

Educational Series - Issue 11 - Reclassification (Move-Ups), The Award Sequence, Draft

During the busy summer season we often see spikes in complaints about: Reclassification (Move ups), the Award Sequence and Drafts.

Being Knowledgeable and proactive are your best tools when asserting your rights in the workplace. Please familiarize yourself with the information below and if you need any clarification or you feel that your rights are being violated, contact your Local Union Office.

RECLASSIFICATION/MOVE-UPS

Reclassification - Where an employee is assigned to operate a flight or flight sequence in another classification, the following shall be applicable:

***Note:** Non-qualified employees will be reclassified only after the provisions of Article B9 - Draft of a qualified employee, have been exhausted.*

***Note:** Flight Attendants with less than twelve (12) months of continuous service may not be reclassified.*

AWARD SEQUENCE

B7.04 Award Sequence: All open flights including crewing to load flights as described in B11.01 shall be awarded or assigned subject to classification and language requirements in the following sequence:

B7.04.01 Open Flying Award

B7.04.02 Reassignment

B7.04.03 Voluntary Extension

B7.04.04 Reserve

B7.04.05 Deadhead Crews

B7.04.06 Draft

DRAFT

B9.01 General: Open flights not awarded or assigned in accordance with the reassignment procedure, open flying award or reserve assignment procedures shall be assigned in accordance with the draft procedure by classification.

Note: *The Company recognizes drafting as an exception and not a regular occurrence.*

B9.02 Language Requirements: Language requirements will only be filled through the draft procedure for all classifications where the language requirement is 100% of the flight. On all other flights, the language requirement will be filled through the draft procedure only to ensure that one Flight Attendant qualified in each language required is available.

B9.03 Draft Procedure - Crew Bases: Open flights subject to the draft procedure shall be assigned subject to classification and language requirements.

B9.03.01 Deadhead Crews: Cabin Personnel scheduled to deadhead shall be drafted in reverse order of seniority to operate either their deadhead flight or a flight(s) operating on the same day to their deadhead destination, provided they are legal in all respects.

B9.03.02 Standard Draft Sequence: The standard draft sequence shall be as follows:

B9.03.02.01 Volunteers: Regular Blockholders who have volunteered for draft and who are legal in all respects, in order of seniority.

B9.03.02.02 Junior Legal Employee: Except Reserve Blockholders on inviolate days off cannot be drafted.

B9.03.02.03 Junior Legal but Overprojected: Regular Blockholders who may be overprojected but who are legal in all other respects, in reverse order of seniority, even though as a result of the draft they will be required to drop some later flight.

B9.03.03 Airport Move-Up: Where, due to insufficient notice, the standard draft sequence cannot be applied, flight coverage will be provided by move-up of partial or total crews in reverse order of seniority, to the extent required to minimize disruption of that crew or subsequent crews in the following sequence:

B9.03.03.01 Crews from another Base to Home Base on scheduled duty days only.

B9.03.03.02 Crews from that Base on scheduled duty days.

B9.03.03.03 Crews from that Base into scheduled days off.

B9.04 Draft Procedure - Other Than Crew Base: Flights requiring coverage at other than Crew Bases shall be covered in the following sequence:

B9.04.01 Deadhead Crews: Cabin Personnel scheduled to deadhead shall be drafted in reverse order of seniority to operate either their deadhead flight, or a flight(s) operating on the same day to their deadhead destination, provided they are legal in all respects.

B9.04.02 Move-Up: Move-up of complete or partial crews to minimize disruption to the scheduled duty days of the crews involved and to minimize subsequent drafts.

B9.05 Ineligible for Draft: Cabin Personnel who will fall below their minimum total guaranteed days off are ineligible for draft where these cannot be repaid in that month.

B9.06 Credits: Where a Regular Blockholder is drafted, s/he shall receive the greater of the scheduled block credits and premiums missed as a result of the draft in that month or the actual credits earned.

B9.07 In addition to the pay protection in Article B9.06 a premium of 50% of his/her regular rate of pay will be paid on flight time credits based on: actual credits on drafted flight leg(s) that deviate from scheduled, rescheduled or previously drafted flying; or all flight time credits if drafted for a pairing.

***Note 1:** The premium applies to THG when the draft encompasses the entire pairing, and to the DPG when the draft encompasses the complete duty day.*

***Note 2:** This draft premium will be for pay purposes only.*

***Note 3:** This premium will apply to reserves, subject to the preceding conditions, only up until midnight of days off when drafted.*

***Note 4:** When cabin personnel are drafted but do not operate the draft, the current draft premiums as set out in Article 5.07.01 continue to apply, however in no case will there be any pyramiding draft premiums during the same draft.*

B9.08 Return to Base Extension: Once an employee has completed all flights contained in his/her block, Article B5.01.05 shall be applicable.