

the value of a Reserve day, i.e., minimum reserve guarantee divided by the number of originally scheduled days in that line that are not Golden or Flex Days, in lieu of the day(s) off.

If the Reserve has no more days of availability in the bid period to be converted to Golden Days, the Reserve may not be utilized on the Flex Day unless she/he consents to such assignment in which case the pay protections specified in this Paragraph D, shall apply.

E. RESERVE CREW BASE REST

1. Following any Reserve sequence, a Reserve shall be provided no less than twelve (12) hours rest (calculated from release from duty to report for duty) at her/his home crew base which is reducible at her/his option as specified in Scheduling, Section 10.
2. Unless notified of an assignment for the current reserve duty day in accordance with Paragraph M upon check-out from a Reserve's sequence, or upon completion of a Standby assignment at her/his home or Temporary Duty Assignment (TDY) crew base, she/he shall be considered released from Reserve duty to begin her/his legal crew base rest period. If a Reserve checks in at the airport but does not fly, she/he will resume her/his RAP unless released by Crew Schedule. A Reserve will not be required to be available for contact by Crew Schedule during her/his crew base rest as specified in Hours of Service, Section 11.
3. Upon release into such uninterrupted rest period at a home or TDY crew base, a Reserve; will not be called by Crew Schedule for the first eight (8) and thirty (30) minutes, unless there is an operational need to notify the Flight Attendant of a schedule change to her/his next flying assignment. In such event, the Flight Attendant will not be obligated to answer such call. A Reserve will be required to check the Crew Management System to review and acknowledge any assignment concurrent with the commencement of a RAP or Standby assignment.
4. After the Reserve has completed her/his rest, she/he will be placed on a full RAP shift unless the Reserve requests to be placed on a RAP with a modified start time. Crew Schedule may, but is not required to, award the modified RAP to the Reserve. The modified RAP will contain the same end time as the originally published RAP.

Example: The rest following a reserve sequence ends at 0800. A Reserve was originally assigned RAP A. She/he will be reassigned to RAP B since she/he will be available for the entire RAP. She/he may request RAP A which has a 0700 start time. If Crew Schedule agrees to award a modified RAP, the Reserve will commence RAP A at 0800 and end her/his RAP at 1900.

5. At Crew Schedule's option, at any point a deficit of Reserves exist in a particular RAP, Crew Schedule may offer the option for Reserves, on a first come, first served basis, to request to be reassigned to the RAP where the deficit exists.

F. STANDBY RESERVE

1. A Standby is a Reserve (Standby) who has been awarded or assigned Standby duty in uniform at the airport without a specific flight assignment for the purpose of covering a sequence in order to prevent a delay. A Standby may also be utilized for the purpose of deplaning, boarding or remaining with through passengers on the aircraft.
2. A Reserve awarded or assigned Standby duty must be legal and available for the number of duty days required for the Standby shift. A Flight Attendant must be legal and available for the number of hours times the minimum day (e.g., five (5) hours for a one-day trip, ten (10) hours for a two-day Standby shift, etc.)

3. Standby duty may be awarded or assigned by Future Scheduling or by Daily Scheduling. The number of Standby shifts designated by base will be determined by Crew Schedule.
4. A Reserve may be assigned to either a four (4) or six (6) hour Standby shift. Pay and credit for such Standby shifts shall be as established in Paragraph F.9. The scheduled length of the Standby shift must be indicated in the Future Reserve bidding and communicated to the Reserve at the time of the Future or Daily assignment. A Reserve is not required to check-in with the Company at the end of the Standby shift. A Standby who does not receive flight duty shall be released to begin her/his uninterrupted crew base rest at the end of her/his Standby shift.
5. No Reserve may be involuntarily assigned to a Standby shift more than two (2) times in a month, unless all available Reserves at the base have been assigned two (2) times.
6. Duty time for a Standby shift will begin upon scheduled report time at the airport and will continue until released for applicable legal rest as provided in Hours of Service, Section 11. However, if a Standby is awarded or assigned a sequence that checks-in prior to her/his initial report time at the airport, she/he shall begin accruing duty time one (1) hour before a Domestic or NIPD sequence's scheduled departure or one (1) hour and fifteen (15) minutes before an IPD sequence's scheduled departure. If she/he is not assigned a sequence, duty time shall terminate at the end of the Standby shift. If she/he is not assigned a sequence, duty time will terminate when she/he is released at the end of the Standby shift. If she/he is assigned a sequence, duty time will terminate when she/he is released at the end of the duty period for the assigned sequence.
7. In no event shall a combination of Standby and flight duty be scheduled to exceed the duty time limitations of Hours of Service, Section 11, or International Flying, Section 14, whichever is applicable.
8. If assigned a sequence, such sequence must be scheduled to depart no later than two (2) hours after the Standby scheduled release time.
9. Standby Pay and Credit
 - a. A Standby who does not fly shall be entitled to three (3) hours and thirty (30) minutes for a shift of four (4) hours or five (5) hours and fifteen (15) minutes for a shift of six (6) hours.
 - b. A Standby who is awarded or assigned a sequence departing within her/his Standby shift shall receive the scheduled or actual value of the sequence, whichever is greater. In addition, the duty time while on Standby duty, up to the report time of the sequence, shall be credited with one (1) hour for each one and one-quarter (1.25) hours on duty.
 - c. A Standby who is awarded or assigned a sequence departing outside her/his Standby shift shall receive the scheduled or actual value of the sequence, whichever is greater. In addition, the duty time while on Standby, and including any additional time up to the report time of the sequence, shall be credited with one (1) hour for each one and one-quarter (1.25) hours on duty.

Example:
A Reserve has a Standby shift from 0700 to 1100. The Reserve is assigned a sequence that departs at 1300. The Flight Attendant would receive daily duty rig pay (one for one and one-quarter) for the time between 0700 Standby report and the 1200 sequence report, and the full value of the sequence.
 - d. A Standby who is not released at the end of the scheduled Standby shift because of boarding

duty that is assigned before the end of the Standby shift and that continue beyond the end of the Standby shift, shall be compensated for the additional time at the rate of one (1) minute of pay and credit for each one (1) minute of duty beyond the end of the scheduled Standby shift.

10. For the purpose of sequence coverage, a Standby, if checked-in or scheduled to be on duty one (1) hour before scheduled departure of an open time sequence, will be utilized for any sequence that becomes available within two (2) hours of scheduled departure or any sequence that remains uncovered within two (2) hours of scheduled departure.
11. A Reserve shall be given no less than two (2) hours' notice and three (3) hours' notice for a co-terminal to report to the crew room for Standby duty.
12. Boarding duty, if utilized, will be based on days of availability, Standby report time, and in the same terminal, unless Standbys are available for the same number of days, report time, and are in the same terminal, in which case seniority will be utilized.
13. A Standby will not be assigned boarding duty unless the estimated time of arrival of the inbound crew is prior to the end of her/his Standby shift. If the crew does not arrive before the end of the Standby shift, such Standby will be replaced by an oncoming Standby if available. Such Standby will be released after the boarding of that flight and will not be subject to any further boarding duties or flight assignments. A Standby may accept the boarding duties which extend beyond the Standby shift and shall be paid in accordance with Paragraph F.9.d.
14. Duties of a Standby are limited to those assigned to other Flight Attendants.
15. If a Reserve is on Standby, any Standby Daily assignment shall take precedence over any assignment by Future Scheduling.
16. A Standby will be assigned a sequence based on qualifications, days of availability, Standby report time, and in the same terminal. If qualifications, days of availability, Standby report times and terminal are the same, the assignment will be made by seniority. A Standby shall not be assigned a sequence into her/his Flex Day(s) unless she/he is the only Standby available to operate the sequence and Crew Schedule is unable to split the trip prior to her/his Flex Day(s).
17. A Standby must be available for immediate contact and assignment while on Standby duty but is not required to be present in the Standby room.
18. A Reserve may trade a Standby shift with another Reserve who has a Standby shift on the same day. Such trade request must occur prior to the commencement of the Standby shift but in no case later than 1700 HBT on the day the Standby shift is scheduled, concurrent with Future Reserve Processing for the following day.

G. RESERVE AVAILABILITY PERIOD (RAP)

1. There shall be no more than four (4) RAPs.
2. Crew Schedule shall publish in the bid package the start times for each RAP for the following bid period by each base. All RAPs shall begin on the hour. The availability window for each RAP shall be twelve (12) hours. A Reserve will be automatically released at the end of her/his assigned RAP if she/he is not given an assignment. A Reserve will be released from the last RAP of the day no later than 2359 HBT of her/his last day of availability.