

E. Publicity and Promotional Assignments

1. Flight Attendants assigned by the Company to promotional or publicity assignments or Company approved certification or experimental flights, in addition to the hourly compensation provided in Section 5, Paragraph G, or N., will be entitled to per hour expenses in accordance with Paragraph 6.A.1. or 12.F.1., and 3. as appropriate and to reasonable, necessary transportation expenses, when transportation is not furnished by the Company.
2. In addition to the above, Flight Attendants when away from their home domicile will be entitled to reasonable, actual hotel expenses when not furnished by the Company and Twelve Dollars and Fifty Cents (\$12.50) per day to cover all incidental expenses. If the assignment is more than seven (7) days, reasonable, actual laundry and cleaning expenses will be allowed. NRPS transportation to and from the assignment location will be provided.

SECTION 7
HOURS OF SERVICE AND CONTRACTUAL LEGALITIES

A. Domestic Flight Time Limitations

1. Ninety-two (92) hours of credited flight time shall constitute the maximum for a Flight Attendant in the first month of the calendar quarter, one hundred eighty-four (184) hours for the first two (2) months of the calendar quarter and two hundred sixty-one (261) hours shall constitute the combined maximum for the full calendar quarter.
2. When a Flight Attendant leaves her/his home domicile with credited flight time, plus projected time of her/his scheduled ID falling in the same month, totaling not more than the applicable scheduled maximum, she/he may complete such ID even though unforeseen irregularities cause her/him to exceed the applicable maximum.
3. Notwithstanding the provisions of sub-paragraph 1 above, a Flight Attendant who is awarded a line of flying for a full month shall fly the ID(s) in such line of flying provided she/he does not exceed ninety-two (92), one hundred eighty-four (184) or two hundred sixty-one (261) hours actual flight time maximum.
4. Notwithstanding the provisions of sub-paragraph 1 above, if a line-holder flies a line with a first of the month overlap ID which causes her/him to be projected over the maximum credited hours as would be applicable for the new month, she/he shall fly the ID(s) in the new month provided she/he does not exceed the applicable maximum hours on an actual basis in the new month.
5. A Flight Attendant may not be reassigned if, as a result of this action, her/his monthly flight time would be projected over the applicable ninety two (92), one hundred eighty-four (184) or two hundred sixty-one (261) hours credited flight time maximum.
6. If a Flight Attendant is drafted, the result of which projects her/his schedule over ninety-two (92), one hundred eighty-four (184) or two hundred sixty-one (261) hours credited flight time as applicable, the monthly schedule must be adjusted during the month to project her/him to not more than the applicable maximum credited flight time.

7. When a Flight Attendant is assigned to flight duty after the beginning date of a calendar quarter, the maximum credited hours for the quarter shall be reduced on a prorated basis, proportionate to the ratio that the remaining days in said quarter bears to the total number of days in said quarter.
 8. Notwithstanding the provisions of sub-paragraphs 1, 4, 5 and 7 above, a Flight Attendant may, at her/his option, elect to project (i.e., pick up open flying, trip trade, accept a reassignment) to ninety-seven (97) or one hundred (100) hours for the first month of the quarter, one hundred ninety-four (194) or two hundred (200) hours for the first two (2) months of the quarter and two hundred seventy-six (276) or three hundred (300) hours for the full quarter. Once the Flight Attendant elects the 97/194/276 option, it will apply to the remainder of the quarter, except when the Flight Attendant elects the 100/200/300 option, which will then apply to the remainder of the quarter.
- B. The flight time limitations provided for in this Agreement shall include all flight time on regularly scheduled flights, extra sections, charters, ferries, scenic or other flights where the Flight Attendant is assigned as a member of the flight crew.
- C. Holding Time Limitations
- The maximum holding time for a Flight Attendant shall be limited to four (4) hours at any one point or a total of five (5) hours during any on-duty period. A Flight Attendant may be required to remain with passengers beyond scheduled ground time only on board the aircraft. A Flight Attendant shall be given a fifteen (15) minute rest period after each two (2) hours required to remain with passengers on board an aircraft. At the end of four (4) hours the Flight Attendant shall be (1) relieved from holding with passengers, (2) reassigned, or (3) released from duty.
- D. Eight (8) in Twenty-Four (24) Limitations
1. Scheduled
 - a. A Flight Attendant may be scheduled or rescheduled to fly eight (8) hours or less within any twenty-four (24) hour period without a prescribed interim rest. A Flight Attendant may be scheduled or rescheduled to fly a two (2) segment, single duty period ID up to eight hours and thirty minutes (8:30) in a twenty-four hour period without a prescribed interim rest.

- b. A Flight Attendant who is scheduled or rescheduled to fly more than eight (8) hours in any twenty-four (24) hour period, must be scheduled for release from duty at or before the end of the first eight (8) flight hours. Such scheduled release from duty shall equal at least twice the number of hours flown since the last preceding rest period, but in no case will such rest be scheduled for less than nine (9) hours.
 - c. A Flight Attendant who is scheduled or rescheduled so as to be projected over eight (8) hours flight time in any twenty-four (24) consecutive hour period; or if actual flight time is such as to project her/his sequence to over eight (8) hours in a twenty-four (24) consecutive hour period, such Flight Attendant shall not be required to deadhead on any flight in order to lower her/his projected flight time below eight (8) hours in twenty-four (24).
 - d. In the application of this Paragraph, a Flight Attendant will not be required to deadhead on a flight or portion of a flight which she/he was scheduled to fly if such deadhead assignment would be for the purpose of avoiding application of the rest provisions required herein.
2. Actual
- a. A Flight Attendant who is scheduled to fly eight (8) hours or less without an intervening rest period but whose flight is delayed en route or makes an additional stop or stops en route because of weather, fuel or mechanical reasons, so that the total flight time will exceed eight (8) hours, shall complete the assignment to the point where she/he is next scheduled for a legal rest.
 - b. Whenever a Flight Attendant has flown in excess of eight (8) hours in any twenty-four (24) hour period, she/he shall be relieved from duty at the next scheduled or rescheduled point of rest for at least sixteen (16) hours.
- E. Thirty (30) In Seven (7) Limitation
- For schedule planning purposes, flight schedules may not be arranged to exceed thirty (30) flight hours in any seven (7) consecutive twenty-four (24) hour periods. In addition, whenever a Flight Attendant is reassigned, her/his previous actual flight time, plus projected flight time, may not exceed thirty (30) flight hours in any seven (7) consecutive twenty-four (24) hour periods. Scheduled flight time not flown due to absences (e.g.,

vacation, sick leave) will not be a consideration in the application of this Paragraph. These provisions may be waived by an individual Flight Attendant.

F. One (1) In Seven (7) Limitation

1. Scheduled

Relief from all duty and Company obligations for not less than one (1) calendar day shall be provided for each Flight Attendant at her/his home domicile at least once during any seven (7) consecutive calendar days.

2. Actual

A Flight Attendant whose flying schedule is involuntarily reduced to less than one (1) day off in seven (7), may contact Onboard Scheduling at once for rescheduling. In the case of “1 in 7” problems due to schedule selection, the Flight Attendant should contact Onboard Scheduling prior to the first day of the schedule month for rescheduling. Failure to do this will result in waiving the “1 in 7” Rule. If it is necessary for a Flight Attendant to drop an ID because of the “1 in 7” Rule, preference as to which ID is to be dropped will be subject to the concurrence of the Flight Attendant and Onboard Scheduling. In the event of failure to reach agreement, the ID to be dropped will be subject to the approval of the Crew Resource Manager/designee.

G. Minimum Days Off

1. Scheduled

- a. A lineholder shall be scheduled for a minimum of ten (10) calendar days off each month at her/his domicile free of all duties.
- b. A reserve shall be relieved of all duties for eleven (11) calendar days each month at her/his domicile.

2. Actual

- a. Involuntary reduction below minimum. If a lineholder has only the minimum ten (10) calendar days off in her/his flying schedule and her/his days off are reduced involuntarily by the Company, including month end overlap, adjustments will be made as follows:

- (1) If her/his assigned flight is scheduled to arrive before midnight at the start of a calendar day off, but arrives between midnight

and 0200, that day off will not be replaced. If it arrives after 0200 and she/he wishes the calendar day off restored to the minimum, she/he must immediately contact Onboard Scheduling for rescheduling. If such rescheduling results in the substitution of ID(s) of less scheduled flight time than the ID dropped, or in dropping an ID without substitution of another ID, she/he will receive the scheduled flight time credit and pay of the ID(s) dropped.

- (2) If she/he is assigned to a flight on a day off under Section 9, Paragraph I.7., and the calendar days off are thereby reduced below the monthly minimum, she/he must contact Onboard Scheduling as soon as possible for rescheduling. The Flight Attendant will be protected against any loss of pay resulting from the assignment on a calendar day off or schedule adjustment necessary to restore days off to the monthly minimum.

- b. Voluntary Reduction Below Minimum. If a lineholder voluntarily reduces calendar days off below the monthly minimum by trading ID(s) or picking up time under Section 9, Paragraphs F, G, and I, the days off which are voluntarily relinquished below the minimum will not be replaced.

- H. A Flight Attendant shall not be required to keep the Company advised of her/his whereabouts on days off unless an emergency is declared by the Company.

I. Duty Time Provisions

1. Commencement of Duty — Flight Attendants shall report at the designated sign in desk in complete uniform as follows:

a. Home Domicile

Jumbo – B-747, DC-10, B-767, B-777	1 hour 15 minutes
Narrowbodies B-737, B-757, A320, A319	1 hour

b. Layover Point

Jumbo	1 hour
Narrowbodies	45 minutes

- *c. Deadheading 30 minutes
- *d. Deadhead from home domicile to cover a charter, ferry, or dead-head off line — 45 minutes.

*May or may not be in uniform.

2. Waiving Report Time

- a. When a Flight Attendant arrives late on an inbound flight, in order to insure that proper rest is received and to curtail delays in the departure of the Flight Attendant's next outbound flight:

(1) At a layover point, the Company may reduce the above listed reporting time by up to fifteen (15) minutes. Where hotel van transportation cannot be rescheduled, the Flight Attendant is authorized to use cab or limousine transportation at Company expense.

(2) At the Flight Attendant's home domicile, the Flight Attendant may be requested to waive up to thirty (30) minutes report time for a working flight and fifteen (15) minutes for a deadhead flight.

(3) In either (1) or (2) above, Flight Attendants shall receive pay and flight time credit as if they went on duty at their scheduled report time.

- b. In the case of Charter Operations, the reporting time for a dead-heading Flight Attendant may be reduced to not less than fifteen (15) minutes before the scheduled departure time of the ID.

3. Termination of Duty

- a. A Flight Attendant whose final assignment in a duty period is to fly, will be considered on duty until fifteen (15) minutes after the block arrival of the flight when away from the home domicile and thirty (30) minutes after the block arrival at the home domicile. When a Flight Attendant whose final assignment is to fly is required to go through a customs check, duty time shall be extended by thirty (30) minutes.
- b. A Flight Attendant whose final assignment in a duty period is to deadhead will be considered on duty until the arrival of the dead-head when away from the home domicile or fifteen (15) minutes

after the deadhead arrival at the home domicile.

When a deadheading Flight Attendant is required to go through a customs check, duty time shall be extended by thirty (30) minutes.

- c. A Flight Attendant may be required by the Company to remain on board after the block arrival of the flight. If this occurs at a point where she/he is scheduled to go off duty, the duty period will either end at the time released from holding or according to the time set forth in sub-paragraph a of this Paragraph, whichever is later.
 - d. Termination of on-duty time shall be indicated on the flight pay records.
 - e. Notwithstanding the above, when a customs check is extended due to unusual circumstances, duty time will be extended accordingly.
 - f. A Flight Attendant required to undergo drug or alcohol testing shall have her/his duty time extended by fifteen (15) minutes for pay credit purposes only.
- ## 4. Maximum Duty Time
- a. A Flight Attendant shall not be scheduled to be on duty in excess of the following limitations, except that with the concurrence of the Union Local Schedule Committee, a Flight Attendant may be scheduled on duty up to fourteen and one-half (14 1/2) hours.

For Duty Period Starting	Scheduled	Actual
0500-1859	13	14 1/2
1900-0459	*11 1/2	13

* Note: See Sideletter on page [251](#)

The above duty time provisions are based on the Flight Attendant's home domicile time.

- b. Under no circumstances shall a Flight Attendant be required to remain on duty, without her/his concurrence in excess of the applicable actual maximum hours shown in sub-paragraph a. above, including deadheading, in any twenty-four (24) hour period.

5. The Company shall schedule or reschedule no more than eight (8) segments in any one (1) on-duty period.
6. When a Flight Attendant's scheduled ID originates out of one airport and terminates at another airport serving her/his home domicile, the following times will be used as an extension of the duty period. Such times shall be considered as scheduled deadhead time and full pay and flight time credit will be allowed.

LGA-JFK	1:00	DCA-BWI	1:10
MDW-ORD	2:00	LAX-BUR	1:15
DCA-IAD	1:10	MIA-FLL	1:45
IAD-BWI	1:45	SFO-OAK	1:00
LAX-SNA	2:00	BUR-SNA	2:15

J. Legal Rest Provisions

1. Schedule — A planned legal rest must consist of at least:
 - a. Ten (10) hours free from duty at the home domicile (twelve (12) hours for reserves).
 - b. Nine (9) hours free from duty at any point away from home where lodging is provided within approximately fifteen (15) minutes time (or time agreed upon by the MEC Hotel Chairperson) from the airport provided prompt transportation is available, or
 - c. Eleven (11) hours free from duty at any point away from home where lodging is provided more than approximately fifteen (15) minutes time from the airport.
 - d. The above off-duty periods may be reduced by one (1) hour under this sub-paragraph when such off-duty period extends to or beyond 0200 Standard Time on the designated day when the change is made from Standard Time to Daylight Time.
2. If on a regular basis, prompt transportation is not available as provided in sub-paragraph 1.b. above, and after attempting to solve the problem, the Company is unable to provide regular prompt transportation, the Company shall reschedule the layover to eleven (11) hours.
3. The minimum rest times stated in sub-paragraph 1.a., b., and c. above will apply on an actual basis, except that at a Flight Attendant's option,

- the legal rest at the home domicile may be reduced to nine (9) hours in order for the Flight Attendant to remain legal for her/his next scheduled flight, or for picking up open flying. Time necessary for legal rest will be exclusive of required debriefing and briefing time and any authorized holding time which is in excess of debriefing.
4. When a Flight Attendant is scheduled out of one airport and into another airport serving her/his home domicile, time spent by the Flight Attendant transferring between such airports shall not be considered as rest time.
 5. The Company will not contact Flight Attendants during rest periods at layover points except as set forth below.

If it becomes necessary to notify Flight Attendants of irregularities, or in those cases where a Flight Attendant is at a layover point and does not yet have a return assignment, every attempt will be made to give the assignment prior to the commencement of the rest period. If this is not possible, the Flight Attendant will not be contacted until at least eight (8) hours after commencing her/his legal rest; except that if the departure time of the reassigned flight permits, the contact will not be made until the required legal rest has been satisfied.

 - a. Flight Attendants completing a domestic assignment shall receive a domestic legal rest prior to their next assignment.
 - b. Flight Attendants completing an international assignment shall receive an international legal rest prior to their next assignment.
 6. The provisions of Paragraphs I and J of this Section and Section 15, Paragraph J, shall apply to reserves on an actual basis.