

# Partnership 7 Program

## FOR FLIGHT ATTENDANTS

*June 1, 2012*

### **Partnership Program Bidding**

Apr 10, 2012	Bids open at 1600 Central Time
Apr. 25, 2012	Bids close at 0800 Central Time
Apr. 25, 2012	Partnership flying awarded by 1700 Central Time, based on needs of base & cost effectiveness
Jun. 1, 2012	Three (3) month partnership period commences



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## General Information

The Association of Flight Attendants (AFA) and the Company have agreed to a Partnership Program. The Partnership Program was established solely for the protection of United flight attendant jobs and will be implemented only when the need for involuntary furlough exists. In this program, a single line of flying will be shared by two flight attendants. This program will be implemented following voluntary furloughs and when a base overage situation still exists. Each partnership period will consist of three, four, five or six (3, 4, 5, 6) schedule months. This partnership period will run from June 1, 2012 through August 30, 2012. The Partnership Program is available to all active flight attendants within a base.

***Partnership awards will be awarded based on base need and cost effectiveness of the partnership program in the aggregate.***

Refer to the Letter of Agreement on page 10 for complete Partnership Program details.

## Eligibility

- Active flight attendants (line holders, reserves, language or purser qualified) may bid for partnership flying. Flight attendants on furlough status, leave of absence, maternity, or occupational status cannot bid for partnership flying.
- Flight attendants in a partnership must have these same qualifications: aircraft, services (domestic and/or international) over-water and passport, and be located at the same base. If one of the partners is internationally qualified and the other is not, they can bid for partnership. However, they can only share domestic lines.
- Partnerships may be formed between two flight attendants who do not share purser, language, and visa qualifications, provided the partnership does not bid a position requiring any of these qualifications.
- Partnerships will be awarded based on the seniority of the senior partner. Line awards are based on the seniority of the junior partner.

## Compensation

- Partners will be compensated at their own rate of pay.
- Monies from holding time, understaffing, premium position, language qualification, per diem, etc., will be paid to the partner who earns the compensation.

## Benefits

- Sick leave will accrue at one half the normal rate of accrual per month, per partner, as outlined in the Flight Attendant Agreement.
- Vacation days will accrue at one half of the vacation accrual schedule, per partner, as outlined in the Flight Attendant Agreement.
- Each partner retains full medical, dental and life insurance benefits and all other benefits (i.e., travel privileges).



## Scheduling

- *Line awards will be based on the seniority of the junior partner.*
- If the junior partner falls into reserve rotation (A/B), the partnership may be awarded a reserve line for the month based on the junior partner's seniority.
- Partners will be permitted to trip trade with other flight attendants or each other.
- Partners determine which trip(s)/reserve days each partner will fly. All trips/reserve days contained in their awarded line of flying will be covered by the partnership with the exception of those IDs/reserve days dropped by vacation of either partner or unless one or both partners exceed the flight time maximum.
- Each partner's line of flying must contain flight assignments, either trips or reserve days.
- Partnerships are eligible for relief lines and for reserve move up.
- The maximum monthly flight time for each partner will be 46:00 hours, with the option to increase to 48:30 (Opt 1), or 50:00 (Opt 2).
- Reserve lines must be distributed so that each partner has at least two blocks of reserve days on. A single block of days on may not be split between the partners.

## Bidding

*The duration of the partnership is three (3) months, (June 1, 2012 through August 30, 2012). Flight attendants who wish to bid for partnership flying must submit a partnership bid request via SkyNet.*

The Partnership Program goes into effect June 1, 2012 (the first day of the June 2012 schedule month). Partnership bidding opens April 5 and closes April 25 at 0800 Central Time. If offered, partnerships will be awarded on April 25. Flight attendants must bid for the Partnership Program and enter a partnership agreement. Bids placed on file after the closing of bids will be maintained on a waitlist for a possible future award if the waitlist box was checked. The award process follows a voluntary furlough award and prior to a further reduction in force. The Company will make the provisions of this Partnership Program available to flight attendants at a base where a surplus still exists. The only way to bid for a partnership is via SkyNet.

**Partnership Bidding via SkyNet**

- Access SkyNet through Flying Together (<https://flyingtogether.ual.com>).
- On the Inflight Services Home page, click on 'SkyNet', then 'Scheduling', Then click 'Partnership 7 Bid Form'.
- **Only one of the partners** must enter both partners' information, including last name, first initial, base, and file number.
- If the partnership would like to be added to the partnership waiting list, select **YES** next to 'Waitlist if not awarded.'
- If you would like to remove a request for partnership already submitted, check the box to rescind your partnership request.
- If you would like to remove a request to be put on the waitlist already submitted, check the box to rescind your waitlist request.
- Read the Partnership Program Agreement text.
- Once both partners agree to the terms of the Partnership Program Agreement, click the **SUBMIT** button.
- A confirmation screen will appear, confirming your partnership bids screen has been submitted.

Partnership bid requests will be accepted until April 25, at 0800 Central Time. Flight attendants can make changes until that time. Only the last bid entry will be considered.





## Award Notification

Partnership Program bids will be awarded on April 25 based needs at their specific base and cost effectiveness. Flight attendants who are awarded partnerships will be notified via e-mail using their Corporate Webmail address. Flight attendants who do not receive a partnership award may be placed on a waiting list, if requested, should additional partnerships become available. A partnership waitlist screen will be available after April 25 for additions and changes to the waitlist. All awarded partnerships will be posted on SkyNet within the Inflight Services section after April 25.

## Distribution of Flying

### ***Monthly Notification of Flying/Reserve Availability Distribution***

Monthly schedule lines will be awarded at the seniority of the *junior* partner, using the junior partner's LOFBID screen. A separate line of flying will be constructed for the senior partner. Partnerships must advise Crew Schedule Planning (ASP) which trips/reserve days each will be responsible for by 1500 Central Time, ***no later than three days*** after primary lines have been awarded. If notification is not received in the time allotted, 50 percent of the flying will be assigned to each partner. If the line cannot be evenly split, the greater amount will be assigned to the senior partner.

- Lineholders complete an electronic Notification of Distribution of Flying form.
- Reserves complete an electronic Notification of Distribution of Reserve Availability Days form.
- Flight attendants without access to a computer within the 3-day notification period for lines awarded in the primary award, or 1-day notification period for those awarded a Relief line, should contact Crew Schedule Planning to arrange alternate procedures for the month.

If awarded a relief line, a distribution form must be e-mailed or faxed to Crew Schedule Planning no later than one day after the relief award, by 1500 Central Time.

***All notification of distribution forms should be e-mailed to Crew Schedule Planning at: [Partnership@united.com](mailto:Partnership@united.com). Please include your file number and domicile in the subject line of your e-mail; Fax to Crew Schedule Planning at the number provided on the forms.***

### ***Advance Notification of Flying/Reserve Availability Distribution***

Partnerships may also advise Crew Schedule Planning of their desired line distribution in advance of bid awards. This may be done by completing the electronic Advance Notification Distribution of Flying or Reserve Availability Days Form, found in SkyNet. Forms must be e-mailed to Crew Schedule Planning at [Partnership@united.com](mailto:Partnership@united.com).

Advance notification may be done before the bid period for each month or for the duration of the partnership (June 1, 2012 through August 30, 2012). If on file, advance notification will take precedence in the absence of any other distribution notification.

## Notification Forms

See the following three pages for all distribution of flying/days forms.



**Notification of Distribution of Flying Form**

The following form can be found within the Inflight Services section of SkyNet, on the Scheduling Homepage. Complete form and e-mail to Crew Schedule Planning at [Partnership@united.com](mailto:Partnership@united.com), no later than three days after primary line awards or one day after the relief line awards (by 1500 Central Time). This form may be faxed to Crew Schedule Planning. The fax number will be provided on the form in SkyNet.

**Notification of Distribution of Flying Form**  
**Partnership 7 (June 1, 2012 through August 30, 2012)**

Complete this form in its entirety then submit to Crew Schedule Planning no later than three days after primary line awards for primary lineholders or one day after the relief line awards for relief lineholders, by 1500 Central Time. This form may be submitted by fax to **(847) 264-3602**, or via e-mail to [Partnership@united.com](mailto:Partnership@united.com).

Schedule Month:  Domicile:  Line Award:

Sr. partner name:  Jr. partner name:

Sr. partner file #:  Jr. partner file #:

Sr. partner vacation:  Jr. partner vacation:

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Senior Partner will fly:	Junior Partner will fly:
ID #: <input type="text"/> Date: <input type="text"/> Hours: <input type="text"/>	ID #: <input type="text"/> Date: <input type="text"/> Hours: <input type="text"/>
ID #: <input type="text"/> Date: <input type="text"/> Hours: <input type="text"/>	ID #: <input type="text"/> Date: <input type="text"/> Hours: <input type="text"/>
ID #: <input type="text"/> Date: <input type="text"/> Hours: <input type="text"/>	ID #: <input type="text"/> Date: <input type="text"/> Hours: <input type="text"/>
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ID #: <input type="text"/> Date: <input type="text"/> Hours: <input type="text"/>	ID #: <input type="text"/> Date: <input type="text"/> Hours: <input type="text"/>

SAMPLE

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	Sr Partner	Jr Partner	COMMENTS:
Total Flight Time:	<input type="text"/>	<input type="text"/>	<div style="border: 1px solid black; height: 80px; width: 100%;"></div>
+ Overlap hours from previous month:	<input type="text"/>	<input type="text"/>	
= Total projection not to exceed 50:00 hours:	<input type="text"/>	<input type="text"/>	

**Note:** If distributing all of the trips in your line of flying causes one or both of the partners to exceed 50:00, the lowest value trip(s) should be left unassigned.

If you wish to apply provision 18.M of the Flight Attendant Agreement to retain a trip lost by vacation, specify this request including the specific ID and date in the comments box above, or contact your base's Schedule Planner within 24 hours of the bid award.

Name of submitting partner:  File Number:  Date:



**Notification of Reserve Availability Days Form**

The following form can be found within the Inflight Services section of SkyNet, on the Scheduling Homepage. Complete form and e-mail to Crew Schedule Planning at [Partnership@united.com](mailto:Partnership@united.com), no later than three days after primary line awards (by 1500 Central Time). This form may be faxed to Crew Schedule Planning. The fax number will be provided on the form in SkyNet.

**Notification of Reserve Availability Days Form  
Partnership 7 (June 1, 2012 through August 30, 2012)**

Complete this form in its entirety then submit to Crew Schedule Planning no later than three days after primary line awards are posted, by 1500 Central Time. This form may be submitted by fax to **(847) 264-3602**, or via e-mail to [Partnership@united.com](mailto:Partnership@united.com).

Schedule Month:	<input type="text"/>	Domicile:	<input type="text"/>	Line Award:	<input type="text"/>
Sr. partner name:	<input type="text"/>	Jr. partner name:	<input type="text"/>		
Sr. partner file #:	<input type="text"/>	Jr. partner file #:	<input type="text"/>		
Sr. partner vacation:	<input type="text"/>	Jr. partner vacation:	<input type="text"/>		

**Senior Partner will be available:**  
(MMM DD) (MMM DD)

<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>

**Junior Partner will be available:**  
(MMM DD) (MMM DD)

<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>
<input type="text"/>	Through	<input type="text"/>

**SAMPLE**

**COMMENTS:**

**Note:** If distributing all of the trips in your line of flying causes one or both of the partners to exceed 50:00, the lowest value trip(s) should be left unassigned.

If you wish to apply provision 18.M of the Flight Attendant Agreement to retain a trip lost by vacation, specify this request including the specific ID and date in the comments box above, or contact your base's Schedule Planner within 24 hours of the bid award.

Name of submitting partner:  File Number:  Date:



**Advance Notification of Distribution of Flying or Reserve Availability Form**

The following form can be found within the Inflight Service section of SkyNet, on the Scheduling Homepage. Complete form and e-mail to Crew Schedule Planning at [Partnership@united.com](mailto:Partnership@united.com) before the bid period for each month or for the entire length of the partnership. If on file, advance notification will take precedence in the absence of any other distribution notification. This form may be faxed to Crew Schedule Planning. The fax number will be provided on the form in SkyNet.

**Advance Notification of Distribution of Flying or Reserve Availability Days Form  
Partnership 7 (June 1, 2012 through August 30, 2012)**

Complete this form in its entirety then submit to Crew Schedule Planning before the bid period for each month or for the entire length of the partnership (June 1, 2012 through August 30, 2012). If on file, advance notification will take precedence in the absence of any other distribution notification. This form may be submitted by fax to **(847) 264-3602** or via e-mail to [Partnership@united.com](mailto:Partnership@united.com).

Schedule Month:	<input type="text"/>	Domicile:	<input type="text"/>	Line Award:	<input type="text"/>
Sr. partner name:	<input type="text"/>	Jr. partner name:	<input type="text"/>		
Sr. partner file #:	<input type="text"/>	Jr. partner file #:	<input type="text"/>		
Sr. partner vacation:	<input type="text"/>	Jr. partner vacation:	<input type="text"/>		

(Name), the SENIOR partner, file number  (file number) will be responsible for flight assignment(s), or reserve days or availability, or reserve moveup line of flying on the following dates:

| (MMM DD)             | Through              |
|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| <input type="text"/> |
| <input type="text"/> |
| <input type="text"/> |
| <input type="text"/> |

**SAMPLE**

COMMENTS:

Name of submitting partner:  File Number:  Date:



## Letter of Agreement

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between United Airlines, Inc., (herein after referred to as the "Company") and the Flight Attendants in the service of United Airlines, Inc., as represented by the Association of Flight Attendants-CWA (herein after referred to as the "Union").

WITNESSETH:

IT IS HEREBY MUTUALLY AGREED:

Prior to a further reduction in force, the Company will make the provisions of this Partnership Program available to flight attendants at domiciles where a surplus still exists after awarding Voluntary Furloughs, as provided in Section 21.A.

### A. Definition

1. This Partnership Program exists solely for the protection of United flight attendant jobs and will be implemented only when the need for involuntary furlough exists. The program must be cost neutral in the aggregate.
2. Partnership flying assignments may be awarded at individual domiciles at which surpluses exist. Partnership flying may be for a period of three, four, five or six (3, 4, 5, or 6) schedule months and may be extended for periods of three, four, five or six (3, 4, 5, or 6) schedule months as agreed by the parties or may be cancelled as provided for in this agreement.
3. The number of partnerships offered will not exceed the number of flight attendants currently on or subject to furlough.
4. The Company will provide the Union with a full accounting of the partnerships awarded at the conclusion of each awarding process.
5. Should circumstances beyond the control of the Company require an additional reduction in flight attendants, which cannot be alleviated by thirty (30) day or daily ANP, additional partnerships of less than six (6) months may be awarded from names maintained on a partnership flying 'waiting list'. The list shall contain the names of eligible flight attendant partners who bid, but were not awarded partnership positions, as well as those flight attendants who submit bids after the initial award. Flight attendants may remove their bids at any time.
6. Except as provided in this Letter of Agreement, all provisions of the Agreement will remain in full force and effect.



B. Eligibility

1. The partnerships will be awarded based on the seniority of the senior partner.
2. Flight attendants who elect to participate in partnership flying must have the same aircraft, services (International or Domestic) and overwater qualifications and be assigned to the same domicile.
3. A partnership may be formed between two (2) flight attendants who do not have the same visa qualifications. However, in order to be awarded a line of flying requiring a specific visa qualification, both partners must be so qualified.
4. A partnership may be formed between a purser-qualified flight attendant and a non-purser qualified flight attendant provided the partnership does not bid the purser position.
5. A partnership may be formed between a language-qualified flight attendant and a non-language qualified flight attendant or a flight attendant qualified in a different language provided the partnership does not bid a language line of flying.
6. A partnership may be formed between two (2) flight attendants qualified in the same language.
7. If, in a given month, there is an operational need for additional purser-qualified or specific language-qualified flight attendants, partnerships involving purser-qualified or specific language-qualified flight attendants will be suspended in inverse order of seniority based on the seniority of the junior purser-qualified or specific language-qualified flight attendant.

C. Compensation

1. The partners will be compensated at their own rate of pay.
2. The line guarantee provisions of Sections 8.J. and 12.1.2. will apply after the awarded line of flying has been divided between the partners. The seventy-one hour (71:00) minimum monthly guarantee will not apply to flight attendants participating in partnerships, except as provided in paragraphs L. or M., below.
3. Any monies resulting from holding time, understaffing pay, night pay, premium pay, language qualified pay, per diem expenses or any other compensation or expenses under the Agreement shall be paid to the partner incurring such compensation or expenses.
4. The first (1<sup>st</sup>) of the month flight advance will be paid according to established 'first check procedure'.

<b><i>Adjusted Flight Time Credit Hours</i></b>	<b><i>First of the Month Check Amount</i></b>
50 hours or more	Full Advance
30 hours – 49:59 hours	Partial Advance
Less than 30 hours	None



#### D. Benefits

1. Sick leave will be accrued at the rate of two hours (2:00) per month per partner or one half (1/2) the accrual outlined in Section 19.A.1.
2. Vacation will be accrued at one half (1/2) of the vacation accrual schedule outlined in Section 18.B. for each partner during the period of partnership.
3. Full medical, dental and life insurance benefits will be retained by each partner. Each partner will continue to be responsible for additional insurance premium obligations.
4. "Vesting service," as defined in the Flight Attendant 401(k) Plan, is calculated using the elapsed time method (employment commencement date through last date of employment), meaning that each partner will earn years of service under the Flight Attendant 401(k) Plan without regard to the number of hours worked. Eligible "earnings," as defined in the Flight Attendant 401(k) Plan, of each partner will be used for the purposes of calculating Company contributions and employee deferral contributions under the Flight Attendant 401(k) Plan.

#### E. Line of Flying

1. Lines of flying will be awarded at the seniority of the junior partner.
2. Following the award of the line of flying the partners will determine which trip(s) each partner will fly. The flight time maximum(s) of paragraph F.2., below, will apply to each partner's line of flying. All trips contained in an awarded line of flying will be covered by the partnership unless their inclusion causes one (1) or both of the partners to exceed the flight time maximum of fifty hours (50:00), including any month end overlap flight time. In this instance, the remaining trip(s) of lowest value will be placed in open flying.
3. Each partner's line must contain some flying except in the circumstance outlined in paragraph I.5., below.
4. Transitioning into the first month of the partnership, both partners will be expected to fly out their prior month schedule.
5. In the event of a month end conflict during the partnership, if only one (1) partner is legal to fly the first trip of the month she/he will be required to do so.
6. Once individual lines of flying have been established, each partner will assume her/his own seniority for all competitive purposes.
7. Partners will be permitted to trip trade with other flight attendants, or each other, and with open flying after separate lines of flying have been created.
8. Open flying will be awarded under Sections 9.I.4.e. and 12.Q.4.e. These open flying requests will be ranked based on 'greatest time under maximum'.

#### F. Flight Time Limitations

1. Each partner's maximum flight time for the month will be forty-six hours (46:00) with the option to increase her/his maximum to forty-eight and one-half hours (48:30) Opt 1 or fifty hours (50:00) Opt 2.
2. In the event operational irregularities cause a flight attendant to exceed forty-six hours (46:00), forty-eight and one-half hours (48:30) or fifty hours (50:00), the flight attendant shall fly the ID(s) scheduled in her/his individual line of flying provided she/he does not exceed forty-six hours (46:00), forty-eight and one-half hours (48:30) or fifty hours (50:00) actual flight time.

#### G. Reserves

1. If the junior partner falls into reserve rotation, the partnership may be awarded a reserve line for the month based on the junior partner's seniority.
2. The distribution of reserve availability days between the partners must include a minimum of two (2) blocks of reserve 'days on', totaling eight (8) days or more, in each partner's line of flying.
3. If a reserve line contains fewer than four (4) blocks of reserve days on, the flight attendant allocated the single block of 'days on' must select, or will be assigned, the longest block of 'days on'. Should one (1) of the partners be available for twelve (12) days under this provision, the opted maximum of fifty hours (50:00) will apply. However, in a thirty day (30) schedule month if the Reserve availability daily rate is four hour and twenty minutes (4:20) the opted maximum will be fifty two hours (52:00).
4. Reserve blocks of 'days on' may not be split between the partners.
5. Each partner sharing a reserve line will be guaranteed four hours and twenty minutes (4:20) per availability day in a thirty (30) day month and four hours and seven minutes (4:07) in a thirty-one (31) day month. Reserves will be paid the value of the trip(s) worked in their individual lines of flying or the minimum guarantee, whichever is greater. If the total of both lines is less than seventy-eight hours (78:00), the additional reserve guarantee hours will be divided equally between the partners.
6. Beginning of the month 'FIFO' will be determined by the arrival of the partner responsible for the first block of availability in the new month.

#### H. Notification of Flying/Availability Distribution

1. A separate line of flying will be constructed for the senior partner. No later than three (3) days after primary lines have been awarded, the partners will notify Crew Schedule Planning which trip(s) each will fly and whether the partnership desires to opt to maximum hours for the month.

2. In the event the notification of the distribution of flying/availability does not meet the parameters outlined in this agreement, the Company will assign flying/availability utilizing the partners' requests to the degree possible. The senior partner's request will be processed first.
3. In the event notification has not been received by Crew Schedule Planning three (3) days after primary lines have been awarded, the Company will assign fifty percent (50%) of the flying to each partner. In the event, the line cannot be split equally, the greater amount of flying will be distributed to the senior partner.
4. A partnership awarded a relief line will notify the Company the day after relief lines have been awarded which trip(s) each partner will fly.
5. If notification of the distribution of flying is not received from the partnership by the second (2<sup>nd</sup>) day following relief line awards, the Company will allocate the flying as outlined in paragraph 2, above.
6. A partnership awarded a reserve line will designate, no later than three (3) days after primary lines have been awarded, which blocks of 'days on' each partner will fly.
7. If no notification is received from the partners, allocation of blocks of reserve 'days on' will be based on the criteria of paragraph 2, above.
8. A partnership awarded a reserve move-up line will advise the Company at the time of notification which trip(s) each partner will fly, in accordance with paragraph E.2.
9. Any partnership may advise the Company in advance of primary line awards or award of relief or reserve move-up lines, how the partners desire the trip(s) or reserve blocks of 'days on' to be distributed. Such notification will be based on preferred dates of the partners. In the event the dates provided do not fully encompass trips in the awarded line of flying, the senior partner's preferences will prevail.

#### I. Vacation

1. The partnership will take all vacations as scheduled and be paid per Section 18.K. Vacation pay will not be subject to the restriction of the flight time maximum(s) of paragraph F.1.
2. If awarded vacations overlap, the partners have the option to either move one (1) of the vacations, or both if required due to the lengths of such vacations, within the same month or interim bid one (1) of the vacations for another vacation period, per Section 18 of the Agreement.
3. If two (2) vacations overlap and exceed the number of days in the schedule month, the vacations will be consecutive within the schedule month and one (1) of the vacations will be permitted to flow into the following schedule month. In this instance, there will be no restriction on the number of days overlapping into the following month.
4. The senior partner will choose the days of vacation in the event overlapping vacations must be moved.



5. If one (1) partner has a vacation which encompasses all flying included in the awarded line of flying, the other partner will be restricted to forty-six hours (46:00) flight-time maximum with the option of forty-eight and one-half hours (48:30) or fifty hours (50:00) flight time maximum and no trips will be assigned to her/his line of flying.

#### J. Disputes

The Company will be responsible for correctly administering the program. Neither the Company nor the Union will be responsible for resolving disputes between the partners.

#### K. Termination of the Partnership

1. The partnership is considered irrevocable except it shall be terminated in the case of: (1) resignation; (2) medical leave of absence or extended occupational illness or injury; (3) maternity leave of absence; (4) transfer; (5) TDY assignment; (6) personal hardship, with the approval of the Company. The effective date of the termination is the first (1<sup>st</sup>) day of the following schedule month.
2. The remaining partner shall have the option to select a new partner. If she/he is unable to form a new partnership, a partnership will be offered to the most senior bid on file on the waiting list at that domicile.

#### L. Temporary Suspension of Partnerships

Should a domicile(s) require additional flight attendant availability, due to unforeseen circumstances, at any time during the second, third, fourth, fifth or sixth (2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup> or 6<sup>th</sup>) month of partnership the following alternatives will be offered prior to termination of the partnership program.

1. Flight attendants involved in partnerships will first be offered the option of picking up open flying for that month to individual maximums for that month.
2. Partnerships will be offered the option of dissolving the partnership for that month. Such dissolution will be offered in seniority order of the senior partner among the partnerships.
3. If the application of paragraphs 1. and 2. above do not provide the necessary flight attendant availability in a given domicile, up to twenty-five percent (25%) of the partnerships for a specific month may be dissolved in inverse seniority order of the senior flight attendant. The Company and the Union will meet prior to the implementation of this paragraph to discuss potential alternative solutions.
4. In the event of dissolution or suspension of partnerships the following procedures will apply:
  - A. Prior to the primary line award process each flight attendant will bid and be awarded as normal;



- B. After the primary line award process but before the awarded line of flying has been divided between the partners, paragraph M.1. below, will apply;
  - C. After each partner has been assigned a line and trip(s) have been distributed, each partner may be assigned under the provisions of Section 8.J. or 12.I.2. to additional trip(s) on those available day(s) as scheduled in the originally awarded line of flying.
5. In the event of the dissolution or suspension of a partnership, each flight attendant will be guaranteed the value of the originally awarded line of flying or as prorated based on additional availability if suspension occurs after the beginning of the month. Minimum monthly guarantee, prorated if appropriate, will be applicable in these circumstances.

#### M. Termination of the Program

The Company and/or the Union have the right to terminate the program with fourteen (14) days written notice. In the event a fourteen (14) day cancellation notice is served such that it is not effective until after lines of flying have been awarded for a given schedule month, the transition from partnership to non-partnership will be as follows:

- 1. One (1) partner will be responsible for the awarded line; and the other partner will be subject to reassignment under Section 8.J. or 12.I.2. based upon the awarded line of flying. If the partnership cannot come to agreement, the senior partner's choice will prevail.
- 2. Any flight attendant transitioning from partnership to non-partnership after the beginning of the month will have her/his line guarantee adjusted as described in L.5. above.



## Questions and Answers – Partnership Program for Flight Attendants

**1. *Can all flight attendants participate in the partnership program, regardless of their seniority?***

Although active flight attendants can bid for the partnership program, awards will be determined by seniority, base surpluses and cost effectiveness. Partnerships generate cost savings for the Company through salary because two flight attendants fly one line. However, benefit costs for each of the partners continue and costs are incurred in administering the program.

The aggregate cost savings of the program will also determine whether all flight attendants who desire to, will be able to participate. If there are sufficient numbers of senior partnerships to offset the costs of junior partnerships that may not provide cost benefits, the junior partnerships may be awarded.

**2. *What qualifications are included for eligibility?***

Flight attendants in a partnership must have these same qualifications: aircraft, services (domestic and/or international) over-water and passport, and be located at the same base. If one of the partners is internationally qualified and the other is not, they can bid for partnership. However, they can only share domestic lines.

**3. *If I bid and am awarded a line on the junior partner's seniority, do I continue through the month with the junior seniority?***

No. Once the senior partner's line of flying has been constructed, each partner will have separate trips and the seniority of each flight attendant will apply to any competitive actions (i.e., trip trading, reassignment, conversion, competing for premium positions, etc.).

**4. *If my partnership bids a line worth 95:00, how will we split the line of flying if our monthly maximum(s) is 46:00? Will one of us be forced to opt?***

The trips will have to be distributed so that the ID(s) will fit into the two individual lines of flying. This could force one or both of the partners into an opt situation.

**5. *Can we split an ID in order to fit all of the trips into our individual lines?***

No. Individual IDs may not be split between the partners.

**6. *If my partnership is awarded a line of flying with three high-time trips, how will we split the line?***

Each partner must take one of the IDs (up to 50:00). The lesser value trip that remains unassigned will be placed into open flying.

**7. *We only have three days after primary lines are awarded to notify the Company how we want our trips divided. What if I can't reach my partner?***

Partners are responsible for notifying the Company of which trip(s) they will each be flying. If you know in advance that you will not be available to coordinate the distribution of flying, you may notify the Company of each partner's preferred flying dates. Absent notification by the partnership, the Company will distribute the flying as equally as possible, with the greater portion assigned to the senior partner.

**8. *Our awarded line of flying has been split and my partner and I each have separate lines of flying. Can we trade with each other?***

Yes. Once a partner has an individual line of flying, she/he can trade with open flying or any other flight attendant, including her/his partner, provided all qualifications are met.

**9. *If I'm a partner, when may I submit trip trades?***

As a partner, a flight attendant may only submit trip trades after her/his individual line has been constructed.

**10. *If I want to pick up a trip from open flying on my individual partner line, what category will I use?***

Because partners have opted to reduce their line guarantee by virtue of participation in the partnership program, open flying will be awarded under Sections 9.I.4.e. and 12.Q.4.e.. These open flying requests will be ranked based on greatest time under maximum.

**11. *Can I take ANP, DAT or PTO if I am in a partnership?***

Yes.

**12. *If awarded a move-up line, how does the partnership advise the Company how to designate which trip(s) we each fly?***

The Company will call the senior partner, who selects which trips each partner will fly. Once both partners' lines are completed, the Company will utilize the normal means of notifying the other partner of the awarded move-up line.

**13. *Can I work a reserve block of days on at the beginning and at the end of the month?***

Yes. Each partner must, however, work a minimum of two reserve blocks of days on with a minimum of eight (8) days on.

***14. What if my partner and I only have three blocks of days on?***

One partner will work two blocks of days on and one partner will work one block of days on. The partner working one block must choose the longest block.

***15. Can I attend CQ as a partner?***

Yes. Each partner bids for and attends CQ during her/his normal month(s). CQ is placed in the partner's individual line(s) as required and paid accordingly.

***16. If I don't bid for CQ, will I be assigned if I'm a partner?***

Yes, while participating in the partnership program flight attendants are required to attend CQ and will be assigned on days off according to CQ class availability if no bids are received by the Company.

***17. Will additional partnerships be awarded during the three (3) month partnership period?***

A waiting list will be maintained of partnership requests. In the event additional partnerships are required, they will be awarded based on the seniority of the senior requesting partner.

***18. Can I request a partnership after bids have been closed?***

Partnership requests submitted after the close of partnership bids will be placed on the waiting list based on the seniority of the senior flight attendant in the request. A waitlist screen will be available in SkyNet after bids close.

***19. What if we don't want to be on the waiting list for a partnership?***

If you do not want your partnership request to be placed on the waiting list, do not check the waitlist box on the partnership bid form in SkyNet.

***20. Can I remove a partnership request from the waiting list?***

Yes. If you would like to remove your request from the waiting list, check the 'remove name from waitlist' box on the partnership bid form in SkyNet.

***21. What if I failed to remove my partnership request and it was processed during the three (3) month period?***

You will be responsible to fly as a partnership.

***22. Will the fact that there is no monthly minimum affect the partnership?***

Each partner is already below the seventy-one (71) hour minimum because each is restricted to maximum(s) of 46:00, 48:30, or 50:00 per month.



Each partner will, however, be guaranteed the value of the trips placed in her/his line of flying as well as trip(s) picked up in open flying and additional flight time credit resulting from trip trades, inbound flight(s) from the previous month, etc.

***23. How are sick leave and occupational leave paid?***

Both sick leave and occupational leave are paid to the partner who is ill or injured based on her/his individual line of flying during the month in which the illness or injury occurs.

If an occupational injury causes one partner to remain off work, the partnership will be dissolved. The remaining partner will, however, be permitted to form a new partnership provided the senior partner continues to have the same or greater seniority.

***24. Will I be entitled to death in family (DIF) benefits?***

Yes. Each partner is entitled to DIF benefits and will be paid according to her/his individual line of flying.

***25. How will I be paid for Jury Duty?***

Each flight attendant will be paid for Jury Duty based on her/his awarded line of flying.

***26. If I participate in a partnership, what impact will the program have on my ability to use FMLA?***

Participating in the partnership program will have no effect on how a partner uses FMLA. However, it may affect the accrual of hours toward FMLA eligibility.

***27. If my partnership is suspended because of the need for specific language qualified or Purser positions, what would be my monthly maximum?***

A flight attendant who has had her/his partnership suspended for one of the above reasons, would be awarded a regular line of flying based on her/his seniority subject to the monthly maximums set forth in Sections 7.A.1 and 7.A.8.

***28. Will I receive half of the difference to our reserve guarantee of 78:00 hours if I am already at my 50:00 hour maximum?***

Yes. According to Section G.5, if the total of both partners' lines is less than 78 hours, the additional reserve guarantee hours will be divided equally between the partners.

***29. In some cases it may not be possible to split reserve blocks into a total of 8 work days in each partner's schedule. How will these instances be handled?***

In a 30-day schedule month, the distribution of 4 reserve blocks may result in one partner having two (2) blocks of reserve 'days on' totaling seven (7) days. (Reference G.2 of the LOA)

***30. I would like to find another flight attendant with whom to form a partnership. Is there a way to post a request or to view a list of others who are looking for a partner?***

Flight attendants can use the trade board in Unimatic to post preferences for a partnership and search for partners with similar preferences. To post preferences for a partnership, i.e. advertise for a partner, enter: **POSTRD**, and follow the prompts for 'Advertise For Partnership.' To search for partners, access the tradeboard by entering: **TRDBRD/PART**

***31. I understand only the junior partner's bid will be considered for both primary and relief processes. What happens if only the senior partner bids?***

Because only the junior partner's bid is considered, if no bid is on file in the junior partners bid screen, the award will follow the insufficient/no-bid logic (lowest line award number available) based on the junior partner's seniority.

***32. Can flight attendants in a partnership place a request on file for 30 day ANP?***

Yes. Partners may put a request on file for 30 day ANP. Before lines are split, both partners must place requests on file to be considered for the award of 30 day ANP. The request will be considered at the junior partner's seniority. If 30 day ANP is awarded before lines are split, both partners will be placed on 30 day ANP status. If only one partner places a request on file, 30 day ANP will not be awarded to the partnership and consideration of the individual request deferred until after the lines are split.

Once the awarded schedule is split between the partners, each partner would be considered individually for 30-day ANP, in the same manner as for daily ANP. Either partner desiring 30-day ANP should individually submit their own request in the normal manner.

***33. What happens if one partner's vacation encompasses all the trips included in the awarded line of flying?***

Pursuant to the LOA, Section I. 5, neither partner will have any trips assigned to his/her line. The partner with vacation can pick up trips outside the vacation period. The other partner can pick up trips any time in the month. Neither partner has a minimum and both partners are subject to the 46:00 hour flight time maximum, with the option of 48:30 or 50:00 flight time maximum.

**34. What if my partnership is awarded a reserve line and one of us has vacation. For example, my vacation is September 1 – 10. The line has the first 6 days of the month on. Do those 6 days drop off the line, and the remainder of the days split between us?**

The partner with the vacation will be assigned to all reserve blocks that fall within her/his vacation. This includes any block(s) that fall within and extend beyond the prescribed vacation. These days will count toward the total number reserve days in her/his line. The remaining reserve days will be distributed to each partner as determined by their Notification of Reserve Availability Days sent to Crew Schedule Planning, in accordance with the Letter of Agreement.

**35. Can partners request to be added to the reserve move-up list after the line is split?**

Partners may request a move-up line. If a move up line is awarded to the partnership, the award will be based on the junior partner's seniority. The senior partner must inform the Flight Attendant Support Team how the move up line will be split at the time of notification (H.8. of the Partnership LOA) in accordance with paragraph E.2. of the Partnership LOA.

**36. When looking at a Line of Flying screen (DSPLOF), will there be any indication of a partnership?**

Once the awarded line of flying has been split between the partners, each partner is responsible for his/her schedule; therefore it is not necessary to identify a line of flying for partners. The line of flying for a Flight Attendant in the partnership program will look different as the monthly maximum will be at 50 hours or less. The GAR for lineholders will be the value of the trips assigned in the line of flying at the time of the split. For Flight Attendants assigned a reserve line, the MIN will be the value of the number of reserve days times the daily reserve rate for the applicable schedule month.

**37. When will the waitlist be considered?**

For months 2 and 3 of the partnership period, there will be a monthly evaluation of manpower needs, and if warranted, awarding additional partnership requests on the wait list will be considered based on an overall evaluation of cost neutrality in the aggregate, and will be awarded at the seniority of the senior partner.

**38. If the partnership program is continued beyond this upcoming round and I wish to continue in the partnership, do I have to re-bid for partnership?**

Yes. Future partnership programs will require a new bid process. Future partnership programs may be considered based on base need and cost effectiveness of the program in the aggregate.



***39. Can one partner opt while the other partner does not opt?***

Yes, but not during the primary bid process. If the junior partner's LOFBID screen indicates the desire to opt, BOTH partners will be opted to that desired level. If not, the partner wishing to opt should do so AFTER lines have been awarded via trade, RDO, picking up open flying or by contacting Scheduling.

***40. Once a reserve line has been split, how will each partner receive reserve assignments?***

At the beginning of the month, in order to establish the reserve availability lists, flight attendants shall be placed in FIFO order, based on the scheduled arrival time of their last previous ID. For the remainder of the month, reserves shall progress within the availability lists on a credited flight time accrual basis. The reserve with the lesser accrued time being assigned first (TMAC).

***41. If one or both partners have vacation during the month, are we eligible for a reserve move-up line of flying.***

The 'partnership' is eligible to be awarded a reserve move-up line based on the combined vacation of the partners and consistent with the requirements of the Contract. If the total vacation in the partnership is less than seven days, the partnership is eligible for a pre-month move-up line. If the combined vacation of the partners exceeds seven days, the partnership is not eligible for a reserve move-up line until there are less than seven days of vacation in the remaining part of the month. At the point in the month where there are less than seven days of vacation remaining, the partnership is then eligible to be awarded a mid-month move-up line.