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## SECTION 7: Hours of Service

### A. Monthly Maximum

1. A Flight Attendant will not be required to exceed one hundred (100) block hours per month, not including deadhead assignments. A Flight Attendant may elect to exceed the one hundred (100) block hour limitation through pairing trades, optional exchanges and pick-ups from open time.
2. If a Flight Attendant is projected to exceed or actually exceeds the one hundred (100) block hour limitation, the Company will determine which leg(s) to remove from her/his schedule in order to reduce her/his projected block hours to one hundred (100) or less, unless she/he elects to exceed the limitation.
3. If a Flight Attendant is projected to exceed or actually exceeds the one hundred (100) block hour limitation, she/he will not be junior manned or extended for the remainder of the bid period.
4. A Flight Attendant will not be paid or credited for any leg(s) removed from her/his schedule as a result of the one hundred (100) block hour limitation.
5. A Flight Attendant who is not projected to exceed the one hundred (100) limitation when her/his duty period begins will complete the duty period even if operational reasons cause her/him to exceed one hundred (100) during the duty period. If the duty period does not terminate in domicile, the Flight Attendant may elect to deadhead to domicile or to work the remainder of the pairing.
6. Paragraphs A.1. through A.6., above, will apply to reduced guarantee lines, except that the one hundred (100) limitation will be a fifty (50) limitation for such lines.

### B. Duty Periods

1. A Flight Attendant's duty period, at her/his domicile, shall begin one hour (1:00) prior to scheduled block-out time (check-in) and end fifteen minutes (:15) after actual block-in of her/his last segment or when the Flight Attendant is actually released, whichever is later (check-out).
2. A Flight Attendant's duty period, other than at her/his domicile, shall begin forty-five minutes (:45) prior to scheduled block-out time and shall end fifteen minutes (:15) after actual block-in time of her/his last segment, or when the Flight Attendant is actually released, whichever is later.



3. If a Flight Attendant's first leg of her/his duty period is a deadhead, other than at her/his domicile, report time shall be thirty minutes (:30) prior to scheduled block-out time.
4. At a layover station, a report time may not be reduced to less than twenty minutes (:20) prior to scheduled departure.
5. In the event that a Flight Attendant is required to clear Customs after the last leg of a pairing, release time shall be thirty minutes (:30) after actual block-in time or when the Flight Attendant is actually released, whichever is later (check-out).

### C. Scheduled on Duty

1. A Flight Attendant shall not be scheduled to be on-duty more than fourteen (14) hours per duty period. A Flight Attendant may not be assigned new flying or required to remain on duty in excess of sixteen (16) hours, including continuous duty overnights.
2. A Flight Attendant will receive one (1) calendar day free from duty in her/his domicile in any seven-day period. However, a Flight Attendant at her/his discretion, may elect a 24-hour break from duty in any seven-day period to accommodate her/his request(s) for pairing trades, optional exchanges and/or pick-ups of open time. However, if a Flight Attendant adjusts her/his schedule (OT pick up, pairing trade, etc.) for the end of the current month before the final bid awards are made for the following month and such schedule adjustment puts her/him into a one in seven conflict after bids are awarded, the Flight Attendant shall not be considered to have waived the calendar day off. One (1) day of flying shall be removed in order to accommodate the Flight Attendant's right to one (1) day free from duty in any seven-day period.
  - a. The Company may remove any Flight Attendant who has not had twenty-four (24) consecutive hours free from duty in any seven (7) day period by removing her/him from any flights that are scheduled or expected to operate past 1944 Local Time on the sixth (6th) day.
  - b. The removals in paragraph 2.a. above will be done with 100% pay protection and the Flight Attendant will receive full per diem as if she/he had operated the flight. Such removals will be done with the "SP" removal code.
  - c. Any Flight Attendant removed from an overnight trip due to the "SP" removal code will receive, upon request, a Company-provided hotel room(s) for the night(s) of the removed flying. [SL-GGG]



3. A flight originating in one calendar day and extending into the next calendar day will be considered to have terminated in the first calendar day, if it terminates no later than 0200 hours local time on the second day.
4. In the event that a Flight Attendant's pairing is split at her/his domicile after the final bid award causing the Flight Attendant to overnight in the Flight Attendant's domicile, the time away from base (TAFB) will be continued for the duration of the overnight and the Flight Attendant will continue to receive per diem for the duration of the overnight. If the Company implements appropriate technology, Flight Attendants will be required to check-in for the remainder of her/his pairing after an in-domicile overnight.

#### **D. Days Off**

1. A regular or Reserve Flight Attendant who is available for duty for a full month will be guaranteed a minimum of eleven (11) days off at her/his domicile each month.
2. The PBS will construct lines of time with duty days grouped together, and days off grouped together in which there are at least two (2) periods of two (2) days free from duty. In addition, the "default" construction for the lines of Reserve Flight Attendants will be at least one (1) period of four (4) consecutive days off, and at least one (1) period of three (3) Golden Days. Such default parameters may be waived by the Flight Attendant. The set of three (3) Golden Days off will be placed consecutively on a Reserve's line in any block of three (3) or more days off. Golden Day placement will always start with the first day of a block of days off. When more than one (1) block of three (3) or more days off exist in the bid month, such Golden Days will be placed on the set of days off which were given the highest priority within the Flight Attendant's submitted bid. Such Golden Days off cannot be changed or removed by the Company for any reason without the approval of the Flight Attendant. A Flight Attendant may swap her/his complete set of Golden Days off for another Flight Attendant's complete set of Golden Days off so long as the trading of such sets of Golden Days does not create a conflict with the Flight Attendant's Reserve schedule.
  - a. A Flight Attendant, at her/his option, may submit a request to trade or swap an individual Golden Day and once approved, it shall lose its Golden Day status. In such case, the day may be traded and the other two (2) Golden Days shall retain their Golden status.



- b. The Flight Attendant may submit a request to trade or swap two (2) Golden Days. Once approved, the remaining Golden Day shall also lose its “Golden Day” designation.
- 3. If a Flight Attendant is unavailable for duty for part of a month, the guaranteed days off as provided in D.1. above will be prorated.
- 4. In the event of a temporary assignment, the days off at the temporary domicile will be considered as days off at the Flight Attendant's domicile.
- 5. No Flight Attendant shall be required to work more than two (2) guaranteed days off in a given bid period. When a Flight Attendant is involuntarily required to fly on one of her/his scheduled minimum days off in a bid period, the Flight Attendant will:
  - a. Reschedule the day off during the same bid period when possible, but in no case later than the following bid period. Such day(s) off shall be rescheduled by mutual concurrence between the Flight Attendant and the Company. No Flight Attendant shall be required to work more than two (2) guaranteed days off in a given bid period.
  - b. A Flight Attendant will not be subject to junior assignment or extension on such rescheduled day(s).
  - c. At the Flight Attendant's option, in lieu of rescheduling the day(s) off, the Flight Attendant will be paid three hours and forty-five minutes (3:45) above her/his guarantee for each such day.

**E. Rest**

- 1. General
  - a. Except as provided in E.2. below, Flight Attendants will be provided the following rest provisions in the chart below. Flight Attendants shall be given prior knowledge of the start and end point of rest period(s) per the FARs.

<u>Scheduled Flight Time</u>	<u>Normal Rest</u>	<u>Reduced Rest</u>	<u>Compensatory Rest</u>
Less than 8 hours of flying	9	8	10*
More than 8 but less than 9 hours of flying	10	8	11*
More than 9 hours of flying	11	9	12*



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\* Compensatory rest must begin within twenty-four (24) hours after the beginning of reduced rest.

e.g.: If reduced rest begins at 2000 Central Time on day one, compensatory rest must begin by 2000 Central Time on day two.

- b. Pairings will be constructed with a minimum of ten (10) hours of rest in domicile and a minimum of eight and one-half hours (8:30) of rest in outstations.
- c. Lines of time for a month will be constructed with a minimum of ten (10) hours of rest in domicile. Such rest limitation may be waived by the Flight Attendant to FAR + 45 minutes.

## 2. Rest in Domicile

- a. Whenever a Flight Attendant holding a line of time is placed into rest in her/his domicile she/he will receive a minimum of ten (10) hours of rest prior to duty on the next calendar day.
- b. Whenever a Flight Attendant holding a line of time that contains continuous duty overnights (CDOs) is placed into rest in her/his domicile, she/he will receive a minimum of ten (10) hours rest within the same calendar day between CDO pairings.
- c. Whenever a Reserve Flight Attendant is placed into rest in her/his domicile that will end on the next calendar day, she/he will receive a minimum of ten (10) hours of rest between: pairings; an Airport Reserve assignment and a pairing; a pairing and an Airport Reserve assignment; or within a pairing prior to duty on the next calendar day.
- d. In order to receive the rest specified in paragraphs 2.a., b., and c., above, a Flight Attendant will be required to notify Crew Scheduling within one (1) hour of being released should her/his schedule not provide the ten (10) hours of rest stated above.
- e. For the purpose of defining "calendar day," and solely for the purposes of paragraphs 2.a., b., c., and d., above, the time limit set forth in Section 7.C.3, shall be extended to 0600 hours local time of the second day.
- f. Paragraphs 2.a., c., and d., above, are not intended to require that a Flight Attendant be given ten (10) hours of rest in domicile between pairings on the same calendar day.

## 3. Rest Away from Domicile

- a. Pairings and lines will be built with no less than eight and one-half hours (8:30) of rest out of domicile.



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- b. On any pairings built by Crew Scheduling (i.e., not built in accordance with paragraph E.1.b., above), the Company will make its best efforts to build such pairings providing for eight and one-half hours (8:30) minimum rest out of domicile. Should a Flight Attendant notify Crew Scheduling before departing on the flight into the outstation where less than eight and one-half hours (8:30) of rest has been scheduled that the pairing has not been constructed for eight and one-half hours (8:30) of minimum rest, Crew Scheduling will provide such rest.
  - c. If a Flight Attendant is provided less than nine (9) hours of actual rest, she/he shall be given no less than ten (10) hours of compensatory rest prior to commencing a subsequent duty period as illustrated in E.1. above.
4. Contact During Rest
- a. The Company may initiate telephone contact with a Flight Attendant during her/his layover duty-free period only within the one hour and fifteen minute (1:15) period of time commencing at block-in of the aircraft of the Flight Attendant's last flight prior to the layover, and again during the time period commencing one (1) hour prior to the scheduled ground transport ("van pick up") time prior to the Flight Attendant's first scheduled flight following a layover. It is understood that the Company will restrict communications during this period to the following communications:
    - i. Notification of cancellation of the Flight Attendant's first flight following a layover, thus resulting in a later departure from the layover hotel;
    - ii. Delayed departure of the Flight Attendant's first flight following a layover, thus resulting in a later departure from the layover hotel.

It is understood for purposes of this paragraph that positive contact with the individual Flight Attendant is required in order for the notification to be valid.
  - b. The Company may also initiate telephone contact with a Flight Attendant to prevent an outbound cancellation from the layover city and/or to position a Flight Attendant to complete the original pairing. This contact may be made during the time period specified in paragraph E.4.a., above or for one (1) hour prior to the scheduled ground transport ("van pick up") time prior to the affected flight. It is understood for purposes of this paragraph that positive contact with the individual Flight Attendant is required in order for the notification



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to be valid. For the purposes of this paragraph, “van-time” shall be considered one (1) hour prior to the scheduled or actual departure of the flight, whichever is earlier.

- c. The Company may contact a Flight Attendant at any time in the event of a Flight Attendant's personal non-employment related emergency.
- d. In the event a Flight Attendant is contacted by the Company at any time outside the above-described periods of time or for a reason not listed above (e.g. soliciting open time), the Flight Attendant whose layover duty-free period has been so interrupted will be automatically granted a day free from all duty with the Company, with no loss of pay, to be provided no later than the last day of the bid month following the month in which the Flight Attendant's rest was interrupted. The day selected shall be of the Flight Attendant's choosing.
- e. Alternatively, the Flight Attendant may forego the day free from all duty and may elect instead to be paid three hours and forty-five minutes (3:45) above her/his guarantee.

#### **F. Continuous Duty Overnights (“CDOs”)**

- 1. “Continuous Duty Overnight” is a scheduled duty period which begins in one calendar day and ends in the next calendar day without interruption by a scheduled rest period of at least eight (8) hours between flight assignments, and is so identified by a scheduled on duty rest of less than eight (8) hours in accordance with the provisions of subparagraphs a., b., and c. below:
  - a. Should a Flight Attendant be scheduled for a CDO which is scheduled to provide a break of six (6) hours or less (block-in to block-out), such Flight Attendant will not be scheduled for more than two (2) take-offs during such CDO.
  - b. Should a Flight Attendant be scheduled for a CDO which is scheduled to provide a break of more than six (6) hours (block-in to block-out), such Flight Attendant will not be scheduled for more than four (4) take-offs during such CDO.
  - c. Should a Flight Attendant scheduled as provided in subparagraphs a. or b. above be assigned new flying, the number of times she/he may depart from her/his domicile shall be determined on the basis of the break received calculated on actual block-in and block-out times for such break.





2. Flight Attendants may bid for and be awarded a “CDO” line in the Monthly Pre-bidding System.
3. CDO lines will be constructed with no more than three (3) consecutive CDOs. Such CDO groupings shall be followed by not less than two (2) calendar days off.
4. No more than four (4) consecutive CDOs will be scheduled for a Flight Attendant during the transition period.
5. A Flight Attendant may request removal of the fourth CDO that falls in the beginning of the new contractual month. Staffing permitted, the transition team will remove the fourth CDO with no reduction in guarantee. For purposes of such removal, staffing will be evaluated before the final bid awards are posted. If staffing does not allow for removal at that time, the request will be reevaluated after the close of initial open time bid.
6. Requests for the removal of a fourth CDO during the transition period will take precedence over all other requests. Such requests will be processed in seniority order.
7. A Flight Attendant holding a CDO line which is projected to contain seven (7) or more CDO pairings, who picks up open time on a day off, will be credited for such time in addition to the normal monthly guarantee.