

Frequently Asked Questions

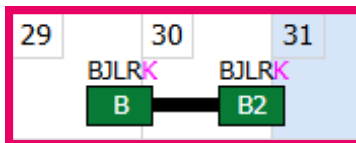
End of Month Liability

Important Things to Know for Reserve End of Month Liability

Emailed on 02/07/2025 by the Education Committee

During the overlap period (end of a bid month), your Reserve line type will determine the obligation for additional days into the new bid period. But what does this mean? "If a Reserve Flight Attendant has only three (3) day Reserve blocks on (their) line, (they) may be obligated to a total of three (3) days." (Article 11.13.A) The liability will be shown on your CWA screen with a "B2" or "B3" block on the last day of the month. Let's look at a few examples!

Q1: "I have this 2-day block of BWI Junior Late Reserve (JLR) at the end of the month. What am I liable for on the 29th and 30th?"

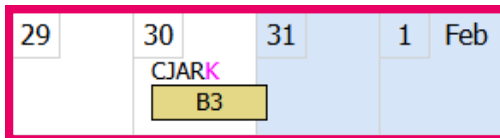


The construction of 4-day blocks of Reserve by Crew Planning are few and very far between. At this time, all of our Reserve blocks are constructed as 3-day blocks. This BJLR block is no different... meaning it's seen as 3 days of Reserve obligation. On the 29th, you will be liable for up to a 3-day assignment. If you are not given an assignment on the 29th, you will be liable for up to a 2-day assignment on the 30th. If you have not been given a multi-day assignment overlapping into the new bid month by the time the last scheduled flight has departed from BWI, you are released from the current bid month's Reserve obligation and not liable for contact on the 31st.

Q2: "Am I liable for contact until 0259 Local Time on 01/31 because this is a JLR block?"

No. On the last day of a block, when a B2/B3 is involved, you will be automatically released from your Reserve obligation when the **last scheduled departure** has left the domicile.

Q3: "I have this one day of DEN Junior AM Reserve (JAR) at the end of the month. What am I liable for on the 30th?"



Again, the type of Reserve blocks (3-day or 4-day) constructed by Crew Planning for this bid month will once again come into play. Because you were awarded a Reserve line with 3-day blocks, you are obligated for up to a 3-day assignment on the "B3" day. It's important to note that any assignment **MUST** be given to you during your specified Reserve shift.

Frequently Asked Questions

End of Month Liability

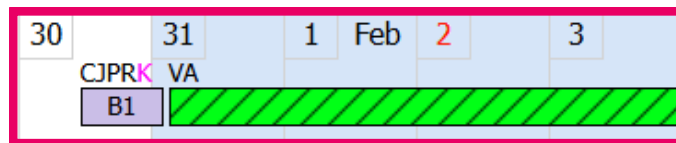
Q4: “So, I am liable for up to a 3-day assignment on the 30th. Am I liable for contact until the last scheduled departure leaves, even though I’m on JAR???”

No. All of our Reserve designations have specific shifts of liable for contact times. For JAR, you are liable for contact up to 1500 Local Time. This does not change because you have a “B3” block. If you have not been given an assignment overlapping into the new bid month, once that clock hits 1501 Local Time, you are no longer liable for contact and have fulfilled the current month’s Reserve obligation. You are not liable for contact on the 31st.

Q5: “You keep talking about Crew Planning and referencing 4-day blocks. Does Crew Planning actually build 4-day blocks of Reserve anymore?”

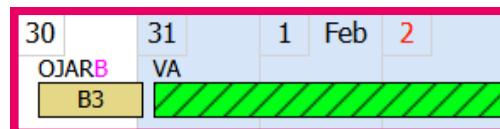
No... but they can. Our current operation and pairing style makes 4-day blocks of Reserve less cost-effective and efficient. Because of this reason, Crew Planning has continued to build Reserve bid lines containing only 3-day blocks of Reserve. The last time we saw a constructed 4-day block of Reserve was in July 2023, and it was just for the first block of the month (July 1-4) on some bid lines, in some domiciles (HOU and LAS). There has been no indication that Crew Planning intends to reintroduce 4-day blocks of Reserve on a consistent basis... but there is nothing that contractually prohibits them from doing so.

Q6: “Originally, my DEN Junior PM Reserve (JPR) block on the 30th had a “B3” label... but I have vacation starting on the first day of the next bid month (January 31). What does that mean for my end of bid month liability?”



Because your Reserve block is an original assignment (“K” designation label), Crew Scheduling will manually adjust you to only be liable for a turn on the 30th. Technically, your vacation begins on the 31st at 0000 Local Time, so you will need to be given an assignment that is scheduled (at the time it is assigned) to arrive back into domicile by 2400 Local Time. (Article 14.5.D)

Q7: “What about me? I picked up this “B3” block of Reserve before my vacation. What will I be liable for on the 30th?”



This Reserve block is picked up (“B” designation label), you will be liable for its original obligation. On the 30th, you will be liable for up to a 3-day assignment. If you are not given an assignment by the end of your JAR shift (1500 Local Time), you will be automatically released from your Reserve obligation and can begin your vacation! If you are given an assignment that has flying on the 31st and/or 1st, the TFP associated with those days will be paid above your vacation pay.

Frequently Asked Questions

End of Month Liability

Important Things to Know for Crew Scheduling Combinability

Emailed on 02/07/2025 by the Education Committee

Another frequently discussed topic about Reserve is when blocks are automatically combinable by Crew Scheduling... and when the Reserve has an option to combine or not. When determining combinability, it's important to look at the Reserve designation label ("**K**", "**T**", "**B**") and not the Reserve type (SAR, SPR, JAR, JPR, JLR).

"**K**" - Originally awarded Reserve block

"**T**" - Traded Reserve block

"**B**" - Picked up Reserve block

Essentially, if the back-to-back Reserve blocks, regardless of the type of Reserve, have the same pink designation label ("**K**", "**T**", "**B**"), they are automatically combinable by Crew Scheduling and an assignment of up to 4-days can be given. It is always the Reserve Flight Attendant's choice whether they would like to remain out for longer than the 4 days, unless a stranded or unscheduled RON situation occurs. Let's take a look at a few examples!

Q1: "Both of these BWI Junior AM Reserve (JAR) blocks were originally awarded and have the pink "K**" designation label. This means that they are automatically combinable... right?"**

30	31	1 Feb	2	3
BJARK	BJARK	BJARK	BJARK	
B3	B	B	B	

Correct! Because both of these blocks have the same "**K**" designation label, they are automatically combinable by Crew Scheduling for an assignment of up to 4-days. This means on the 30th, you will find yourself on the Reserve Report liable for up to a 4-day assignment.

Q2: "What if I want to self-assign? Because it's a "B3" block, can I still self-assign a 3-day pairing on the evening of the 29th?"

No. We can only self-assign for the duration of assignment we are liable to work. In this situation, as a JAR, you would be able to self-assign any 4-day pairing that is scheduled to check-in at or before 0559 Local Time pursuant to the self-assigning rules in Article 11.19.

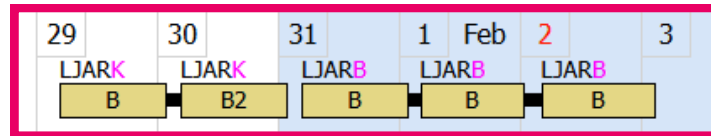
Q3: "Because these blocks are automatically combinable, are my liable for contact times different?"

No. All of our new Reserve types have a specific shift associated with them. You are only liable for contact during your designated JAR shift times. This means if the clock hits 1501 Local Time and you have not been given an assignment, you are done with your Reserve shift for that day and are not liable for contact again until your next scheduled day of Reserve.

Frequently Asked Questions

End of Month Liability

Q4: “My LAS Junior AM Reserve (JAR) blocks have different designation labels (“K” and “B”). How does that affect the combinability of these two blocks?”



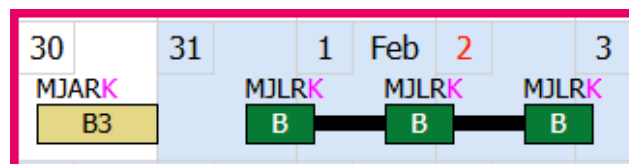
You are going to have two things at play in this specific scenario - end of month liability and combinability. Because these two blocks have different designation labels (“K” and “B”), these blocks are not automatically combinable by Crew Scheduling. This means that on the 29th, because of the end of month “B2” liability, you will be liable for up to a 3-day pairing. If not given a pairing on the 29th, you will be liable for up to a 2-day pairing on the 30th. If you have not been given an assignment by the time your Reserve shift is done (1500 Local Time), you have fulfilled the current month’s Reserve obligation. You will then be liable for contact on the 31st at your normal shift time, and will be good for up to a 3-day assignment.

You do have the option to combine these blocks, but it is not required. If you would like to be liable for up to a 4-day assignment, you can change your preferences in CWA to indicate an overnight (RON) on the 30th. If you would like to possibly be kept out for the entire five (5) days, you would need to contact Crew Scheduling.

Q5: “What will I be able to self-assign for these two blocks?”

With your JAR “B2” block, you will be able to self-assign the evening prior at 1830 Local Time for an applicable 3-day assignment (scheduled to check-in at or before 0559 Local Time) starting on the 29th. If you do not get an assignment on the 29th, you will be able to self-assign an applicable 2-day pairing originating on the 30th. Depending on what you are (or are not) assigned on the first JAR block will dictate what you’re able to self-assign on the second block.

Q6: “Both of these blocks are original (“K” designation label)... but they are two different Reserve types (JAR and JLR). What does that mean for my end of month liability?”

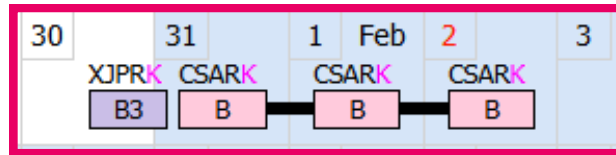


On the 30th, you will be liable for up to a 4-day assignment. Why? Because what affects the ability for automatic combinability is the designation (pink label) and not the Reserve type itself (JAR and JLR). If you are not given an assignment on the 30th by the end of your liable for contact time on JAR (1500 Local Time), your JLR shift will begin on the 31st.

Frequently Asked Questions

End of Month Liability

Q7: "I know that both of these blocks have the same pink "K" designation... but they're in two different bases!!! I don't want to get in trouble for a Class 1.17 violation. What do I do???"



Article 10.10.K and Article 11.13.F have protections when we are awarded a new domicile in the new bid month and there is an overlap situation involving original Reserve assignments. On the 30th, you will be liable for up to a 4-day assignment in LAX. Depending on what you are (or are not) assigned on that Reserve block will determine which options you can exercise.

- If you are given an assignment on the 30th, at the time of assignment, ask Crew Scheduling, **"What are my options for overlap with a newly assigned domicile?"**
- If you are not given an assignment on the 30th by 1600 CT, you can call Crew Scheduling to exercise your options.

NOTE: If you are assigned a 4-day pairing on the "B3" JPR block which carries over into your SAR block, that assignment SHOULD be scheduled to return to domicile on the last day of the block by 1800 Local Time or the SAR premium should be applied. Why? Because you are finishing this overlap as a SAR and the language in Article 11.3.B.1.b is applicable. If you have any issues with this type of situation, please contact the Union Office for assistance: (214) 640-4300

Frequently Asked Questions

End of Month Liability

Important Things to Know for End of Month Liability & Overlap

Emailed on 02/07/2025 by the Education Committee

We've discussed the Reserve designation labels ("**K**", "**T**", "**B**"), but when we look at overlap, pairings may be involved as well! Flying assignments (pairings) also have pink designation labels.

"O" - Originally Awarded Pairing

"Q" - Traded pairing with another Flight Attendant

"X" - Traded pairing with Open Time

"A" - Picked up pairing from another Flight Attendant

"D" - Picked up pairing from Open Time

"U" - Voluntary Junior Available (VJA) = Picked up pairing offered for VJA on non-automatic overlap days

"V" - Voluntary Junior Available (VJA) = Picked up pairing or optioned automatic overlap

When we are looking to determine whether contractual (48/7) or FAR (24/7) legality adjustments will be made for overlap, we need to keep in mind original and non-original labels for both the Reserve blocks and pairings.

Q1: "My BWI Junior AM Reserve (JAR) block and LGA/MSY pairing are both original assignments (pink "K**" and "**O**"). Because my BWI Junior AM Reserve (JAR) is labeled "**B3**", what will happen to my pairing? Shouldn't it already be pulled??"**

30	31	1	Feb	2
BJARK	BAA60/FAB			
B3	LGA	MSY		

Reserve to Lineholder adjustments are not made until you are (or are not) given an assignment on the 30th.

Why? Because Crew Scheduling doesn't want to make multiple adjustments... so they wait until there is a legality issue -or- definitive options to be given.

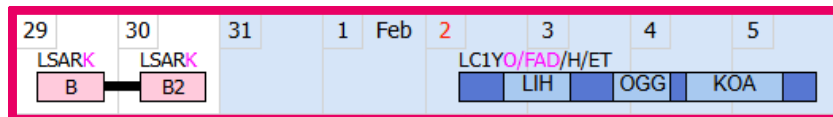
- If you are **not given an assignment on the 30th** and you have a 12 hour domicile break between the end of your Reserve shift (1500 Local Time) and the scheduled check-in of your LGA/MSY pairing, there is no adjustment needed.
- If you are given a **multi-day assignment on the 30th** which overlaps the LGA/MSY pairing, the pairing will be pulled without pay. ***
- If you are given a **turn on the 30th which allows for an 11:30 hours domicile break** (end of debrief to check-in), no adjustment is needed.
- If you are given a **turn on the 30th which allows for more than 10 hours (FAR minimum) domicile break, but less than 11:30 hours**, you have the option to work the LGA/MSY pairing for 1.5x or have it pulled (either in its entirety or to an applicable SIP), without pay. (Article 10.10.I) ***

Frequently Asked Questions

End of Month Liability

***** VERY IMPORTANT NOTE:** If there is a SIP in the LGA/MSY pairing which can be used to make you contractually/FAR legal, and which leaves flying on your screen that pays 4.0 TFP or more, Crew Scheduling can make the overlap adjustment there. **BE VERY MINDFUL OF SIPS WHEN LOOKING AT OVERLAP SITUATIONS. *****

Q2: "I know that my LSAR block on the 29th is technically a 3-day block and I can be given an assignment with flying on the first day of the new bid month (January 31). What would happen to my sweet Hawaii trip if I'm given a 3-day trip?!?!? I don't want to lose it!!!!"

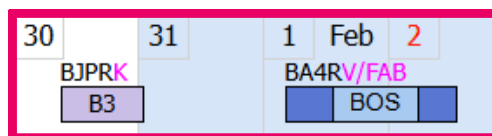


You are correct that you will be liable for up to a 3-day assignment on the 29th, and then up to a 2-day assignment on the 30th.

The important thing to keep in mind with this overlap situation is that both your LSAR block and LIH/OGG/KOA pairing are original assignments (designated with the pink "K" label and pink "O"). This means that you are contractually required to receive at least 48 consecutive hours off within a 7-day period (48/7), from end of debrief to check-in. We have the option to waive this contractual rest protection (48/7) and reduce it to the FAR minimum (24/7), but we must be FAR legal to work both assignments in order to do this. As your screen reflects now, you are both contractually and FAR legal to work both the Reserve block and HI 4-day.

However, if you are given a Reserve assignment with flying on the 31st that doesn't allow for the 48 consecutive hours off, but you are FAR legal (24/7 and no less than a 10-hour domicile break), you would have the option to either have the HI 4-day pulled without pay... or work it for VJA at 1.5x! You would exercise this option when given an overlapping Reserve assignment on the 29th or 30th.

Q3: "I have a "B3" block of Reserve on the 30th, but I picked up a VJA pairing in the new month. What happens to my premium pay if I get assigned a multi-day assignment on Reserve?"



On the 30th, you will be liable for up to a 3-day assignment. If you are not given a multi-day assignment on the 30th, you will be legal to work the BOS 2-day for 1.5x. If you are given a Reserve assignment on the 30th that gives you a FAR legal domicile break (10 hours from end of debrief to check-in) between that assignment and your BOS 2-day, you will be legal to work your VJA pairing with no issues. If you are given a multi-day Reserve assignment which makes you FAR illegal (overlaps the 2-day or doesn't give the FAR minimum domicile break), the VJA pairing will be pulled without pay (a green "OV" non-fly bar will replace the 2-day). If your VJA trip is pulled in this scenario, you can always pick up a different legal assignment over the OV bar.

Frequently Asked Questions

End of Month Liability

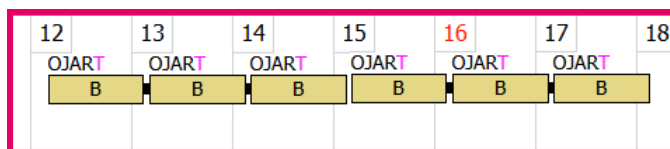
Important Things to Know for Reserve Designations & Trading

Emailed on 02/07/2025 by the Education Committee

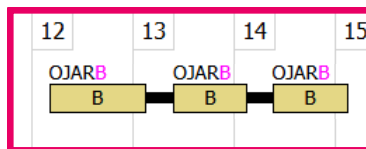
We've already discussed that the pink designation labels are associated with originally awarded Reserve, picked up Reserve, and traded Reserve. But is there a way to change a **"B"** or **"T"** label to make Reserve blocks not automatically combinable? There is a Letter of Understanding LOU from 2008 that dictates how a Reserve designation is changed when picked up and traded.

- **"K"** labeled Reserve days will only be changed if the block is traded (**"T"**) or given away (**"B"**).
- If what you are trading from your screen contains a **"K"**, **"T"**, **"O"**, or **"X"** labelled assignment(s), then the Reserve days will be labeled **"T"**.
- If what you are trading from your screen does not contain a **"K"**, **"T"**, **"O"**, or **"X"** label, then the Reserve days you receive will be labeled **"B"**.

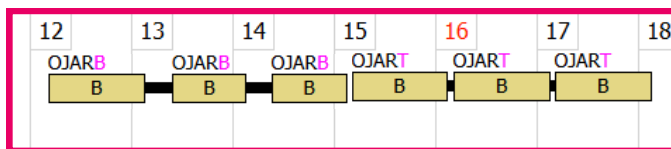
Q1: "I have these two traded ("T"**) back-to-back OAK Junior AM Reserve (OJAR) blocks. If I have a friend pick up my 12-14 block and then pick it back up, will the label change to a **"B"**?"**



When your friend **picks up** the 12-14 OJAR block, the designation will be changed to **"B"** on their screen.



If you were to **pick it back up**, it would also be labeled a **"B"**.



"T" designations when **picked up** changes to a **"B"** designation.

These two OJAR blocks have two different designations (**"B"** and **"T"**) and **are not automatically combinable** by Crew Scheduling.

Frequently Asked Questions

End of Month Liability

Q2: "I have these two picked up blocks of NSPR (designated with the "B"). If I trade my 12-14 NSPR block for a friend's NJAR block... and then we trade back, what will my 5-7 NSPR block be labeled?"

11	12	13	14	15	16	17	18
	NSPRB	NSPRB	NSPRB	NSPRB	NSPRB	NSPRB	NSPRB
	B	B	B1	B	B	B1	

When you **trade** your 12-14 "B" designated block to your friend, the NJAR block you receive back in this trade will be labeled "B".

11	12	13	14	15	16	17	18
	NJARB	NJARB	NJARB	NSPRB	NSPRB	NSPRB	
	B	B	B	B	B	B1	

This is because the Reserve leaving your screen has a "B" designation. Per the LOU, the Reserve received back in the **trade** will also be designated as "B".

If you are doing this **trade** in order to make your blocks not automatically combinable by Crew Scheduling, it won't work in this situation.

11	12	13	14	15	16	17	18
	NSPRB	NSPRB	NSPRB	NSPRB	NSPRB	NSPRB	
	B	B	B1	B	B	B1	

"B" designations when **traded** remain a "B" designation.

These two NSPR blocks have the same designations ("B") and **are automatically combinable** by Crew Scheduling for up to a 4-day assignment. The Flight Attendant has the option to be kept out for a longer assignment (5 or 6 days). In order to do so, they would need to contact Crew Scheduling no later than 1659 CT the day prior to the start of the Reserve days they're wishing to combine. (Article 11.10.A)

When processing a trade/pick-up in an attempt to change the designation, always look at the designation on the pairing/Reserve originally on your screen.