



DATE: July 28, 2021

Labor Memorandum

SUBJECT: Flight Attendants with screenshots of an incorrect TFP value posted in Crew Access/JCTE

TO: Debbie Bakke, Manager Inflight Crew Pay

FROM: Carmen Williams, MD Labor Relations

Note: This Labor Memorandum supersedes the memorandum of the same name dated July 31, 2019.

In the event a Flight Attendant supplies a screenshot of an incorrect TFP value posted in Crew Access/JCTE*, the following guidelines apply:

- The Company will honor the value of any screenshot with a duty period value of 11 TFP or lower
- The Company reserves the right to review any screenshot with a duty period value of 11.1 TFP or greater
- For screenshots with a duty period value of 11.1 TFP or greater, the company will not be required to pay more than 11 TFP for a duty period (example, Flight Attendant picks up a turn posted at a value of 30 TFP, the company would pay the Flight Attendant 11 TFP if they had a screenshot)
- In the event a Flight Attendant is due incremental pay not reflected in Crew Access/JCTE for a specific trip (e.g., Stranded pay), the company will pay the greater of what the trip pays with the 10.W pay protection OR with the Stranded pay.

Exceptions:

- The Company will not honor screenshots where the trip values associated with zero pay events (such as personal drops) have incorrect TFP value
- The Company will not honor screenshots taken after a trip commences and prior to release as estimation times in JCTE can cause MPRs to move around (however screenshots of Flight Attendant actions taken during a trip are still honored such as SIPs, base turns and jetbridge trading)

** Note: Screenshots from the Rainmaker crew pay system will not be honored due to the following considerations:*

- *Rainmaker displays a Flight Attendant's draft pay information over the course of a pay period and is not final until payroll has been closed.*
- *Rainmaker is the system of record for a Flight Attendant's crew pay details and may differ from Crew Access/JCTE as work rules are applied throughout the payroll cycle.*