

OPEN TIME TA 2019 PRESENTATION

April 30, 2019

YOUR NEGOTIATING COMMITTEE

- Jeff Peterson, MEC President
- Kristy Stratton, SEA
- Lisa Pinkston, ANC
- Christina Frees, SEA
- Kimberley Chaput, AFA Senior Staff Attorney and Negotiator

YOUR MASTER EXECUTIVE COUNCIL (MEC)

- Jeff Peterson, MEC President
- Brian Palmer, MEC Vice President
- Linda Christou, MEC Secretary-Treasurer
- Lisa Pinkston, ANC LEC President
- Terry Taylor, SEA LEC President
- Mario de'Medici, PDX LEC President
- Melissa Osborne, SFO LEC President
- Tim Green, LAX LEC President
- Brice McGee, SAN LEC President

HOW DID WE GET HERE?

(1/2)

- 2014-2019 Agreement created new Open Time system
 - Parties agreed to a one-year trial (“test drive”) of the new system
 - Either party could cancel at any time
- October 2015: Trial unofficially began but not programmed correctly
- April 2016: Merger announced
- May 2016: Trial officially began after being reprogrammed with the correct trading rules
 - AFA surveyed FAs regarding satisfaction
 - Survey results clearly showed dissatisfaction
- July 2016: AFA cancelled the trial

HOW DID WE GET HERE?

(2/2)

- November 2016: Open Time negotiations began
- June 2017: Agreement in concept reached, MEC rejected due to lack of implementation penalties
- December 2017: Open Time negotiations resume, but the MEC prioritized Merger negotiations (Merger TA reached February 2018)
- January 2019: Agreement in concept reached, MEC chose to delay ratification based on timing of cross-flying (February 2019) + 3 months

WHAT WAS WRONG WITH THE SYSTEM?

- Open Time codes were confusing because different codes had different trading rules
- Could not do multiple trades
- Could not downtrade (trade down in days) if trips began on different days
- Could not uptrade TO unless they began on the same day
- FA did not feel system lived up to its promise

THE TRIAL ENDS

- Under the contract, ending the trial meant that the parties would go “back to book” and negotiate a new Open Time trading system
- “Back to Book” meant the Open Time trading system in effect under the 2006-2011 extended agreement as modified by arbitration award (withholding of trips over 50% of domicile FAs in TFP)
- This did not happen—and we’re still under the trial system—because:
 - Maestro was obsolete and no longer supported
 - Programming Back to Book would have to occur in Crew Access (implementation scheduled for October 2016 but was delayed to February 2017)
 - Management did not order the programming, AFA filed grievance in June 2017 and was sustained by management

OPEN TIME NEGOTIATIONS SURVEY (LATE 2016) SAYS...

- Flight Attendants wanted:
 - Direct (straight) dropping of trips
 - Day-for-day or greater trades
 - Multiple trades
 - Downtrading
 - No trading codes

TRADING CODES

- Current System

- Trading codes reflect how trips were placed into Open Time (e.g. by Crew Scheduling, by FA, etc.)
- A trip's code affects whether and how it can be traded
- Only TO counts toward TSN

- Proposed System

- No codes: How a trip is placed into Open Time is irrelevant for trading purposes
- Only trips placed into Open Time by a FA count toward the Daily Count

THRESHOLD SEQUENCE NUMBER (TSN) COMPARISON

Current System

First day of trip counts toward TSN (4-day counts once on 1st day only)

Formula

Up to 649 domicile FAs = 3; 650 FAs = 4

Every additional 200 FAs = +1

ANC (394) = 3

SEA (2354) = 12

PDX (634) = 3

SFO (900) = 5

LAX (1194) = 6

SAN (391) = 3

Proposed System

All days of trip count toward TSN (4-day counts once on all 4 days, 3-day counts once on all 3 days, etc.)

Formula

Up to 340 domicile FAs = 6

Every additional 50 FAs (rounded up) = +1

ANC (394) = 8

SEA (2354) = 47

PDX (634) = 12

SFO (900) = 18

LAX (1194) = 24

SAN (391) = 8

CURRENT TSN VS. PROPOSED TSN

- Current System
 - Looks only at day of departure
- Proposed System
 - Looks at every day of the trip
 - TSN formula is changed, but increased number does not necessarily translate to increased liability for the Company or greater flexibility for FAs
 - May allow more direct drops/downtrades of shorter trips
 - May be more difficult to drop longer trips

THE DAILY COUNT

- Definition: The number of Open Time sequences operating on a given day that were dropped into or traded into OT by Flight Attendants
- Sequences placed in OT by Crew Scheduling (e.g., sick calls, jury duty, extra sections, etc.) do NOT count toward the Daily Count.
- For transparency, trips included in the Daily Count will have a visual indicator.

DAILY COUNT VS. TSN

- A day will automatically close once the Daily Count reaches the TSN
- The day will automatically open if the Daily Count falls below the TSN (i.e. a trip with a visual indicator is removed from Open Time)
 - Any FA action that causes a trip operating on that day to be removed from Open Time
 - Reserve assignments, including self-assignment, do not affect the Daily Count
- Crew Scheduling can manually open a closed day

WHEN AND WHY DO DAYS CLOSE?

■ Current System

- When number of TO trips equals TSN, will reopen if number of TO trips are lower than the TSN (a TO is picked up)
- After 10 AM PT today for tomorrow (today + 1 day), TSN is no longer considered
 - System considers only day of departure, subsequent days are not considered

■ Proposed System

- When Daily Count equals TSN, will reopen if Daily Count is lower than the TSN (one or more trips are picked up on the closed day)
- 10 AM PT today for the next 4 days (today + 4 days)
 - System considers all days of the trip
 - Maximum trip length that can be dropped into open time is 4 days, so the system must consider all 4 days
 - If OT did not automatically close 4 days out, then reserve assignments would 'artificially' open OT by lowering the Daily Count but without having adequate reserve coverage to compensate
- Crew Scheduling can manually re-open days within this window

DIRECT/STRAIGHT DROPS

- Allowed under current and proposed Open Time systems, up to net -40 TFP
- Current System
 - Can drop if day of departure is open
- Proposed System
 - Can drop if all days of trip are open

DIRECT/STRAIGHT DROPS EXAMPLE

ALLOWED

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule								2 day trip				
Open time trip												

STRAIGHT PICK-UPS

- Allowed under both current and proposed systems
- Will be approved if legal under the CFRs
- Contractual waivers may be required and pay protection may be impacted

STRAIGHT PICK-UPS EXAMPLE

ALLOWED

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule												
Open time trip		2 day trip									3 day trip	

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule												
Open time trip		2 day trip				1 day					3 day trip	

MULTIPLE TRADES

- Current System
 - Prohibited
- Proposed System
 - Allowed if:
 - Made in a single submission (any combination of trips) and will be considered one transaction
 - Net -40 determined at end of transaction
 - Can cover same or different days, consecutive or non-consecutive days
 - Transaction is “all or nothing”: Transaction will be denied if any trade, pick-up or drop violates trading rules

MULTIPLE TRADES EXAMPLE

ALLOWED

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		29	30	1	2	3	4	5	6	7	8	9
FA schedule		4 day trip					1 day		1 day	2 day trip		
Open time trip		4 day trip								1 day		

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA swapping 2 trips - 1 duty period each; each trip reports before midnight and releases after midnight. The first trip ends on the same day the second trip reports.												
FA schedule		2day 1 duty period										
		2day 1 duty period										
Open time trip		3 day trip										

DAY FOR DAY (OR GREATER) TRADES

- Current System
 - Yes, on a trip-for-trip basis with same day of departure regardless of whether day of departure is open or closed
- Proposed System
 - Allowed if any closed days in the FA's trip remain covered
 - Can be a single trip on consecutive days
 - Can be a combination of multiple trips on consecutive or non-consecutive days

DAY FOR DAY (OR GREATER) TRADES EXAMPLE

ALLOWED

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule		4 day trip								1 day		
Open time trip		4 day trip								2 day trip		

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule			2day				1 day					
Open time trip		3 day trip			2 day trip							

DAY FOR DAY (OR GREATER) TRADES EXAMPLE

NOT ALLOWED

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule		4 day trip								1 day		
Open time trip						1 day				4 day trip		

DOWNTRADING (TRADING FOR FEWER DAYS)

- Current System

- Allowed if trips being traded begin on same day and trip in OT has TO code (within the net -40 TFP)
- Prohibited if trips being traded begin on different days or the OT trip has no code

- Proposed System

- Allowed if all days being traded out of are open (within the net -40 TFP)

DOWNTRADING (TRADING FOR FEWER DAYS) EXAMPLE

ALLOWED

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule							2 day trip					
Open time trip							1day					

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		15	13	14	13	13	12	12	12	12	16	13
Calendar date		29	30	1	2	3	4	5	6	7	8	9
FA schedule		4 day trip					1 day		1 day	2 day trip		
Open time trip		4 day trip									1 day	

TRADING ON CLOSED DAYS

- Current System

- TO: Trade trip-for-trip with same date of departure regardless of number of days
- No code: Day-for-day or greater covering the same 'footprint' or greater
- Straight pick-ups allowed

- Proposed System

- Any type of trade (uptrading, day-for-day trading, multiple trading) is allowed as long as the closed days are covered (subject to the net -40)

TRADING ON CLOSED DAYS EXAMPLE

ALLOWED

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule				2 day								
Open time trip				1 day	1 day	1 day						

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA swapping 3 day trip for 2 trips-1 duty period each; each trip reports before midnight and releases after midnight. The first trip ends on the same day the second trip reports.												
FA schedule		3 day trip										
Open time trip		2 day 1 duty period										
				2 day 1 duty period								

TRADING ON CLOSED DAYS EXAMPLE

ALLOWED

DAILY COUNT	13	13	13	13	13	12	12	12	12	13	13
Calendar date	1	2	3	4	5	6	7	8	9	10	11
FA swapping 2 trips - 1 duty period each; each trip reports before midnight and releases after midnight. The first trip ends on the same day the second trip reports.											
FA schedule	2day 1 duty period										
			2day 1 duty period								
Open time trip	3 day trip										

		closed	closed	closed	closed	closed	open	open	open	open	closed	closed
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule		1day				1 day						
Open time trip		2 day trip			2 day trip							

TRADING ON CLOSED DAYS EXAMPLE

ALLOWED

		<i>closed</i>	<i>closed</i>	<i>closed</i>	<i>closed</i>	<i>closed</i>	<i>open</i>	<i>open</i>	<i>open</i>	<i>open</i>	<i>closed</i>	<i>closed</i>
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule			1day	1day								
Open time trip		2 day trip										

		<i>closed</i>	<i>closed</i>	<i>closed</i>	<i>closed</i>	<i>closed</i>	<i>open</i>	<i>open</i>	<i>open</i>	<i>open</i>	<i>closed</i>	<i>closed</i>
DAILY COUNT		13	13	13	13	13	12	12	12	12	13	13
Calendar date		1	2	3	4	5	6	7	8	9	10	11
FA schedule			1day	1day								
Open time trip		2 day trip				1 day						

IMPLEMENTATION PROCEDURES & PENALTIES (1/3)

- Company must implement new OT system by start of the bid month 15 months after ratification.
- Ratification day is May 30, 2019, so the OT system go live date is no later than September 1, 2020.
- If ready early, the go live date will be the beginning of the first bid month following completion.
- “Go live date” is the date the OT system is first available for FA use

IMPLEMENTATION PROCEDURES & PENALTIES (2/3)

- Program must be ready by the go-live date
- If not, or if implemented with material defects, Company subject to penalties:
 - \$50 per FA for first bid month in which deadline is missed
 - \$100 per FA for second and subsequent bid months in which the deadline is missed

IMPLEMENTATION PROCEDURES & PENALTIES (3/3)

- Defect is material only if both parties agree that it “significantly impedes Flight Attendant use of the system.”
- If parties disagree, issue of materiality will be submitted to mediation on an expedited basis (date secured in advance of go live date).
- Mediator’s decision on materiality will be binding on the parties.

IMPORTANT DATES

- Polls open Monday, May 6 @ 9 AM PDT
- Polls close Friday, May 31 @ 9 AM PDT
- Votes CANNOT be changed once cast

Welcome to AFA's New Voting System: *Votenet Solutions*



Internet Voting Instructions

Go to: <http://www.afacwa-elections.org> and click the link "Click Here to VOTE" or go to <https://eballotuv.votenet.com/afa> WEB BROWSERS: Firefox, Internet Explorer

1. Enter your activation code.
2. Write down your username.
3. Create, confirm, and write down your 8 digit numerical password.
4. Follow the prompts to cast your vote.
5. Print your confirmation page or email.

If you already activated your account for this ballot and have a username and password and need to complete your ballot:

1. Click "Already have an account."
2. Enter your username and password and complete your ballot.



Phone Voting Instructions

Call 888.488.7288 from within the United States, Canada, Puerto Rico, or Guam. Outside of these toll-free areas call 571.730.6131.

1. Enter your Activation Code printed on the front of this letter.
2. Write down your username provided by the ballot system
3. Create, confirm, and write down your password, 4-number minimum.
4. Follow the prompts to cast your vote.
5. Write down your confirmation number.

If you have already activated your account for this ballot please see below:

Listen to the welcome instructions and enter your username and password when prompted.
Follow the directions to vote and you are done.

Vote Confirmation Number & Receipt

What is a Vote Confirmation Number and Receipt?

Your confirmation number as well as your receipt is your record that your vote was submitted and will be tabulated during the finalization process. You will not be able to view your vote again by entering this number and your choices are not listed on your receipt. This helps protect the secrecy of your vote.

Questions about the voting system?

Please call the AFA Membership Services Department 1-800-424-2401, Press 1 then Ext. 706
9:30 AM - 5:00 PM, ET

Q&A

[sli.do](#) or [slido.com](#)

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