

SECTION 12
INTERNATIONAL

A. International IDs

1. For scheduling purposes, an International ID may contain a domestic segment(s) provided, however, that such segment may not exceed one on either or both sides of the International segment and further provided that it is a through trip with the same flight number, or if it is a nonstop flight with a scheduled fuel stop and revenue passengers are not permitted to board.
2. A Flight Attendant may be scheduled or rescheduled to work both flights in a one-duty period round trip between the West Coast and Hawai'i provided she/he does not exceed fourteen and one-half (14 1/2) hours on duty.

B. International Domicile

1. a. The total number of International Flight Attendant block hours assigned to U.S. domiciles shall not be less than sixty percent (60%) of the total International Flight Attendant block hours flown in any schedule month.
- b. In the event the monthly flown block hour distribution fails to meet sixty percent (60%), the Company will allocate the necessary percentage adjustment within the subsequent two (2) schedule months. The Company will provide the Union each month with verifying documentation, including but not limited to Flight Attendant utilization reports, to demonstrate that the sixty percent (60%) ratio within the U.S. is being met.
- c. The Company will not open a new International domicile until the Company first provides to the Union data that supports language requirements in excess of those provided for in Section 12.C.7.f. The Union shall be given the opportunity to provide alternative solutions to the opening of a new International domicile. Under no circumstances will the opening of a new International domicile(s) decrease the sixty percent (60%) guarantee of the total International Flight Attendant block hours to be flown by U.S. domiciles.

2. a. Prior to opening a new International Domicile, the Company shall determine the number of Flight Attendants needed to fly the International ID(s). The established number of positions shall be made available for system bid.
- b. Bids for the International Domicile shall be posted at all domicile locations for a minimum of thirty (30) days. Bids shall state the number of assignments available; the qualifications necessary if applicable; the date the assignment is to begin; place where the bids are to be sent; and the last date on which they will be received. All assignments shall be awarded in accordance with System Seniority. Bids for the language qualified positions shall be awarded on the basis of System Seniority as outlined in Paragraph C.7. below.
3. A Flight Attendant shall be allowed a reasonable period between the time relieved of her/his duties until the time required to report at the new location. Such time shall be established in advance and shall be dependent upon the means of travel.
4. Any Flight Attendant who within the first six (6) months following the opening of a new International Domicile bids and is awarded a position in the International Domicile shall be considered as transferred at Company request and Section 24 shall apply.

C. Qualifications

1. Flight Attendants shall be required to obtain and maintain a current passport, all required immunizations and over water qualifications. In the event a Flight Attendant's passport is lost or stolen, the Company, at the Flight Attendant's request, will provide the necessary documentation to expedite obtaining a replacement.
2. Partial Qualifications
During the qualification period, partially qualified Flight Attendants may fly International IDs if they have the necessary qualifications for the particular ID.
3. Visas
Local management shall monitor International trips and arrange visas as required. A domicile with trips to particular visa-requiring countries may specify a required visa qualification at their location. Flight Attendants in the domicile who have special visa needs based on their citizenship may be required to maintain certain visas. In the event the

Company is unable to acquire the required visa(s) for the Flight Attendants, the Company shall make every effort to assist the Flight Attendants in successfully acquiring visas on their own.

4. Immunizations

Any necessary immunization records shall be maintained by each Flight Attendant on an International Health Card (PHS-731). Smallpox, cholera and other immunizations may be required according to the needs of a particular domicile.

5. Equipment and Service

Each domicile shall establish equipment and service qualification requirements based on the International and Domestic flying at the domicile. International flying shall be periodically reviewed and qualifications revised as necessary. Required overwater and equipment training will be paid in accordance with Section 15.

6. The Company shall bear the cost of any necessary passports, visas, work permits required to be domiciled at that location, residency permits, immunizations and immunizations recommended by the Centers for Disease Control (CDC) for destinations served by the Company.

7. Language Qualification

a. If the Company decides to require language speaking Flight Attendants on board International flights, the Company may designate Language Qualified Flight Attendant vacancies in a domicile. Language Qualified Flight Attendant vacancies will be filled on the basis of the required language qualification(s), in System Seniority order. The Company will test Flight Attendants for language speaking proficiency prior to the awarding of language qualified bids. The Company may also re-test a language qualified Flight Attendant to determine whether she/he meets the level of proficiency required. A Flight Attendant who fails to demonstrate the level of proficiency required will lose her/his language qualified designation. Flight Attendants who lose their designation may choose to be retrained at Company expense.

b. If insufficient bids from language qualified Flight Attendants are received, or if insufficient Flight Attendants pass the language proficiency test, the Company may hire such Flight Attendants into the domicile.

c. Language Training Procedures

(1) A Flight Attendant awarded a language qualified vacancy shall remain in her/his current domicile assignment until having successfully passed a Company-approved language course and passed a Company-approved speaking proficiency test.

(a) A Flight Attendant who fails to satisfy the requirements of sub-paragraph (1) above shall remain in her/his current domicile assignment.

(b) A Flight Attendant who satisfies the above requirements shall become eligible to report to her/his new domicile and/or bid for a language qualified position, effective the first day of the calendar month following passage of the proficiency test.

(2) Language Training Course

(a) Flight Attendants who require language training shall immediately enroll in and begin a Company-approved language course in the language designated by the Company.

(b) The Company shall pay tuition costs, the cost of required materials, parking fees, if any, and per mile expenses as provided in Company policy to and from the location of the approved language course.

(c) Each Flight Attendant's progress in the course shall be periodically evaluated by the course instructor(s). If a Flight Attendant does not demonstrate satisfactory progress, she/he may be removed from the course. In such event, she/he will be treated in accordance with Paragraph (1).(a). above.

(d) Following completion of the designated language course, Flight Attendants shall be given a language speaking proficiency test. Those who pass shall be handled in accordance with Paragraph (1).(b). above. Those who fail shall be handled in accordance with Paragraph (1).(a). above.

(3) A Flight Attendant who, at her/his own expense, acquires a language proficiency sufficient to meet the Company's needs, shall be reimbursed 50% of her/his basic tuition, the cost of required materials, parking fees, if any, and per mile expenses as provided in Company policy to and from the location of

the approved language course, subject to the following conditions:

- (a) The employee was classified as a Flight Attendant while enrolled in the language course.
 - (b) The language course is approved by the Company prior to enrollment. The Company will make every effort to approve at least one language training facility at each domicile location.
- d. During any period where the need for language qualified Flight Attendants precedes the time when Flight Attendants will complete training, the Company may use any language qualified Flight Attendant on a voluntary basis in seniority order.
- e. In anticipation of the need for language proficient Flight Attendant(s) the Company may bid and award vacancies six (6) months in advance of the anticipated need or six (6) months in advance of the anticipated award of a route to a new International city. The successful bidders on the language qualified vacancies shall immediately begin to follow the procedures outlined in Paragraphs C.1. and 2 above.
- f. The Company may designate the number of language qualified positions on each flight which can be awarded only to language qualified Flight Attendants. The maximum number will be:

Widebodied aircraft – 2

Narrowbodied aircraft – 1

- g. Any Flight Attendant who is reimbursed by the Company for language training must remain in the domicile for one (1) year.
- h. Flight Attendants assigned to language qualified positions shall work non-premium positions. The cabin position will be assigned in briefing in accordance with Section 9.C.6.
- i. Flight Attendants flying in the designated language qualified positions shall be paid, in addition to all other compensation,

\$1.45 (1/7/05)

\$1.48 (5/1/07)

\$1.51 (5/1/08)

\$1.54 (12/31/08)

per hour, prorated, for each credited hour flown on International IDs which contain a flight which originates or terminates in a city which is outside the continental United States, and Canada provided that in no event shall the time for which compensation is provided be less time than that generated by the application of the provisions of Section 8.A.

Such compensation shall be paid on a per hour basis for aircraft flown and for all credited time except sick leave and vacation.

j. Bidding Process

The bidding process shall be as follows:

- (1) Flight Attendants designated as Language Qualified may bid on any Flight Attendant position and all positions will be filled in seniority order, except that only those qualified in the designated language will be eligible to be awarded a Language Qualified position. Language qualified lines of flying will not have a work position designator.
- (2) Following the award process, if designated language lines of flying remain open, they will be filled in seniority order from among the junior Flight Attendants who are qualified in the specific language.
- (3) A Flight Attendant filling a Language Qualified position may pick up any open trip in accordance with the provisions of the Agreement. A Language Qualified Flight Attendant may only trade a language ID for another ID of the same language, or with a Flight Attendant who is qualified in the same language, or with the approval of Onboard Scheduling, for an ID of another language for which she/he is qualified.

k. Reserves

- (1) A Language Qualified Reserve on a regular International Reserve line may be assigned out of time accrued order to fill an open designated Language Qualified position.
- (2) In the event there are insufficient international reserves available who are qualified in the designated language, the Company may assign a Language Qualified International reserve to fill the open language position, based on passenger language needs as designated in the bid cover letter.

* Note: See Sideletter on page 251.

i. Language Incentive Pay

Notwithstanding the designated Language Qualified positions, the Company may identify additional language needs. Flight Attendant(s) qualified in the identified language(s) as designated in the bid cover letter working in other than the designated Language Qualified position(s) shall be paid, in addition to all other compensation:

\$0.83 (1/7/05)

\$0.85 (5/1/07)

\$0.87 (5/1/08)

\$0.89 (12/31/08)

per hour prorated for each credited hour flown.

Such compensation shall be paid on a per hour basis for aircraft flown and for all credited time except sick leave and vacation.

The identification of additional language needs will not prevent any Flight Attendant(s) from bidding on or being awarded these IDs.

m. English Proficiency

The Company will apply the standards outlined in 7.a. above in testing and/or re-testing Flight Attendants for whom English is a second language, to ensure clear crew member and passenger communication.

A Flight Attendant who fails to demonstrate the appropriate level of proficiency will be required to attend Company approved English language training at Company expense.

D. Purser

1. Responsibilities

In addition to regular Flight Attendant duties, a Flight Attendant assigned to work a Purser position shall perform additional duties as defined by the Company in the Flight Attendant Operations Manual.

2. Eligibility

To be eligible for Purser qualification training, an International Flight Attendant must:

- a. have a minimum of one (1) year of active service; and
- b. have been awarded an International line of flying for six of the prior twelve months, or flown four hundred twenty (420) hours of international flying in the prior twelve (12) months; and
- c. satisfy overall performance standards established by the Company.

3. Qualification

a. Selection

To be qualified as a Purser, a Flight Attendant must pass an objective selection process. The Company will design and administer the selection process and set the passing score for the process. The Company may, from time to time, revise the selection process and passing score. The selection will be in domicile seniority order.

b. Training

- (1) The Company shall offer Purser qualification training in seniority order to those individual Flight Attendants who have satisfied all selection requirements.
- (2) The Company will design and administer the Purser qualification training program and will set the standards for completion of training. The Company may, from time to time, revise the training program and standards for completion.
- (3) Training for Flight Attendants selected for the Purser position will be provided at reasonable intervals, but not less than once a year.
- (4) Pursers may be required to attend periodic meetings relevant to the Purser position and will be compensated in accordance with Section 15.A.

c. General

- (1) A Flight Attendant who wishes to withdraw from the selection/training process may do so at any time during the process, but will be required to wait a minimum of six (6) months before re-applying.
- (2) A Flight Attendant who participates in the selection process for Purser, but is not selected for training, or who fails to

complete training, must wait a minimum of six (6) months before re-applying for selection/training.

- (3) A Flight Attendant who does not desire to maintain her/his Purser qualification will give the Company six (6) months notice.
- (4) The Company will determine the number of qualified Purser positions based on the needs of the operation.

4. Pay Rates

The following Purser Pay rates shall apply for International ID(s):

a. WIDE BODY EQUIPMENT

B-747, DC-10, B-767, B-777

\$5.80 (1/7/05)

\$5.92 (5/1/07)

\$6.04 (5/1/08)

\$6.16 (12/31/08)

b. NARROW BODY EQUIPMENT

\$3.73 (1/7/05)

\$3.80 (5/1/07)

\$3.88 (5/1/08)

\$3.96 (12/31/08)

c. B-747 Aft Purser

\$2.48 (1/7/05)

\$2.53 (5/1/07)

\$2.58 (5/1/08)

\$2.63 (12/31/08)

- d. Such compensation shall be paid on a per hour basis for aircraft flown, except vacation pay shall be paid in accordance with sub-paragraph e. below.
- e. Flight Attendants who were paid four hundred fifty (450) credited hours, excluding vacation, in a qualified Purser position in the previous calendar year shall be eligible for qualified Purser pay for her/his vacation(s).

5. Flight Assignments

- a. A Flight Attendant who successfully completes Purser qualification training and periodic recurrent training may be awarded a Purser position in the bid award process in seniority order.
- b. If an insufficient number of Purser qualified Flight Attendants bid Purser positions, Purser qualified Flight Attendants will be assigned in inverse order of seniority to these Purser positions.
- c. An open Purser position which is filled two (2) days or more prior to departure will be filled in accordance with the provisions of Section 12.Q.4. with Purser qualified Flight Attendants only.
- d. A Purser position open the day before departure may be filled by a Flight Attendant not Purser qualified provided a Purser qualified Flight Attendant is currently assigned to the base or equivalent ID. Under the provisions of this sub-paragraph, the Purser qualified Flight Attendant assigned to the base or equivalent ID will fill the vacant Purser position.
- e. If no Purser qualified Flight Attendant(s) is assigned to the base or equivalent ID, a Purser qualified reserve may be assigned out of time accrued order to fill the Purser position.
- f. If no Purser qualified Flight Attendant(s) is available, the position will be filled in accordance with Section 9.F.7.
- g. Reassignments
 - (1) Purser qualified Flight Attendants filling Purser positions will be reassigned to open Purser positions first and then to any open ID(s).
 - (2) In the event of an equipment substitution, etc., the most junior qualified Purser onboard will assume the Purser position, unless a more senior qualified Purser elects to work the position.

6. Trip Trading

Trades involving Purser positions will be governed by Section 9.G. Flight Attendants trading into a Purser position must be Purser qualified.

7. Restrictions

- a. A Flight Attendant may be restricted from filling a Purser position based on the following:
- (1) Failure to pass annual Purser recurrent qualification training;
 - (2) Failure to perform Purser responsibilities as outlined in the Flight Attendant Operations Manual;
 - (3) Failure to pass annual Purser recurrent qualification training or to perform responsibilities as outlined in the Flight Attendant Operations Manual will result in an informal performance review at which time the Purser will be afforded refresher training, on the job training, and/or any other appropriate assistance. The Company will subsequently observe performance and offer reasonable assistance if necessary to improve performance to a satisfactory level.

If, after the above steps have been exhausted, the Purser still fails to meet expectations, the Purser will be disqualified.

- b. A Flight Attendant may re-apply for Purser qualification after twelve (12) months from the date of disqualification and must be selected and trained under the provisions of Paragraph 3. above.

E. Compensation

1. Base Compensation

Flight Attendants flying International IDs shall be compensated in accordance with Section 5, Paragraphs A.2. and B.2. of the Basic Agreement.

2. Minimum Monthly Guarantee

- a. For the first twelve (12) months after the opening of a new International Domicile, lineholders shall be guaranteed a minimum of two hundred ten (210) hours pay and credit per quarter, provided, however, that the minimum monthly guarantee shall not be less than sixty-five (65) hours. Thereafter, the lineholder's minimum monthly guarantee shall be sixty-five (65) hours per month. The minimum monthly guarantee for SEA/HNL Flight Attendants shall continue to be seventy (70) hours.

- b. Reserves shall be guaranteed seventy-five (75) hours pay and credit per month.

F. Expenses

1. Hourly expenses shall be paid in accordance with Section 6, Paragraph A.1.
2. Crew Meals
 - a. If meals are boarded for passengers, crew meals shall be boarded on all segments originating or terminating in an international city which are scheduled for three (3) hours or more flight time.
 - b. On charter flights, the Company shall provide a meal for each Flight Attendant if a meal service is provided to the passengers.
 - c. All food components of the crew meals referenced in this paragraph shall be business class quality or better.
3. In addition to all other compensation, Flight Attendants flying International IDs shall receive Twenty-Five Cents (\$.25) per hour paid in accordance with Paragraph F.1. above for incidental expenses.
4. Should any unusual business-related expenses occur which are not contemplated by the provisions of Section 6 while the Flight Attendant is flying an International ID, the Company shall reimburse the Flight Attendant for such expenses when supported by receipts.

G. 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 lineholder 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 credited flight time for the full quarter. Once the Flight Attendant elects the 97/194/276 option, it will apply to the remainder of the quarter. If the Flight Attendant elects the 100/200/300 option, it will apply to the remainder of the quarter.
- H. 1. Bidding
- International and Domestic lines of flying and key pages will be sent in sufficient supply to major layover locations to be available for at least three (3) twenty-four (24) hour periods during the bid process. The Company will establish a method by which Flight Attendants on

layovers will be able to submit their bid requests.

2. Charters in Lines of Flying

Section 9.A.4.a., b., c., and d. shall apply except that the 21 hour return assignment requirement shall not apply.

I. Minimum Pay And Credit

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.

- J. The thirty-in-seven (30-7) rule (Section 7.E) and the eight-in-twenty-four (8-24) rule (Section 7.D) shall not apply to International IDs, International lines of flying or to Flight Attendants holding a Domestic line of flying who pick up International IDs.
- K. Relief from all duty and Company obligations shall be provided for each Flight Attendant at least once during any seven (7) consecutive calendar days.

Such relief shall be either:

One (1) calendar day at her/his domicile OR

One (1) 24 hour period free from duty at an away from domicile point.

L. Flight/Duty Time Maximums

1. For all International IDs, flight time may not exceed the applicable duty time provisions.
2. Duty Time Maximums

<u>Situation</u>	<u>Maximum Scheduled On Duty</u>	<u>Maximum Actual On Duty</u>
a. Multi/Non-Stop		
Flt/Dhd time 8 hours or less	13	15
Flt/Dhd time in excess of 8 hours; or a flight departing from a non-domicile point; or a charter	14	16
b. Non-Stop		
Flt/Dhd time of 11:30 – 12:00	14:30	16:30

3. On non-stop flights of more than twelve (12) hours, actual duty time may exceed the combination of check-in, flight time, customs and debriefing time by a maximum of three (3) hours. Under no circumstances shall a Flight Attendant be required to remain on duty in excess of the above limitations.

4. If a non-stop flight makes a stop for operational reasons (such as for mechanical or weather conditions, for emergencies or fuel), even though planned prior to departure, it shall maintain its non-stop status. If the flight makes a stop for revenue purposes (such as to load or unload passengers or freight, except emergencies), it shall not be considered a non-stop flight and will be subject to the multi-stop duty day limitations.

M. Legal Rest Minimums

1. Layovers

<u>Flt/Dhd. Time</u>	<u>Block-to-Block Minimum</u>	<u>Place of Lodging Minimum</u>
0-8:00	11	9
8:01-10:00	18	16
10:01-14:00	22	20
Over 14:00	33	30

- a. Notwithstanding sub-paragraph a. above, the Company may schedule flights between California and Hawai'i under Section 7.J.1.b.
- c. Notwithstanding sub-paragraph a. above, for purposes of all flights between the United States and Japan, the following exception shall apply:

<u>Block-to-Block Minimum</u>	<u>Place of Lodging Minimum</u>
22	20

2. At Home

<u>Flt/Dhd Time in Last Duty Period</u>	Minimum Legal Rest	
	<u>Lineholder</u>	<u>Reserve</u>
Up to 8:00	10	12 - Where next ID's scheduled time away from home is up to 44:59
Up to 8:00	10	18 - Where next ID's scheduled time away from home is 45:00 to 74:59
Up to 8:00	10	24 - Where next ID's scheduled time away from home is 75:00 or more
8:01 - 10:00	24	24
10:01 - 12:00	36	36
Over 12:00	36	48

3. Upon returning from an ID of more than five (5) days, a reserve Flight Attendant shall be guaranteed forty-eight (48) hours regardless of the amount of flight time in the last duty period. If the application of this provision projects a reserve for more than eleven (11) days off for the month, the Company may change a day off to an availability day. Preference as to which reserve day off will be changed will be subject to the concurrence of the Flight Attendant and Onboard Scheduling.
4.
 - a. When a Flight Attendant is deadheaded to cover an international flight, the minimum legal rest provisions of this paragraph shall apply.
 - b. Flight Attendants completing an international assignment shall receive an international legal rest prior to their next assignment.
 - c. Flight Attendants completing a domestic assignment shall receive a domestic legal rest prior to their next assignment.
5. On-Board Rest
 - a. (1) A Flight Attendant shall be permitted a minimum of one (1) full hour of rest in the assigned crew rest seat on board the aircraft when the scheduled non-stop flight segment is eight (8) hours

or more and a minimum of two (2) full hours of rest when the scheduled non-stop flight segment is twelve (12) hours or more.

- (2) The Domicile Manager, after discussion with the LEC President, may authorize up to thirty (30) minutes of crew rest on flights where the scheduled non-stop or multi-segment flight time is seven (7) hours or more and operates between 2200 and 0600. This authorization may be altered based on the needs of the service.
- b. The Company shall provide two (2) sets of three (3) contiguous seats on jumbo equipment and one (1) row of three (3) contiguous seats on narrowbodied equipment which the Flight Attendants may use for such rest. Such crew rest seats shall be located in either the first or last row of any zone, unless otherwise agreed between the Company and the Union. Such rest seats shall be curtained from passenger view.
- c. Notwithstanding the above:
 - (1) The Company and Union will meet and confer if the Company needs to make any changes to the bunks/bunk facilities or crew rest seats which would adversely affect Flight Attendant use. No changes will be made without first giving the Union the opportunity to make recommendations.
 - (2) On B-747 equipment, without sleeperette seats in the first class upper deck, and on B-777 equipment such crew rest seats shall be the two (2) sets of three (3) contiguous seats or three (3) sets of two (2) contiguous seats in the first or last rows of any zone or cabin or behind the passenger compartment of the upper deck.
 - (3) On DC-10 and B-767 equipment, such crew rest seats shall be the last four (4) contiguous seats in the rear of any zone or cabin or two (2) sets of two (2) contiguous seats in the front or rear of any cabin. Such crew rest seats will be curtained. In addition, two (2) adjacent seats shall be reserved for crew rest purposes unless required for revenue passengers. These two (2) seats will not be curtained.

- (4) The Company shall provide two (2) sets of two (2) contiguous sleeper-type seats with appropriate pitch or four (4) bunks on scheduled nonstop flight segments of twelve (12) hours or more. Such crew rest may be located at the front or rear of any zone or cabin and will be curtained from passenger view.
- (5) Crew rest facilities will be located in a non-smoking zone.
- (6) On flights over twelve (12) hours where the regularly scheduled equipment is not available, the following shall apply:
 - (a) DC-10 - Five (5) sets of two (2) or two (2) rows of five (5) contiguous seats in the front or rear of any zone.
 - (b) B-747 - One (1) row of ten (10) seats or two (2) sets of three (3) and two (2) sets of two (2) contiguous seats in the front or rear of any zone.
- (7) On new or reconfigured equipment, the inclusion of a crew bunk facility is preferable to a crew rest seat if bunks can be provided without further reducing the availability of revenue passenger seating.
- (8) Bunks will be equipped with curtains, emergency oxygen system, reading lights, air outlets and individual seat belts.
- (9) Crew rest facilities as defined in this Section are for the sole and exclusive use of Flight Attendants assigned to the flight or personnel covered by Section 4.S.

N. Duty Time Provisions

1. Commencement of Duty - On a monthly basis the Company may increase scheduled reporting time by a maximum of forty-five (45) minutes at the home domicile or layover point for specific departing flight(s). This information must be published in the lines of flying and bid cover letter prior to the bidding process.
2. When a Flight Attendant on an International ID is required to go through a customs check at the end of a duty period, duty time shall be extended by thirty (30) minutes. When a customs check is extended due to unusual circumstances, duty time will be extended accordingly.
3. The Company may increase the scheduled reporting time for dead-head segments, as outlined in the provisions of Section 7.I.1.c. & d. by a maximum of thirty (30) minutes.

4. No Flight Attendant will be scheduled or required to fly or deadhead around the world without her/his concurrence.

O. Legality For New Schedule

1. A Flight Attendant awarded a schedule for which she/he will not be legal should follow trip trade procedures to make herself/himself legal.
2. The Flight Attendant can and, if necessary, should contact Onboard Scheduling for assistance in rescheduling if unable to resolve the legality problem by trip trading.
3. If a Flight Attendant is unable to make herself/himself legal at least seven (7) days before the schedule change (or as soon as possible if she/he does not know the new schedule seven [7] days in advance), Onboard Scheduling will then reschedule the ID(s) involved in such a manner that the reassignment will not make the Flight Attendant illegal for her/his next scheduled ID or sequence of IDs. In addition, the reassignment must not project her/him over ninety-two (92) hours for the first month in the quarter or one hundred eighty-four (184) hours for the second month in the quarter, combination of flight credit and projected time for the two (2) months, or two hundred sixty-one (261) hours for the third month of the quarter, combination of flight credit and projected time for the quarter.
4. Whenever possible, the rescheduling contemplated in Paragraph 3 above will be completed before the departure of the last trip of the preceding month. Where this is not possible, the Flight Attendant will be responsible to contact Onboard Scheduling at one predesignated time on each of the remaining originally scheduled work days of the new month until the reassignment has been made.
5. Priority will be given to assigning Flight Attendants to IDs in the same operation and the same number of days.

P. Adjustment Of Time

1. Decreasing Time
 - a. A Flight Attendant who is projected over two hundred sixty-one (261) hours in a quarter may follow trip trade procedures, after line bids have been awarded for the third month of the quarter to reduce projected time. If unable to reduce time by the beginning of the third month, she/he must contact Onboard Scheduling for

rescheduling. The Flight Attendant may be projected to two hundred sixty-one (261) hours for the last ID of the quarter. If it is necessary for a Flight Attendant to drop an ID because of high time, her/his 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 a failure to reach agreement, the ID to be dropped will be subject to the approval of the Crew Resource Manager.

- b. Priority will be given to assigning Flight Attendants to IDs in the same operation and the same number of days.

2. Increasing Time

- a. A Flight Attendant may work open ID(s) between her/his scheduled ID(s) at any time during the month, provided this does not cause her/him to be illegal for the next scheduled ID or sequence of IDs and project over the following:

Ninety-seven (97) or one hundred (100) hours for the first month in the quarter or one hundred ninety-four (194) or two hundred (200) hours for the second month in the quarter, combination of flight credit and projected time for the two (2) months, or two hundred seventy-six (276) or three hundred (300) hours for the quarter.

- b. A Flight Attendant who puts in an open flying request to make up ANP or PTO will have her/his maximum increased by the amount of ANP or PTO made up.

Q. Assignment Of Open ID(s)

Assignments for open flying shall be in the order as listed below. In the application of Paragraphs 2 and 3, a Flight Attendant who, due to the irregularity is projected the greatest number of hours beneath her/his line guarantee, will be assigned first. In the application of Paragraph 4, a Flight Attendant with the lowest line guarantee will be assigned first. In the application of Paragraph 6, a reserve with the lowest projection will be assigned first. Within Paragraphs 2, 3, 4 and 6, if the number of hours is equal for two (2) or more Flight Attendants, the assignment will be according to seniority preference.

Priority will be given to reassigning Flight Attendants to IDs in the same operation and the same number of days.

Order of Assignment:

1. Converted Flight Attendant

A Flight Attendant converted from deadhead to working status on the same flight. Conversions shall be offered in seniority order. A Flight Attendant shall not be converted if it will cause her/him to be illegal for the remainder of her/his scheduled ID(s).

2. A Home Flight Attendant

- a. Who has lost her/his scheduled outbound flight for any reason or whose outbound flights will operate so late that she/he would miss the return flight and who, by taking an open flight, can legally connect to the return flight. If such assignment cannot be made, the Flight Attendant may be deadheaded to the layover point to cover her/his return flight unless it involves a double deadhead.

- b. Who has lost her/his flight or ID, if in the opinion of the crew scheduler such reassignment will prevent drafting. The reassignment must be prior to the Flight Attendant's next scheduled ID and not cause her/him to be illegal for her/his next ID or sequence of ID(s), reduce days off below the monthly minimum or project over ninety-two (92), one hundred eighty-four (184) or two hundred sixty-one (261) credited hours in the first, second and third months of the quarter, respectively.

- c. Who is being reassigned to restore minimum calendar days off.

- d. Who is being reassigned under Section 8.J. or 12.I.2, if applicable.

3. A Visiting Flight Attendant

This provides for the assignment of a visiting Flight Attendant who has lost her/his outbound because of an irregular operation or a visiting Flight Attendant who has an open return assignment.

- a. Who has lost her/his assigned return flight provided another open flight will not be created.

- b. Who does not have an assigned return flight, provided another open flight will not be created.

- c. Who with no scheduled return may be assigned a return flight to her/his home domicile that is scheduled to depart no more than twelve (12) hours beyond the termination of the legal rest period.

4. A Home Lineholder

A home lineholder who desires to increase flight time, provided the assignment would not disrupt her/his assigned schedule or project over maximum credited hours. (A Flight Attendant may make up military ANP.)

The following order shall apply to this category:

- a. Flight Attendant who has lost time for any reason (including military ANP and time lost under Section 8.J., 12.I. and 18.K.) except illness or RDO.
 - b. Flight Attendant whose line guarantee is below seventy (70) hours.
 - c. Flight Attendant who desires to make up sick leave time.
 - d. Flight Attendant who desires to increase time for any reason, including a Flight Attendant who desires to make-up AFA flight pay loss.
 - e. A Flight Attendant who, with Company approval, desires to make up PTO and ANP.
 - f. Flight Attendant who has lost time due to RDO.
5. A home reserve Flight Attendant.
6. a. A home reserve Flight Attendant who wishes to pick up open flying on scheduled days off on a once a month basis (as described in Section 10.F.2. and 3.).
- b. A home reserve Flight Attendant who wishes to pick up open flying on scheduled days off in order to prevent drafting (as described in Section 10.F.).
7. Drafting
- a. The most junior home international Flight Attendant who can work the flight and still be legal for her/his next scheduled ID (if time permits).
 - b. The most junior home international Flight Attendant available.
 - c. Any Flight Attendant legal for the flight (in inverse order of seniority, if possible).

R. Schedule Irregularities

1. Irregularities within the contiguous United States:

- a. At a domicile point - use Section 9.K.1 or 12.Q.
- b. At a non-domicile point:
 - (1) Use Section 9.K.2.
 - (2) Draft the most junior Flight Attendant(s).

2. Irregularities outside the contiguous United States:

- a. At an International domicile point - use Section 9.K.1 or 12.Q.
- b. At an International non-domicile point, the following reassignment priorities will apply:
 - (1) Open flights will be filled on a FIFO basis from crews headed in the same direction.
 - (2) When an inbound crew is not legal for its regular outbound flight, protection for that flight will be provided by drafting the first available crew for whose flight the arriving crew would be legal.
 - (3) In the event of schedule irregularities that involve other than the same direction, and protection cannot be provided by using Paragraph 2 above, the first legal crew available will be utilized.

S. Filling Of Vacancies

A Flight Attendant whose bid is accepted for transfer to a domicile in order to fill a Language Qualified position shall not be eligible to file another bid for domicile transfer for a period of one (1) year.

T. Miscellaneous Provisions

1. For International IDs only, Section 3., Paragraph O. shall not apply.
2. Minimum day off provisions of Section 7.G shall apply to the International lines of flying.
3. Flight Attendant Checked Baggage
Flight Attendants shall be permitted to check two (2) bags on International trips of four (4) days or longer. Where available, priority

handling will be given to crew baggage. The Company shall be liable for lost checked crew baggage, upon proof of loss, in accordance with passenger lost luggage liability, exclusive of uniforms, for any one occurrence. In the event of a delay in receiving a Flight Attendant's luggage, the Flight Attendant will be promptly provided an amenities kit, where available. The Flight Attendant will also be reimbursed for reasonable and actual expenses incurred due to such delay.

4. Death Downline

In the event a Flight Attendant dies away from her/his home domicile on Company business, the Company shall, at its expense, return the remains to the Flight Attendant's home domicile or city of burial.

U. Reserve Scheduling Procedures

Section 10 of the Basic Agreement will apply except as modified below:

1. Reserve lines of flying may be scheduled for a maximum number of consecutive days of availability necessary to fly the International IDs assigned to a domicile. A maximum of 50% of a domicile's International reserve lines of flying may be scheduled for a maximum number of consecutive days of availability necessary to fly International IDs assigned to another domicile. In no case may the consecutive days of availability exceed the longest trip length by more than two (2) days.
2. A reserve shall actually be relieved of all duties for at least eleven (11) calendar days each month at her/his home domicile. The manner in which these days off are sequenced will be determined by the type of International flying assigned to the domicile. Section 12.K. shall apply to Reserves.
* Note: See Sideletter on page 251.
3. For the purpose of complying with Section 12.K. (one in seven) a Ready Reserve in addition to a Call-In Reserve, may be released from a day of availability. For Ready Reserves, such release shall be accomplished in inverse time accrued order within the appropriate classification list. The Company may not release a Ready Reserve on a holiday (as defined in Section 2.Q) other than the Flight Attendant's birthday holiday.

4. International Reserves shall be classified as having 1-day, 2-day, etc. up to the maximum number of consecutive days of availability as defined in paragraph one above, in accordance with Section 10.C.
5. All Reserves will be given round trip assignments whenever possible. However, any Reserve who arrives at a layover and who has not been given a return assignment will be notified of the return assignment within twenty-four (24) hours of her/his arrival at that layover location. The assignment must be made inclusive of the restriction of Section 7.J.5.
6. Notwithstanding the provisions of Paragraph G. of this Section, a Flight Attendant assigned to reserve status for the third month of the quarter shall be eligible for assignment up to eighty-seven (87) credited hours or their quarterly maximum, if higher.

V. Special TDY

1. The Company may temporarily assign Flight Attendants to a non-domicile location outside the forty-eight contiguous United States for periods not to exceed one (1) schedule month each. During such temporary duty, the following conditions will apply:
 - a. The assignment will be voluntary and awarded, in seniority order, to qualified Flight Attendants holding a permanent bid at the domicile(s) selected by the Company. Such Flight Attendants must be available for work during the entire period.
 - b. While on such TDY, Flight Attendants will be considered on ready reserve status with days off as provided by Section 12.U.
 - c. For all contractual purposes related to flight assignments, IDs flown during the TDY period will originate and end at the TDY location.

Exceptions to this are:

- (1) The first assignment in the TDY period may be from the Flight Attendant's domicile point to the TDY location.
- (2) The last assignment in the TDY period may be from the TDY location to the Flight Attendant's domicile.
- (3) In either situation above, pay and time credits will be based on the one-way assignment.

- d. Necessary transportation to and from the TDY assignment will be provided by the Company but will not count for purposes of credited flight time.
- 2. During the period of TDY, the TDY location will be considered for the purpose of hourly expenses as though it were the Flight Attendant's home domicile. In lieu of any other expenses provided in this Agreement, Flight Attendants while on such TDY will receive the following:
 - a. Expenses when on duty or on flight assignment in accordance with Section 6.A.1. and Section 12.F.3.
 - b. Twenty-Five Dollars (\$25.00) a day for all incidental expenses.
 - c. Expenses for Company-approved hotel or other quarters where not provided by the Company. The criteria used in Section 3.K. will apply. Every reasonable effort will be made to provide quarters in downtown or downtown-like locations within close proximity to restaurants and shopping.
 - d. Reasonable, actual laundry and cleaning expenses when supported by a receipt for both uniform and personal clothing.
 - e. Reimbursement for approved business transportation when supported by a receipt for travel between the approved living quarters and the airport when such transportation is not provided by the Company.

SECTION 13 MAC OPERATION

All provisions of the Agreement, except as modified or excepted by this Section, shall apply to the Flight Attendants assigned to a MAC ID(s).

A. Definitions

1. "MAC Operation" means any flights regardless of the nature of the payload transported, all or part of which are conducted in accordance with any contract made between United Air Lines, Inc. and the Military Airlift Command for operation outside the continental limits of the United States (excluding Hawaii and Alaska) but shall not include the Company's certified service or commercial charter service.
2. Any government operation conducted solely within the continental limits of the United States (excluding Hawai'i and Alaska) shall not be considered flight time under this Section. Flight attendants assigned to flights which require exemption under Sub chapter C.49CFR shall be provided the protection established in paragraphs D, E, F, and G.

B. Additional Compensation

In addition to the regular compensation, a Flight Attendant shall be paid an international override for each hour or portion thereof flown or credited as follows: \$2.25.

C. Hours of Service

If more favorable or less favorable rest provisions are negotiated by the Company with the pilots in the employ of the Company, the provisions which are applicable will automatically apply to Flight Attendants for the rest provisions falling between two (2) MAC flights.

D. Death Benefits

In the event of the death of any Flight Attendant while assigned to a MAC ID or in the event of death of any Flight Attendant resulting from injury or disease received while assigned to a MAC ID, the Company shall pay or cause to be paid, subject to the conditions of Paragraph I, Twenty-Five Thousand Dollars (\$25,000), (Fifty Thousand Dollars [\$50,000] where exemption under Sub chapter C.49CFR is required, or in the event of death caused by hostile action of a representative of any government