DATE: August 20, 2019

Labor Memorandum

SUBJECT: Rest Implications from Random Drug and Alcohol Testing

TO: Denia Pisia, Director Inflight Crew Scheduling

FROM: Carmen Williams, MD Labor Relations

If a Flight Attendant calls to say that they were randomly selected for drug and alcohol testing on their inbound flight leading into a RON, and the process (excluding transportation to the hotel) caused the FA's rest to drop below the CBA minimum of 9.5 hours, the FAs rest needs to be remedied in one of the two ways:

1. Adjusting the Flight Attendants rest to protect the 9.5 hour CBA minimum

2. Not adjusting the rest (unless it dips below the 8 hour FAA required rest), and informing the FA they will be paid the associated premium and you will be annotating their trip as such

As always, if rest dips below the 8 hour FAA required rest, rest must be adjusted to protect the FA's CFR required rest

PO Box 68900, Seattle, WA 98168
P 206.433.3200