AA Scheduling Counterproposal – 12/02/2008

SECTION 2: DEFINITIONS

Sec	Description of Contract Change
2.G	Modify Co-terminals definition. Co-terminal sequences shall originate and terminate at the same airport.
2.I	Delete Credited Projection (PROJ) and all references to same
2.BB	Add Operating Experience (OE) Displacement definition (in line with TA on Q&A 53).
2.GG	Modify the definition of Reassignment. Include any time flown outside the footprint of a sequence treated as a reassignment and paid a rate of 1.5 times the applicable hourly rate.
2.II	Modify the definition of Reschedule. Modifications within the footprint of a sequence as a result of a disruption to the pilot's original sequence treated as reschedules. Any time flown outside the footprint of a sequence treated as a reassignment.
2.KK	Include Satellite Base provisions to allow for lines to contain more than one sequence that originate from different airports, in conjunction with a schedule change (up to 2 airports in any line with a single transaction during the month).
2.MM	Modify Scheduled Projection (SPROJ) definition --treat downline reassignments for International same as Domestic. Eliminate VJA reference.
2.OO	Add the definition of Sequence Protection to define pay protections. Reduced make-up obligation on the pilot from previous proposal.
2.PP	Add the definition of Sequence Footprint for Domestic and International
2.RR	Modify Sick if Needed definition to eliminate the ability for a pilot at the beginning of each subsequent month to revert back to sick if needed status (no change to previous proposal).

SECTION 4: MINIMUM GUARANTEES

Sec	Description of Contract Change
4.B.	Allows for pilots to have reduced reserve availability with reduced guarantee.
4.E	Delete Cancellation of Last Trip of the Month
4.F	Change from Marketing/ Route Award Cancellation Protection to Sequence Cancellation Protection. Reduced pilot obligation eligibility for pay protection (change from previous proposal)

SECTION 5: RELIEF FROM FLYING DUTIES

Sec	Description of Contract Change
5.C.2	Allow for pilots to have reduced reserve availability with reduced guarantee
5.D.1	Eliminate proration for unpaid absences, treat in accordance with Section 19 (consistent with TTOT drops)
5.D.2	Delete military leave exception.
5.E.4	Eliminated credited projection (PROJ) reference.
5.E.4	Added reference to Q&A 53 TA

SECTION 9: Vacations

Sec	Description of Contract Change
9.B.3	Added daily credit for bidding purposes due to PBS
9.E	Allow pilot the option to receive pay for deferred vacation days
9.F	Increase vacation float to 3 weeks. Pay floating vacation(s) at a rate of 10 hrs per month (due to elimination of CPA)

9.G	Modified to accommodate PBS and the elimination of CPA bank
LOA 04-06	Delete LOA 04-06 (conversion of vacation to CPA)

SECTION 11.E: Leaves of Absence – Military Service Leaves (Defer AA Military Leave proposal and discussion until scheduling issues have been resolved; may be other ways to address AA concerns).

Sec	Description of Contract Change
11.E	Make all military removals uncredited. Eliminate guarantee for military leave protection in line with OALs.
11.E.5	Modified language re late notice and notice of change to be submitted to the Company as soon as practicable instead of by the bid sheet deadline date.
11.E.8.b	Eliminate reserve pilot's guarantee protection. For line holders, add military leave credit at 2:45 per day towards line credit with adjustment to PPROJ and pilot option to change these days to uncredited.
11.E.8.c /d	See 11.e.5; Reserve pilot option to move DFPs to cover military leave days to restore guarantee or reduce pilot guarantee by 3:50 for each day the reserve is unavailable.
11.E.9	Removals uncredited at pilot option.

SCHEDULING SECTIONS (Sec 15/ Letter A, Sec 18/ Supp AA, Supp S)

Section 15: Hours of Service/ Letter A

Sec	Description of Contract Change
15.A.1	Change monthly maximum to annual bidline average of 82 scheduled hrs. Monthly max for reserve pilots changed to scheduled projection (SPROJ) instead of credited projection (PROJ).
15.A.2.c	Delete VJA (Voluntary Junior Assignment); add reference to SEP
15.A.3.a	Make-up and trip trading limitations at 87 hours with Company option to increase to 92. Delete reference to PROJ.
15.A.3.d.1	Changed references to monthly max and PROJ
15.A.4 and 15.A.5	Eliminate PROJ references
15.A.6	Eliminate CPA bank reference and related fly through time for credited PROJ and SPROJ. Added that fly-through time shall be credited towards the subsequent month's bidline credit for line construction, and then becomes uncredited.
15.B.2, Letter A	Modified Company proposal on recording of telephone calls. Eliminate Letter A.
15.B.3.b	Clarified that changes made to allocations inside of 24 hrs of bid closing shall be subject to Sequence Cancellation Protection.
15.B.3.c	Delete availability of projected crew assignments (old language - no longer relevant)
15.C	Added pilot discretion to extend duty day
15.C.1	Modify On Duty Time limitations based on departure time
15.C.3.a and b	Eliminate 9:30 layover rest exception for up to 18 monthly rest periods
15.C.3.c	Delete language per co-terminal/ satellite modification
15.C	Delete diurnal exception (5 hour break within duty period)
15.D	Off Duty Time: Modified and moved to Section 18
15.D.3	Eliminate 10 hr rest exception following training to remain in line with home-based rest requirements. [Need to modify section 6]

15.E.2	Eliminate 2 hrs flight time pay and credit – pay average day or E time, as applicable If scheduled sit time is >= 2 hrs, added pay at rate of 1: 2 minutes in excess of 2 hrs; Eliminate E time exceptions
15.F.1.b	Time Away From Base: Added 1: 3.25 pay only for sequences with greater calendar days than duty period for multi-duty period sequences based on actual time away from base (excludes single duty period sequences)
15.H.9	Eliminate ~~deadheading language~~paragraph (no longer required as a result of E.2. deletion)

Section 18: PBS (New)

Sec	Description of Contract Change
A and B	Re-write language to account for PBS: • Monthly bidline average not to exceed 82 hours (annually) • Max bidline of 87 hrs • 2 month window • Off duty time incorporated from Section 15 with some modifications. • 2:45 daily credit for training/vacation for line construction • Make all days the same (rid of immovables and goldens)
B	TDY – eliminated language on 1 trip sequence only; otherwise unchanged

Order of Filling of Open Time

Sec	Description of Contract Change
C.1	Includes daily SEP bidding, premium pay at Company option, SEP bidding for out of base flying
C.2	Generals rules include new monthly max
C	Eliminate 18.G.2.b premium flying replaced by “red flag” designation in the Order of Filling of Open Time The Company shall designate any sequence as a “red flag” sequence. Such days will be paid x the pilot’s normal hourly rate.

Reassignment

Sec	Description of Contract Change
D.1	Includes new monthly limits on reassignments
D.2	Remove paymax such that all reassignments are pay matches
D	Eliminate substitution of equipment, which shall be covered in sequence protection under the definition of an illegality

Reserve Flying

a) Overview of the Reserve System

Sec	Description of Contract Change
E.5	Expand on block and FIFO definition.
	Incorporate Supp AA into new section 18 with simplified reserve rules.

b) Definitions

Sec	Description of Contract Change
E.2.a	Add DOTC definition and eliminated effective length of RAP
E.2.b-i	Move the following definitions to this section: - HBT - Long Call - Look Back - PTP - RAP - RAP - Short Call - WOCL - WOCL Rest Period

c) Preference Ballot

Sec	Description of Contract Change
E.3	Include language to specify that pilots will be responsible for listing any preferences

d) Long Call

Sec	Description of Contract Change
E.4	Specify Long Call no longer reduce-able from 12 hrs

e) Short Call Reserve Availability Periods (RAPs)

Sec	Description of Contract Change
E.5	Specify Short Call RAPS to normally start on the hour, but may start at other times based on the Company's need or pilot's legality

f) Shifting Limits

Sec	Description of Contract Change
E.6	No Change

g) Operational Considerations

Sec	Description of Contract Change
E.7.a	Administrative clean-up

h) Filling of Open Time During DOTC

Sec	Description of Contract Change
E.8.a	Incorporate block/ FIFO system

i) Rules for Confirmation of awards/assignments during DOTC

Sec	Description of Contract Change
E.9	Add Pilot responsibility for verifying and confirming all trip and RAP assignments

j) Filling of Open Time Outside of DOTC.

Sec	Description of Contract Change
E.10	Incorporate block/ FIFO system for pilots on RAPs

k) Rules for Contact and Confirmation of awards outside of DOTC

Sec	Description of Contract Change
E.11	Include requirement for pilots to retain the responsibility for verifying and confirming all trip and RAP assignments. Modify language to add Crew Schedule to attempt to notify pilots.

l) Release of Reserves upon Assignment

Sec	Description of Contract Change
E.12	New release of reserves upon assignment. Unless specifically noted, pilot is released at the time of the award.

m) Fatigue Policy for Reserve Pilots

Sec	Description of Contract Change
E.13	No Changes

n) Reserve Proficiency Flying

Sec	Description of Contract Change
E.14	Eliminate 18.G.2.E; reserve pilots FIFO status will be effected by proficiency flying

Supplement S: Joint Scheduling Committee

Sec	Description of Contract Change
Supp S, A.	~~Added Employee Relations and IT as Company representatives~~ No change to existing language; allow additional participants as required
Supp S, C.3	Added PBS subcommittee
Supp S, C.4	~~Delete reference to FOS Access~~ No change to existing language.