

# REASSIGNMENT

## 2016-2021 United Flight Attendant Agreement

### Section 7.Q.1. through 7.Q.6.

As we all know, flight schedules can fall apart; and while frustrating, reassignments are part of our job. To protect our rights during reassignment, industry leading reassignment provisions have been negotiated and the company is obligated to follow the provisions outlined in our Collective Bargaining Agreement (CBA).

The following page outlines each type of reassignment. It is important Flight Attendants are familiar with the distinguishing parameters and rules for each type:

- Notice on Same Day as departure/ SWAP (but prior to operating a segment) [7.Q.1.&.2.]
- Notice of One or More Calendar Day [7.Q.3.]
- Downline Reassignment [7.Q.5.]
- Ineligible/ Illegal for Next Flight [7.Q.6.]

Keep the following in mind as it pertains to reassignment:

- **Notice/ Notification** of any assignment or reassignment must be accomplished through direct telephone conversation with Crew Scheduling.
- **RX** does not mean “Reserve”. RX is a scheduling designator code indicating a Flight Attendant may be subject to reassignment for pay protection.
- Flight Attendants **may not decline** reassignment except as applicable in Section 7.Q.3.



Refer to the 2016-2019 Flight Attendant Agreement and Legalities Guide for complete details.



### 7.Q.1.

#### Notice on Same Day

If you lose your pairing or portion of pairing on same day as departure, but prior to operating a segment, you are subject to reassignment within 4:00 hours of being notified.

You may be reassigned to a pairing beginning the same day or departing the next day.

If reassigned to a pairing leaving the next day, Scheduling will provide a hotel room upon request.

### 7.Q.2.

#### Severe Weather Action Plan (SWAP)

If you lose flight time on the same calendar day as your departure, but prior to operating a segment, and SWAP is in effect, the parameters for reassigning you are slightly different:

The simplest of the options is for you to be provided with a replacement pairing when contact is made with Scheduling to notify you of the loss of flight time.

The first difference from 7.Q.1. is that Scheduling has up to 4:00 hours past the time of the original departure to provide a replacement pairing.

The second difference from 7.Q.1. is that if you are required to remain available at the airport for an assignment that departs on the same day, but more than 4:00 hours after the original departure, you will receive 4:00 hours of pay and credit, in addition to the value of the pairing assigned.

### 7.Q.6.

#### Ineligible (Illegal) for Next Flight

If you arrive late from an existing pairing that causes you to be ineligible (illegal) for your next scheduled trip, you must call Scheduling as soon as possible upon return from the trip that caused the ineligibility.

At that time, you may be given a reassignment or released with pay.

7.Q.1., 7.Q.2. & 7.Q.3. reassignments will comply with the provisions in 7.Q.4. which include, but are not limited to:

- Cannot depart more than 2 hours earlier than day 1 of original trip lost.
- Cannot interfere with next calendar day off without consent. If consent, 150% pay for all block hours flown on day off.
- If based at International Domicile, reassignments must return to base within 24 hours of original scheduled arrival.
- 7.Q.4. includes reassignment pay parameters.

Reassignments may be a single or multiple pairings. If the combination of pairings create a layover at your base, a hotel will be provided and per diem will continue for the duration of the trip.

### 7.Q.3.

#### Notice of One or More Calendar Day

If you lose your pairing a calendar day or more in advance, at the time contact is made with Crew Scheduling to notify of the loss of flight time, you may immediately be reassigned to a replacement pairing or be released.

If not, you may:

- Work with Scheduling to make up the lost time on days not originally scheduled to fly. Must be done during the initial contact and will result in adjustment to guarantee.
- Work with Scheduling to make up the time as close as possible on the days you were originally scheduled to fly. This can be accomplished at any time up until 1600 on the day prior to the original pairing.
- Remain subject to reassignment, in which case:

You may contact Scheduling after 1600 on the day before your original trip & you will be advised if it's likely you will be reassigned to a pairing. You may choose to remain subject to reassignment or decline reassignment, in which case your guarantee will be reduced.

If you choose to remain subject to reassignment, you must contact Scheduling between 1800-2200 on the evening before your original trip for your entire reassignment or release with pay.

### 7.Q.5.

#### Downline Reassignment

If, after leaving base (having operated at least one segment to another airport), you lose a portion of a scheduled trip, you may be reassigned, provided the trip is scheduled to return you to base within 12 hours of your original arrival & does not extend more than 8 hours into your next calendar day off.

If a reassignment causes you to be on duty 4 or more hours into your day off, or past midnight if your original trip was scheduled to arrive at 1900 or earlier, you will have the option to have your day off restored or receive 5 hours pay & credit. So long as you maintain your minimum days off for the month.

If reassigned to a Domestic pairing that is scheduled to arrive more than 2 hours after your scheduled arrival time, you will receive \$15 per hour, prorated, for all time on duty beyond the original scheduled arrival time of the trip lost.

If required to remain downline to protect equipment that is unserviceable for mechanical reasons, you must be returned to base no later than 24 hours after your originally scheduled return. If this results being on duty 4 or more hours into your day off, or past midnight if your original trip was scheduled to arrive at 1900 or earlier, you will have the option to have your day off restored with pay or receive 5 hours pay & credit. So long as you maintain your minimum days off for the month.

If it's not possible for Scheduling to provide the complete reassignment and the only reassignment at the time is to return you to base, the complete reassignment must be made via pairing modification no later than actual block-in of the flight returning to base. If a reassignment creates a layover at your base, a hotel will be provided. [9/19 NOD Settlement on 7.Q.5]