

- 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

while the Flight Attendant is outside the United States during assignment to a MAC ID) to the beneficiary or beneficiaries in the order and manner named in the last Group Life Insurance certificate issued for such Flight Attendant. Such death benefit shall be paid either in a lump sum or in installments, as the Flight Attendant may in writing direct. Such benefits shall be in addition to the benefits prescribed in the Company's Flight Attendant Group Life Insurance and Group Accident-Sickness and Dental Insurance Program.

E. Permanent Total Disability

In lieu of death benefits described in Paragraph D, in the event of the permanent total disability of a 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, compensation in the sum of Fifty Thousand Dollars (\$50,000) or One Hundred Thousand Dollars (\$100,000) where exemption under Sub chapter C.49CFR is required, or in the event of permanent total disability caused by hostile action of a representative of any government while the Flight Attendant is outside the United States during assignment to a MAC ID. Such compensation shall be paid either in a lump sum or in installments, as the Flight Attendant may, in writing, direct. The loss of, or the loss of use of, both hands, or both arms, or both feet, or both legs, or both eyes, or any two (2) thereof, shall constitute permanent total disability for the purpose of this Paragraph. In all other cases under this Paragraph, permanent total disability shall be determined in accordance with the facts. Such benefits shall be in addition to the benefits prescribed in the Company's Flight Attendant Group Life Insurance and Cooperative Group Life and Group Accident/Sickness and Dental Insurance Program.

F. Permanent Disability Other Than Total

In the event of permanent disability other than permanent total disability of a 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, for a period of not less than twelve (12) months commencing with the date of incurrence of disability, the amount each month during such period by which the minimum pay provided for in Section 5.A.2 and Section 13.B exceeds the sum of (a) the amount to which such Flight Attendant is entitled under Section 29, Workers' Compensation, and (b) the amount of pay received for such month in the same or other employment with the Company. Under the

conditions of this paragraph, a Flight Attendant's pay shall be calculated on the basis of seventy-two (72) credited hours per month.

G. Workers' Compensation Benefits

Workers' Compensation Benefits shall be provided by the Company for all Flight Attendants assigned to a MAC ID in accordance with the provisions of Section 29, Workers' Compensation. The monetary benefits so paid shall be in addition to any monetary benefits paid pursuant to Paragraphs D and E of this Section and will be paid to the beneficiaries prescribed by the applicable law herein provided.

H. Missing, Internment, Prisoner of War Benefits

1. A Flight Attendant who, while engaged in a MAC ID, is interned or taken prisoner of war by a foreign government shall be allowed compensation at her/his basic monthly rate for the periods during which interned or held prisoner of war; however, that in the absence of knowledge on the part of the Company as to whether a Flight Attendant is alive or dead, compensation in such amounts shall be allowed until death is established or until there is a presumption of death under applicable law.
2. A Flight Attendant while engaged in a MAC ID, who becomes missing and whose whereabouts becomes unknown, shall be allowed compensation at her/his basic monthly rate for a period of twelve (12) months after disappearance or until such date as death is established, whichever first occurs. If, upon the expiration of the twelve (12) month period, any such Flight Attendant is still missing and her/his whereabouts are unknown, or if prior to that time death is established, the Company shall pay or cause to be paid the death benefits provided in Paragraph D.
3. The monthly compensation allowable under this Paragraph to a Flight Attendant interned, held prisoner of war, or missing shall be based on 72 credited hours, as well as the override in Section 13.B. This shall be credited to such Flight Attendant on the books of the Company and shall be disbursed by the Company in accordance with written directions for such Flight Attendant. The Company shall cause each Flight Attendant assigned to a MAC ID to execute and deliver to the Company, prior to such assignment, a written direction in the form prescribed by the Company.

4. Any payments due to any Flight Attendant under this Paragraph which are not covered by a written direction as above required, shall be held by the Company for such Flight Attendant; and, in the event of death shall be paid to the legal representative of her/his estate.

I. General Conditions

1. The provisions for death benefits in Paragraph D and for disability benefits in Paragraphs E and F are intended to apply to Flight Attendants while assigned to a MAC ID, as follows:
  - a. When outside the continental United States in connection with or as a result of said operations, irrespective of whether they are actually engaged in active duty at the time of death or injury.
  - b. When within the continental United States, only if they are actually engaged in the course of employment at the time of death or injury, except that when not actually engaged in the course of employment at the time of death or injury, Flight Attendants shall receive the group insurance benefits now in force on the Company's domestic routes.
2. The obligation of the Company to make payment provided for in Paragraphs E and F is subject to the condition the injury or disease, resulting in the permanent total or partial disability, shall not have been occasioned solely by her/his attempted suicide.

J. Miscellaneous Provisions

1. Flight Attendants shall continue to fly any MAC flight deemed essential to the national defense, provided such flights are solely military in nature and carry cargo composed entirely of military requirements even though at the time such military flights are necessary, the Flight Attendants have for any reason withdrawn from domestic air line service.
  - a. To assure the movement of a particular flight under such circumstances, the Union shall require certification by an appropriate Company official designated by the Company that such flight is in accordance with specifications set forth in Paragraph 1 above. This certification shall be provided prior to movement of the flight where feasible or, where not feasible, promptly thereafter.

- b. A Flight Attendant who flies such military traffic shall not lose any benefits accruing to other Flight Attendants which they would otherwise have received upon settlement of an unresolved labor dispute.
2. In the event an ID contains both MAC and regular International flying, the special MAC provisions of this Section will apply only to the MAC flight(s) therein. A deadhead immediately preceding or immediately following a working MAC flight will also be considered a MAC flight for purposes of this Section.