

SECTION 11 - HOURS OF SERVICE

A. GENERAL (Domestic and International)

1. The flight time limitations provided in this Agreement shall include all flight time on regularly scheduled sequences, extra sections, charter sequences, scenic flights, publicity flights, ferry flights, other flights where Flight Attendants perform regular flight duties, sequence hour credit, daily duty credit, minimum duty credit, report no-fly credit, and deadheading in accordance with the deadhead provisions as set forth in this Agreement.
2. Actual block-to-block time or scheduled time on a leg-by-leg basis, whichever is greater, shall be used in computing all flight time for pay purposes.

B. CUMULATIVE DUTY LIMITATIONS (Domestic and International)

1. A Reserve Flight Attendant may be scheduled to fly up to thirty-five (35) block hours in any seven (7) consecutive days. Further, in actual operations, a Reserve will complete her/his sequence combination even if the scheduled duty limitations are exceeded so long as no applicable Flight Attendant specific FAR is violated.
2. A Lineholder in PBS or TTS may be scheduled to fly up to thirty (30) block hours in any seven (7) consecutive days. However, in actual operations a Lineholder will complete her/his sequence combination unless the duty limitation exceeds thirty-five (35) block hours.
3. A Flight Attendant at her/his option may waive the limitations in Paragraphs B.1 and B.2. Once waived, a Flight Attendant will complete her/his trip combination so long as no applicable FAR is violated. Once the waiver is exercised, the waiver will be applied for the remainder of the month.
4. Domestic and International deadhead time, will not count toward the thirty (30) / thirty-five (35) hours in seven (7) days limitation in scheduled and actual operations.
5. ETB time will not count toward the thirty-five (35) hours in seven (7) days limitation.

C. 24:00 HOURS OFF IN 7 DAYS (Domestic and International)

1. A Flight Attendant cannot fly more than six (6) consecutive days unless the six (6) consecutive day period either contains or is followed by a consecutive twenty-four (24) hour period free from all duty. Such twenty-four (24) hours shall be actual hours, shall be calculated from the time of release to report and will occur during a layover, if applicable, or at her/his crew base.
2. As an exception to Paragraph C.1, the established PBS default for the consideration of required rest in seven (7) days shall require that FAR rest occur while in her/his crew base.

D. DUTY PERIOD MINIMUM AND DUTY RIG (Domestic and International)

1. Minimum Guarantee

A Flight Attendant who flies and completes a sequence, or a sequence including deadheading in accordance with the provisions of Paragraph A.1 shall receive the greatest of the following:

- a. Flight time pay and flight time credit scheduled or actual on a leg-by-leg basis.**

- b. Minimum of five (5) hours flight time pay and flight time credit multiplied by the number of duty periods within a sequence provided however, any sequence that contains more than one (1) duty period will be credited with a minimum of three (3) hours flight time pay and flight time credit for each duty period.
- c. Scheduled or actual On-Duty Time, whichever is greater, as provided in Paragraph D.5.
- d. Scheduled or actual Trip Rig, whichever is greater, as provided in Paragraph D.4.

2. Definition of Completed Trip

- a. Landing at an airport other than the airport or co-terminal of original departure, or;
- b. If the aircraft returns to the gate at the airport or co-terminal of original departure after takeoff for reasons other than mechanical.

If the aircraft returns to the gate at the airport of departure after takeoff because of mechanical reasons, and no additional flying is performed within the on-duty period, it is not considered a completed trip sequence and call out pay or on-duty time applies.

3. Call Out

- a. A Flight Attendant who reports to the airport for a specific flight assignment but who does no flying shall, if applicable, be eligible for Holding Time/Ground Time, as provided in Compensation, Section 3.D, and shall receive the greater of:

- i. Trip Sequence Origination

- (a) flight time pay for On-Duty Time as provided in Paragraph D.5, from the time she/he reports for the specific flight assignment continuing until she/he is released to begin her/his legal rest period, or

- (b) three (3) hours flight time pay.

- ii. Mid-Sequence

- (a) flight time pay and flight time credit for On-Duty Time as provided in Paragraph D.5, or, if greater, flight time pay and flight time credit for Time Away from Base, calculated in accordance with the provisions of Paragraph D.4, from the time she/he reports for the specific flight assignment continuing until she/he is released to begin her/his legal rest period, or;

- (b) three (3) hours flight time pay and credit.

- b. This provision shall not apply to a Flight Attendant who does not fly due to her/his own incapacity for flight.
- c. This provision shall not apply to a Flight Attendant who is displaced by a supervisor, instructor, or other authorized personnel.

4. Trip Rig (1 for 3.50)

For each sequence as defined in Definitions, Section 2, a Flight Attendant on a sequence shall be paid and credited with one (1) hour for each three (3) hours and thirty (30) minutes prorated. When the actual flight time is less than the time so credited, the difference between the flight time and the one (1) hour for three (3) hours and thirty (30) minutes

prorated shall be computed as a continuation of the last leg of the return sequence to her/his crew base.

5. Duty Rig (1 for 2)

A Flight Attendant shall receive a minimum of one (1) hour of pay and credit for every two (2) hours of actual on-duty time prorated on a minute-by-minute basis of actual on-duty time.

- 6.** Sequence rig, duty rig and minimum duty credit shall be paid and credited in the month during which such claim is earned. However, when a change in a contractual month occurs during a sequence, pay and credit for the time flown before midnight, based on local time at the last point of departure, shall be paid and credited to the month in which the Flight Attendant originated the flight, and any pay and credit extending past midnight and all expense pay will be carried over to the next month. However, when the last flight in the sequence physically terminates at Flight Attendant's base prior to 2400, including debrief, but has associated pay and credit that extends past midnight the last day of the month, the expense pay only will be paid in the sequence's originating month.

Example 1:

A LAX-based Flight Attendant is scheduled for a trip sequence that is scheduled to terminate at home base at 2359 on the last day of the contractual month of July. The duty period flight pay is 6:04 hours and minutes. Although the flight actually terminates prior to midnight at home base, the time zone of the last point of departure is used to determine the total time which extends beyond midnight. For this example, to calculate the total hours/minutes of the sequence which carries into the next month, take the departure time at the last point of departure (2055), and add the flight time (6:04). This results in 2:59 of the total sequence value being applied to the month of August. Since the sequence termination, including the 15 minute debrief, does not terminate until August, all of the 25:44 hours and minutes per diem expenses are paid in August.

SEQ	5432	BASE	LAX	DOM	320									
	DT	EQ	FLT	STA	DEP	M	STA	ARR	AC	FLY	GTR	GRD	ACT	
	SKD	30	80	30	LAX	2330	JFK	0759		5.29				
	D/P	SKD	5.29			P/C	0.00	TL	5.29					
	SKD	ONDUTY	6.44	ODL	11.41									
	SKD	31	80	185	JFK	2055	LAX	2359		6.04				
	D/P	SKD	6.04			P/C	0.00	TL	6.04					
	SKD	ONDUTY	7.19											
	SEQ	SKD	11.33			P/C	0.00	TL	11.33	TAFB	25.44			

Example 2:

A MIA-based Flight Attendant flies a turnaround that is scheduled to depart at 1830 and terminate at 2140 on the last day of the month. The flight time on the first segment is 1:10, and the second segment is 1:05. Since the minimum value of a one (1) day sequence is five (5) hours, and the total flying on this sequence is 2:15, minimum guarantee due on this sequence is an additional 2:45. The 2:45 is considered an extension of the last flight leg. To calculate the total hours/minutes which will be paid in the next month, take the departure time at the last point of departure (2035), add the flight time (1:05) and add the guarantee time (2:45). This results in 25 minutes of the total sequence value being applied to the next month. Since the sequence actually terminates prior to midnight at home base, the per diem expenses are paid in the current month.

