

TTS daily processing occurs on any day, the Company may not change the red flag designation until the TTS awards are complete for that day.

I. INVOLUNTARY ASSIGNMENT

Involuntary assignments shall only be made according to the Priority of Open Trip Assignment language specified in Reserve Duty, Section 12.

J. RESCHEDULING

1. General Provisions

- a. The provisions of Paragraph J are intended to allow for orderly rescheduling procedures in the event of last minute operational irregularities that have a high probability of resulting in sequence delays or cancellations. These provisions are not intended to be utilized in such a manner so as to effectively require a Lineholder to serve as a Reserve.
- b. In the event a Flight Attendant loses her/his entire month's trip selection or balance of her/his month's schedule because of a schedule change, including natural disaster and/or extraordinary circumstances, the following shall apply: A Flight Attendant whose pay projection falls below her/his monthly guarantee as a result of the Schedule Change shall be required to make a "reasonable effort" as defined in Paragraph D.19.d.i, to make up the time. A Flight Attendant may choose to waive pay protection and be released from any obligation to remain available to the Company. This provision is to address the major issues specified above and is not intended to apply to normal scheduling changes affecting individual Flight Attendants.
- c. The intent of Paragraph J is that a Flight Attendant should be permitted to operate the sequences that she/he was awarded through PBS, TTS, ETB, etc. Consequently, a Flight Attendant should not be removed from her/his sequence unless all options have been utilized to prevent a cancellation or delay including assignment to any available Reserve or Standby Reserve.
- d. A Reserve on an ETB trip will be considered a Lineholder for the purposes of Section 10.
- e. The term "rescheduled" as used in Section 10 means any and all deviations from a Flight Attendant's awarded sequence, as originally published, with the following exceptions:
 - i. Cancelled segments that occur at any time during the sequence without requiring the Flight Attendant to operate a different sequence. However, the cancellation of a scheduled flight and the creation of a new unpublished flight between the same city pairs within four (4) hours of the original scheduled departure time does not constitute a cancelled segment and would require payment to the Flight Attendant for the cancelled flight unless the Flight Attendant has requested to be released from duty in accordance with Hours of Service, Section 11.M. Further, flights scheduled as extra sections more than forty-eight (48) hours in advance of the cancelled flight are not considered "new unpublished flights" for purposes of this Paragraph. If an extra section is created less than forty-eight (48) hours prior to the cancellation, the extra section shall require payment to the Flight Attendant for the cancelled flight unless the Company can demonstrate that the creation of this "new unpublished flight" is not related to the cancellation.
 - ii. Deadheading to position a crew because of a cancelled flight(s) to continue a series of flight(s) on the original sequence.

- iii. Diversions for fuel, weather or emergency if the Flight Attendant next proceeds to the originally released destination prior to the diversion or to the next destination on the original sequence.
- iv. Delays of scheduled departure/arrival times which do not result in operating to different city pairs than were contained in the original sequence.
- v. Bypassing cancelled flight segments in the affected Flight Attendant's sequence, provided that another flight has not been cancelled pursuant to Paragraph J.1.d.i, which would be covered by the affected Flight Attendant.
- vi. Example: Duty Period 1 – Original Sequence: PHL-CLT-TPA. Both flight segments cancel and Duty Period 1 becomes PHL-TPA.

2. Prior to Report Time

The following provisions will apply to the Lineholder holding the sequence at the time of modification or reschedule:

- a. Subject to the provisions of Paragraph J.1, for the purposes of adjusting sequences after publication, e.g., equipment change, block times, departure or arrival times, or cancellations, a sequence may be changed prior to report.
- b. If such change involves an adjustment to the schedule between publication of sequences and up to three (3) days prior to commencement of the affected sequence(s), which results in different city pairs, layover cities, or causes the sequences to operate on additional days or to not operate on a day(s), the Lineholder shall be notified and shall not be required to accept such sequence in which event the Lineholder shall forfeit all applicable pay protection for that sequence(s) and all line guarantees associated with that release.
- c. If such change involves an adjustment to the schedule within three (3) days prior to commencement of the affected sequence and prior to report, which results in different city pairs, layover cities, or causes the sequences to not operate on a day(s), the Lineholder shall be notified, and with Company consent, the Flight Attendant shall not be required to accept such sequence in which event the Lineholder shall forfeit all applicable pay protection for that sequence(s) and all line guarantees associated with that release. Any such adjustment to the schedule shall be according to the provisions of Paragraph J.3, and other provisions of Paragraph J.
- d. In no case shall the Lineholder be required to report for a sequence earlier than originally scheduled. If the rescheduled departure is earlier than the originally scheduled departure, duty time will commence concurrent with Domestic or International report times based on the earlier departure time. If replaced, such Flight Attendant shall receive the crew substitution protections afforded in Paragraph J.9.
- e. In the event the sequence is rescheduled to depart more than one (1) hour later than originally scheduled, Crew Schedule shall attempt to call the Lineholder to advise her/him of the rescheduled report time.

3. After Report but prior to Sequence's Origination

- a. Subject to the provisions of Paragraph J.1, once a Flight Attendant crew reports for a sequence, the Company may reschedule a Flight Attendant crew to maintain scheduled operations or substitute another crew on a part of the sequence to maintain scheduled operations in accordance with published timetables.
 - b. The Company will make every reasonable effort to reschedule the entire crew together. However, in extenuating circumstances, the Company may split a Flight Attendant crew if such split is required in order to maintain schedule. The opportunity to be rescheduled shall be offered to the Flight Attendants in seniority order. If insufficient Flight Attendants volunteer to be rescheduled, assignments will be made in inverse seniority.
 - c. In the event a Flight Attendant crew reports for the origination of a sequence and such sequence is canceled in its entirety, the individual Flight Attendants in such crew may be rescheduled in the event that such rescheduling is required to prevent a delay or cancellation. The opportunity to be rescheduled shall be offered to the Flight Attendants in seniority order. If insufficient Flight Attendants volunteer to be rescheduled, assignment will be made in inverse seniority order.
 - d. A Flight Attendant, after the initial notification of a disruption to her/his sequence will be advised of her/his rescheduled sequence/assignment prior to four (4) hours after the originally scheduled sequence sign-in time or three (3) hours after the disruption is known, whichever is later.
4. After Origination (Departure of First Flight)
- a. Subject to the provisions of Paragraph J.1, once a Flight Attendant crew has originated a sequence, the Company may reschedule such crew to maintain schedule or substitute another crew on a part of the sequence to maintain scheduled operations in accordance with published timetables. Such rescheduled crew will be advised of their remaining duty assignment for that day and for the balance of the sequence within three (3) hours after the disruption is known. If not assigned replacement flying within the window above, the Flight Attendant shall be released for that duty day.
 - b. It is the intent of Paragraph J.4.a, the Company will make every reasonable effort to reschedule the entire crew together. However, in extenuating circumstances, the Company may split a Flight Attendant crew if such split is required in order to maintain schedule. A typical example of a situation where the entire crew may not be rescheduled together would be as follows:

Example: Two (2) Flight Attendant crews are on an overnight in CDG (a 767 crew with six (6) Flight Attendants and an A330 crew with nine (9) Flight Attendants). If the "A" Flight Attendant on the 767 sequence becomes ill just prior to her/his flight's departure, a Flight Attendant from the A330 crew, if legal to do so, may be rescheduled onto the 767 sequence, thus splitting the 767 crew and preserving the integrity of the schedule.
5. If a Reserve has been removed from a sequence prior to report time consistent with Reserve Duty, Section 12.M, the pay protections specified therein shall apply. If the sequence cancels in its entirety, the Reserve may be assigned to a RAP pursuant to Section 12.
 6. If a Reserve's sequence cancels in its entirety and no RAP was originally assigned and no sequence exists for assignment, the Reserve shall assume duty for the remainder of the RAP in which the sequence originally reported. If the sequence originally reported in multiple RAPs, Crew Schedule shall assign the Reserve to the earlier RAP.

7. Return to Crew Base

At the time of rescheduling, the Company shall make every effort to schedule such Flight Attendant crew to arrive back in their crew base no later than the time she/he was originally scheduled to return. In no event will the Flight Attendant(s) be rescheduled beyond her/his originally scheduled return time unless the Company has unsuccessfully made every effort to provide Reserve coverage to continue the sequence from that point without causing a delay or cancellation. These provisions shall not be used to eliminate deadheading where no delay is involved.

8. More Than a Three (3) Hour Delay (After Report)

When a flight departure is delayed for more than three (3) hours, the Flight Attendant who is scheduled for such flight shall not be required to stand by and shall be relieved of duty at her/his request, provided that other Flight Attendants are available to replace her/him without increasing the delay. A Flight Attendant desiring to be released shall remain on duty until the relief Flight Attendant reports for duty. A Flight Attendant exercising this option shall forfeit any pay and credit that may be accumulated under any other Paragraph in Section 10.

9. Equipment Substitution

a. When different equipment is substituted prior to departure for an entire sequence, and positions are available in open time, only the required number of Flight Attendant positions for the downgraded equipment will be staffed. If such sequence is staffed with a full complement at the time of the equipment substitution, only the required number of Flight Attendant positions for the downgraded equipment will be required and the most senior Flight Attendant(s) will be released and receive pay and credit at their hourly rate and all premiums, if applicable.

b. When different equipment is substituted after departure the Flight Attendant complement will depend on the number of jumpseats available. In the event fewer jumpseats are available than there are Flight Attendants who have reported for the sequence, the junior Flight Attendants on the sequence, regardless of bid position, will fly the sequence and receive pay and credit at their hourly rate, and all premiums, if applicable. The most senior Flight Attendant(s) shall be compensated for the sequence at her/his hourly rate and all applicable premiums. At Company option, the original Flight Attendant may be required to return to her/his original sequence at any time prior to the termination of such sequence, but for this provision to have effect, such Flight Attendant must be notified of such requirement at the time she/he is notified of the equipment substitution.

c. If a sequence transits back through crew base and the Flight Attendant(s) is no longer required to fulfill the crew complement for the balance of the sequence, the downgrade provisions of Paragraphs J.9.a.- b, will be applied based on the departure time of the portion of the sequence which transits through the crew base.

10. A Flight Attendant, who is rescheduled in accordance with Paragraphs J.2, J.3, or J.4, will be guaranteed the pay value of her/his originally awarded or assigned sequence, as published in the electronic bid package or actual time, whichever is greater, excluding canceled segments. A sequence which does not appear on the electronic bid package, e.g., ferry flights, extra sections, etc., will be pay protected to the posted value of the sequence prior to its award or assignment. This pay protection will also apply to a Flight Attendant who is replaced as a result of a crew or equipment substitution.

11. Notification of Delay

- a. When a Flight Attendant's originating trip of the day is delayed and she/he is notified of this delay prior to leaving for the airport, her/his duty day begins at her/his rescheduled report time. If Crew Schedule is unable to reach the Flight Attendant before she/he departs for the field, and she/he reports for the original departure time, her/his duty day begins at the originally scheduled report time. However, if the call is placed by Crew Schedule three (3) hours or more prior to the originally scheduled departure time and the Flight Attendant cannot be contacted, she/he will be considered notified. Crew Schedule will use its best efforts to notify a Flight Attendant affected by a delay as soon as practicable after Crew Schedule becomes aware of the delay.
- b. If a courtesy call notifying a Flight Attendant that her/his trip has been cancelled in its entirety has been received less than three (3) hours prior to report, call out pay as specified in Hours of Service, Section 11, would apply. However, if the Flight Attendant has not departed her/his residence, then the three (3) hours call out pay specified in Hours of Service would not apply.

K. ILLEGAL THROUGH NO FAULT

1. If, after the time of award, a Flight Attendant becomes illegal (contractual or FAR) through no fault of her/his own to originate her/his sequence, such Flight Attendant shall have the option of splitting on to the sequence, once she/he becomes legal at the point the sequence passes through her/his crew base. If the sequence does not pass through the Flight Attendant's crew base, she/he will be permitted to pick up the sequence at the point where she/he becomes legal. However, if it is impractical for the Company to split the Flight Attendant on to the sequence, the Flight Attendant shall be released from the sequence and paid the value of the originally scheduled sequence. To receive pay protections under this Paragraph, the Flight Attendant must be FAR Illegal, a Lineholder, or a Reserve on an ETB trip, except as provided for in Paragraph K.1.b.

Example: A Flight Attendant arrives in late Monday night from her/his sequence and becomes FAR illegal for the following two-day sequence on Tuesday/Wednesday PHX-LGA-
RON-LGA-PHX. It would be impractical for the Company to deadhead the Flight Attendant to LGA fly the LGA-PHX segment as the Company already had the sequence covered by another Flight Attendant. In this situation, the Flight Attendant would not be permitted to split on the trip and would receive pay and credit for the entire sequence as it was flown by a substitute crew.

- a. For sequences other than such Flight Attendant's last sequence or series of sequences of the bid month, such Flight Attendant shall be paid and credited for any portion(s) of the sequence flown by a substitute crew, up to the point where she/he splits back on or could have split back on.
- b. As an exception to this Paragraph, a Reserve awarded a sequence via the ETB on Flex Days and subsequently awarded/assigned a sequence by Crew Schedule on Flex Days prior to such ETB trip will not be afforded pay protection. A Reserve awarded a sequence on a Flex Day(s) shall only be assigned a sequence in accordance with Paragraph G.4.
- c. If such sequence was the Flight Attendant's last sequence or series of sequences of the bid month, she/he shall be paid and credited in accordance with Paragraph L.4.