



RESERVE REVIEW:

Reserve Assignment into Days Off

MEC Reserve Committee

November 12, 2020

As the winter season quickly approaches, so too does the increased chance adverse weather conditions may impact the operation. In fact, with the reduced Reserve population in recent months, we are already seeing the company employ with more frequency various levers within the Contract to maintain operational integrity (i.e., White/Purple Flag, Drafting, etc.).

When Reserve resources have been depleted at a given location, one such Contractual mechanism the company may employ is the ability to assign Reserves into days off, in certain circumstances, by following specific assignment procedures and providing additional pay elements. Below is a review of these procedures.

In What Order are Reserves Assigned into Days Off?

1. First, there must be no other Reserve in the geographical base who is legal, available and able to report within the call-out timeframe set forth in Section 8.K.2 of the Contract (including any Ready Reserve or Standby Reserve) with the following exceptions:
 - **International Purser Reserves** may be assigned into days off prior to an available non-International Purser Reserve when the International Purser qualification is required for the pairing to which assigned.
 - **Language Qualified (LQ) Reserves** may be assigned into the first day off prior to an available non-LQ Reserve if her/his language qualification is required for the pairing. Language Qualified Reserves **may not** be assigned into the second or more days off if there is a legal and available non-LQ Reserve in the base.
2. Once it has been determined that there is no other Reserve in the geographical base who is legal, available and able to report, Scheduling must then look for a Reserve who has **volunteered** to work into days off. Those who have volunteered will be assigned into days off prior to those who have not volunteered.
3. All other legalities, order of assignment rules and tiebreakers still apply: Ready Reserve preference (if applicable), TMAC, FIFO, then seniority.
4. Under no circumstances may a Reserve be assigned into a Set day off (indicated as "**IOFF**" in the Master Schedule. The same applies to "sacred days" off that precede a scheduled vacation period.

NOTE: While a Reserve may not be assigned into a Set block of days off without their consent, a Reserve may **volunteer** to be assigned into Set days off, if they so choose.

How are the Days Off Restored?

When a Reserve is assigned from the home domicile into days off, whether voluntarily or involuntarily, the days off will be restored in accordance with Section 8.I.1.i. of the Contract as follows:

- The day(s) off will be restored at the end of the block of days off; or
- If the day(s) off are at the end of the month and there are no days available to restore, they will be restored on the next Reserve availability day in the following month, or the day(s) off will be restored according to Section 7.R. if the Flight Attendant will be a Lineholder in the following month. When a day off is restored in the new month, this will not impact the Reserve's guarantee in either month.
- The Company may not make assignments that would require more than 2 days to be restored in the following month.
- A Reserve may not be assigned into a day off that has been restored (indicated as "**ROFF**").

What is the Add Pay when Assigned into Days Off?

When a Reserve is assigned from the home domicile into days off using the above procedures, whether voluntarily or involuntarily, they will receive the below pay in addition to normal flight pay. The hours will appear in the Add Pay area of the Pay Register and have no impact on the Reserve credit (TMAC) or monthly maximum.

Number of Days Off	Additional (Add) Pay
1	5:00 Hours Add Pay
2 – 3	Add Pay Equal to the Actual Value of the Trip

“Assigned” into Days Off vs. “Delayed” into Days Off

It is important to distinguish the difference between a Reserve who is “assigned” into days off and operational circumstances that cause a Reserve to be “worked” into days off:

- A Reserve is considered “**assigned**” into days off when the pairing is initially assigned ***at the home domicile***, and after the conditions described earlier and outlined in Section 8.I.1.f-i. have been met.
- A Reserve is considered “**delayed**” into days off when, due to operational circumstances that occur once the pairing has commenced, it is not possible to return the Flight Attendant to the home base in time to be released from duty prior to midnight of a scheduled day off. In such cases, the Flight Attendant is entitled to day-off restoration as provided under Section 8.I.1.m., however, ***there is no associated Add pay.***

NOTE: Once away from base on an assignment, the company may not purposely reassign a Reserve into a day(s) off.

If you have additional questions on these or any other Reserve related topics, contact your Local Council Reserve Committee.