



# LODO

## Subcommittee Agreement

In accordance with Side Letter 10 of the CBA, the LODO Subcommittee agrees to the following:

This agreement is for a six-month period that begins with the first bid period LODO lines are made available for bid. The LODO Subcommittee will continue to meet during this six-month period to mutually agree upon a longer-term solution. Any changes to this agreement will be mutually agreed upon by the LODO Subcommittee.

### 1. QUALIFICATION AND TRAINING

#### A. Testing & Scoring

The Company may schedule a language assessment test for a specified number of Flight Attendants who wish to enter the LODO Program on an as-needed basis.

Flight Attendants wishing to become LODO qualified will take a LODO test and be ranked in one of three (3) categories:

- 1) Pass
- 2) Pass with Condition
- 3) Did Not Pass

**Pass:** Flight Attendants who demonstrate a proficiency level of SUPERIOR or above will automatically become a LODO-qualified Flight Attendant.

**Pass with Condition:** Flight Attendants who demonstrate ADVANCED level proficiency will be considered a LODO-qualified Flight Attendant for six (6) months, giving them the opportunity to improve their proficiency. The Flight Attendant will be eligible for Company-Reimbursed Training (if offered) during this six-month period. At the end of the six-month period, the Flight Attendant must demonstrate a proficiency level of SUPERIOR or above to maintain their LODO qualification. No Flight Attendant may receive a second Pass with Condition ranking in the same language.

**Did Not Pass:** Flight Attendants who demonstrate proficiency below the ADVANCED level.

Other Testing Considerations:

The Company will seek the views of and work with the LODO Subcommittee to select the agency administering the tests.



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If the ranking, scoring, or qualification model utilized by the testing agency is not based on the American Council on the Teaching of Foreign Languages (ACTFL) Scale, then the testing agency must be able to coordinate their system with the ACTFL Scale, which ranges from most proficient to least proficient: NATIVE, DISTINGUISHED, SUPERIOR, ADVANCED, INTERMEDIATE, and NOVICE.

The Company reserves the right to retest any Flight Attendant in the LODO program at any time, at the Company's expense, and no more than once per year. The Flight Attendant will be compensated 1.0 TFP upon completing the retest.

If a face-to-face retest is required, a Flight Attendant will be compensated in accordance with Article 19.1.H of the CBA.

Other than the required/requalification tests above, the Company will pay for a maximum of two tests in the same language. All subsequent tests will be paid for by the Flight Attendant.

### **B. Training**

1. If a LODO training event is required, a Flight Attendant will be compensated in accordance with 5.C of Side Letter 10. If the training event is scheduled for less than four (4) hours, the Flight Attendant will be compensated in accordance with Article 19.1.H of the CBA.
2. If the LODO program has an insufficient number of speakers to cover LODO flying and the Company specifically hires LODO Flight Attendants, the Company will offer reimbursement for pre-approved language education expenses up to \$1500. This will be reimbursable with proper documentation once the Flight Attendant has passed the proficiency test and bids for the LODO lines in her/his base for at least six bid periods and/or flies at least twenty (20) LODO pairings.
3. The reimbursement and terms thereof will be applicable for two (2) years from the first bid period LODO lines are made available for bid, at which point the Company and the Union will meet to discuss the terms.

## **2. BIDDING AND SCHEDULING**

The Company will seek the views of and work with the LODO Subcommittee to determine which flights qualify as LODO Flights and if/when a LODO designation should be removed from a flight.



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### Terminology:

**LODO Flight:** a flight to/from a LODO destination.

**LODO Pairing:** any pairing that contains at least one (1) working LODO leg(s) in the “A” position

**LODO Line:** a line consisting solely of LODO pairings

### A. Bidding

1. LODO pairings will not be included in the Pairing Construction guideline percentages outlined in 28.1.D of the CBA.
2. LODO lines will not be included in the Line Construction percentages outlined in 28.2.D of the CBA.
3. If insufficient LODO pairings are built to create lines paying at least 80 TFP, LODO lines may be built with a minimum 39 TFP.
4. LODO lines will be available to bid by any LODO Flight Attendant who has successfully completed her/his probation period and is eligible to bid that month.
5. LODO bids will open on the 1<sup>st</sup> of the month prior at 1200 Central and close on the 3<sup>rd</sup> at noon Central.
6. A LODO line may only be awarded to a LODO Flight Attendant who bids for that line, except as outlined above.
7. A Flight Attendant may be awarded a LODO line if they have at least 39 TFP total remaining on their line after vacation and overlap pulls. A Flight Attendant may note in her/his bid preferences that they want to keep any pairing(s) set to be pulled for vacation. If the Flight Attendant is FAR legal for the pairing, the pairing will not be pulled. The Flight Attendant will be compensated according to Article 10.9.A.3 of the CBA.
8. LODO lines will be awarded to LODO-qualified Flight Attendants in base seniority order, regardless of a Flight Attendant's reserve obligation.
9. LODO lines not awarded in base will be awarded out of base by system seniority.
10. Bid results will be posted no later than the 3<sup>rd</sup> at 1800 Central and will be subject to protest until the 4<sup>th</sup> at 1200 Central.
11. Final LODO Bid Results will be posted on the 4<sup>th</sup> at 1200 Central.



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### B. Trading

1. Trip Trade/Giveaway (TT/GA) and Open Time for LODO Pairings will be displayed separately from non-LODO Pairings. However, Flight Attendants will have the option to filter in TT/GA and Open Time for non-LODO Pairings containing LODO flights.
2. Only LODO-qualified Flight Attendants will be able to pick up or trade for pairings in LODO TT/GA and Open Time.
3. Flight Attendants will have the ability to view a list of all LODO pairings, both in Open Time and assigned to a Flight Attendant.
4. LODO pairings in Open Time will not count towards the maximum amount of pairings in Open Time.
5. LODO TT/GA and Open Time will be available to LODO-qualified Flight Attendants who have already been awarded a line on the 8<sup>th</sup> at 1200 Central for pick up only, on a first come, first serve basis. Flight Attendants who pick up LODO pairings out of base are responsible for ensuring that sufficient time is allowed to position themselves for the pairing picked up.
6. LODO-qualified Flight Attendants awarded a line in Reserve/Secondary bidding may pick up LODO pairings in "A" position on their days off once their Reserve lines are awarded and loaded onto Flight Attendants' screen.
7. Flight Attendants may post LODO pairings for TT/GA at the SIP.
  - a. Portions of LODO pairings containing LODO flights will be displayed in LODO TT/GA and may only be picked up by another LODO-qualified Flight Attendant.
  - b. Portions of LODO pairings not containing LODO flights will be displayed in "regular" TT/GA and may be picked up by Flight Attendants who are not LODO-qualified.
8. Flight Attendants may not split LODO pairings while trading with or picking up from Open Time.
9. Starting on the 18<sup>th</sup> at 1200 Central, LODO Open Time will be available for trade.
  - a. Any LODO-qualified Flight Attendant may trade her/his non-LODO pairing into Open Time for a LODO pairing on a different day in that bid period or in a different base as long as the pairing traded into Open Time does not exceed the maximum number of pairings allowed.
  - b. Any LODO-qualified Flight Attendant may trade a non-LODO pairing into Open Time for a LODO pairing on the same day regardless of max pairings, domicile days, or domicile of the pairing.



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- c. A LODO pairing may be traded for another LODO pairing in Open Time that has an equal number of domicile days, checks in on the same domicile day, and originates in the same domicile.
- d. After 1500 Central on the day prior to the pairing, a Flight Attendant may trade a LODO pairing into Open Time for a LODO pairing in a different domicile, on a different day, or with fewer domicile days provided a LODO-qualified Reserve is available in that domicile to cover the entire LODO pairing and is not needed to cover a LODO pairing already in Open Time.
- e. Article 12.5.B of the CBA will not apply to LODO Open Time.

### C. Reserve

- 1. A LODO-qualified Reserve may self-assign a pairing in LODO Open Time under the following conditions:
  - a. The LODO pairing checks in within 24 hours, if self-assigned to Reserve days for the same base
  - b. The LODO pairing checks in within 23 hours, if self-assigned to Reserve days for a different base
  - c. The LODO pairing encompasses the same number of domicile days (or greater) than the Reserve obligation.
  - d. If a LODO-qualified Reserve self-assigns a LODO pairing, her/his Reserve obligation for that block will be removed.
  - e. Self-assigned LODO pairings may not be traded or given away.
- 2. If a LODO pairing checks in within 22 hours, Crew Scheduling may assign the LODO pairing to a LODO-qualified Reserve, provided the deadline has passed to trade or give away that Reserve block (as outlined in Article 11.10.C).

### D. Reschedule

In order to ensure a LODO pairing or a LODO flight in “A” position is staffed with a LODO-qualified Flight Attendant, all current CBA language regarding reschedules will apply, except:

- 1. LODO Flight Attendants may designate themselves as available from a current city. Crew Scheduling will call in seniority order to offer uncovered LODO flying out of the designated city. If the pairing is accepted, deadheads will be compensated to/from the designated city.



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2. With a Flight Attendant's consent, she/he may be given an earlier or later check in on the first day of her/his scheduled pairing. This will be offered in seniority order to LODO-qualified Flight Attendants checking in on that day in that base.
3. If the above options are exhausted or time does not permit, a Flight Attendant may be rescheduled to a later departure time after check in on the first day of her/his scheduled pairing ("move back").
4. Maintaining a LODO-qualified Flight Attendant in "A" position on a LODO flight will be considered when assigning reschedules (i.e. this takes precedence over seniority when assigning a reschedule requiring less than a whole crew).
5. A Flight Attendant rescheduled into additional day(s) (i.e. unscheduled overnight) may be required to work a LODO flight(s) in "A" position. The Flight Attendant will be compensated according to Article 9.4.

### E. General

1. A Flight Attendant's LODO qualification will be visible on her/his pairing display (i.e. "trip sheet") and on her/his Crew Member display screen.
2. A LODO-qualified Flight Attendant will not have the option to be pulled from any portion of a LODO pairing containing LODO flights for contractual illegalities as outlined in Article 8 or compensatory days as outlined in Article 9. In these cases, the Flight Attendant will be paid the premium designated in the CBA. LODO pairings will only be adjusted for FAR illegalities. However, after 1500 Central on the day prior to the pairing, a Flight Attendant may request to be pulled from LODO flying for contractual illegalities, provided a LODO-qualified Reserve is available in that domicile to cover the entire LODO pairing and is not needed to cover a LODO pairing already in Open Time. If the contractual deadline to exercise the option to be pulled has already passed, the Flight Attendant must call to exercise the option by 1700 Central Time the day prior to the pairing.
3. LODO pairings will not be eligible for DRT (Daily Release Time).
4. A LODO Pairing, once modified by Crew Scheduling or broken at the SIP, which no longer contains LODO flights, will not be considered a LODO Pairing for the purposes of this Agreement.
5. A LODO-qualified Flight Attendant may leave the program at any time with one full bid period written notice to the Company. For example, to opt out of the June bid period, the Flight Attendant should advise the Company no later than April 30<sup>th</sup>. Once a Flight Attendant has left the program, the stipulations in this agreement will no longer apply (e.g., she/he will be removed from the LODO List, she/he will not be rescheduled to fill a





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language speaker vacancy, she/he may not bid and will not be awarded a language speaker line or pairing based on the former qualification, and she/he will not be eligible for LODO pay). Requalification of a Language Speaker who has voluntarily resigned from the program will be at the request of the Flight Attendant and at the discretion of the Company.

6. If a LODO-designated flight departs without a LODO-qualified Flight Attendant, the Company will document the reason and provide this information to the Union upon request.
7. The Company will work with the TWU President or her/his designee to resolve any LODO issues that need immediate attention.
8. The Company will notify the TWU 556 in the event that a language preference is implemented into the hiring qualifications for Flight Attendants.

**ACKNOWLEDGED AND AGREED ON March 14, 2016:**

A handwritten signature in black ink, appearing to be 'Brianna Grant', written over a horizontal line.

Brianna Grant

A handwritten signature in black ink, appearing to be 'Kevin Clark', written over a horizontal line.

Kevin Clark

A handwritten signature in black ink, appearing to be 'Claire Taitte', written over a horizontal line.

Claire Taitte

A handwritten signature in black ink, appearing to be 'Bill Holcomb', written over a horizontal line.

Bill Holcomb

A large, stylized handwritten signature in black ink, appearing to be 'Don Shipman', written over a horizontal line.

Don Shipman

A handwritten signature in black ink, appearing to be 'Audrey Stone', written over a horizontal line.

Audrey Stone