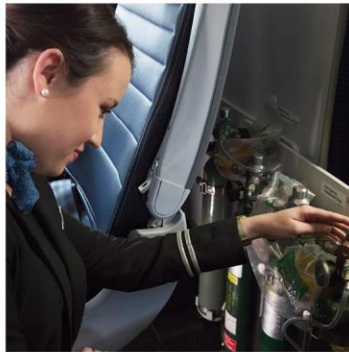
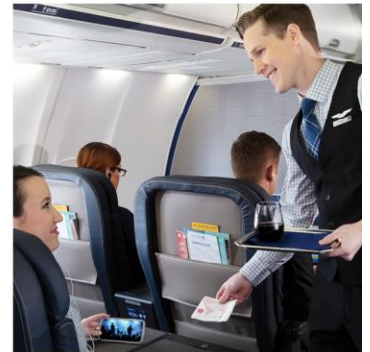
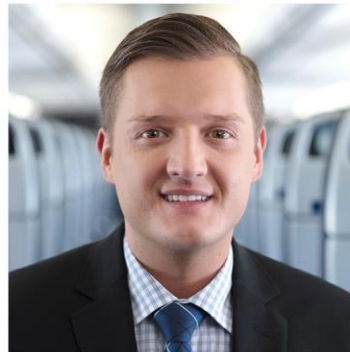
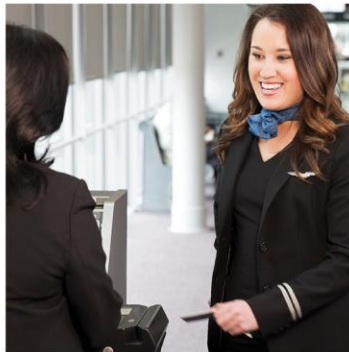




Legalities Overview



WIN AS ONE
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Legalities Introduction

Read below for an overview of changes to Reassignment, Legal Rest, Domestic & International Maximum Duty Time, Duty Time, and RIGs.



Reassignment

As we all know, there are times when things may not go as planned during the operation which impact our flight schedules. When this happens, it may cause all or part of a pairing to cancel, which may then result in a misconnect or becoming illegal for a next scheduled trip. In conjunction with the Order of Assignment, the Loss of Flight Time and Irregular Operations sections of the JCBA outline procedures for reassignment, which help protect both the airline's operation and the integrity of the Flight Attendant's schedule and pay.

Defining what is causing any rescheduling activity will help you identify the proper method of reassignment the Crew Scheduler should employ.

If you lose a pairing (or a portion of a pairing) for any reason other than being unavailable for duty, the Company can either release you with no loss of pay or reassign you to another pairing.

The Company's procedure for releasing or reassigning you during irregular operations will depend upon factors such as your ability to be reassigned, when the flight time was lost in relation to the operation of the pairing, whether you have started the pairing prior to the loss of flight time, and whether a Severe Weather Action Plan was in effect at the time of the loss of flight time.

Operational Reliability Incentive

Section 6.X. of the JCBA provides Flight Attendants with an Operational Reliability Incentive of 5:00 hours incentive pay if the Company requests her/him to waive the minimum contractual Legal Rest (only with their consent) to the FAR minimum legal rest of 8:00 hours on Domestic layovers.

Voluntary Waiver of Maximum Duty

The Company may ask you to extend your Domestic and International duty time maximums to the FAR maximum scheduled duty time of 20:00 hours. For non-stop flights of 12:01 hours or greater, the extension will be limited to 2:00 hours.

If you concur to extend your duty period you will be guaranteed 1:00 hour of pay at 5 times your hourly rate in addition to the credited time for the pairing. You will also be paid at 5 times your hourly rate for every hour or portion thereof in excess of the contractual maximum in Section 6.S. or 6.T. There must be a request from Crew Scheduling and explicit consent from the Flight Attendant for this contract provision to be valid. This compensation is for pay purposes only.



Legal Rest



The minimum time required for legal rest is determined by the type of flying (International/Domestic). If you complete an International duty period, you should receive an International legal rest. If you complete a Domestic duty period, you should receive a Domestic legal rest.

The amount of rest required between duty periods depends on several factors:

- The type of flying in the last duty period (Domestic or International).
- The amount of flight time in the last International duty period.
- Where the rest occurs (at the home domicile or at a layover point).
- At the home domicile, a Flight Attendant may voluntarily pick-up or trade into a trip that reduces their legal rest below the contractually required minimum, as long as the waiver minimum rest is maintained.
- Free From Duty (FFD) rest is measured from release time following a duty period to check-in time prior to the next duty period.
- Place of Lodging (POL) rest is measured from arrival time at the hotel to pick-up time from the hotel for return transport to the airport.
- At a layover point, both the FFD and POL rest minimums must be met.

If it is determined upon arrival at the hotel that the minimum POL rest will not be met, you should immediately contact Crew Scheduling.

Domestic Legal Rest

At Home Domicile		At a Layover	
Scheduled Free From Duty Rest	Trip Trade/Pick-Up Waiver	Free From Duty Rest	Place of Lodging Rest
12:00 hours	10:00 hours	Lodging within 15 minutes of airport: 10:00 hours	8:00 hours
		Lodging more than 15 minutes from airport: 11:00 hours	8:00 hours

International Minimum Legal Rest

	At Home Domicile		At a Layover	
Flight/DH Time in Last Duty Period	Scheduled Free From Duty Rest	Trip Trade/ Pick-Up Waiver	Free From Duty Rest	Place of Lodging Rest
8:00 hours or less	12:00 hours	10:00 hours	12:00 hours	10:00 hours
8:01 – 10:00 hours	14:00 hours	10:00 hours	14:00 hours	12:00 hours
10:01 – 14:00 hours	18:00 hours	12:00 hours	18:00 hours	15:00 hours
14:01 – 16:30 hours	24:00 hours	12:00 hours	22:00 hours	19:00 hours
16:31 hours	30:00 hours	16:00 hours	26:00 hours	23:00 hours
Japan Layovers	Based on Flight/DH time in last duty period		19:00 hours	17:00 hours

Duty Time



Duty time begins when you are required to report to fly, deadhead, or for Standby Reserve. Duty time continues through debriefing at home or at a layover, or when a Standby Reserve is released to begin a legal rest. There are extensions to duty time for circumstances related to clearing customs, holding time, etc. There is a maximum time you may be scheduled to be on duty. This depends on the type of operation (Domestic or International), what time you check in, your scheduled flight time, non-stop/multi-stop status, and scheduled activity within the pairing. The actual time you may be on duty depends on the same factors.

Domestic Maximum Duty Time

Duty Period Start Time	Scheduled Maximum Duty Time	Actual Maximum Duty Time
0500 – 1859	13:00 hours	15:00 hours
1900 – 0459*	11:30 hours	13:00 hours
High Value Trip**	14:00 hours	16:00 hours

*Limited to no more than seven hours (7:00) flight time, ground time no greater than two hours and thirty minutes (2:30) and no more than one flight segment after a red-eye flight. A red-eye flight is one with any portion scheduled to operate from 0200 to 0400, local time. **A High Value Trip (HVT) shall be limited to a single duty period containing no more than three (3) flight segments with a total flight time of nine hours (9:00) or more.

International Maximum Duty Time

Flight Time (including DH)	Scheduled Maximum Duty Time	Actual Maximum Duty Time
Multi/Non-Stop Up to 8:00	14:00 hours	16:00 hours
Multi/Non-Stop 8:01-12:00	14:00 hours	16:30 hours
Non-Stop 12:01 or Over	Check-in + Scheduled Flight Time + Customs + Debrief time	Check-in + Scheduled Flight Time + Customs + Debrief time + 3:30 hours

RIGS

The JCBA includes Ratio-in-Guarantee (RIG) protections, which provide for additional pay and credit beyond the sum of the flight time within pairings, when applicable.

There are 2 different RIG minimum pay protections: Duty RIG and Trip RIGs. Duty RIG is a guaranteed minimum pay credit based on the amount of time that we spend on duty. There are two different Trip RIGs. One is based on a minimum average pay of 5:00 hours per Duty day. The other Trip RIG is a guaranteed minimum pay credit based on time away from domicile. Both Duty and Trip RIGs are considered when determining the value of a pairing. If multiple RIGs exist within a pairing, they are evaluated independently, compared to each other, and then compared to the pairing’s flight time to determine which overall value is the highest - with the highest value becoming the value of the pairing.

