

**SECTION 15
HOURS OF SERVICE**

A. Duty Period

~~For purposes of this Section, A Duty Period means all of the elapsed time between report time and release time either at a Flight Attendant's Base or layover location.~~
Agreed 12/12/23

B. Duty Period Limitations

~~Duty Period Limitations are considered scheduled duty limitations. The times below may be exceeded due to irregular operations or with the consent of the Flight Attendant when permitted by regulations.~~ **Agreed 12/13/22 Co reneged 10/31/23**

1. Domestic Assignments

Duty Periods involving Deadhead and/or live flights served wholly within CONUS shall be subject to the following limitations: **Agreed**

- a. Duty Periods comprised solely of performance of Flight Attendant duties on live flights as well as Duty Periods comprised of Deadhead into service on live flights ~~without intervening Rest Period~~ will not be scheduled for a period greater than fourteen hours (14:00) ~~sixteen hours (16:00)~~. Any Duty Period beginning with Deadhead will be measured from the start of the Duty Period, scheduled departure time of the first Deadhead segment.
- b. Duty Periods comprised of service on live flights followed by Deadhead ~~without an intervening Rest Period~~ will not be scheduled for more than a ~~live flight period of greater than~~ fourteen hours (14:00), ~~sixteen hours (16:00)~~ and a total combined period of greater than ~~twenty hours (20:00)~~.
- c. Duty Periods comprised solely of Deadhead shall not be scheduled for greater than sixteen hours (16:00) as measured from the start of the Duty Period, scheduled departure time of the first Deadhead leg.
- d. Actual length of any Duty Period may exceed the above due to circumstances beyond the control of the Company, irregular

~~operations, however, no Flight Attendant will be required to remain on duty more the two (2) hours beyond the scheduled maximum limitations above. will always be governed by the appropriate regulations.~~

<insert examples>

2. International Assignments

Duty Periods involving Deadhead and/or service on live flights to or from locations outside CONUS shall be subject to the following limitations: **Agreed**

- a. Duty Periods comprised solely of performance of Flight Attendant duties on live flights as well as Duty Periods comprised of Deadhead into service on live flights ~~without intervening Rest Periods~~ will not be scheduled for a period greater than sixteen hours (16:00) ~~twenty hours (20:00)~~. Any Duty Period beginning with Deadhead will be measured from the start of the Duty Period. ~~scheduled departure time of the first Deadhead segment.~~
- b. Duty Periods comprised of service on live flights followed by Deadhead ~~without intervening Rest Periods~~ will not be scheduled for a ~~live flight period of~~ greater than sixteen hours (16:00) ~~twenty hours (20:00)~~ and a total combined period greater than ~~twenty-four hours (24:00)~~.
- c. Due to the unique operational requirements of the Company, Duty Periods comprised solely of Deadhead may be scheduled by the Company for a period up to eighteen hours (18) ~~twenty-four hours (24:00)~~ measured from the start of the Duty Period. ~~scheduled departure time of the first Deadhead leg.~~ Additionally, with the prior approval of the Director of Inflight, a Deadhead Duty Period may be scheduled for up to ~~twenty-six hours (26:00)~~. A Deadhead Duty Period exceeding ~~twenty-six hours (26:00)~~ may only be scheduled with the consent of the Flight Attendant.
- d. Actual length of any Duty Period may exceed the above due to circumstances beyond the control of the Company ~~irregular operations, however, no Flight Attendant will be required to remain on duty in excess of two (2) hours beyond the scheduled maximum limitations above. will always be governed by the appropriate regulation.~~

3. Extended Duty Day

A Flight Attendant who exceeds sixteen hours (16:00) ~~eighteen (18) hours~~ on duty ~~or who exceeds sixteen (16) hours of duty in a day which only consists of commercial deadhead~~ will be provided a may request a Company paid hotel room in Base, upon request. ~~Granting of the request shall be at the Company's discretion.~~

C. Minimum Rest Period

1. Hotel

Minimum rest will comply with appropriate regulations and will not be scheduled with less than ten consecutive hours (10:00) from arrival at the hotel release to report when following a Duty Period which was sixteen hours (16:00) or less. ~~A Duty Period which exceeds sixteen hours (16:00) will be followed by a Rest Period, which begins at the arrival at the hotel, of no less than sixteen hours (16:00) hours. A minimum rest period ends at departure from the hotel. Rest may be reduced to nine consecutive hours (09:00) from Release to Report due to operational necessity. Notwithstanding the above, a Flight Attendant may consent to any reduction in rest period that does not violate applicable regulations.~~

2. In Domicile

Minimum rest will comply with appropriate regulations and will not be scheduled with less than thirteen consecutive hours (13:00) from release to report. A Flight Attendant with an in-domicile rest of less than sixteen hours (16:00) will be provided a free hotel room, upon request.

D. Report and Release Times

A Flight Attendant's Duty Period will begin at Report Time and will occur at the gate. Report and release times for the purpose of calculating Duty times shall be as follows:

	Report Time	Release Time
Flight (Live) Duty	Report time for a live flight shall be one hour and thirty minutes (01:30) before scheduled departure or less as otherwise designated by the Company due to operational needs. <u>The Company may require an earlier report time as long as the Flight Attendant is notified prior to the start of the previous Rest Period.</u>	Thirty minutes (00:30) from the time <u>the Flight Attendants leave the aircraft</u> at the conclusion of the last flight of the Duty Period.

Deadhead/Ferry on Company	One hour (01:00) before scheduled departure unless extended by the Company. <u>The Company may require an earlier report time as long as the Flight Attendant is notified prior to the start of the previous Rest Period.</u>	Thirty minutes (00:30) from the time <u>the Flight Attendants leave the aircraft</u> at the conclusion of the last flight of the Duty Period.
Commercial Deadhead	Scheduled departure time unless extended by the Company. <u>The Company may require an earlier report time as long as the Flight Attendant is notified prior to the start of the previous Rest Period.</u>	Arrival time of the last Deadhead flight of the Duty Period.
Surface/Ground Deadhead	Scheduled departure time unless extended by the Company. <u>The Company may require an earlier report time as long as the Flight Attendant is notified prior to the start of the previous Rest Period.</u>	Arrival at the rest facility or base.

1. ~~Report time for a live flight shall be one hour and thirty minutes (01:30) before scheduled departure or less as otherwise designated by the Company due to operational needs. A Flight Attendant will check in for a live flight with the assigned Purser at the gate or other location designated by the Company. The Company may require an earlier report time as long as the Flight Attendant is notified prior to the start of the previous Rest Period. **Agreed**~~
2. ~~Report times for ferry flights or Deadhead on Company aircraft shall be one hour (01:00) before scheduled departure unless extended by the Company. A Flight Attendant will check in for a ferry flight with the Purser or in the absence of an assigned Purser, with the senior Flight Attendant onboard the aircraft. A Flight Attendant will check in for a Deadhead on Company aircraft with the Purser assigned to the crew working the Deadhead flight. The Company may require an earlier report time as long as the Flight Attendant is notified prior to the start of the previous Rest Period. **Agreed**~~
3. ~~Report times for commercial Deadhead shall be the scheduled departure time unless extended by the Company. **Agree to delete**~~
4. ~~Report time for surface transportation shall be the scheduled departure time unless extended by the Company. **Agreed**~~
4. Should the Company decide to implement electronic check in, the parties will meet to discuss the parameters prior to the implementation. **Agreed**

E. Release Times

Release times for the purpose of calculating Duty Periods shall be as follows:

~~Release times following flight duty or a deadhead on Company aircraft shall be thirty minutes (00:30) from the time the Flight Attendants leave the aircraft Block In Time at the conclusion of the last flight of the Duty Period.~~

~~Release times for Deadhead travel on Company aircraft shall be the Block Time logged at the conclusion of the last Deadhead flight of the Duty Period.~~

~~Release times for commercial Deadhead travel shall be the scheduled arrival time of the last Deadhead flight of the Duty Period. If a delay to commercial travel may impact minimum rest requirements, the Flight Attendant must contact the Scheduling Department immediately to advise the Company of the actual arrival time.~~

~~For surface transportation not Local in Nature, the crew shall be released from duty upon the scheduled arrival at the rest facility or base. If a delay to surface transportation not Local in Nature may impact minimum rest requirements, the Flight Attendant must contact the Scheduling Department immediately to advise the Company of the actual arrival time.~~

- ~~5. When on an overnight, the start of a Rest Period will be at arrival at the hotel. A Flight Attendant will notify Crew Scheduling if arrival at the hotel does not permit legal rest.~~
- ~~6. If a delay may impact minimum rest requirements, the Flight Attendant must contact the Scheduling Department immediately to advise the Company of the actual arrival time. (moved from above)~~

F. On Board Crew Rest and Breaks Agreed

- ~~1. Crew rest will be provided on flights in excess of four hours (4:00), regardless of the duty time. seven hours (07:00) Crew rest will also be provided when a Flight Attendant's Duty Period is scheduled to exceed fourteen hours (14:00). sixteen hours (16:00).~~
- ~~2. When on board crew rest is to be provided, the Company shall provide crew rest seats which are curtained off and marked for "Flight Attendant Use Only." These seats will recline. In the event passenger seats are not available for use or may not be used due to contractual requirements, a cabin jumpseat may be used for crew rest. A Flight Attendant may use a pilot rest seat if it is not being used for required pilot rest at the time.~~

3. Flight Attendants who are on approved crew rest ~~in a passenger seat~~ shall be allowed to sleep, eat, read, listen to music, and use personal computers unless prohibited by specific programs. Flight Attendants shall conduct themselves in a professional manner (in conformity with the Flight Attendant Manual) that does not disturb or interfere with passengers or other Flight Attendants. Flight Attendants will remain in uniform unless the designated crew rest area is isolated or out of passenger view. A Flight Attendant on crew rest ~~in a passenger seat~~ may use a blanket, pillow/neck roll and eye mask.
4. The Purser will coordinate with the Flight Attendants to schedule breaks and ensure crew rest does not lower the service standards.
5. Flight Attendants shall be permitted to sit down in a jumpseat during flight from time to time for a brief unscheduled break when not needed for passenger service or other duties. Flight Attendants will remain in full uniform and remain fully awake. **Agreed 1/16/24**

G. Days Off

1. A Flight Attendant shall be guaranteed a minimum of ~~twelve (12)~~ ~~nine (9)~~ **Scheduled Days Off in Base or TDY** per any Bid Month. Prior to the beginning of each month, Flight Attendants will be awarded a line that will include a minimum of ~~seventeen (17)~~ ~~nineteen (19)~~ duty days. ~~Flight Attendants assigned more than nineteen (19) duty days on an originally scheduled bid line will be paid pursuant to subsection 3 .E.1. a. (Call-Out or Holdover on a Scheduled Day Off) for each day in excess of nineteen (19).~~
2. Except as otherwise provided in this Agreement, a Flight Attendant shall not be required to perform any Company related duties on her/his Scheduled Days Off in Base or out of Base. **Agreed 2/21/23**
3. Flight Attendants shall be assigned twenty-four hour (24:00) breaks in conformity with the applicable FARs. Any rest period in excess of twenty-four hours (24:00) shall be considered a twenty-four hour (24:00) break for purposes of the FARs. Notification may be done through confirmation via the Company's crew scheduling system. **Agreed 2/21/23**

H. Charts all new

Report/Release Time and Duty Time				
	Report Time	Release Time	Max Scheduled Duty	Actual Duty
Flight (Live) Duty	1:30	:30 min after Flight Attendants leave the aircraft	Domestic: 14 International:16	Domestic: 16 International:18

Deadhead on Company	1 hour	:30 min after Flight Attendants leave the aircraft	<u>Domestic</u> Deadhead only day: 16 Last Leg(s) Deadhead: 14 <u>International</u> Live Flights: 16 Deadhead into Live Flights: 16 Deadhead only day: 18 Last Leg(s) Deadhead: 16	<u>Domestic</u> Deadhead only day: 18 Last Leg(s) Deadhead: 16 <u>International</u> Live Flights: 18 Deadhead into Live Flights: 18 Deadhead only day: 20 Last Leg(s) Deadhead: 18
	1 hour	Actual Arrival time	<u>Domestic</u> Deadhead only day: 16 Last Leg(s) Deadhead: 14 <u>International</u> Live Flights: 16 Deadhead into Live Flights: 16 Deadhead only day: 18 Last Leg(s) Deadhead: 16 hours	<u>Domestic</u> Deadhead only day: 18 Last Leg(s) Deadhead: 16 <u>International</u> Live Flights: 18 Deadhead into Live Flights: 18 Deadhead only day: 20 Last Leg(s) Deadhead: 18 hours
Surface Deadhead	Departure time	Actual arrival at rest facility or Base	Same as Commercial Deadhead	Same as Commercial Deadhead

Rest Period			
	Rest Start	Rest End	Min Rest
Actual Duty Period 16 hours or less	Arrival at hotel	Departure from hotel	10
Actual Duty Period more than 16 hours	Arrival at hotel	Departure from hotel	16

In Domicile	Release time of Duty Period (see chart above)	Report time for next Duty assignment	13
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