. However, a crew shall not block-out from a location after having exceeded 8 hours of block time in a 24 hour period without a legal rest period.

ii. If a pilot is originally scheduled to exceed 8 block hours in 24 consecutive hours, as provided in Section 12.C.2.b., but due to headwinds, ATC delays or other unavoidable circumstances (including any intermediate stops for these reasons), cannot receive the minimum required legal rest period, the following shall apply:

- (a) the pilot may be rescheduled for a legal rest period of at least twice the block hours flown since the pilot's last legal rest period, but not less than 8 9 hours; or
 - (b) the pilot's schedule may be revised to not exceed 8 block hours in 24 consecutive hours; or
 - (c) the pilot may be replaced (and shall earn trip guarantee).
- iii. If a pilot departs the pilot's base on a flight and makes an unscheduled return to that base without an intervening stop and the pilot is then projected to exceed 8 block hours in that same duty period, the Company shall employ one of the following options:
 - (a) reschedule the pilot so as not to exceed 8 block hours; or
 - (b) schedule the pilot for a legal rest period at base to ensure future legality; or
 - (c) remove the pilot, and, if the pilot is not a MUV, MUS, CMU, AFB, VLT, or DRF pilot, the pilot shall be eligible for substitution; or
 - (d) remove the pilot, and, if the pilot is a MUV, MUS, CMU, AFB, VLT, or DRF pilot, compensate the pilot the greater of 3 CH, ABH or duty rig computed from the pilot's scheduled showtime until the pilot's actual release.
- d. The following provisions shall apply in place of Sections 12.C.2.b. and c. above, for a pilot whose trip (or series of trips) includes no duty (scheduled or actual) in the Critical Duty Period:
 - i. If the pilot's trip (or series of trips), as awarded/assigned, exceeds 7:35 block hours in 24 consecutive hours, during two consecutive Day Duty Periods, then:
 - (a) Prior to exceeding 7:35 ABH during that 24 consecutive hour period, the pilot shall have received an intervening legal rest period of at least 10:15, operationally reducible to 9:15;
 - (b) As awarded/assigned, the pilot may be scheduled for one additional flight segment after having exceeded 7:35 block hours during that 24 consecutive hour period. Operationally, however, the pilot may block-out on two scheduled flight segments during the duty period after having exceeded 8 ABH during that 24 consecutive hour period, provided that the pilot's intervening rest (described in Section 12.C.2.d.i.(a)) was at least 10:15; and

- (c) The pilot shall be scheduled for a rest period of at least 13:00 following that second consecutive Day Duty Period, operationally reducible to ~~12:00~~ 11:00.
[With the approval of the SIG, a trip (or series of trips) may be constructed in the bid period package with a scheduled rest period of at least 12:00 following that second consecutive Day Duty Period.]
 - ii. If the pilot's trip (or series of trips), as awarded/assigned, does not exceed 7:35 block hours in 24 consecutive hours, during two consecutive Day Duty Periods, but the pilot actually accrues additional block time such that the pilot is projected to exceed 8 ABH, then:
 - (a) Prior to exceeding 8 ABH during that 24 consecutive hour period, the pilot shall have received an intervening legal rest period of at least 10:15, operationally reducible to 9:15; and
 - (b) The pilot may not block-out on any additional flight segments after having exceeded 8 ABH in a 24 consecutive hour period without a legal rest period.
 - iii. A trip constructed under Section 12.C.2.d.i. shall be appropriately designated in the bid period package and VIPS.
- 3. Domestic Crew Planning Limitations

Crew Planning limitations shall apply until 48 hours prior to showtime of a trip or series of trips, except that such limitations do not apply to a sequence of trips that includes an optional assignment (e.g., make-up, trip trade, volunteer or draft). Trips constructed and revisions that occur after that time shall be governed by Section 12.C.4. through C.6., as applicable.

 - a. Layover Minimum

A layover preceding duty as an operating pilot shall be scheduled for at least 10:15 hours. A layover preceding deadhead duty may be scheduled to a minimum of ~~8 hours~~ 8:30.
 - b. Anchor Zone Requirements

An anchor zone is an 8 hour period of time, scheduled free from duty, that is common throughout a specified sequence of layovers. An anchor zone is required if a pilot's planned trip, or series of trips involves operation in the critical period. The following shall apply to trips requiring an anchor zone:

 - i. The anchor zone shall be established based on the layover immediately preceding the first operation in the critical period and shall apply going forward only. If the first duty period in a trip or series of trips involves operation in the critical period, then the anchor zone is established based on the layover following such first operation in the critical period.
 - ii. By providing a layover of 18 hours or greater, an anchor zone may be reset. If the anchor zone is reset, then for the purposes of the

anchor zone concept, the remainder of the trip following the reset anchor zone is considered to be a separate trip. An anchor zone is not reset merely due to the existence of a layover of 18 hours or greater; an anchor zone is only considered reset if the anchor zone after the 18 hour layover does not share a common 8 hours with the anchor zone prior to the 18 hour layover.

- iii. An anchor zone may not be reset more than once during any trip or series of trips.
 - iv. For purposes of bid period package construction, an anchor zone reset within a trip or series of trips shall require approval of the SIG.
 - v. An anchor zone is not required in a layover preceding a deadhead-only duty period that concludes a trip.
 - vi. An anchor zone is not required on a standby trip.
 - c. Maximum Trip Length
A domestic trip shall not be scheduled for more than 204 hours TAFB.
 - d. Critical Period Operation with Deadhead Return
If flight deck duty occurs anytime in the critical period, there shall not be a following deadhead within the same duty period (unless approved by the SIG), except that the final duty period in a trip may contain such deadhead if the trip is scheduled to terminate in base prior to 1030 LBT and the duty period cannot be extended beyond normal scheduled duty limits to accomplish such.
 - e. Maximum Connect Time
When a deadhead follows flight deck duty in the same duty period, no more than 4 hours shall be scheduled between block-in of the FedEx revenue flight and departure of the deadhead.
 - f. Critical Period Out and Backs
Trips that depart base in the critical period and return to base in the same duty period (out and backs) shall be scheduled to block-in by 1000 LBT.
4. Domestic On-Duty Limitations (Scheduled)
- a. Day
If the showtime for a duty period is between 0500 and 1559 LBT, that duty period shall be limited to a maximum of 13 hours scheduled, except as provided in Sections 12.C.4.d., e., or f.
 - b. Night
If the showtime for a duty period is between 1600 and 0059 LBT, that duty period shall be limited to a maximum of 11:30 hours scheduled, except as provided in Sections 12.C.4.d., e., or f.
 - c. Critical
If the showtime for a duty period is between 0100 and 0459 LBT, that duty period shall be limited to a maximum of 9 hours scheduled, except as provided in Section 12.C.4.g. and C.4.h.
 - d. Blended Duty Requirements

Transitions between the scheduled duty limits set forth in Section 12.C.4.a., b., and c. shall be as follows:

- i. Day to night transition: 1515 to 1645 with 1:1 slope
- ii. Night to critical transition: 2230 to 0100 with 1:1 slope
- iii. Critical to day transition: 0500 to 0530 blend from 11 hours to 13 hours.
- iv. If a pilot's duty period contains flight segments with at least 4 hours between block-in and block-out, and a day room is scheduled and reserved during that time, normal scheduled domestic on-duty limitations (not blended duty limitations) shall apply.

[\[Note: New Definition and Hard Parameter to be included in Section 25: Appendix A:\]](#)

DEFINITIONS:

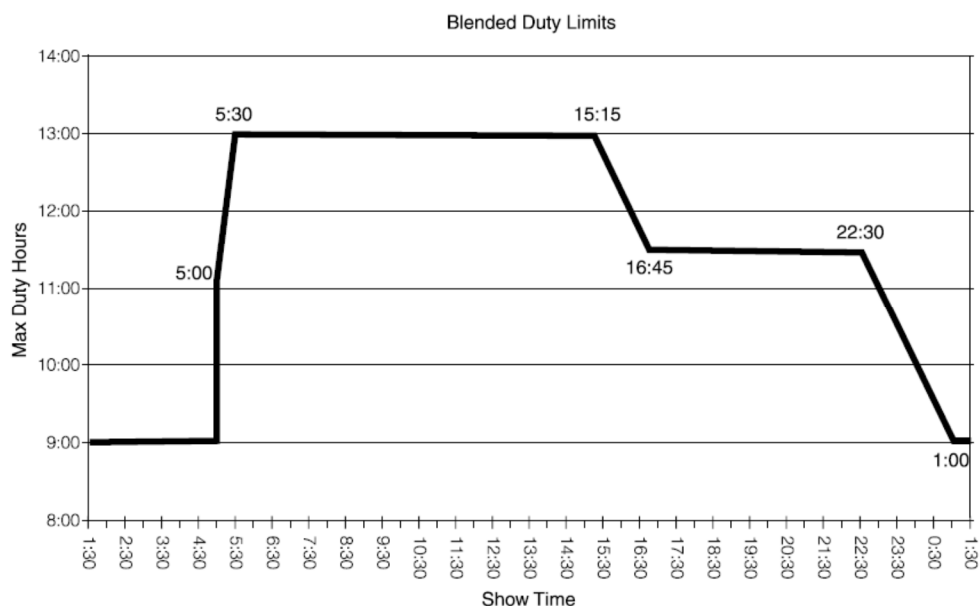
SUNRISE SORT DUTY PERIOD

[Any duty period that turns through a Sort Facility from an inbound night/critical flight segment to an outbound day flight segment.](#)

Hard Parameter:

[7. A Sunrise Sort Duty Period shall not be scheduled with a follow-on minimum layover of less than 18 hours prior to an operating leg, unless approved by the SIG.](#)

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



- e. If a pilot's duty period comprises portions of 2 trips (e.g., two trips hub turning), one of which is an optional assignment (e.g., makeup, trip trade, volunteer or draft), the following scheduled on-duty limitations apply:
 - i. If the duty period is less than the scheduled on-duty limitations of Section 12.C.4.a. or b. (i.e., 13 Day and 11:30 Night), then the applicable scheduled on-duty limit (i.e., 13 Day and 11:30 Night) shall still apply.
 - ii. If the duty period comprised of 2 trips exceeds the scheduled on-duty limitations of Section 12.C.4.a. or b. (i.e., 13 Day and 11:30 Night), then the duty period shall be limited to a maximum of 13:30 (Day)/13:00 (Night) scheduled on-duty.
- f. If a duty period is comprised exclusively of deadhead, the scheduled on-duty limitations contained in Section 12.C.4.a., b., or c. shall apply.
- g. **Deadhead Following Revenue Flight**
 The following applies to a duty period which includes deadhead to base after revenue flight.
 - i. If the duty period began in the critical period, the entire duty period remains limited to 9 hours scheduled (i.e., no increased duty is permitted in order to deadhead).
 - ii. If the duty period began in the day or night period, the entire duty period may be scheduled up to 2 hours beyond the scheduled limitations in Section 12.C.4.a. or b., in order to accomplish the deadhead. However, the portion of the duty period prior to check-in for the deadhead shall be scheduled to the on-duty limitations contained in Section 12.C.4.a. or b., as applicable.

- h. For purposes of revenue recovery, the Vice President, Flight Operations, or designee, may authorize a trip to be scheduled up to operational limits in the critical period. This paragraph is for recovery purposes only; bid pack trips may not be scheduled this way.
- i. If a pilot is scheduled to deadhead to base after revenue flying, and the pilot's duty period exceeds 10 hours, the pilot may obtain a hotel room at Company expense, in order to take a later flight, as provided in Section 5.B.1.f.
- j. If a pilot transits a base within a single duty period, at least 1:30 hours shall be scheduled between block-in and block-out. This paragraph does not apply to a transit which does not involve a change of aircraft.

Summary Chart for non-Blended Duty Limitations

| DAY | Scheduled | Operational | FAR |
|--|-----------|-------------|-----|
| 0500–1559 LBT | 13:00 | 14:30 | 16 |
| Optional assignment awarded in excess of day limitations (e.g., SON, SWP, PDO, VLT, DRF, etc.) | 13:30 | 15:00 | 16 |

| NIGHT | Scheduled | Operational | FAR |
|--|-----------|-------------|-----|
| 1600–0059 LBT | 11:30 | 13:00 | 16 |
| Optional assignment awarded in excess of night limitations (e.g., SON, SWP, PDO, VLT, DRF, etc.) | 13:00 | 14:30 | 16 |

| CRITICAL | Scheduled | Operational | FAR |
|---|-----------|-------------|-----|
| 0100–0459 LBT | 9:00 | 10:30 | 16 |
| Optional assignment must be scheduled within critical limitations (e.g., SON, SWP, PDO, VLT, DRF, etc.) | 9:00 | 10:30 | 16 |

5. Domestic On-Duty Limitations (Operational)

a. General Rule

A pilot shall not be operationally extended more than 1:30 past the applicable scheduled on-duty limitation, except as provided in Section 12.C.5.a.ii. and 12.C.5.b. The “applicable scheduled on-duty limitation” is the maximum scheduled on duty limitation in each category (i.e., day, night, critical, deadhead to base or optional trip trade, VLT, etc.), with reference to Section 12.C.4.a., b., c., d., e., or f., except that if the scheduled duty limit is blended, then the

operational duty limit shall be 1:30 more than that specific blended limit.

- i. If a pilot's duty period was properly scheduled as provided in Section 12.C.4.d.iv., such pilot's scheduled duty limit remains the maximum scheduled on duty limit for the pilot's category, regardless of operational events affecting the pilot's scheduled ground time, or ability to use the pilot's day room (e.g., delayed inbound).
- ii. Reduced Operational Limit for Early Day Period Duties
 - (a) If the showtime for a pilot's duty period is between 0500 and 0530, the pilot's operational duty limit shall be :30 over the pilot's scheduled duty limit.
 - (b) If the showtime for a pilot's duty period is between 0531 and 0600, the pilot's operational duty limit shall be 1:00 over the pilot's scheduled duty limit.
- b. If the Company's operations or flight(s) are disrupted due to extenuating circumstances not within the control of the Company, including, but not limited to, severe weather, natural disasters, ATC limitations or significant system disruptions, the following shall apply:
 - i. A pilot may, subject to Section 12.C.5.b.ii., be scheduled to continue up to FAR duty limits, with the prior approval of the Vice President, Flight Operations, or designee, if necessary to complete the pilot's scheduled or rescheduled flight sequence or return to base, whichever occurs first. Block time limitations as described in Section 12.C.2.c. still apply.
 - ii. In the event of a trip delay, revision or operational emergency that extends, or would extend, a pilot beyond the operational limitations, a pilot who becomes excessively tired shall notify CRS immediately and then speak to the Duty Officer about the pilot's situation. Depending on the pilot's situation and the Duty Officer's assessment, one of the following alternatives shall be enlisted to address the issue:
 - (a) The pilot's duty may be revised to include some alternative duty that is at or within operational limits; or
 - (b) The pilot may be given a legal rest period. In this case, the pilot's schedule thereafter may be postponed until after the legal rest period is concluded.
 - (c) Should it be determined that the pilot requires more rest than the legal rest provided pursuant to Section 12.C.5.b.ii.(b), the pilot may be removed from the balance of the pilot's trip and be placed in sick leave status. If the pilot is placed in sick leave status the pilot shall be automatically returned from sick leave at the conclusion of the pilot's trip.

- (d) The FERC shall meet and discuss all instances to which 12.C.5.b.ii. applied.
- iii. Deadheads that are necessary in any of the situations described in Section 12.C.5.b.ii. shall be accomplished in accordance with the Agreement.
- iv. Nothing in these paragraphs shall diminish a pilot's responsibility to ensure that the pilot has adequate rest prior to reporting for duty.
- c. The 1:30 buffer applicable to base transits may be operationally reduced to not less than 1 hour (CRS may provide the 1 hour minimum operational buffer by rescheduling the outbound segment of a hub turn).

6. Domestic Rest Provisions

- a. A domestic rest period shall be scheduled for not less than ~~9 hours~~ 9:30 (8:30 when the following duty period consists entirely of deadhead), and shall not be operationally less than ~~89 hours~~ (8:30 when the following duty period consists entirely of deadhead).
- b. A pilot who exceeds 8 ABH in any consecutive 24 hour period shall be scheduled for a rest period of:
 - i. 17 hours prior to performing the pilot's next duty as an operating crew member, when Sections 12.C.2.b. or c. are applicable. This rest period may be operationally reduced as necessary, consistent with FAR limitations, but not less than 11 hours; or
 - ii. 13 hours prior to performing the pilot's next duty as an operating crew member, when Sections 12.C.2.d.i. or ii. are applicable. ~~This rest period, which~~ may be operationally reduced to ~~12~~ 11 hours. [For a SIG approved trip (or series of trips): a scheduled rest period of at least 12:00.]
- c. If a pilot cannot be scheduled for a return deadhead within 4 hours after scheduled block-in of the pilot's last revenue flight, the pilot shall be given a legal rest period prior to the pilot's return deadhead.
- d. If a pilot operationally receives a layover of less than 11 hours, immediately following operation in the critical period, the pilot's next layover must be at least 12 hours, unless the remainder of the pilot's trip contains only deadheading, except as provided in Section 12.A.3. (operational emergency).

D. International Provisions

1. General

- a. Except as provided in Section 12.D.1.b. and c., international provisions apply to flight activities of pilots that originate from, have a destination of, or make an intermediate stop at a location outside the contiguous 48 states. A scheduled international flight activity that actually operates entirely within the 48 contiguous states shall be governed by the domestic provisions contained in Section 12.C.

- b. Domestic rest limitations may be applied to SIBA and FDA trips operating entirely outside the locations described in Section 12.D.1.c.i., provided that they are scheduled not to exceed domestic block hour and on-duty limitations. Such trips must also meet the following:
 - i. no duty period is scheduled to exceed 6 block hours or 11 hours on duty; and
 - ii. if a duty period actually exceeds 6 block hours or 11 hours on duty, that duty period may be operationally extended as follows:
 - (a) to domestic limitations if the preceding rest period was at least a minimum domestic legal rest period; or
 - (b) to international limitations if the preceding rest period was at least a minimum international legal rest period; and
 - iii. If a duty period actually exceeds 6 block hours or 11 hours on duty, the pilot shall receive an international legal rest period after that duty period.
 - iv. A rest period of at least 18 hours after an intercontinental deadhead shall be scheduled prior to the operation of a live flight.
 - v. An international legal rest period must follow a deadhead to and from a SIBA or FDA base in a trip on which a pilot, other than a pilot on SIBA or FDA, deadheads to and from a SIBA or FDA base to perform flying described in Section 12.D.1.b. (i.e., the pilot is not assigned to the SIBA or FDA location, but is assigned to fly a trip at such a location).
- c. Unless otherwise agreed by the Association SIG Chairman, trips in the following categories shall be scheduled and operated in accordance with domestic parameters rather than international parameters:
 - i. Trips that operate entirely within Alaska; or within or between Canada, Mexico, Bermuda, and Puerto Rico, or between any of these locations and the contiguous 48 states.
 - ii. For FDA pilots, trips operated exclusively within the “European theater.” For purposes of this provision, Section 12.D.1.c.ii., the “European theater” includes airports west of 40 degrees east longitude, north of 30 degrees north latitude and east of 10 degrees west longitude.
 - (a) If a non FDA pilot deadheads to and from an FDA to perform flying described in this paragraph, an international legal rest period shall follow each of these deadheads, but in any case a rest period of at least 18 hours after an intercontinental deadhead shall be scheduled prior to the operation of a live flight. The non FDA pilot shall otherwise be subject to domestic parameters.
 - (b) If the Company revises a trip that, prior to the revision, was scheduled exclusively within the “European theater,” and

due to the revision includes activity outside the European theater, the remainder of the trip shall be subject to international parameters.

- iii. If the Company opens a new FDA to operate trips that are not in the European theater, the parties shall meet and discuss whether trips assigned to that base should be eligible for construction under Section 12.D.1.c. If the Company and the Association agree, trips in that new FDA may be constructed under Section 12.D.1.c.
- d. International Duty Free Buffer
 - i. A pilot shall be relieved of all duty for at least 24 consecutive hours prior to the start of an international trip scheduled to exceed 120 consecutive hours TAFB, except for trips scheduled in accordance with Section 12.D.1.c.i. A pilot may, however, be on reserve (during which time the pilot performed no flying or standby duty) within 24 hours of the showtime for an international trip scheduled to exceed 120 consecutive hours.
 - ii. A pilot shall be relieved of all duty and reserve availability for at least 48 consecutive hours at the conclusion of an international trip that exceeds 120 hours TAFB, except for trips scheduled in accordance with Section 12.D.1.c.i. If the 48 hour buffer conflicts with an R-16 ~~R-24~~ pilot's notification window, the pilot shall be responsible for reserve assignments placed in VIPS at least ~~24~~16 hours prior to the scheduled showtime of the assignment (as described in Section 25.M.3.a.v.(b)).
 - iii. A pilot may waive the international buffers set forth in Section 12.D.1.d.i. and ii. A pilot is deemed to have waived any conflict with the international buffer resulting from a bid line adjustment, reassignment trip, or a volunteer or draft assignment.
- e. International Emergency Replacement

If it is necessary to position a pilot to a location outside the contiguous 48 states, to replace another pilot who cannot complete the pilot's trip, the positioning pilot's duty period may be extended as necessary, subject to the following conditions:

 - i. no field emergency pilot is available; and
 - ii. operational requirements prevent the positioning pilot from being scheduled in compliance with normal scheduling parameters (i.e., Section 12.D.5.); and
 - iii. the duty time extension must be authorized by the System Chief Pilot or designee; and
 - iv. the class of service for a deadhead scheduled for less than 16 hours on duty shall comply with Section 8.A.5.c.i. and ii. The class of service for a deadhead scheduled to exceed 16 hours on duty shall comply with Section 8.A.5.c.iv.(b). A lower class of service

- may be authorized by the Vice President, Flight Operations, or designee. In any case, the pilot's deviation bank shall be credited as provided in Section 8.A.5.c.vi. (highest available class); and
- v. the pilot shall receive an international legal rest period following the deadhead.
 - vi. If a pilot's duty period is extended under the provisions of this paragraph, the pilot shall be compensated as follows:
 - (a) If the pilot is not a reserve pilot, the pilot shall be compensated trip guarantee at 150% of the pilot's normal pay rate.
 - (b) If the pilot is a reserve pilot, 100% of the trip guarantee shall be credited toward RLG and leveling, and the remaining 50% shall be compensated in addition to RLG.
 - f. ~~A double crew~~ Crew augmentation (3-pilot or 4-pilot) may be scheduled only when the duty period requires such crew, ~~or except in the following circumstances:~~
 - i. when the Company reasonably anticipates that such crew may be required due to extended block hours or duty time;
 - ii. as directed by the VP, Flight Operations, or the Director of Operations for the sole purpose of safety; or
 - iii. on an individual trip or pairing when approved by the SIG.

[Note: Proposed crew augmentation studies/changes may be accomplished under the current Section 12.A.10 provisions]
 - g. International Alert Calls
 - i. International alert calls shall be available as follows:
 - (a) Upon request, flight crews in domicile will receive an alert call for trip departures to ANC or HNL, and intercontinental destinations (e.g., to Europe, South America, or Asia), but not Canada, Caribbean, or Mexico (Central America) destinations;
 - (b) In advance of duty periods whose first revenue flight has an origin and destination outside the contiguous 48 States, regardless of scheduled duty time; and
 - (c) Flight crews not in domicile will receive an alert call for trip departures to ANC or HNL, and intercontinental destinations (e.g., to Europe, South America, or Asia), but not Canada, Caribbean, or Mexico (Central America) destinations.
 - ii. Procedures for alert calls may vary by location, but in any event shall be provided at least 1 hour prior to scheduled pick-up time.
 - iii. Alert calls are provided on the basis that they do not start a pilot's duty clock; should regulations apply which require a pilot's duty clock to start when the pilot receives an alert call, there shall no longer be any alert call requirement in force.

- h. The Company shall pursue FAA approval of an enhanced rest environment on B767 aircraft. Any augmented duty periods on B757 or B767 aircraft lacking an enhanced rest environment, shall require an enhanced sleep opportunity (ESO). The ESO shall be required prior to the flight segment if the flight segment departs from a location outside the pilot's base. The ESO shall be required following the flight segment, unless that flight segment ends at base. The ESO shall consist of a duty free period of at least 36 hours. The ESO may be waived by the pilot operationally.

- i. 1-in-7

A pilot shall be relieved from all duty for at least 24 consecutive hours at least once during any seven consecutive days.

2. International Grid

The international grid and its related crew planning limitations shall apply until 96 hours prior to the showtime of an international trip or series of trips, other than those scheduled in accordance with Section 12.D.1.b. or

c. Trips constructed and revisions that occur after that time shall be governed by Section 12.D.3. through D.10.

| INTERNATIONAL GRID | | | | | |
|------------------------|-----------------|--------------|----------------|--------------------|-------------|
| Inbound Flight Segment | Crew Complement | Sleep State | Scheduled Duty | Number of Landings | Block Hours |
| TZD of 5 or more | 2 Pilots | Reset | 13:30 | 3 | 8 |
| | | Reset | 12:00 | 4 | |
| | | Adjusted | 10:00 | 2 | |
| | | Not Adjusted | 8:30 | 2 | |
| | 2 Pilots + RFO | Reset | 13:30 | 2 | 12 |
| | | Adjusted | 12:30 | 2 | |
| | | Not Adjusted | 10:00 | 2 | |
| | 2 Full Crews | Reset | 18:00 | *1 | 16 |
| | | Adjusted | 16:00 | *1 | |
| | | Not Adjusted | 16:00 | 1 | |

| INTERNATIONAL GRID | | | | | |
|------------------------|-----------------|-----------------|----------------|--------------------|-------------|
| Inbound Flight Segment | Crew Complement | Sleep State | Scheduled Duty | Number of Landings | Block Hours |
| TZD of less than 5 | 2 Pilots | Reset/ Adjusted | 13:30 | 3 | 8 |
| | | Reset/ Adjusted | 12:00 | 4 | |
| | | Not Adjusted | 12:00 | 4 | |
| | 2 Pilots + RFO | Reset/ Adjusted | 13:30 | 2 | 12 |
| | | Not Adjusted | 10:00 | 2 | |
| | 2 Full Crews | Reset/ Adjusted | 18:00 | *1 | 16 |
| | | Not Adjusted | 16:00 | 1 | |

*This international grid landing limit may be increased by one for the accommodation of a scheduled “tech stop,” or where otherwise authorized by the Vice-President of Flight Operations, System Chief Pilot, or Director of Operations.

- a. For purposes of applying the international grid, the following values shall apply:
 - i. A layover of 32 hours or more is a reset, provided, however, that for European SIBA only, after deadheading into theater, an immediate layover of 30 hours or greater acts as a reset.
 - ii. A layover of 18 hours or more is adjusted.
 - iii. A layover of less than 18 hours is not adjusted.
 - iv. Duty periods including tech stops (e.g., HNL-NAN-SYD) may be scheduled to operate up to reset duty limits provided that the preceding layover is at least adjusted.
- b. After crossing 5 or more TZD remain on top half of the chart until a reset layover occurs.
- c. A pilot shall not be scheduled for more than 3 “not adjusted” rests in a row (containing no more than 4 hub turns).
- d. After an inbound of 5 or more TZD a reset is required if more than 1 “not adjusted” rest is scheduled.
- e. International Grid minimum layovers shall be as follows:

| PRECEDING DUTY PERIOD | REQUIRED LAYOVER (HOURS) | DUTY PERIOD FOLLOWING |
|-----------------------|--------------------------|-----------------------|
| Revenue Operation | 14 | Revenue Operation |
| Revenue Operation | 12 | Hotel Standby |
| Revenue Operation | 12 | Deadhead Only |
| Deadhead Only | 14 | Revenue Operation |
| Deadhead Only | 12 | Hotel Standby |
| Deadhead Only | 12 | Deadhead Only |
| Hotel Standby | 12 | Revenue Operation |
| Hotel Standby | 12 | Hotel Standby |
| Hotel Standby | 12 | Deadhead |

- f. Duty periods involving deadheads shall be scheduled in accordance with the following:

| LANDINGS | | | DUTY LIMITS | | |
|----------|------------|------------|--------------------------|--------------------------------|------------|
| DH only | Live to DH | DH to live | DH only | Live to DH | DH to live |
| no limit | no limit | Grid | Section 12.D.5.b. and c. | Grid based on reset parameters | Grid |

- g. A pilot on a trip or series of trips containing any duty period with a TZD of 5 or more shall be scheduled for a layover of at least 32 hours at least once in any period of 120 consecutive hours; provided, however the 32 hour layover shall not be required after all live operations in a trip are finished. For trips that do not cross 5 TZDs, a pilot shall be scheduled for a layover of at least 36 hours at least once in any period of 168 consecutive hours; provided, however, the 36 hour layover shall not be required after all live operations in a trip are finished.
- h. Trips shall be constructed with a maximum of 313 hours TAFB in a 4 week bid period, or 390 hours TAFB in a 5 week or 6 week bid period.
3. International Block Hour Limitations (Scheduled)
- a. 2-Pilot Crew
A pilot operating as part of a two pilot crew shall not be scheduled in excess of the block hour limitation provided in Section 12.C.2.a. through c. (8-in-24 and related rules).
- b. 3-Pilot Crew
A pilot operating as part of a three pilot crew (CAP and F/O and RFO or RF2) shall have the following scheduled block hour limitations:

- i. Not more than 12 SBH in any 24 consecutive hours on a non-stop flight;
 - ii. Not more than 11:30 SBH in any 24 consecutive hours on a flight having 1 intermediate landing;
 - iii. Not more than 10 SBH in any 24 consecutive hours on a flight having 2 or more intermediate landings.
- 4. International Block Hour Limitations (Operational)
 - a. 2-Pilot Crew

A pilot operating as part of a two pilot crew shall be subject to the operational block hour limitations provided in Sections 12.C.2.a. through c. (8-in-24 and related rules).
 - b. 3-Pilot Crew

If a pilot operating as part of a three pilot crew (CAP and F/O and RFO or RF2) is projected to exceed the scheduled block hour limitations provided in Section 12.D.3.b., since the completion of the pilot's last international legal rest period due to headwinds, ATC limitations, or other unavoidable circumstances (including an intermediate stop for these reasons), the pilot may continue to the pilot's base or the pilot's original destination, whichever occurs first. However, a crew shall not block out from a location after having exceeded 12 ABH in a 24 hour period without a legal rest period.
- 5. International On-Duty Limitations (Scheduled)
 - a. 13:30 Hour Duty

A pilot may be scheduled to a maximum of 13:30 hours on-duty.
 - b. 16 Hour Duty For Duty Periods Involving Deadhead Only

If a duty period is comprised entirely of deadhead, that duty period shall be limited to a maximum of 16 hours scheduled on duty, except as provided in Section 12.D.5.c.
 - c. Deadheads Over 16 Hours on Duty

Deadheads may be scheduled over 16 hours, but not more than 22 hours (Section 8.A.3.b.vii.), in a single duty period subject to the procedures outlined in Section 8.A.5.c.iv.
- 6. International On-Duty Limitations (Operational)
 - a. The 13:30 hour scheduled on-duty limitation contained in Section 12.D.5.a. may be operationally extended to a maximum of 15:00 hours.
 - b. The 16 hour scheduled on-duty limitation contained in Section 12.D.5.b. may be operationally extended to a maximum of 17:30 hours.
 - i. If the deadhead departure is delayed more than 2 hours, the pilot shall promptly advise CRS of such delay; and
 - ii. if, due to the delay, the pilot is projected to exceed operational limitations, the pilot shall advise CRS, and shall be given a legal rest period, or with mutual consent of the pilot and CRS, the pilot

may extend up to the time required to complete the deadhead or until cancellation, whichever occurs first. CRS shall ensure that adequate crew rest is provided at the destination.

- c. If the Company's operations or flight(s) are disrupted due to extenuating circumstances not within the control of the Company, including, but not limited to, severe weather, natural disasters, ATC limitations or significant system disruptions, the following shall apply:
 - i. A pilot may, subject to Section 12.D.6.c.ii., be scheduled to continue on duty up to 1:30 past operational limits, or 16 hours, whichever is greater, with the prior approval of the Vice President, Flight Operations, or designee, if necessary to complete the pilot's scheduled or rescheduled flight sequence or return to base, whichever occurs first. Block time limitations as described in Section 12.D.4. still apply.
 - ii. In the event of a trip delay, revision or operational emergency that extends, or would extend, a pilot beyond the operational limitations, a pilot who becomes excessively tired shall notify CRS immediately and then speak to the Duty Officer about the pilot's situation. Depending on the pilot's situation and the Duty Officer's assessment, one of the following alternatives shall be enlisted to address the issue:
 - (a) The pilot's duty may be revised to include some alternative duty that is at or within operational limits; or
 - (b) The pilot may be given a legal rest period. In this case, the pilot's schedule thereafter may be postponed until after the legal rest period is concluded.
 - (c) Should it be determined that the pilot requires more rest than the legal rest provided pursuant to Section 12.D.6.c.ii.(b), the pilot may be removed from the balance of the pilot's trip and be placed in sick leave status. If the pilot is placed in sick leave status, the pilot shall be automatically returned from sick leave at the conclusion of the pilot's trip.
 - (d) The FERC shall meet and discuss all instances to which Section 12.D.6.c.ii. applied.
 - iii. Deadheads that are necessary in any of the situations described in Section 12.D.6.c.ii. shall be accomplished in accordance with the Agreement.
 - iv. Nothing in these paragraphs shall diminish a pilot's responsibility to ensure that the pilot has adequate rest prior to reporting for duty.

7. International Rest Provisions

- a. An international legal rest period shall be a minimum of 12 hours.
- b. An international duty period shall be preceded by a duty free period of not less than 12 hours, except for international trips scheduled to domestic parameters (as described in Section 12.D.1.b. and c.).

- c. If a pilot's international duty period is scheduled to exceed 8 block hours or 12 hours on-duty, the pilot shall be scheduled for a rest period of at least 17 hours following that duty period. That rest period may be operationally reduced:
 - i. to a rest period of 16 hours;
 - ii. to a minimum of 12 hours if the ABH do not exceed 8 hours and the actual hours on duty do not exceed 12 hours; or
 - iii. to a minimum of 12 hours, as provided in Section 12.D.7.d.
 - d. If an international flight arrives late at a layover location, the international rest period at that location may be reduced to the extent necessary to protect an on time departure for the next duty period. The international rest period, however, shall not be less than 12 hours plus 1 minute rest for each minute by which the duty period preceding that rest period exceeded the applicable scheduled on duty limitation.
 - e. Except for international trips scheduled to domestic parameters (as described in Section 12.D.1.b. and c.), upon completion of an international duty period and prior to a domestic duty period, a pilot shall receive a minimum international legal rest period unless a greater legal rest period is required.
8. International Double Crew Provisions (Non-ULR)
- a. A double crew for a 2-pilot aircraft shall be:
 - i. Scheduled: A double crew may be scheduled with 2 Captains and 2 First Officers or with 1 Captain and 3 First Officers, provided, however that for the first 3 bid periods during which a new lane segment is being developed, a double crew flying that lane segment shall consist of 2 Captains and 2 First Officers.
 - ii. Operational: 1 Captain and 3 First Officers 2-Pilot Aircraft
 - b. A double crew may be utilized only on aircraft equipped with a bunk for each resting pilot that allows for a flat sleeping position and is located separate from the flight deck and in an area that is temperature controlled, allows the flight crew member to control light, and provides isolation from noise and disturbance.
 - c. Block Hour Limitations
A 4-pilot double crew shall not exceed 16 block hours in any 24 consecutive hours.
 - d. On-duty Limitations
A 4-pilot crew may be scheduled to a maximum of 18 hours on duty, which may be extended to 19:30 hours operational.
 - e. Rest Provisions
A double crew shall be scheduled to receive a rest period following each duty period equal to or greater than the actual on-duty hours of that duty period, but not less than 17 hours. This rest requirement may be operationally reduced to 16 hours.
9. Additional Landing and Duty Extension Limitations

The following additional limits apply to trips governed by Section 12.D.3. through 8., even in situations covered by Section 12.A.3. or 12.D.6.c.i.

- a. If a landing(s) is added to a trip governed by Section 12.D.3. through 8., such landing(s) shall be limited to one more than those permitted in the International Grid, provided however, that in unusual operational circumstances (e.g., air turn backs, weather/maintenance divers, unscheduled tech stops, etc.), a pilot shall consult with the Vice President, Flight Operations or designee, and may, at the pilot's election, exceed such limits in order to finish the pilot's scheduled flight sequence.
- b. Any extension beyond operational limits as provided in Section 12.A.3., or D.6.c.i., shall be limited to 1:30 past operational limits, or 16 hours, whichever is greater.

10. Grid Penalties

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

- a. A grid penalty event (GPE) occurs in the following six circumstances:
 - i. A pilot's duty period exceeds the maximum duty permitted in the Grid based on the pilot's Grid sleep state by more than 1:30.
 - ii. A pilot's layover was less than the applicable International Grid Minimum Layover (i.e., 14 hours or 12 based on the chart in Section 12.D.2.e.).
 - iii. A pilot received more than 4 "not adjusted" rests in a row. Each rest after 3 non-adjusted rests shall be a separate GPE event. An initial GPE occurs when the pilot's fifth duty period begins without the pilot having received at least 18 hours free from duty preceding the beginning of that duty period. For purposes of Section 12.D.10.a.iii. (this paragraph) only, an unassigned hotel standby period shall be counted as part of the rest periods preceding and/or following it (e.g., an unassigned 11:30 hotel standby period, followed by a 12:30 rest period will be counted as an adjusted rest).
 - iv. A pilot exceeds the landing limitations as permitted in the Grid in any single duty period.
 - v. 30-in-120 Nonconformance Penalty
If a pilot's trip did not conform to 30-in-120 (as set forth in Section 12.D.2.g., except using 30 instead of 32 hours), the pilot shall be paid 3 CH in addition to all other compensation regardless of the 48-hour period as stated in Section 12.D.10.c., and the event shall be additive to the total count of GPEs for the trip.
 - vi. 34-in-168 Nonconformance Penalty
If a pilot's trip did not conform to 34-in-168 (as set forth in Section 12.D.2.g., except using 34 instead of 36 hours), the pilot shall be paid 3 CH in addition to all other compensation regardless of the

48-hour period as stated in Section 12.D.10.c., and the event shall be additive to the total count of GPEs for the trip.

- b. If all GPEs in a trip touch a single 48 hour period, no grid penalty shall be due, except as provided in Section 12.D.10.a.v. or vi.
- c. If all GPEs do not touch a single 48 hour period, then the following penalties shall apply:
 - i. If the trip has two or fewer GPEs, the pilot shall be paid 3 CH per violation in addition to all other compensation. A duty period that triggers a payment under this paragraph shall be ineligible for FAR Extension Pay.
 - ii. If the trip contained more than two GPEs, the pilot's trip guarantee shall be paid a premium of 50% based on the pilot's normal rate of pay (i.e., if trip guarantee was at 100%, it pays at 150%; if trip guarantee was at 125% (OTP), it pays at 175%; if trip guarantee was at 150%, it pays at 200%). For a reserve pilot, the CH representing the 50% premium shall not be credited toward RLG, but shall be paid in addition to all other compensation, including BLG/RLG.
 - iii. If a trip has multiple GPEs, one of which is a 30-in-120 or 34- in-168 violation, the GPEs in that trip shall be deemed not to touch a single 48 hour period.

11. In the event that the Company acquires any Airbus A380 aircraft for use in revenue operations, the Company agrees to reinstate and honor all A380-specific language as it appeared in the 2006 and 2011 CBAs.

E. Ultra Long Range (ULR) Flying

1. A ULR trip is a trip in which at least one revenue flight segment is scheduled to exceed either 16 hours of block or 18 hours of duty.
2. ULR Grid

The ULR Grid is only applicable to ULR flight segments within a trip.

| ULR GRID | | | | |
|--|--|----------------|---|--------------------------------|
| Pre-Rest for ULR segments beginning within +/- 1 time zone of pilot's base | Required layover before and after embedded ULR flight segments | Scheduled Duty | Number of Landings in a Duty Period with a ULR Flight Segment | ULR Flight Segment Block Hours |
| *24 hours reducible to 18 hours | 40 hours reducible to 38 hours * | 20:00 | 1 | 18:00 |

*A lower limit may be agreed upon by the Association's SIG Chairman.

3. As provided in Section 12.A.10., ULR operations shall be evaluated as part of the FRMS. In addition to the provisions in Section 12.A.10., following the FRMS study, and with the unanimous approval of the Scientific Advisory Committee, the Company may seek approval by the FAA for ULR city pair flight segments which shall include the specific pairing design as approved by the DCSC. If approved, the specific pairing design shall not be materially altered without the consent of the Association.
4. Other ULR Scheduling Limitations and Provisions

Upon the FAA's approval of ULR operations under the Company's FRMS, and notwithstanding Section 12.D.8., all ULR-related provisions contained in this Agreement shall become immediately applicable for the specific pairing design approved by the FAA.

 - a. A ULR crew may be utilized only on aircraft equipped with a bunk for each resting pilot that allows for a flat sleeping position and is located separate from the flight deck and in an area that is temperature controlled, allows the flight crew member to control light, and provides isolation from noise and disturbance.
 - b. Block Hour Limitations

A ULR crew shall not exceed 18 block hours in any 24 consecutive hours.
 - c. On-Duty Limitations

A ULR crew may be scheduled to a maximum of 20 hours on duty, which may be extended to 21:30 hours operational. Any extension beyond the operational limit up to legal limits shall include the protections contained in Section 12.D.6.c.
 - d. Rest Provisions

A ULR crew shall be scheduled to receive a rest period of 40 hours or greater, prior to and after a ULR flight segment. This rest period may be operationally reduced to 38 hours. However, if the ULR flight segment is scheduled to depart within (+/-) 1 time zone of the pilot's base, and the flight sequence prior to the ULR flight contains no more than a single flight segment, the scheduled rest period required prior to the ULR flight segment shall be 24 hours, which may be operationally reduced to 18 hours.
 - e. There shall be no more than 2 scheduled ULR flight segments per trip, except on an operational basis with the pilot's consent.
 - f. A ULR double crew shall be scheduled with a minimum of 2 Captains but, operationally, may consist of 1 Captain and 3 First Officers.
 - g. Upon a return to base from a trip greater than 168 hours TAFB which concludes with a ULR flight segment, a ULR crew shall receive a 56 hour period free from duty, encompassing 3 Physiological Nights Rest (0100-0700 LBT).
 - h. The parties recognize that the matters governed by Section 12.E. are new to the system and involve as yet unforeseen operational

considerations. As a result, the parties foresee that flexibility will be required in order to ensure the smoothest possible transition to the application of ULR rules. To that end, measures facilitating the implementation, operation, and/or administration of the provisions in Section 12.E. may be implemented if agreed upon in writing by the Vice President, Labor Relations and the Association's MEC Chairman.

