

ARTICLE 11

RESERVE

Incorporated all 10-Hour FAA mandated Crew Rest from end of debrief to check-in and domicile rest throughout the Contract. This language was part of the 10-hour Rest Letter of Agreement signed January 7, 2022 and fully incorporated July 1, 2022.

1. INTRODUCTION

A Reserve Flight Attendant shall be governed by all aspects of this Agreement unless otherwise specified hereunder in Article 11.

2. DAYS OFF

All Reserve Flight Attendants will be scheduled for and receive a minimum of thirteen (13) days off in a thirty (30) day bid month and fourteen (14) days off in a thirty one (31) day bid month. A day off will be a domicile day. Such scheduled duty free periods shall be preplanned and indicated on the Flight Attendants monthly schedule and shall be separated by not less than forty-eight (48) hours (end of debrief to check-in). A Reserve Flight Attendant cannot be JA'd on unscheduled days.

With 24-hour Ready Reserve going away, there was still a need to cover 24 hours. The Junior Reserves cover all 24 hours in a day, but no Flight Attendant will ever be on call, or liable for an assignment, for 24 hours with the changes. All Reserves must be given an assignment that checks-in within two hours of their contact time ending. Currently there is no restriction meaning an AM Reserve who gets called at 0900 could be given a pairing that checks in at 2100. Only once a month, Scheduling can assign something more than two hours after any Reserve shift ends, but never more than 4 hours without the Flight Attendant's permission and the Flight Attendant would receive double time should they accept.

3. RESERVE SYSTEM

The Reserve system will be on a month to month rotating basis. All Flight Attendants below the top thirty five (35) percentile in each domicile will sit reserve. A Secondary top thirty-five (35) percentile will be calculated after Primary bids close to include a one-for-one substitution for each Flight Attendant bidding down to Reserve from the Primary top thirty-five (35) percentile. A Reserve Flight Attendant who is awarded a Vacation Relief Line or Open Time line will be treated

as a regular Bid Line holder for that month but the month will count toward such Flight Attendant's Reserve rotation requirement. Flight Attendants are responsible for ensuring that Crew Scheduling has a proper contact number. There will be five (5) classifications of Reserve Flight Attendants with each domicile offering: Senior AM Reserve (SAR), Junior AM Reserve (JAR), Senior PM Reserve (SPR), Junior PM Reserve (JPR), and Junior Late Reserve (JLR).

Any check-ins prior to 0300 Local Time may not be assigned the first day of the Reserve block. All Reserve days built from Crew Planning must end by 0259 Local Time.

A. Junior Reserve Classifications

Junior Reserve classifications will be either JAR, JPR, or JLR based upon contact hours. All reserve blocks on a planned reserve bid line will be of the same classifications.

1. Junior AM Reserve (JAR)

An JAR must be available for contact for an assignment between 0300 Local Time (or two (2) hours prior to the domiciles first scheduled check-in, whichever is earlier) and 1500 Local Time for each day of Reserve. Any assignment must be scheduled to check-in no later than 1700 Local Time. The Flight Attendant may be given an assignment with a check-in between 1701 and 1900 Local Time once per bid period and will receive compensation as stated in Article 11.3.F. After the Flight Attendant has been given and worked an assignment with a check-in between 1701 and 1900 Local Time once per bid period, they shall be permitted to decline any future JAR assignments in the same bid period that check in after 1700 Local Time.

2. Junior PM Reserve (JPR)

A JPR must be available for contact for an assignment between the hours of 1000 Local Time to 2200 Local time for each day of Reserve. Any assignment must be scheduled to check-in no later than 2400 Local Time. The Flight Attendant may be given an assignment with a check-in between 0001 and 0200 Local Time once per bid period and will receive compensation as stated in

Article 11.3.F. After the Flight Attendant has been given and worked an assignment with a check-in between 0001 and 0200 Local Time once per bid period, they shall be permitted to decline any future JPR assignments in the same bid period that check in after 2400 Local Time.

3. Junior Late Reserve (JLR)

A JLR must be available for contact for an assignment between the hours of 1500 Local Time to 0259 Local Time for each day of Reserve. Any assignment must be scheduled to check-in no later than 0500 Local Time. The Flight Attendant may be given an assignment with a check-in between 0501 and 0700 Local Time once per bid period and will receive compensation as stated in Article 11.3.F. After the Flight Attendant has been given and worked an assignment with a check-in between 0501 and 0700 Local Time once per bid period, they shall be permitted to decline any future JLR assignments in the same bid period that check in after 0500 Local Time.

4. Reserve Assignments will have at least a two (2) hour report time. A Flight Attendant may, but is not obligated to, accept an assignment with a report time of less than two (2) hours. A Reserve Flight Attendant(s) who works an assignment as stated above will be compensated double time (2.0) for all trips flown or credited. A Flight Attendant(s) who initiates a request for an assignment with a report time of less than two (2) hours or an assignment that checks in two (2) hours or more after the end of their contact time will be compensated at straight time.

We negotiated language to ensure no Reserve would ever have to remain on hold while calling to be released. This means that when a Reserve finishes up an assignment, they will check their board via the system. It will show any additional assignment, release, or status pending which is like when Scheduling says, "hold on, let me check" now. Even in the case of status pending, if a Reserve does not have an assignment on their board at the end of Airport Standby, or 30 minutes after block-in, they are automatically released. We are paid through debrief so this is where the 30 minute window came into play.

5. Upon completion of an assignment, it is the responsibility of the Reserve Flight Attendant to utilize the electronic system for notification of reserve status, release, or further assignment. The system will display any further assignment of flying, status

pending, release, or reserve status and the Junior Reserve Flight Attendant will self-notify these notifications.

- a. Within thirty (30) minutes after block arrival, the Flight Attendant may be released, given an assignment, or marked as status pending. If no assignment is given within thirty (30) minutes from block arrival, the Flight Attendant will be released.
- b. If the Flight Attendant has not been given an assignment or has not been returned to reserve status at the end of APSB, the Flight Attendant will be released from duty.

Failure of a Junior Reserve Flight Attendant to utilize the system will result in a No-Show if the Reserve has been assigned an additional assignment. If released from duty, the system will notify the reserve of the time she/he must be available for contact. This is the time that a reserve would be considered a UTC if Crew Scheduling is unable to contact them. If a Flight Attendant is unable to utilize the system, she/he will contact Crew Scheduling. If the last assignment of a reserve month carries over into a bid line month, upon completion of such assignment the reserve obligation is complete, and the Flight Attendant is not required to check the system or contact Scheduling to be released.

The Company was unsure of how these new shifts would work and wanted flexibility in the amount of Reserve lines they build for each shift type. There has always been a 65-35 split between Ready Reserves and AM/PM Reserves. This split is now 65-30 with a floating 5% that the Company can choose to put into the Senior Reserve shifts or they could put it into the Junior Reserve shifts. Please note, this change does NOT affect the top 35% in any base nor will it affect VR lines.

6. A minimum of sixty-five percent (65%) will be Junior Reserve, with a minimum of five percent (5%) JAR, and a minimum five percent (5%) JPR. A minimum of thirty percent (30%) will be Senior Reserve, with a minimum fifteen percent (15%) SAR and a minimum fifteen percent (15%) SPR.

Minimum Planned Reserve Percentages:

5%	JAR	Per Domicile
5%	JPR	Per Domicile
15%	SAR	Per Domicile
15%	SPR	Per Domicile

7. If a Junior Reserve Flight Attendant is assigned to Airport Standby the following will apply:

- a. Junior Reserve Flight Attendants can be required to sit in the Flight Attendant lounge as Airport Standby (APSB). A Junior Reserve Flight Attendant will not be scheduled for APSB more than five (5) times in a Reserve month. APSB will be credited as trips flown. It is the Flight Attendant's responsibility to inform Crew Scheduling at the time of assignment that she/he has reached the APSB limitation for the month. The Flight Attendant has the option to waive this limitation. Self-assignment of Airport Standby will not count towards the limitation.
- b. A duty period for Airport Standby will begin when the Reserve signs in at the designated time to sit Airport Standby. The maximum duty time to sit as an APSB will not exceed five (5) hours in a day. Reserve Flight Attendants assigned to Airport Standby will not be assigned a pairing which departs more than one (1) hour beyond the end of the five (5) hour Airport Standby limit without her/his agreement.

If the Reserve is assigned a flying assignment in addition to sitting Airport Standby, the total scheduled duty time including hours as Airport Standby may not exceed twelve and one-half (12:30) hours from check-in to end of debrief into domicile and thirteen (13) hours from check-in to end of debrief into an RON. If the Flight Attendant is released from Airport Standby without being scheduled for a pairing, she/he will be put at the bottom of the Reserve pool seniority list, and if later called out to fly on that day, the total duty time scheduled, including

hours as an APSB may not exceed twelve and one-half (12:30) hours from check-in to end of debrief into domicile and thirteen (13) hours from check-in to end of debrief into an RON.

- c. When a Junior Reserve Flight Attendant is assigned Airport Standby, if a flying assignment becomes available and Crew Scheduling assigns the flying assignment to the Junior Reserve prior to the original Airport Standby assignment check-in time and the first leg of the flying assignment is scheduled to depart within one (1:00) hour of the Airport Standby check-in, this would not count toward the five (5) time monthly maximum of sitting Airport Standby.
- d. If a Junior Reserve Flight Attendant is contacted any time during the Airport Standby time for a flying assignment, this would count toward the five (5) time monthly maximum of sitting Airport Standby.
- e. Airport Standby compensation will commence upon check-in as Airport Standby and will continue until release from Airport Standby or check-in for the assigned pairing. Compensation will be at the rate of one-tenth (.1) TFP for each six (6) minutes up to a maximum of five (5) TFP. The Flight Attendant will be credited additionally for each trip that is actually flown.
- f. Per diem will commence when the Flight Attendant signs in to sit Airport Standby. Per diem will continue until the Flight Attendant is released from duty, or if assigned a pairing until at home domicile, whichever occurs later.

B. SENIOR RESERVE

- 1. A Senior Reserve assignment will have at least a two (2) hour report time. A Reserve Flight Attendant may, but is not obligated to, accept an assignment with a report time of less than two (2) hours. The Reserve Flight Attendant who agrees to this assignment will be compensated double time (2.0) for all trips flown or credited. A Flight Attendant(s) who initiates a request for an assignment with a report time of less than two (2) hours or an assignment that checks in two

(2) hours or more after the end of their contact time will be compensated at straight time.

a. Senior AM Reserve (SAR)

An SAR must be available for contact for an assignment between 0300 Local Time to 1100 Local Time for each day of Reserve. Trip assignments will have at least a two (2) hour report time. Any assignment must be scheduled to check-in no later than 1300 Local Time. The Flight Attendant may be given an assignment with a check-in between 1301 and 1500 Local Time once per bid period and will receive compensation as stated in Article 11.3.F. ~~After the Flight Attendant has been given and worked an assignment with a check-in between 1301 and 1500 Local Time once per bid period, they shall be permitted to decline any future SAR assignments in the same bid period that check in after 1300 Local Time.~~

b. The scheduled release time of all SAR assignments, with the exception of a commuting SAR who is covered under Article 33.1.B and an SAR who self-assigns, will be no later than 1800 Local time (end of debrief) on the last day of each Reserve block. An inbound SAR may be given an additional assignment, including an RON ending after 1800 Local time, as long as it is scheduled to return to the home domicile by 1800 end of debrief) Local time on the last day of the Reserve block.

If, due to a reschedule, an SAR arrives back at her/his home domicile on the last day of the Reserve block, after 1800 Local time end of debrief), she/he will be paid triple time (3.0) for all flights flown beyond 1730 Local time, except when her/his pairing experiences irregular operations.

c. Senior PM Reserve (SPR)

An SPR must be available for contact for an assignment between 1000 Local Time to 1800 Local Time for each day of reserve. Trip assignments will have at least a two (2) hour report time. Any assignment must be scheduled to check-in no later than 2000 Local Time. The Flight Attendant may be given an assignment with a check-in between 2001 and 2200 Local Time once per bid period and will receive compensation as stated in Article 11.3.F. After the Flight Attendant has been given and worked an assignment with a check-in between 2001 and 2200 Local Time once per bid period, they shall be permitted to decline any future SPR reserve assignments in the same bid period that check in after 2200 Local Time.

- d. The check-in time of all SPR assignments, with the exception of a commuting SPR who is covered under Article 33.1.B and a SPR who self-assigns, will be no earlier than 1200 Local time on the first day of each new assignment.

- 2. Senior Reserves not be converted to Junior Reserve status. Except as stated in Article 33.1.B, a Senior Reserve may not be used as an APSB.

We negotiated language to ensure no Reserve would ever have to remain on hold while calling to be released. This means that when a Reserve finishes up an assignment, they will check their board via the system. It will show any additional assignment, release, or status pending which is like when Scheduling says, "hold on, let me check" now. Even in the case of status pending, if a Reserve does not have an assignment on their board 30 minutes after block-in, they are automatically released. We are paid through debrief so this is where the 30-minute window came into play.

- 3. Upon completion of her/his assigned pairing, it is the responsibility of the Senior Reserve Flight Attendant to utilize the electronic system for notification of release or further assignment. The system will display any further assignment of flying, status pending, release, or reserve status. The Senior Reserve Flight Attendant will self-notify the notification.
 - a. Within thirty (30) minutes after block arrival, the Flight Attendant may be released, given an assignment, or marked

as status pending.

- b. If no assignment is given within thirty (30) minutes from block arrival, the Flight Attendant will be released.

Failure of a Senior Reserve to utilize the system will result in a No-Show if the Reserve has been assigned any additional flying. If released from duty, the system will notify the reserve of the time she/he must be available for contact. This is the time that a Reserve would be considered a UTC if Crew Scheduling is unable to contact them. If a Flight Attendant is unable to utilize the system, she/he will contact Crew Scheduling.

If the last assignment of a reserve month carries over into a bid line month, upon completion of such assignment the reserve obligation is complete and the Flight Attendant is not required to check the system or contact Crew Scheduling to be released.

- C. If a Reserve is assigned a pairing and not released for DOM break, she/he must maintain contact availability until check-in time for that pairing. Any assigned pairing may be changed by Crew Scheduling, provided the Flight Attendant still maintains a two (2) hour report time.
- D. A Flight Attendant assigned to Reserve must be able to be onboard the aircraft in full uniform within two (2) hours after notification.
- E. All Reserves may self-assign pairings from Open Time as stated in Section 19 below of this Article or call Crew Scheduling prior to their contact hours to be given an assignment if one is available. This call will not be considered contact outside of hours.

This is the language we negotiated to ensure no Reserve, no matter their shift type, could be contacted during their shift for something that checks-in at any time after their shift. The greater protections mean a Reserve will always be given a trip that either checks-in within their contact times or within two hours after. Only once per month, can Scheduling assign something between two and four hours after a contact time ends, but in that case it is time and a half for the first duty period. A Flight Attendant cannot be given something more than 4 hours after their shift ends unless they agree to it and will be paid double time should they accept the assignment. Today, there are no such parameters.

- F. During Reserve contact times, Flight Attendants are responsible for

assignments as follows:

1. All assignments checking in during contact times and until two (2) hours after the end of the contact time.
 2. Once per bid period, they may be given an assignment that checks in more than two (2) hours, but no more than four (4) hours after the end of their contact time. These assignments will be compensated at time and one half (1.5) for all trips flown or credited for the first duty period of the assignment. Flight Attendants may, but are not obligated to, accept any future reserve assignments with a check-in that occurs during this timeframe.
 3. Flight Attendants have the option to accept or decline assignments with a check-in time more than four (4) hours after the end of their contact time. If the Flight Attendant accepts an assignment as stated above, they will be compensated at double time (2.0) for all trips flown or credited. The straight time value will be applied toward the block and/or monthly guarantee and the premium pay will be compensated above the block and/or monthly guarantee.
- G. To prevent JA'ing, Reserves may be contacted at times other than designated contact hours. In the event a Reserve is contacted outside the designated contact hours, she/he will be paid at double time (2.0) for the trips assigned. The straight time will be applied toward the guarantee and the premium pay will be compensated above the guarantee.

To get away from phone calls to Scheduling, once the technology is in place, Flight Attendants will utilize the system to acknowledge any assignments once Scheduling has contacted them. The ability to self-notify outside of a Reserve's contact hours is still optional

4. CONTACT ON RESERVE

- A. A Reserve Flight Attendant will provide Crew Scheduling with a primary contact number and may provide up to two (2) alternate contact number(s). A Reserve shall be notified of her/his assignment(s) via her/his primary contact number and/or her/his two (2) alternate contact number(s) via the system. If a Flight Attendant has contact numbers with voice activation capabilities, Crew Scheduling or the system will leave a voice message. Reserve Flight Attendants will be responsible to utilize the system to

acknowledge receipt of the assignment within twenty (20) minutes of Crew Scheduling's original contact.

- B. If circumstances beyond a Flight Attendant's control preclude the ability to utilize the electronic system, the Flight Attendant will call Crew Scheduling to confirm receipt of the assignment. The two (2) hour report time will begin at the time of Crew Scheduling's original contact.
- C. Except in cases when Crew Scheduling has contacted a Reserve during the Reserve's applicable contact hours as stipulated in Sections A and B above, Reserves will have the option to self-notify assignments via electronic means outside of their contact hours. Reserves that choose to self-notify are required to remain available for a change of assignment during their required contact hours as outlined in this Article.

Minor changes were made to reflect the new Reserve shift types.

5. ORDER OF ASSIGNMENT

- A. Reserve Flight Attendants shall be assigned pairings to provide for as even a distribution of flying as possible. Reserves who are used out of order will be compensated at one and one-half (1.5) times the applicable trip rate for all trips flown or credited.

Order of assignment will be applied in the following manner:

1. **Relative Daily Value (RDV)**

RDV is calculated by subtracting the Reserve month to date TFP and credits and the TFP associated with the remaining Reserve days from the Reserve guarantee.

Formula: Block/Month Guarantee – TFP flown towards Block/Month Guarantee – (Days Left in Block/Month x 6.5) = RDV.

When more than one (1) Flight Attendant returns to the domicile on the same day, the Flight Attendant with the highest RDV who is legal for the assignment will be used first. In instances where two (2) or more Flight Attendants have the same RDV, the most junior Flight

Attendant will be assigned first.

2. Crew Scheduling will assign Reserves within the same category (SAR/SPR/JAR/JPR/JLR) and with the same number of days remaining in their Reserve block in the following order:
 - a. Flight Attendants with a RDV of zero or higher and a Fly preference in seniority order.
 - b. Flight Attendants with a RDV of zero or higher and a Pass preference in reverse seniority order.
 - c. Flight Attendants with a RDV of less than zero in order from the highest RDV to the lowest.
 - d. Flight Attendants with an equal RDV value less than zero will be assigned in the following order:
 1. Flight Attendants with a Fly preference in seniority order.
 2. Flight Attendants with a Pass preference in reverse seniority order.

When assigning APSB, Crew Scheduling will assign Flight Attendants who have indicated an APSB preference before Flight Attendants who have not.

3. **PASS/FLY Preference**

Flight Attendants may enter a Pass or Fly preference in the crew management system. The established preference will remain the same unless changed by the Flight Attendant. In the event that the Flight Attendant does not select a preference, the crew management system will default to the Fly preference. A Flight Attendant has the option to change her/his preference throughout the Reserve block if not already assigned. The preference established at 1659 Central Time will apply for the Reserve assignment(s) the following day.

4. **Airport Standby (APSB) Preference**

Reserve Flight Attendants may enter an APSB preference in the crew management system. A Junior Reserve Flight Attendant will have the option to select an APSB preference for each day of her/his

Reserve block(s). In the event that a Flight Attendant does not select a preference, the system will not select the APSB preference. A Flight Attendant has the option to change her/his preference throughout the Reserve block if not already assigned. The preference established at 1659 Central Time will apply for the Reserve assignment(s) the following day. The APSB preference will only apply to Reserve Flight Attendants whose RDV is zero or greater.

5. Scheduling will assign Reserves within the same category (SAR/SPR/JAR/JPR/JLR) and with the same number of days remaining in their Reserve block in the following order:
 - a. Flight Attendants with a RDV of zero or higher and a Fly preference in seniority order.
 - b. Flight Attendants with a RDV of zero or higher and a Pass preference in reverse seniority order.
 - c. Flight Attendants with a RDV of less than zero in order from the highest RDV to the lowest.
 - d. Flight Attendants with an equal RDV value less than zero will be assigned in the following order:
 1. Flight Attendants with a Fly preference in seniority order.
 2. Flight Attendants with a Pass preference in reverse seniority order.

When assigning APSB, Crew Scheduling will assign Flight Attendants who have indicated an APSB preference before Flight Attendants who have not.

- B. The first official Reserve report will be run by Crew Scheduling at 1700 Central Time the day prior. Barring any technological difficulties, the Reserve report will be run in real time and archived every two (2) hours thereafter. Order of assignment will not be affected by trades or Pass/Fly preference changes until the next official Reserve report is run; however, if Crew Scheduling becomes aware of a change prior to the new Reserve report being updated, Crew Scheduling will run a new Reserve report at that time.

Flight Attendants will be provided electronic access to the Reserve report

starting at 1700 Central Time the day prior to their Reserve obligation. The Reserve report will display order of rotation, including the Flight Attendants' RDV values, Pass/Fly preferences, Airport Standby Preference, Reserve standings, and availability times. Said reports will be updated in real time. If the Flight Attendant calls Crew Scheduling outside her/his contact hours, she/he will not be required to accept an assignment or reassignment during the call.

- C. A Flight Attendant shall not be assigned to Reserve during her/his vacation month.
- D. When a bid line holding Flight Attendant is moved up and a Reserve is called out to fly the same pairing, the more senior Flight Attendant may choose which position she/he will fly.
- E. If a bid line holding Flight Attendant is moved up, and the Reserve arrives in time for the assigned flight, the bid line holder will revert back to her/his original pairing.
- F. If two (2) Reserves are called out to fly the same pairing, the more senior Flight Attendant may choose the position she/he wishes to fly if both Flight Attendants are the same reserve designation.
- G. If a crew is to be split because of a reschedule and a Reserve is a member of the crew, the Reserve must be used prior to the rescheduling of a bid line holding Flight Attendant.
- H. A Reserve Flight Attendant may be assigned several pairings or portions of pairings including an RON pairing on the last day of the month. The maximum scheduled duty time of twelve and one-half (12:30) hours from check-in to end of debrief into domicile and thirteen (13) hours check-in to end of debrief into an RON hours may not be exceeded (except as stated in Article 8.2.B and 8.2.C). Duty over twelve (12) hours will be paid the same as a bid line holder.

6. CROSS UTILIZATION OF RESERVES

- A. A Reserve assigned an RON without further assignment, or assigned a pairing from another domicile, will be given eleven (11) hours from end of debrief to check-in crew rest upon completion of the pairing.

At the end of crew rest, Crew Scheduling must assign the Reserve to one of the following:

1. A deadhead to return to the home domicile; or
2. An assignment that checks in within five (5) hours after the completion of crew rest. Once an assignment is given, the Reserve is not deemed on duty until she/he checks in for the assignment and may not be contacted until such time.

7. LONGEVITY PAY

When a Flight Attendant with 12 years or more of Flight Attendant seniority is required to sit reserve (Reserve or VR line) during the reserve rotation, she/he will be compensated an additional \$1.00 per TFP for any trips credited or flown (sick trips excluded) up to her/his original line value or the value of TFP credited towards the monthly guarantee, whichever is greater.

8. RESERVE EXCHANGE OF LINES, BLOCKS AND DAYS

- A. The Reserve exchange of lines, blocks, and days will be as follows:
 1. Any line trades between a bid line holder and a Reserve will be for the original Reserve designation.
 2. Any line trades (block or day), giveaways, or pickups, between two Reserves will be for the original Reserve designation.
- B. Reserve exchange of reserve days will count toward her/his trip limitations of 118.2 trips for pay or 90 takeoffs and landings.
- C. If a Flight Attendant gives away a Reserve block and later picks up a Reserve block, the "picked up" Reserve block will be treated as an original block. In the event the sum of the original and picked up Reserve blocks exceed the number of original Reserve days in the month, the number of days in excess to the original line will be paid above the monthly guarantee (this does not apply to Reserve days pulled by the Company or Union).

9. DROPPING RESERVE BLOCKS

Flight Attendants may drop up to four (4) days of a single four (4) day block of reserve per month. A Flight Attendant may drop any combination of her/his day(s) by 1659 Central time prior to the reserve day as long as a reserve assignment has not been made that will affect that day.

Example: If a 4-day reserve is assigned a three (3) day pairing, she/he may drop her/his fourth day prior to 1659 Central time on the third day of the block. If a

reserve is assigned a four (4) day pairing, no reserve days in that block may be dropped.

10. PICKUPS/TRADES ON RESERVE

- A. A Reserve may pick up pairings on her/his days off from any source, including open time. A Reserve may also pick up Reserve day(s) from other Flight Attendants on her/his day(s) off. A Flight Attendant will have the option to combine all picked up, traded day(s), and/or original Reserve day(s). However, to combine such day(s), the Flight Attendant must advise Crew Scheduling no later than 1659 Central time the day prior to the start of the reserve day(s) to be combined. All pickups will be counted over and above the monthly Reserve guarantee, but will not count toward the Reserve Flight Attendant's monthly maximum trip limitations. Day(s) given away or picked up establish a new Reserve block.

Flight Attendants may "pick up" Reserve day(s) which will not be combinable with original or traded Reserve day(s), unless agreed to by the Flight Attendant. A Flight Attendant(s) may "pick up" individual or multiple Reserve day(s) on days she/he initially gave away; such pickups will be paid above the monthly guarantee.

- B. Reserves may trade or give away entire blocks of Reserve working days at any time within the trading limitations.
- C. Reserves may trade or give away their reserve blocks/day(s) by 1600 Central Time the day prior to the reserve block/day.
- D. Line holders and Reserves that pick up or trade for Reserve blocks may not drop the Reserve blocks that were picked up or traded. Reserve blocks may only be traded or given away in their entirety.

11. DOMICILE/RON CREW REST

DOM and RON crew rest breaks are to be scheduled in the same manner as bid line holders. A Reserve will not be responsible or required to be available for contact during her/his scheduled domicile break or crew rest.

- A. In an overlap situation, a Reserve on call or actually given an assignment the last day of her/his original Reserve obligation must be scheduled with a domicile break at the completion of her/his Reserve obligation when the Reserve has an originally scheduled pairing that begins the following day.

- B. If a Reserve picks up or trades a pairing or additional Reserve day(s) prior to or immediately following a Reserve day(s), she/he must be scheduled with minimum crew rest as stipulated in Article 12.1 (i.e. a minimum of eleven (11) hours of rest from end of debrief to check-in) when the eleven (11) hours rest period immediately prior to the pairing or Reserve day being picked up has not begun. Once the eleven (11) hours rest period has begun, the Flight Attendant is required to be scheduled for a minimum of ten (10) hours of rest from end of debrief to check-in.
- C. A Reserve Flight Attendant may only be contacted on an RON in accordance with Article 8.3.C of this Agreement.
- D. A Reserve cannot have an RON in the Domicile associated with the Reserve block. A Reserve that terminates her/his duty period in Domicile will be scheduled for a legal domicile break, except as stated in Paragraph B above. Any subsequent assignments will be in accordance with this Article.
- E. FAR Minimum Rest Pairing on Reserve See Article 8.3.D.

12. UNSCHEDULED RON

- A. If a Flight Attendant flies a scheduled or unscheduled RON which carries over to a reserve day of the new month, such Flight Attendant will be the last Reserve Flight Attendant to be called out on that reserve day of the new month.
- B. A Reserve Flight Attendant who is sent on an unscheduled RON on the last day of a reserve block (other than the overlap) will be compensated as follows:
 - 1. Compensation will be at one and one-half (1.5) times the applicable trip rate for all deadhead or worked flights on the unscheduled day plus a RIG of one TFP for each three (3) hour period or fraction thereof from block in at the overnight city until thirty (30) minutes after block arrival at the home domicile. The RIG will be calculated to two decimal places, rounded by standard convention. The straight time will go toward the guarantee and the premium will be paid above the guarantee.
 - 2. The Reserve will be returned to the home domicile via the routing

which arrives at the earliest scheduled time.

3. The Flight Attendant will be pulled from an additional day(s) of Reserve of her/his choice at the beginning or end of a Reserve block without suffering a loss of guarantee. The number of day(s) pulled will equal the number of day(s) the Flight Attendant is owed. The Flight Attendant must designate the day off prior to or within sixty (60) minutes following release of the pairing. In the event the Flight Attendant does not have any Reserve day(s) remaining in the current bid month, the Flight Attendant may elect to be pulled from a Reserve day(s) in the new bid month (provided the lines have been loaded). If she/he does not select the day off by this deadline or does not have a Reserve day(s), the Flight Attendant will be paid double time (2.0) above her/his guarantee for all flights flown or credited on the unscheduled day.
4. If a Reserve receives an unscheduled overnight between Reserve days that are not combinable for an overnight, the Reserve will be compensated according to Section 12.B above. The Reserve will be returned to the home domicile via the routing which arrives at the earliest scheduled time and given ten (10) hours FAR rest from end of debrief to check-in, in accordance with Section 11.B above. Once the ten (10) hours FAR rest from end of debrief to check-in is complete, the Reserve must be available for contact during any remaining contact hours of that Reserve day. This provision does not apply when a Reserve has agreed to combine original and picked up or traded Reserve days for an overnight assignment as outlined in Section 10.A above. Overnights assigned in accordance with Section 10.A above are not considered unscheduled overnights.

13. RON LAST DAY OF THE MONTH/OVERLAP

Regarding an RON which is assigned to a Reserve on the last day of any month:

- A. The Flight Attendant's reserve line type will determine whether the Reserve may be obligated at the end of the current month for additional days into the new month. If a Reserve Flight Attendant has only three (3) day Reserve blocks on her/his line, she/he may be obligated up to a total of three (3) days. A Reserve Flight Attendant with a four (4) day block of Reserve on her/his Reserve line may be obligated up to a total of four (4) days.

- B. If such assignment is an out-of-domicile pairing and carries over into a new month, the Flight Attendant must be given a scheduled deadhead back to the home domicile upon assignment of the overlapping pairing.
- C. If such assignment carries over into scheduled days off of a new reserve month and does not create an overlap, thereby reducing the Flight Attendant's guaranteed minimum of thirteen (13) days off in a thirty (30) day month or fourteen (14) days off in a thirty-one (31) day month, the Flight Attendant may either:

1. Be pulled from the number of scheduled reserve days in the new month necessary to meet the guaranteed minimum days off as stated above, in which case the Flight Attendant will receive one and one-half (1.5) times the applicable trip rate for the assignment that was carried into the new month. The straight pay will be credited towards the new month's Reserve guarantee and the premium pay will be credited above the guarantee without waiving any duty limitations. The day(s) pulled may be from the beginning or the end of any block of Reserve other than the last day of the month, and will be the Flight Attendant's choice. Or;
2. Not be pulled from any reserve days and all days flown into the new reserve month will be paid above the monthly guarantee at one and one-half (1.5) times the applicable trip rate. The carried over assignment will not count toward the duty limitations for that month.

The Reserve Flight Attendant will notify Crew Scheduling at the time of the assignment which of the above options she/he chooses.

- D. If such assignment carries over into scheduled days off of the new bid line month, and does not create an overlap, all trips flown by the Flight Attendant on those scheduled days off will be paid at one and one-half (1.5) times the applicable trip rate and will not waive any duty limitations.
- E. If a reschedule results in an additional day(s) of assignment (due to a Reserve's end of month obligation) such reschedule must be made within the current month. If a reschedule resulting in an additional day(s) is made in the new month, this will be treated as an unscheduled RON. The Flight Attendant's new month designation (Lineholder or Reserve) will determine how the Flight Attendant shall be compensated as stated in this Agreement regarding an unscheduled RON. It is understood a Flight Attendant may be rescheduled in the new month to additional and/or different legs of flying as

long as it is within the same number of duty periods originally scheduled.

- F. A Flight Attendant awarded a new domicile for the new bid period will have the following options for the purposes of positioning to the new domicile, provided: she/he has Reserve during the overlap period, and; she/he does not have a domicile day off before an original assignment in the new bid period, and; the Reserve block or pairing in the current bid period was on her/his line prior to that new bid period being awarded.

1. RESERVE TO RESERVE

- a. Change the domicile of the new month's initial Reserve obligation to the previous domicile;
- b. Pull the contiguous Reserve day following the completion of the current month Reserve obligation (pulls will be without pay);
- c. Mutually agree with Crew Scheduling to an alternative option; or
- d. Request no adjustment.

2. RESERVE TO LINEHOLDER

- a. Trade the contiguous pairing with:
 1. a contiguous Open Time pairing from the previous month's domicile;
 2. an Open Time pairing from the new month's domicile to allow a domicile day off;
- b. Mutually agree with Crew Scheduling to an alternative option;
- c. Request no adjustment; or
- d. Pull the contiguous pairing; to the SIP if applicable (pulls will be without pay).

3. LINEHOLDER TO RESERVE

- a. Change the domicile of the new month's initial reserve obligation to the previous domicile;
- b. Pull the contiguous Reserve day (pulls will be without pay);

- c. Mutually agree with Crew Scheduling to an alternative option;
or
- d. Request no adjustment.

The Flight Attendant must inform Crew Scheduling of her/his choice as follows:

RESERVE TO RESERVE and RESERVE TO LINEHOLDER: at the time the Reserve is notified of an assignment in the current month. If no assignment is given, the Flight Attendant may advise Crew Scheduling of her/his choice beginning at 1600 Central time on the last day of the bid period.

LINEHOLDER TO RESERVE: The Flight Attendant must advise Crew Scheduling of her/his choice by 1200 Central time on the 24th of the current bid month. Should the Flight Attendant experience irregular operations on the last day of the pairing, the Flight Attendant must advise Crew Scheduling within sixty (60) minutes following release of the pairing.

The change to sick call reporting was made to facilitate the new technologies and the ability to report sick via the system.

14. RESERVE SICK CALL REPORTING

A Reserve sick call will be treated and reported as follows:

- A. A Reserve Flight Attendant who is sick and unable to fly will report, as soon as the condition is known, to notify Crew Scheduling of the illness. A Reserve who reports sick after being notified of an assignment must present, at the Company's request and expense, a letter from the Company physician verifying the illness. A Reserve Flight Attendant who does not report sick prior to being given an assignment, will be assessed a penalty of half (.5) of a point in addition to the half (.5) of a point assessed for each day while on sick leave. When the Flight Attendant produces the required doctor's statement prior to the release from her/his next scheduled assignment, the Flight Attendant will have the option to designate the required doctor's statement as her/his statement for the Quarter as stated in Article 32. The Doctor's statement will not affect the half (.5) of a point penalty assessed for the Flight Attendant's failure to report sick prior to receiving an assignment.

- B. When a Flight Attendant reports sick on a pairing that overlaps into scheduled Reserve days, the Flight Attendant will be considered sick through the end of the pairing and if the Flight Attendant is obligated for additional Reserve days at the end of the sick call, she/he will be considered available for duty unless the Flight Attendant reports sick for the remaining Reserve days.
- C. Sick calls for Flight Attendants on Reserve reported less than two (2) hours prior to scheduled check-in or Airport Standby assignment will be treated as a "Reported Illness Less Than Two (2) Hours" prior to scheduled check-in.

15. DOMICILE BREAK

- A. A reserve block of days will be complete at the end of the block, and the reserve will be returned to her/his home domicile for her/his domicile break as follows:
 - 1. On days other than the last day of a block of reserve days, a Flight Attendant who has completed an assignment will be released from reserve duty no later than the time that the last scheduled flight departs the domicile if the Reserve has not been given a release time or additional assignment. If a Reserve Flight Attendant has not flown that day, she/he may contact Crew Scheduling after the last scheduled departure from that domicile to determine if a release is possible.
 - 2. On the last day of a block of reserve days, a Flight Attendant will be released from reserve, or Airport Standby if applicable, no later than when the last scheduled flight departs which the reserve could fly and still return to the domicile that evening. This release time will be posted via electronic means.
- B. Consecutive picked up reserve days will be subject to RON regardless of how they are picked up. Consecutive picked up days will be treated as a separate block from originally scheduled blocks and traded blocks.
- C. Between two (2) original Reserve days, the Reserve(s) must be given a domicile break of eleven and one-half (11:30) hours from end of debrief to check-in. The domicile break after release from an APSB assignment will be twelve (12) hours from the end of APSB to check-in.

Between a picked up or traded and original Reserve day, or a picked up or traded pairing and a Reserve day, the domicile break is only eleven (11)

hours from end of debrief to check-in. The domicile break after release from an APSB assignment will be eleven (11) hours from the end of APSB to check-in.

Crew Scheduling may attempt to contact the Reserve, and if she/he affirmatively responds, the Reserve must accept the assignment; however, the Reserve is not required to answer her/his phone and/or respond during her/his domicile break, nor responsible to return a phone call to Crew Scheduling if an attempt to contact the Reserve was made during the Reserve's domicile break.

Example of an eleven and one-half (11:30) hour domicile break from end of debrief to check-in: If an SAR blocks in at 1700 (end of debrief 1730) on an original Reserve day, and she/he has an original Reserve day on the next day, she/he does not have to be available for contact until 0500.

Example of an eleven (11) hour domicile break: If a Flight Attendant blocks in at 2030 (end of debrief 2100) on a picked up Reserve day, and she/he has an SAR/JAR the next day, she/he is not required to be available for contact until 0800.

We were able to negotiate a raise in daily Reserve pay from 6 to 6.5 while also reducing the availability hours for a majority of those who sit Reserve. This means a minimum Reserve line pay will be 78 instead of 72 and will be instituted upon DOR.

16. COMPENSATION

- A. A Reserve Flight Attendant who a) reports sick on a Reserve day; b) drops or trades a reserve day; or c) is pulled for overlap, will have 6.5 TFP deducted from the Reserve guarantee for each day. A Reserve pulled for overlap will have no more than 6.5 TFP deducted as a result of such overlap. A Flight Attendant who picks up a reserve day and does not fly will be paid 6.5 TFP per day. If a multi-day block is picked up, the minimum compensation for the block of days will be computed by multiplying the number of days in the reserve block by 6.5 TFP. Any Reserve entitled to premium pay will receive straight time toward the guarantee and the premium pay will be compensated above the guarantee except as otherwise stated in this Agreement.
- B. A Reserve who is assigned a pairing, reports to work, and there is nothing to fly, will be credited with three (3) TFP. If the Reserve is given an Airport Standby Reserve assignment she/he will receive Airport Standby

compensation or call out/no fly compensation, whichever is greater, toward the monthly guarantee, in addition to any TFP flown that day.

- C. For each bid period of reserve flying, a Flight Attendant will be guaranteed the greater of:
 - 1. Reserve monthly guarantee ranging from 78 to 110.5 TFP calculated at 6.5 TFP times the number of days scheduled to work on the Reserve bid line (less 6.5 TFP times the number of scheduled Reserve days unavailable for assignment); or
 - 2. The number of TFP actually flown (including APSB credit) and all applicable RIGs, whichever is greater on scheduled reserve days during the bid period.
- D. The Average Daily Guarantee (ADG), Duty Hour Ratio (DHR), and Trip Hour Ratio (THR) RIGS in Article 21 apply to Reserves when flying only.
- E. A Reserve may only be scheduled up to 118.2 TFP for pay or 90 takeoffs and landings. This includes APSB credited as trips flown; however, the Flight Attendant may agree to fly over the 118.2 for time and one-half (1.5).
- F. If the total TFP earned by a Reserve Flight Attendant from trips credited as flown in a Reserve month on scheduled Reserve days meets or exceeds the monthly Reserve guarantee prior to the last day of her/his scheduled Reserve obligation, and the Flight Attendant is not utilized on one or more of the remaining scheduled Reserve day(s), the Flight Attendant will receive three (3.0) TFP for each such remaining Reserve day not utilized.
- G. To the extent possible, Reserve (SAR, SPR, JAR, JPR, and JLR) lines will be constructed as follows:
 - 1. A minimum of fifteen percent (15%) of SAR, SPR, JAR, JPR, and JLR lines will be scheduled with a minimum of thirteen (13) days off in a thirty (30) day month and fourteen (14) days off in a thirty-one (31) day month.
 - 2. A minimum of fifteen percent (15%) of SAR, SPR, JAR, JPR, and JLR lines will be scheduled with a minimum of fourteen (14) days off in a thirty (30) day month and fifteen (15) days off in a thirty-one (31) day month.

3. A minimum of fifteen percent (15%) of SAR, SPR, JAR, JPR, and JLR lines will be scheduled with a minimum of fifteen (15) days off in a thirty (30) day month and sixteen (16) days off in a thirty-one (31) day month.
4. A minimum of fifteen percent (15%) of SAR, SPR, JAR, JPR, and JLR lines will be scheduled with a minimum of sixteen (16) days off in a thirty (30) day month and seventeen (17) days off in a thirty-one (31) day month.
5. A minimum of fifteen percent (15%) of SAR, SPR, JAR, JPR, and JLR lines will be scheduled with a minimum of seventeen (17) days off in a thirty (30) day month and eighteen (18) days off in a thirty-one (31) day month.

17. CANCELLATIONS

When a Reserve is assigned a pairing and encounters a cancellation, the Reserve will be credited the appropriate TFP for such cancellation for that day. In the event the Reserve is reassigned, she/he will be credited for the TFP flown or canceled that day, whichever is greater.

18. CHARTERS/RED EYE/NIGHT FLIGHTS

If a Reserve is assigned to a Charter, Red Eye or Night Flight the trip assigned must comply with all contractual duty limitations. On the last day of any Reserve block(s), Crew Scheduling will not assign any scheduled or rescheduled flight(s), including, but not limited to, a Charter, Red Eye, or Night Flight, that was originally scheduled to return the Reserve to her/his home domicile past 0259 Local Time (end of debrief).

All Reserve types will now have the ability to self-assign, with the Senior Reserves being given 30 minutes before the Junior Reserves are allowed to self-assign. While we wanted to have language that protected a Reserve's self-assigned trip, the Company was simply unwilling to agree to that change.

19. SELF ASSIGNMENT

SAR Flight Attendants are entitled to self-assign pairings from Open Time originating at or before 0959 Local time beginning at 1800 Local time the day prior. SPR Flight Attendants are entitled to self-assign pairings from Open Time

originating at or after 1000 Local time beginning at 2200 Local time the day prior.

Crew Scheduling may begin assigning SAR Flight Attendants at 1900 Local time and SPR Flight Attendants at 2300 Local time the day prior to the assignment.

Junior Reserve Flight Attendants whose RDV is zero or greater will be allowed to self-assign designated Airport Standby beginning at 1800 Local time the day prior.

The following restrictions on self-assignment will apply:

- A. Reserve Flight Attendants may only self-assign if the number of pairings in Open Time as stated in Article 12.5.B is exceeded. If the number of pairings in Open Time reaches or drops below the maximum number allowed, self-assignment will be discontinued until the maximum number of pairings allowed in Open Time is once again exceeded. This provision only applies before 0300 Local time the day the pairings originate.

Junior AM Reserve (JAR) is entitled to self-assign pairings from Open Time originating at or before 0559 Local Time beginning at 1830 Local time the day prior.

Junior PM Reserve (JPR) is entitled to self-assign pairings from Open Time originating between 1000 and before 1159 Local Time beginning at 2230 Local time the day prior.

Junior Late Reserve (JLR) is entitled to self-assign pairings from Open Time originating between 1500 and before 1659 Local Time beginning at 2230 Local time the day prior.

If the Flight Attendant calls Crew Scheduling outside her/his contact hours, she/he will not be required to accept an assignment or reassignment during the call. All applicable provisions of self-assignment as stated in Article 11.19 will apply. In accordance with Article 11.3.C, a Reserve who chooses to self-assign is required to remain on call for a change of assignment during her/his contact hours as outlined in Article 11 until check-in time of that pairing.

- B. Reserve Flight Attendants may only self-assign from the domicile in which the Reserve block applies.
- C. An eligible Reserve may self-assign a pairing out of Open Time that is equal

in the number of domicile days to the number of days for her/his Reserve obligation or days the Flight Attendant chooses to combine. A Reserve will not be allowed to break or split a pairing out of Open Time in order for the pairing to qualify for the Reserve's obligation.

- D. No pairing or Airport Standby may be self assigned with less than two (2) hours prior to check-in; however, a Flight Attendant may contact Crew Scheduling to request an assignment with a report time of less than two (2) hours.
- E. All self assigned Airport Standby assignments will be in accordance with Paragraph 3.A.7 of this Article.
- F. Crew Scheduling may designate specific pairings that are not available for self assignment.