2027 Vacation Article

Central Schedule Committee

2027 Flight Attendant Vacation Timeline

Vacation Timeline	Date	Time
Reserve Letter Lists (HNL & LHR)	By September 23	
Open Vacation Election Period	By September 25	0800 HDT
Close Election Period	On October 10	0800 HDT
Begin First Vacation Bid Period	By October 18	0800 HDT
Close First Vacation Bid Period	On October 26	0800 HDT
Post First Vacation Awards	By October 28	0800 HDT
Begin Second Vacation Bid Period	By November 3	0800 HDT
Close Second Vacation Bid Period	On November 11	0800 HDT
Post Second Vacation Awards	By November 13	0800 HDT
Open Vacation Allocations Published	By November 18	0800 HDT
Trades By Seniority Open	On November 18	10:00 HDT
Trades Awarded by Seniority	On November 25	0800 HDT
FA to FA Trades Open	On November 25	1900 CST
Fly Through Window Opens	On November 25	1900 CST
Final Vacation Allocations Published	By November 28	0800 HDT
Instant Trading Open	On November 29	0800 HDT

Contact Information	Phone Number
United States	1-800-FLT-LINE (Option 1.9.1)
London	0800-89-6516
Email	FAVacationTeam@united.com

Flight Attendant Vacation Bid Months for 2027

Listed below, by month, are the number of days in each month and the new start and end dates for each Flight Attendant Schedule month for 2027.

Month	Days	Operating Dates	Month	Days	Operating Dates
January	31	12/30/26 - 01/29/27	July	30	06/30/27 – 07/29/27
February	31	01/30/27 – 03/01/27	August	30	07/30/27 – 08/28/27
March	30	03/02/27 – 03/31/27	September	31	08/29/27 – 09/28/27
April	30	04/01/27 – 04/30/27	October	31	09/29/27 – 10/29/27
May	30	05/01/27 – 05/30/27	November	31	10/30/27 – 11/29/27
June	30	05/31/27 – 06/29/27	December	30	11/30/27 – 12/29/27

Vacation Accrual Letters
In CCS, go to -> Vacation-> My Vacation; from here, select “To view optional election, click here”. The following information will be displayed:

- Your vacation accrual seniority date as of August 29, 2026
- Your 2027 base vacation accrual determined by your vacation accrual seniority date
- Your paid activity, by each quarter in the 2025-2026 Vacation Accrual Year to be used in determining your vacation accrual for the 2027 Vacation year
- Your 2027 vacation accrual days and hours
- For newly hired Flight Attendants, quarterly paid activity will not be shown

Vacation Accrual & Reduction
Except for new hires, a Flight Attendant’s vacation accrual is based on completed years of service with the Company.

Vacation accrual may be reduced based on:

- Paid activity within the vacation accrual year, and
- Leaves of absence taken during the accrual year

Base Vacation Accrual

Completed Years of Service	Base Vacation Accrual
1 to 4 Years	12 Days
5 to 9 Years	19 Days
10 to 16 Years	26 Days
17 to 24 Years	33 Days
25 or more Years	40 Days

Vacation Reduction
A Flight Attendant on a leave of absence (except occupational), furlough, or disciplinary suspension will have their vacation accrual reduced by (1/12th) for every 30 days or major portion on a prorated basis.

Flight Attendants may take (borrow) up to ten (10) vacation days from next year’s allotment. DATV taken during the accrual period of **August 29, 2025- August 28, 2026** will reduce the 2027 Vacation accrual on a day-for-day basis. Instructions for requesting DATV are in Chapter 15 of the *Trip Trades & Adjustments Guide*.

How Does Paid Activity Affect Vacation Accrual?
Your annual (base) vacation accrual will be reduced when the paid activity in each quarter of

the Vacation Accrual year does not meet either the 60-hour – 119:59 hour or the 120 hour or greater metric for accrual as follows:

- A Flight Attendant who completes one hundred twenty (120) hours or more of paid activity in each of the quarters listed below of the Vacation Accrual Year will receive full vacation accrual (100% of base vacation accrual) for those quarters.

- A Flight Attendant who completes fewer than one hundred twenty (120) hours but at least sixty (60) hours of paid activity in each of the quarters listed below of the Vacation Accrual Year will receive fifty percent of vacation accrual (50% of the Base Vacation Accrual) for those quarters.

- A Flight Attendant who completes fewer than sixty (60) Hours of paid activity for each of the quarters listed below of the Vacation Accrual Year will accrue no vacation for those quarters..

1st	2nd	3rd	4th
08/29/25 - 11/29/25	11/30/25 – 02/28/26	03/01/26 - 05/30/26	05/31/26 – 08/28/26

The following chart illustrates accrual based on Paid Activity:

Years of Completed Service	Base Annual Accrual	Accrual per Quarter - <60 Hours of Paid Activity	Accrual per Quarter - 60-119:59 Hours of Paid Activity	Accrual per Quarter - 120 Hours or More of Paid Activity
1 to 4	12 Days	None	1 Day and 12 Hours	3 Full Days
5 to 9	19 Days	None	2 Days and 9 Hours	4 Days and 18 Hours
10 to 16	26 Days	None	3 Days and 6 Hours	6 Days and 12 Hours
17 to 16	33 Days	None	4 Days and 3 Hours	8 Days and 6 Hours
25+	40 Days	None	5 Full Days	10 Full Days

Example #1 - Flight Attendant who did not receive full accrual based on paid activity and additionally was on a leave of absence

The full accrual for a Flight Attendant with 30 completed years of service is 40 days. If the Flight Attendant has 120 hours or more of paid activity in each quarter, the accrual per quarter is 10 days.

- Quarter 1 paid activity: 240 hours; **100%** quarterly accrual (10 days)
- Quarter 2 paid activity: 270 hours; **100%** quarterly accrual (10 days)
- Quarter 3 paid activity: 160 hours; **100%** quarterly accrual (10 days)
- Quarter 4 paid activity: 115 hours; **50%** quarterly accrual (5 days)

The vacation accrual based on paid activity for the year is **35 days.**

The same Flight Attendant was also on a non-occupational leave of absence for 90 days during the third and fourth quarters of the vacation accrual year. The vacation accrual is reduced by 1/12 for each 30 days or major portion thereof – a total of 3/12 or 1/4 of the full 40-day accrual = 10 days.

The vacation accrual based on reduction for leave(s) of absence is **30** days (40 – 10 days). When a Flight Attendant's base vacation accrual is reduced for ***both*** paid activity and leaves of absence, the greatest reduction will apply. Therefore, in the above example, the Flight Attendant's 40 days was reduced to 30 days.

Reserve Letter Designators

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
A	B	A	B	A	B	A	B	A	B	A	B

Reserve (A/B) Rotation
Reserve (A/B) Rotation is only applicable for Flight Attendants based in Honolulu and London. The 2027 Reserve Letter Lists will be made available in your Base and on Flying Together. These lists are effective February 2027 through January 2028.

Those Flight Attendants having their 5th anniversary as a Flight Attendant in 2027 will not have their 'R' status changed to an 'A' or 'B' until the month of their anniversary, to become effective for bidding the following month. 'A' letter Reserve months are the odd months, and 'B' letter Reserve months are the even months.

Reserve (A/B) Rotation Letter Designator Trades Are Requested In CCS
To submit a trade, log into CCS, then select **Scheduling** > **A/B Rotation Trade Request**. Click on the New Request window and fill in the requested information, including the desired effective date for the bid month/year and employee ID number of the Flight Attendant with whom you wish to trade.

Trading A/B Rotation Letter Designator: Special Qualification
Flight Attendants in an International Purser sub-Base at these locations may only request an A/B Reserve Rotation letter designator trade with another Flight Attendant in that same International Purser sub-Base.

Vacation Elections
The Vacation Election period opens at 0800 Home Domicile Time (HDT) on September 25, 2026, and closes at 0800 HDT on October 10, 2026, to provide the full fifteen (15) day period to make elections required under the Contract.

Once you know the number of days that you have accrued, if you choose to participate in the optional Vacation Election process, select the "**Proceed to Vacation Election**" button located in the bottom right corner of the accrual letter page. You may also choose not to make any

selections in the Vacation Election process and skip this step.

The Vacation Election screen will appear, and you will be able to make the following selections:

1. Buy Back Vacation Days.
   NOTE: *Partially accrued vacation days are not eligible.*
2. Defer vacation days to your 401(k) or UK Stakeholder Plan
3. Elect Flex Vacation Days (paid or unpaid)

Vacation Buy Back: Two Possible Programs
Vacation days are "sold" back at a rate of **three hours and fifteen minutes (3:15)** of pay per day plus an incentive payment, which shall be determined and announced prior to the annual vacation bid.

Annual Vacation Buy Back
The Company offers a Vacation Buyback option that allows a Flight Attendant to take pay in lieu of accrued vacation. Flight Attendants must opt to "sell" at least six (6) full days of accrued vacation, and partial days are not eligible.

The rate of pay for Vacation Buy Back is based on your individual rate of pay as of 12/31/26. *International Purser and Purser pay overrides are not included in your hourly rate of pay and are not applicable to Vacation Buy Back payments*.

Monthly Vacation Buy Back: In addition, the Company may offer vacation buy back on a month-to-month or base-by-base basis. The Company will determine whether to offer an incentive payment for month-to-month or base-by-base vacation buy back. Vacation buyback will be awarded in base seniority order.

NOTE: *Those participating in the Buy Back program may not participate in the Flex program.*

Deferred 401(k) Contribution:
A Flight Attendant may elect to contribute a minimum of six (6) and up to the maximum contribution allowed by law, of paid vacation accrued for use in the following Scheduled Vacation Year to their 401(k) Savings Plan account, or equivalent. Contributions shall be treated as employee contributions and are subject to Internal Revenue Code Section 401(a)(17) limits, or equivalent regulations. 401(k) contributions will be based on the Flight Attendant's hourly rate of pay as of January 1st of the year in which the contribution is being made.

Flex Vacation Program
Flight Attendants may elect to take an additional seven days of Flex vacation. Flight Attendants taking Flex vacation will either take the additional seven days as unpaid vacation or elect to have one hour and fifty-four minutes (1:54) pay deducted from their earnings each month to pay for the Flex vacation week.

*Flight Attendants who opt for **paid** Flex vacation will have the **last seven (7) days of their last***

awarded vacation period *designated as Flex.*

Flight Attendants who opt for ***unpaid*** *Flex vacation will have their* ***first seven (7) days of the first awarded vacation period*** *designated as Flex.*

Once you have finished making your choices, select **"Submit".** A confirmation page will display showing your 2027 elections. We recommend keeping a copy for your records.

At any time while the vacation election period is open, you can return to the vacation election page and change/update your selections. **Once the election period closes, you can no longer submit changes.**

Contractual Holidays 2027

United States	United Kingdom
New Year's Day - 01/01/27	New Year's Day - 01/01/27
Independence Day - 07/04/27	Easter Monday - 03/29/27
Halloween - 10/31/27	August Bank Holiday - 08/30/27
Thanksgiving Day - 11/25/27	Christmas Day - 12/26/27
Christmas Day - 12/25/27	Boxing Day - 12/28/27
Flight Attendant's Birthday	Flight Attendant's Birthday

Vacation Bidding Rules
Flight Attendants will have an allocation of days available by base to view in CCS once the first round of bidding opens on October 23rd. Once the first round opens, Flight Attendants will be allowed to choose preferences regarding:

1) The number of days they want in each vacation period.
2) The option to "date slide" the vacation, up to three (3) days in either direction of the start/end dates, to ensure they receive the maximum number of days using their initial bids.
3) Accept fewer days for the vacation period by specifying the number of days by which the vacation is to be reduced.
4) The start date for each vacation period.

Keep in mind, start dates are not pre-set. The vacation bid process allows you to bid any start date for a vacation period, as long as it fits within the month being bid or complies with the rules for "crossing months." Become familiar with the following vacation rules: Flight Attendants may split their vacation accrual into periods of at least six (6) days each.

- A Flight Attendant may have a maximum of five (5) vacation periods. (Section

12.F.4.)

- A Flight Attendant who has eleven (11) or fewer days of accrued vacation ***must*** bid their entire accrual in a single block. (Section 12.F.4.)

- A partial day of vacation accrual will be rounded up to a full day for purposes of vacation bidding, but shall be paid as a partial day. A partial day is always the last of the vacation period in which it is awarded, with all hours bid in the same round. (Section 12.F.5)

- When a Flight Attendant has a partial day vacation, they will be relieved of all duty for that entire day, including any trip assignment or Reserve duty. However, compensation for a partial vacation day will be paid on a pro-rata basis. For example, a 12-hour partial day will pay 50% of the 3:15 value of the vacation day

- A Flight Attendant may not bid more than 50% of their accrued vacation days, unless they have eleven (11) or fewer days of accrued vacation.

When a Flight Attendant has accrued an odd number of vacation days, the odd day may be added to the 50% maximum for the first round. For example, a Flight Attendant with 19 vacation days may bid a maximum of 10 days in the first round. (Section 12.F.6.)

What Happens if I Don't Bid for Vacation? - Section 12.F.8

- If a Flight Attendant does not submit a vacation bid in the first round of bidding, it will be considered a ***No Bid.***

- ***No vacation will be assigned during the first round of vacation bidding.***

- The Flight Attendant will be required to bid all accrued days in the second round
.
- ***If the Flight Attendant does not submit a vacation bid in the second round of bidding, they will automatically be assigned a vacation***. Keep in mind, the vacation you are assigned will be after the second-round vacation awards have been completed for all Flight Attendants submitting a bid. The assigned vacation will be made in seniority order from December backward through January, with the largest block of days being assigned first.

What if My Bid is considered an Insufficient Bid? – Section 12.F.10

- When a Flight Attendant submits a vacation bid and is unable to hold any of their selections, it is considered an ***Insufficient Bid***.
- In this instance, vacation is assigned in seniority order from December backward through January after that round of vacation has been awarded to all bidders.
- The assignment shall be based on the number of days in your bid, with the largest block of days assigned first.

Unpaid Flex Vacation While on Reserve Status
Reserve Flight Attendants who opted to elect Unpaid Flex as part of their Vacation should be

aware that any Reserve (R) days that fall within the unpaid Flex vacation period will *reduce* your Reserve line guarantee.

For example:
A Reserve Flight Attendant who opts for a seven (7) day Unpaid Flex Vacation is awarded a Reserve line in a thirty (30) day schedule month with the contractual twelve (12) days off. The awarded vacation period includes three (3) days of availability. Each of these Reserve days is valued at 4:20. Once vacation is applied to the Reserve line, the three (3) days of Reserve availability are dropped by vacation. The Reserve line value will be reduced by the value of the Reserve days dropped with vacation. In this case, 3 X 4:20 = 13 hours. The 78-hour Reserve minimum guarantee is reduced by 13 hours and will result in the Reserve's new Reserve minimum guarantee being 65 hours (78 - 13 = 65 hours).

This reduction in guarantee occurs ***only*** in those instances where the Reserve opted for the *Unpaid Flex* option during the Vacation Election.

Partial Vacation Days – Section 12.F.5
A partial day of vacation accrual is rounded up to a full day for vacation bidding and scheduling but will be paid as a partial day. The partial day is ***always*** the last day of the vacation period in which it is awarded.

Crossing Bid Months – Section 12.F.7
A Flight Attendant may bid for a vacation period overlapping two (2) bid months; however, may not bid for a vacation period overlapping two (2) scheduled vacation years. *Flight Attendants may not bid a vacation that overlaps from December 2026 into January 2027.*

The minimum vacation bid to cross from one month to the next is fourteen (14) full days.

In order to cross months using **14, 15, or 16 days, you** must meet the following rules:
- There must be a minimum of four (4) full days in both months.
- Partial Vacation days cannot be counted as a full day.

To cross months using **seventeen (17) days or more**, the following rules must be met:
- Both months must have a minimum of seven (7) full days in ***both*** months.
- Partial Vacation days cannot be counted as a full day.

Vacation Slides – Section 12.F.3
Flight Attendants have the option to 'slide' the vacation period up to three (3) days in either direction from the start date of the vacation period.

The vacation award will be based on the ability of the vacation award logic to award the vacation by sliding in the following sequence: original bid start date +1, -1, +2, -2, +3, -3.

If the bid slides into another month, the system will process only the valid slide.

- The system will avoid an award that leaves less than four (4) days in one month on the 14-, 15-, or 16-day vacation bid, or less than seven (7) days in a 17-day or longer bid.
- After the slide, the vacation must meet the cross-bid month rules.

- If none of the slide options can be awarded using the first bid choice, the process will apply to the second bid choice and will continue through all bid choices.

Reduce Vacation (Fewer Days Option)
Flight Attendants have the option of accepting 'fewer days' than that for which they bid under the following circumstances:

- They must have accrued twelve (12) or more full vacation days.
- Vacation will be based on the ability to award the longest stretch of available days within each bid choice, according to the bidding rules.
- The vacation will be reduced one (1) day at a time up to the number of days specified.
- The bid may be reduced to a minimum of six (6) days anywhere within the original bid.
- If at least six (6) days of the first choice cannot be awarded, the process will apply to the second bid choice and continue through all bid choices.

When a Flight Attendant chooses to reduce days in Round #1, any un-awarded (reduced) vacation days are rolled over to Round #2.

- When a Flight Attendant chooses to reduce days in Round #2, the reduced days are added to the last vacation period.
- In the second round of bidding, *the last vacation period cannot be reduced, and all remaining vacation is awarded*.

Combination (Date Slide and Reduce Days)
The award process will evaluate all options, including Date Slides & requests to Reduce Days, for the start dates specified *prior to moving into your next vacation bid*. (Refer to pages 13 & 14 in the Vacation Bidding Guide for examples.)

This can be found on Flying Together at: My Work > Inflight Service Home Page > Crew Planning Scheduling and Administration > Crew Resource Planning > Vacation

This information can also be found in the link at: Content Locker > JCBA Resources > Vacations > Step-By-Step Guide to Vacation Bidding

Transfers – Section 12.C.7
A Flight Attendant who changes Bases shall retain their vacation period(s). In the case of a new Base opening, they may be required to re-bid their remaining vacation days.

Vacations Encompassed by a Leave of Absence – Section 12.C.8
Vacations Encompassed by a Leave of Absence shall be treated in the following manner:

- The vacation may be left intact, and the Flight Attendant will be paid for the vacation period

Or

- Permit a trade of vacations in accordance with the trading provisions of Section 12.C, resulting in the removal of the original vacation period from the period of leave

Or

- A Flight Attendant who is scheduled for jury duty, or on medical leave or occupational leave, or who is hospitalized due to illness or injury may, not later than one (1) calendar day before their vacation begins, defer the vacation until later in the Scheduled Vacation year.

- Upon return to work, they will choose from available vacation periods.
- If no vacation period is open, and the deferred vacation was a paid vacation, the Flight Attendant will be paid for the deferred vacation at their rate of pay in the last month of the Scheduled Vacation year in which the vacation would have been taken.
- A Flight Attendant will have the option to either carry unused vacation into the following vacation year under the terms of Section 12.C.8.d. or be paid for the vacation under the terms of Section 12.C.8.c.
- A Flight Attendant must advise the Company of their election to carry unused vacation into the following vacation year no later than November 30. If no election is made by November 30, vacation will be paid out under Section 12.C.8.c.
- The payment shall be made no later than the employee's February 1 paycheck of the following year.
- Flex Vacation cannot be carried into the following year.
- If an election is made to carry over the deferred vacation days to the following Scheduled Vacation year, the Flight Attendant will choose from available vacation periods after the vacation periods for that year have been awarded.

  NOTE: This provision may be used only once per Scheduled Vacation year.

Blocked Vacation Slide Dates
As provided for in Section 12.G., the list of blocked days for vacation slides in 2027 is as follows:

JAN	12/30/26 - 01/04/27	JUL	07/01/27 - 07/07/27	OCT/NOV	10/28/27 - 11/02/27
MAR/APR	03/24/27 - 04/02/27	SEP	09/02/27 - 09/08/27	DEC	12/18/27 - 12/29/27
MAY/JUN	05/27/27 - 06/3/27				