

Contract AFacts

Reassignment - Line Guarantee & Minimum Pay and Credit

8.J. & 12.I.

Line Guarantee provides pay protection for all scheduled IDs assigned to a lineholder during the month, by guaranteeing the *dollar* value of hourly flight pay and premium position pay. The guarantee could increase through trip trades, RDOs, picking up open flying, overlap trips, and IDs assigned for drafting. Conversely, trips dropped through an RDO, end of the month conflict, ANP, DNF, time decreased through a trip trade, or a declined line guarantee reassignment would all contribute to a decrease in line guarantee.

Reassignments as a result of involuntary loss of all or a part of an ID are covered in Section 8.J. (domestic), and Section 12.I. (international). These sections are applicable when IDs cancel or when a Flight Attendant is not legal for the next ID at the home domicile.

Section 8.J. and 12.I. Reassignment Parameters

Section 8.J. and 12.I. reassignments may only be made at the home domicile. Reassignments away from home are covered in Sections 9.I., 9.K., 12.Q., and 12.R. Line Guarantee applies to one schedule month only and reassignments into the new month may only be made if there is time lost in the new month because of an overlap trip.

A reassignment must comply with legalities for her/his next scheduled assignment, including 30-in-7 and 8-in-24 domestically, 24-in-7 and 1-in-7 for both operations and must fall within quarterly and monthly maximums.

Domestically, Flight Attendants may not be reassigned to more than one ID. Internationally, a Flight Attendant may not be reassigned to more than one ID if the original assignment was four days or less, and to no more than two IDs if the original assignment was more than four days.

The reassignment may not interfere with previously unassigned days preceding vacation days. Although, if the reassignment infringes upon the start of vacation due to a late arrival, that vacation day will not be restored unless the minimum monthly days off requirement has not been met.

If a Flight Attendant is subject to reassignment when losing only part of the original ID, the crew desk should do everything possible to schedule a reassignment on the same day and avoid holding the Flight Attendant for assignment on the following day.

Reassignment priority should first be given to reassigning an ID in the same operation, Domestic or International, the same number of days, and the same number of hours as the original ID. However, if these preferences are not available, the company has the ability to make a reassignment to recoup the lost time and the Flight Attendant will be paid the greater of the two assignments.

Line Guarantee reassignments provide that a lineholder be assigned to an "open ID." While there may be circumstances where the company invokes its right to reassign a reserve, an ID assigned to a reserve is no longer "open."



When required to contact the company at a later time for a reassignment, Flight Attendants are only required to contact the crew desk at a prearranged time once per day including the day encompassing the additional 24 hours. For example: If the scheduler is not able to make an immediate reassignment when contacting the Flight Attendant about the change in the ID, which could take place after checking in for an ID at the airport, the prearranged contact time should not be scheduled until the following morning.

A reassignment may not be made in an attempt to recoup time lost earlier in the month. Additionally, a reassignment may not be made if there is no time to recoup. For instance, if a Flight Attendant has two 5 hour one-day trips back-to back, and the first trip turns into a 10 hour two-day trip, there should be no reassignment for the second one-day trip that the Flight Attendant can no longer work.

8.J. Line Guarantee (Domestic)

1. In the event a lineholder involuntarily loses all or any part of her/his ID(s) in her/his original or adjusted line of flying during the month (except for time lost due to end-of-month schedule conflicts - see Paragraph 4 below), she/he may be reassigned to another ID(s) and shall receive pay and flight time credit on the basis of the total scheduled time shown in her/his line of flying or what was actually flown in the reassignment, whichever is greater. Such reassignments may be to any open ID(s) for which she/he is legal provided that the assignment does not interfere with the next scheduled ID, and further provided that the ID(s) to which such Flight Attendant is reassigned is scheduled to return the Flight Attendant to her/his home domicile no more than twenty-four (24) hours later than the original scheduled ID. Priority will be given to reassigning Flight Attendants to IDs in the same operation and same number of days.
 - a. A Flight Attendant will have the option to decline the reassignment if the number of reserves available is equal to or greater than the projected number of Flight Attendants needed for the specific time period of the reassignment.
 - b. If the Flight Attendant declines the reassignment, her/his projection and line guarantee will be reduced by the value of the original assignment.
2. A Flight Attendant shall be required to contact the crew desk only once a day, at a pre-designated time, for reassignment under this paragraph.
3. The reassignment rights above do not apply to charters (see Section 9-A-4-c and d).
4. In the event an end-of-the-month conflict causes a Flight Attendant to lose pay and flight time credit, such Flight Attendant shall be guaranteed a minimum of sixty-five (65) hours.

UNDERLINED LANGUAGE IS NEW



Example of a Domestic Reassignment

On November 11, ID 2188 cancels and the Flight Attendant receives pay guarantee (GUAR) for the trip and is eligible for reassignment under Section 8.J. The reassignment is limited to one ID, must return the Flight Attendant to the home domicile by 0958 on November 14 (24 hours after original return), and may not cause any legalities that would create a conflict with their next scheduled ID on November 15.

DSPLOF9999A/SFO/11/999999/MAINLINER,MARY									*D*
SU 26	02		09		16	--	23	--	30
MO 27	03		10		17	--	24		
TU 28	04	2188	11	GUAR	18		25	2188	
WE 29	05	--	12	GUAR	19	2188	26	--	
TH 30	06	--	13	GUAR	20	--	27	--	
FR 31	07		14		21	--	28		
SA 01	08		15	2188	22		29		
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING	
8920	6500	5438	8920	10009	10537	25011	26100	BID OPS RDO	

CHGID/ 2188 DTE 11/11/03 EQUIP REG DOM SFO CAT S 3 TZ										
CREW: FS M N										
EQP D	FLT#	DT	DPTARV	DPTR	ARVL	L/O	TTLS	TTLA	ACM	DTM RMKS
37B	1208	11	SFODEN	0855	1234	202	239		239	
37X	1099	11	DENCOS	1436	1512	45	36		315	
37X	1291	11	COSDEN	1557	1639	146	42		357	
20B	1248	11	DENATL	1825	2309	1546	244		641	1229
37B	749	12	ATLORD	1455	1556	149	201		201	
19J	551	12	ORDDFW	1745	2014	1156	229		430	719
19J	1299*13	DFWSFO	0810	0958		00	348		348	503
TOTAL TIME		1500	FLT TIME		1459	TMA		5033		

In this case, the only trip available for reassignment is the same ID on the 12th, which returns the Flight Attendant home within the 24 hour requirement.

DSPLOF9999A/SFO/11/999999/MAINLINER,MARY									*D*
SU 26	02		09		16	--	23	--	30
MO 27	03		10		17	--	24		
TU 28	04	2188	11	GUAR	18		25	2188	
WE 29	05	--	12	2188	19	2188	26	--	
TH 30	06	--	13	--	20	--	27	--	
FR 31	07		14	--	21	--	28		
SA 01	08		15	2188	22		29		
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING	
8920	6500	5438	8920	10009	10537	25011	26100	BID OPS RDO	



12.I. Minimum Pay And Credit (International)

The provisions shall be in accordance with Section 8, except as provided below:

1. Paragraph 8.K shall not apply to International IDs.
2. When a loss of flying time results in the application of the line guarantee, in lieu of the reassignment rights provided in Paragraph 8.J, a Flight Attendant may be reassigned as follows:
 - a. For International IDs of four (4) calendar days or less, any International ID for which she/he is legal provided that the ID to which reassigned is scheduled to return the Flight Attendant to her/his home domicile no more than twenty-four (24) hours later than the original scheduled ID and that it does not interfere with the next scheduled ID. Priority will be given to assigning Flight Attendants to IDs in the same operation and the same number of days.
 - b. For International IDs in excess of four (4) calendar days, the Company will be allowed a maximum of two (2) reassignments provided that the ID to which reassigned is scheduled to return the Flight Attendant to her/his home domicile no more than thirty-six (36) hours later than the originally scheduled ID. Priority will be given to assigning Flight Attendants to IDs in the same operation and the same number of days.
 - c. A Flight Attendant will have the option to decline a reassignment under paragraphs 2.a. and b. above, if the number of reserves available is equal to or greater than the projected number of Flight Attendants needed for the specific time period of the reassignment. If the Flight Attendant declines the reassignment, her/his projection and line guarantee will be reduced by the value of the original assignment.

Example of an International Line Guarantee Reassignment

After reporting for duty on April 17th for ID 5199, the flight cancels just before boarding.

»DSPLOF0180C/SFO/04/22785/BARKLEY, THOMAS										D*	
SU	04	--	11	--	18	--	25	--	02	--	
MO	05	--	12	--	19	--	26	--	03		
TU	06		13	--	20	--	27		04		
WE	07		14	--	21	--	28		05		
TH 01	08		15		22		29		06	2118	
FR 02	09		16		23		30	2726	07	2164	
SA 03	2565	10	9344	17	5199	24	8513	01	--	08	--
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING			
10105	6118	8309	10203	9629	15716	18934	18400	BID	OPS	RDO	
				10629			19400	N	Y	N	
NO DIAGNOSTICS:0180C											



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XXXDSL 5199 EFF 04/04/04 THRU 04/17/04 DOM SFO EQP OVR CAT S14
CREW: FS M N O P Q R S T U V W X Y
FRQ      D   EQP FLT# DPTARV DPTR ARVL   L/O  TTL  ACM  DTM  ERR
SMTWTFS  I  47B  863 SFOSYD 2235 0610  5535 1435 1435 1705
          I  47B  870 SYDSFO 1345 1005   00 1320 1320 1535
          T/D  5  BID  2755 TTL 2755 TMA  8615 M/$ 172.50

M-MEAL BOARDED- 863/04 SFO      M-MEAL BOARDED- 870/08 SYD

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DSPLOF0180C/SFO/04/22785/BARKLEY, THOMAS          D*
SU          04  --  11  --  18  GUAR  25  --  02  --
MO          05  --  12  --  19  GUAR  26  --  03
TU          06          13  --  20  GUAR  27          04
WE          07          14  --  21  GUAR  28          05
TH 01      08          15          22          29          06 2118
FR 02      09          16          23          30 2726  07 2164
SA 03 2565 10 9344 17  GUAR  24 8513  01  --  08  --
  GAR  MIN  ACT  FTM  MAX  QAC  QPJ  QMX  OPTING
10105 6118 5514 7408 9629 12921 16139 18400  BID OPS RDO
          10629          19400  N  Y  N

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The crew desk sends the Flight Attendants home for a legal rest and instructs them to call the crew desk at 1200 Noon on April 18, 2004 for possible 12.I. reassignment. At noon, Thomas Barkley calls the crew desk and is advised of the following reassignment:

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XXXDSL 6097 EFF 04/13/04 THRU 04/18/04 DOM SFO EQP OVR CAT S 5
CREW: FS M N O P
FRQ      D   EQP FLT# DPTARV DPTR ARVL   L/O  TTL  ACM  DTM  ERR
S.TWTFS  W  67D  35 SFOGG 1630 1855  2805 525 525 655
          W  67D  48 OGSFO 2200 0545   00 445 445 615
          T/D  3  BID  1125 TTL 1010 TMA  3900

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After completing the reassignment, the Flight Attendant arrives in SFO from OGG and when he contacts the crew desk, he is given the following reassignment:

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XXXDSL 2677 EFF 04/05/04 THRU 04/20/04 DOM SFO EQP REG CAT S 3
CREW: FS M N
FRQ      D   EQP FLT# DPTARV DPTR ARVL   L/O  TTL  ACM  DTM  ERR
.MTWT..  20B  204 SFOIAD 2335 0729  2331 454 454 609
          57Q  130 IADSFO 0700 0947   00 547 547 702
          T/D  3  BID  1041 TTL 1041 TMA  3542 M/$ 62.48

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DSPLOF0180C/SFO/04/22785/BARKLEY, THOMAS          D*
SU          04  --  11  --  18  6097  25  --  02  --
MO          05  --  12  --  19  --  26  --  03
TU          06          13  --  20-2677 27          04
WE          07          14  --  21  --  28          05
TH 01      08          15          22  --  29          06 2118
FR 02      09          16          23          30 2726  07 2164
SA 03 2565 10 9344 17  GUAR  24 8513  01  --  08  --
  GAR  MIN  ACT  FTM  MAX  QAC  QPJ  QMX  OPTING
10105 6118 7720 9614 9629 15127 18345 18400  BID OPS RDO
          10629          19400  N  Y  N

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Option to Decline a Reassignment

Flight Attendants have the option to decline the reassignment if the number of Reserves is equal to, or greater than the projected number of Flight Attendants needed for the specific time of the reassignment. When you decline a reassignment, your line projection and guarantee will be reduced by the amount of the original assignment or time lost in the ID. If a Flight Attendant (such as Thomas Barkley in the example on pages 4 & 5) is subject to reassignment from a 5 day International ID and she/he works a one reassigned ID, but then declines the second, her/his line projection will not be reduced by the full value of the original trip. Rather, the first reassignment will be considered and the line guarantee will be reduced by the difference between the first reassignment and the value of the original ID.

Keep in mind that the crew desk considers many factors in determining what adequate Reserve coverage means. Situations such as Reserves having high time early in the month, anticipated inclement weather or irregular operations, all may have an impact on determining when scheduling approves a declined Reassignment. In short, declining a Reassignment is based on operational needs.

The decision to decline a reassignment must be made at the time given and is final. Once accepted, the assignment cannot be declined. Once declined, a Flight Attendant cannot be required to accept an assignment. Declining a reassignment will not decrease the quarterly maximum or preclude a Flight Attendant from picking up time through priority number 1 in open flying, or RDO from another Flight Attendant.

Example of Option to Decline

»DSPLOF1908A/DCA/04/231006/HUNTER, DANIEL										*D
SU		04		11		18		25	1150	02 CLLR
MO		05		12		19		26	1179	03
TU		06	8009	13		20		27	--	04
WE		07	3961	14	1151	21		28		05 CLLR
TH	01	08	1148	15	1151	22		29		06 CLLR
FR	02	09	1149	16	OFSL	23		30		07 CLLR
SA	03	10	1152	17	1152	24		01		08 CLLR
GAR	MIN	ACT	FTM	MAX	QAC	QPJ	QMX	OPTING		
8547	6500	6620	8349	10406	9743	16343	18400	BID	OPS	RDO
								N	N	N

XXXDSL	1152	EFF	04/10/04	THRU	05/01/04	DOM	DCA	EQP	REG	CAT	S	3
CREW: FS M N												
FRQ	D	EQP	FLT#	DPTARV	DPTR	ARVL	L/O	TTL	ACM	DTM	ERR	
.....S		37B	733	IADMIA	0915	1152	118	237	237			
		37B	1298	MIAIAD	1310	1544	106	234	511			
		37X	1442	IABBDL	1650	1805	45	115	626			F
		37X	379	BDLIAD	1850	2013	00	123	749	1228		
			T/D	1	BID	749	TTL	749	TMA	122I8	M/\$	21.82
M-MEAL BOARDED-1298/10 MIA												

Flight 1198 is delayed for servicing leaving MIA, which will result in the crew misconnecting for the additional segments in their ID.



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CHGID/ 1152 DTE 04/17/04 EQUIP REG DOM DCA CAT S 3 TZ
CREW: FS M N
EQP D   FLT# DT DPTARV DPTR ARVL   L/O TTLS TTLA  ACM  DTM RMKS
37B     733 17 IADMIA 0914=1128= 140 237 214 214
37B     1298 17 MIAIAD 1406=1647= 03 234 239 453          MS
37X     1442 17 IADBDL 1650 1755   55 115
37X     379 17 BDLIAD 1850 2013   00 123          1228
TOTAL TIME 754  FLT TIME 731  TMA 1228
M-MEAL BOARDED-1298/17 MIA

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On arrival at IAD, Flight Attendants check with the crew desk and there is no reassignment available. They are asked to call the following morning at 0600 for a possible Line Guarantee reassignment.

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CHGID/ 1152 DTE 04/17/04 EQUIP REG DOM DCA CAT S 3 TZ
CREW: FS M N
EQP D   FLT# DT DPTARV DPTR ARVL   L/O TTLS TTLA  ACM  DTM RMKS
37B     733 17 IADMIA 0914=1128= 140 237 214 214
37B     1298 17 MIAIAD 1406=1647= 03 234 239 453 902
TOTAL TIME 511  FLT TIME 453  TMA 902
M-MEAL BOARDED-1298/17 MIA

FLT DT STA          REASON          TIME          PID
1298 17 IAD MSCX/END ID CK FOR 8J RASN/ARM 172147 OPB 44118
1298 17 IAD CREW ADVD TO CALL AT 0600/18 FOR 172247 OPB 44116
1298 17 IAD PSBL 8J RASN.....SS 172247 OPB 44116

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When Daniel Hunter calls the crew desk at 0600 on April 18, he declines a reassignment and is permitted to because reserve coverage for April 18 is adequate at DCA. The line of flying is reduced by the amount of time lost from the original ID 1152/17APR.

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»DSPLOF1908A/DCA/04/231006/HUNTER,DANIEL          *D
SU          04          11          18 DECL    25 1150 02 CLLR
MO          05          12          19          26 1179 03
TU          06 8009    13          20          27  -- 04
WE          07 3961    14 1151    21          28          05 CLLR
TH 01 OFSL 08 1148    15 1151    22          29          06 CLLR
FR 02 3173 09 1149    16 OFSL    23          30          07 CLLR
SA 03          10 1152    17 1152    24          01          08 CLLR
GAR  MIN  ACT  FTM  MAX  QAC  QPJ  QMX  OPTING
8547 6500 6620 8349 10406 9743 16343 18400 BID OPS RDO
8309          8111          16105          N  N  N

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Contract Reference:
Section 8 - Minimum Pay and Credit
Section 12 - International

