

# Educational Series - Issue 11 - Ground Duty Credits

**YOU ASKED ... “Can you please explain the new contract rule on ground duty pay?”**

Yes! Prior to the most recent round of bargaining, if your pairing had even a single minute of Duty Period Guarantee (DPG) or Trip Hour Guarantee (THG) you would be ineligible to claim ANY Ground Time earned in that entire pairing.

With the negotiated change you now receive ground time credit if it exceeds THG and/or DPG.

The **OLD** language in the Collective Agreement read:

**Article 5.09 – Ground Duty - Service to Passengers** *Where an employee is required by the company to provide meal, bar or beverage service to passengers on the ground whether scheduled or non-scheduled and whether the flight operates or not and provided that **no duty period guarantee or trip hour guarantee credits are credited on that duty period or trip**, s/he shall be paid one half (1/2) of the hourly rate of pay for his/her classification applicable to the duty period involved. Compensation under this article shall be calculated to the nearest minute but no entitlement will exist for less than thirty (30) minutes.*

The **NEW** language in the Collective Agreement reads:

**Article 5.09 – Ground Duty - Service to Passengers**

*Where an employee is required by the company to provide meal, bar or beverage service to passengers on the ground whether scheduled or non-scheduled and whether the flight operates or not h/she shall be paid one half (1/2) of the hourly rate of pay for his/her classification applicable to the duty period involved. **The employee shall receive the greater of the a) Combined ground time credits and flight time or b) Duty Period Guarantee/trip hour guarantee.***

*Compensation under this article shall be calculated to the nearest minute but no entitlement will exist for less than thirty (30) minutes.*

**Article 5.09.01**

*If the flight operates and there are duty period guarantee credits involved, an employee shall be paid ground duty credits if the total of ground duty credits plus flight time credits exceeds the duty period guarantee.*

**Article 5.09.02**

*If the flight operates and there are trip hour guarantee credits involved, an employee shall be paid ground duty credits if the total of ground duty credits plus flight time credits exceeds the trip hour guarantee.*

This means you now receive ground time credit if it exceeds THG and/or DPG.

Remember, it is a good practice to always check your pay statement!