

AFA-Envoy Fatigue Risk Management



The primary purpose of the Fatigue Risk Management Program (FRMP) is to identify fatigue hazards, and to implement corrective measures to improve system safety. In order to facilitate safety analysis and corrective action, Envoy has implemented an FRMP for Flight Attendants, which is intended to improve safety through self-reporting, cooperative follow-up, and appropriate corrective action.

The program is coordinated by Envoy's Safety Department with representatives from Inflight & AFA on the Event Review Committee. There is a Fatigue CBT, which is required for Continuing Qualification (CQ) but it's available for you to watch at any moment.

The Fatigue Management Program Requires Crewmembers to comply with the following:

- Removing themselves from an active crew member position
- Call Crew Scheduling and report "fatigued". Be specific, use the word "Fatigued"
- Submit a complete Fatigue Report within:
 - 72 hours from the time the fatigue event was reported to Crew Scheduling
 - 48 hours after the conclusion of a trip/pairing into a day off, in the base in which the pairing began.
 - Immediate 10 hours of Rest: A Flight Attendant who declares herself/himself fatigued while on duty will be immediately removed from duty and put into rest for a minimum of ten (10) hours not inclusive of travel time to the place of rest

- After You are rested, contact your AFA Safety Representative, email kdates@afaeagle.com (and CC. jwyatt@afaeagle.com); so you can be walked through the Fatigue Submission Form.

Or you can contact us through “I Need a Rep” on www.afaeagle.com

How does Fatigue Review Board (FRB) work?

The Fatigue Review Board (FRB) will consist of one member of Flight Service Management, designated by the Flight Service VP, and one AFA Representative, designated by the MEC President. The parties will conduct an FRB at least once quarterly, or more frequently as necessary, to address cases on its agenda. The FRB will evaluate pay and/or attendance points associated with each event.

1. A Flight Attendant who declares herself/himself fatigued while on duty will be immediately removed from duty and put into rest for a minimum of ten (10) hours not inclusive of travel time to the place of rest. If the Company returns the Flight Attendant to a hotel, the cost of the hotel will be absorbed by the Company. She/He will not be credited or paid for the portion of the sequence that she/he not operates due to fatigue except as provided below.
2. The FRB shall consider the individual circumstances of each fatigue report submitted to it for purposes of assessing pay. Reports that are accepted by the FRC will not be assessed an attendance occurrence. Whenever the circumstances warrant, the FRB will be authorized to remove the fatigue call from the Flight Attendant’s absence record (HI10) and all related employment records. The FRB shall be authorized to direct that:
 - a. The Company pay the Flight Attendant for the assignment for which she/he reported fatigued; or

- b. If the removal is unpaid, the Flight Attendant, at her/his option, may be paid from her/his sick bank the value of the flying from which she/he was removed.
3. All decisions of the FRB will be in writing and signed by both members. All decisions of the FRB will be final and binding on the Association, the Company, and the Flight Attendant.
4. If the FRB deadlocks or fails to render a decision, the Company's decision will subject to the grievance procedure.



Lessons Learned:

If rest is disrupted at your overnight hotel:

1. Contact the front desk
2. Do a CrewCare Report detailing the event
3. Then decide if a fatigue call is appropriate

Personal and/or Controllable:

- Food/water/hydration (take a meal break)
- Menstrual cycle
- Allergies (mold from the hotel?)
Submit a CrewCare Report)
- Medication(s)



Reminders:

- § Use the "F" word, Fatigue
- § Contact a Fatigue Rep.
- § Fill out a CrewCare if fatigue was related to an overnight
- § Read more at myenvoyair.com

For More Information:

kdates@afaeagle.com