



Reserve Temporary Duty (pm-CAL)

United MEC Reserve Committee

November 10, 2017

In an effort to address confusion surrounding the company's use of pm-CAL Reserves from one location for Airport Alert and/or assignment out of other locations, we entered into a discussion with management, to gain and understanding of the contractual basis for these assignments.

Management representatives explained that in 2014, upon their opening, new pm-CAL bases had minimal Reserve coverage. As a means of maintaining operational integrity until optimal staffing was achieved, an agreement was entered into between the company and previous Union leadership to allow for these pairings to be built when insufficient Reserve coverage existed at a particular location.

What follows is the specific language that was agreed to between the company and previous Union leadership in 2014. The MEC Reserve Committee has recently clarified with management that these procedures are currently in place:

Reserve Temporary Duty (RTD)

Trips will be constructed as follows:

1. *Only one Airport Alert assignment may be served per duty day.*
2. *Open time that can be relocated to another base with sufficient Reserve coverage will be constructed and placed into open time for available pick-up by the Reserve pick-up window (when possible) and available per Section 5.1.*
3. *Reserve Temporary Duty Pairings:*
 - *Every attempt will be made to build any necessary RTD pairings and place into open time for pick-up prior to the Reserve pick-up window.*
 - *Flight Attendant will be permitted to pick-up open time at their home base after completion of an Airport Alert assignment in accordance with Section 5.1.10.a.*
 - *RTD pairings will be constructed and placed into open time containing both outbound and return confirmed DH flight segments and hotel accommodations, subject to reassignment per Section 5.1. Flight Attendants need to contact the crew desk upon arrival for possible reassignment and/or to agree on time of contact the following day.*
 - *RTD pairings shall include Per Diem from check-in until debrief at their home base.*
 - *For purposes of determining whether Airport Alert assignments can be extended an additional 2 hours, the RTD's geographic location will be considered the base where they are sitting – not their home base.*
 - *Flight Attendants who live in a RTD location, shall be permitted to volunteer for assignment in that location. They shall receive pay for any outbound and return DH as if the segments had actually been flown, and shall receive per diem from scheduled check-in in their base until scheduled return to their base but shall not be required to actually travel to/from their base to the Reserve Temporary Duty location.*

Other Considerations

During our discussions with the company, we also clarified these additional points:

- The company confirmed that out-of-base pm-CAL Reserves do not appear on local availability lists because they are technically on a pairing, with a scheduled return.
- Schedulers have the ability to see all out-of-base Reserves who are available, and any out-of-base Reserves should be assigned *along with* any in-base Reserves in consideration of the number of days they are available, their duty day limitations, and the priority of not rolling days off.

If you have any questions, please contact your Local Council Office.