

## **CONTRACT 101**

### **You Asked ... “Can You Explain The New Reassignment Rule?”**

Amended Article B5.02.03.03 – **Notice:**

B5.02.03.03.01 – As soon as a duty period is projected to exceed thirteen (13) hours for domestic flights or fourteen (14) hours for overseas flights at a Crew Base, or fifteen (15) hours for domestic flights or sixteen (16) hours for overseas flights away from a Crew Base, based on the official forecast, the employee must advise the Service Director of his / her individual decision to exceed the limitation or to take crew rest.

**A Regular Blockholder may, at his / her discretion, elect to be subject to reassignment and pay protected as per Article B6.03. The Company shall, at its sole discretion, decide if there is a flight that the Regular Blockholder can be reassigned to. If no reassignment occurs, no pay protection shall apply. If the Regular Blockholder reported to the airport at Home Base for flight duty, did not operate a flight, and no reassignment took place, s/he shall be credited four (4) hours for pay and limitation purposes.**

This Article, as amended, can only be applied in the event that the crewmember elects not to exceed maximum duty day limitations. It can be applied and exercised at either a Crew Base or at Home Base, however the four (4) hours pay protection only applies at Home Base.

It is important to note that the Company can require you to operate your flight, even when the duty period is projected to exceed the duty periods as outlined in B5.02.03.03.01, up to the point when you are entitled to take crew rest.

### **You Asked ... “When Can I Drop A Flight Or Flight Sequence?”**

B5.01.04 – Regular Blockholder Extension: Where a Regular Blockholder has earned additional credits as a result of flight time picked up on all his / her flying due to delays or the application of schedule or better (Article 6.02.01), s/he will be required to operate his / her block **up to** two hours and thirty minutes (2:30) in excess of the maximum monthly limitation. This extension applies as well to the application of the Return to Base Extension – Article B5.01.05.

B5.01.05 – Return to Base Extension: Cabin Personnel shall be legal to operate a flight sequence in excess of the maximum monthly limitation only to complete their return to Home Base in the same month provided that half (1/2) the projected flight time and credits for the entire flight sequence does not project them beyond the maximum monthly limitation. Once an employee has completed all flights contained in his / her block, this extension shall apply to Article B9 – Draft.

For example, your maximum monthly limitation (MML) is 80 hours in a given month and you pick up 1 hour of block growth, now you are at 81 hours projected for the month (up to a maximum of 82.30 hours MML) PLUS Return to Base Extension. Your last flight has a credit of 10 hours which is divided by half then subtracted (81 hours – 5 hours = 76 hours). **This is legal and you cannot drop.**

For example, your maximum monthly limitation (MML) is 80 hours in a given month and you pick up 2 hours of block growth, now you are at 82 hours projected for the month (up to a maximum of 82.30 hours MML) PLUS Return to Base Extension. You are subsequently drafted or reassigned and pick up an additional 5 hours, now you are at 87 hours projected. Your last flight has a credit of 6 hours which is divided by half then subtracted (87 hours – 3 hours = 84 hours). **This is illegal and you can drop.**

The Return to Base extension is not applicable where a trip overlaps into the next month.

Crew Scheduling cannot apply the calculation of the Return to Base Extension as a means to increase your MML, only the Regular Blockholder Extension is applied to calculate your MML and only **up to 2.30 hours. Return to Base Extension can only be applied to the last pairing of the month.**

An Employee may volunteer to extend his/her monthly limitation to one hundred (100) hours in accordance with B7.04 – Awards process. The same rules as above would apply in this instance with 100 hours calculated as MML.

Stronger Together,



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