

**Agreement**  
between  
**COMAIR, Inc.**  
and  
**The Air Line Pilots**  
in the service of  
**COMAIR, Inc.**  
as represented by  
**The Air Line Pilots**  
**Association International**

Effective: March 2, 2007  
Amendable: March 1, 2011



**COMAIR<sup>®</sup>**

Forward Questions, Comments, and Suggestions to:

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Table of Contents

Section 1 - Recognition and Scope

- A. Recognition..... 1-3
- B. Successorship..... 1-3
- C. Scope..... 1-3
- D. Acquisitions..... 1-4
- E. Severability ..... 1-6
- F. General ..... 1-6
- G. Remedies ..... 1-6

Section 2 - Definitions .....2-1

Section 3 - Compensation

- A. Rates of Pay ..... 3-3
- B. Seat Ranges and Common Equipment Types ..... 3-13
- C. Rigs and Average Minimum Day ..... 3-13
- D. Additional Pay Credits ..... 3-14
- E. Displacement Credit and Pay ..... 3-15
- F. Training Pay ..... 3-15
- G. Pay Schedule ..... 3-16
- H. Banking of Excess Hours ..... 3-21
- I. Segment Times ..... 3-22
- J. Reserve Credit and Pay ..... 3-22
- K. Premium Pay ..... 3-23
- L. Profit Sharing Plan ..... 3-25
- M. Longevity Restorations ..... 3-26

Section 4 - Minimum Monthly Guarantee

- A. Guarantee..... 4-3
- B. Guarantee - CD Lines..... 4-3
- C. Guarantee Adjustment - Prior to Bid Closing ..... 4-3
- D. Guarantee Adjustment - After Bid Closing - Regular Lineholder ..... 4-3
- E. Guarantee Adjustment - After Bid Closing - Reserve Lineholder ..... 4-3
- F. Guarantee Adjustment - Reserve Pilot on Military Leave ..... 4-3
- G. Guarantee Adjustment - IOE Pilots..... 4-3
- H. Guarantee Adjustment - Pairing Trades and Drops..... 4-3



**Section 5 - Traveling Expenses**

A. Lodging ..... 5-3  
B. Meal Allowance ..... 5-4  
C. Temporary Duty Assignment ..... 5-5  
D. Temporary Foreign Assignment (Europe or South America) ..... 5-5  
E. Temporary Foreign Assignment (General) ..... 5-6

**Section 6 - Moving Expenses**

A. When Pilot Pays Moving Expenses ..... 6-3  
B. Eligibility for Company Paid Moving Expenses ..... 6-3  
C. Limitations on Payment of Moving Expenses ..... 6-3  
D. Coordination of Company Paid Move ..... 6-3  
E. Additional Benefits of Company Paid Move ..... 6-3  
F. Allowed Time Frame for Company Paid Move ..... 6-4  
G. Company Damage Liability ..... 6-4  
H. Eligibility of Move From Locations Other Than a Domicile ..... 6-4  
I. Mileage Differential on Move From Other Than a Domicile ..... 6-4  
J. Reimbursement of Expenses in Case of Company Canceled Move ..... 6-4  
K. Pilot Resignation Timeframe for Covered Expenses ..... 6-4

**Section 7 - Vacation**

A. Vacation Accrual ..... 7-3  
B. Bidding and Awarding of Vacation ..... 7-3  
C. Utilizing Banked Pay Hours in Conjunction with Vacation ..... 7-5  
D. Pay for Accrued Vacation ..... 7-6  
E. Vacation Cancellation ..... 7-7  
F. Prorated and Available Days with Vacation ..... 7-7  
G. Voluntary Vacation Payout Program ..... 7-8

**Section 8 - Deadheading**

A. Procedures for Deadheading, Including Positive Space Requirements ..... 8-3  
B. Scheduled Time Limits for Deadhead Flights ..... 8-3  
C. Type of Aircraft for Deadheading ..... 8-3  
D. Surface Transportation ..... 8-3  
E. Rental Vehicles ..... 8-3  
F. No Rental Vehicles on Continuous Duty Pairings ..... 8-3  
G. Jumpseat Requirements ..... 8-4  
H. Training Deadheads ..... 8-4  
I. Alternates to Scheduled Deadhead ..... 8-4



**Section 9 - Transfer to Management or Administrative Non-Flying Duty**

- A. Classification of Management and Administrative Non-Flying Pilots ..... 9-3
- B. Line Flying ..... 9-3
- C. Seniority Rights ..... 9-4
- D. “Double Bid” System ..... 9-4
- E. Return to Line Flying ..... 9-5

**Section 10 - Instructor Pilots**

- A. Full Time Instructor Pilots ..... 10-3
- B. Part Time Instructor Pilots ..... 10-9
- C. Instructor Pilot Review Board ..... 10-11
- D. Retired Company Pilots ..... 10-12

**Section 11 - Training**

- A. General ..... 11-3
- B. Assignment To and Release From Training..... 11-6
- C. Notice of Training ..... 11-6
- D. Training Schedules ..... 11-7
- E. Travel To and From Training Away From Domicile..... 11-8
- F. Scheduling of Training, Rest Periods and Days Off ..... 11-9
- G. Recurrent Training and Line Checks..... 11-11
- H. Initial, Transition and Upgrade Training..... 11-13
- I. Requalification and Recency of Experience Training..... 11-15
- J. Training Review Board ..... 11-15

**Section 12 - Hours of Service**

- A. Amendment of Federal Aviation Regulations (FARs)..... 12-3
- B. Days Off ..... 12-3
- C. Flight Time Limitations..... 12-8
- D. Duty Time Limitations ..... 12-9
- E. Rest Periods ..... 12-12
- F. Scheduled Landing Limitations..... 12-12
- G. Reserve Period Limitations ..... 12-12
- H. Multiple Assignment Limitations..... 12-15
- I. Pilot Fatigue ..... 12-15



**Section 13 - Leaves of Absence**

A. Personal Leave of Absence ..... 13-3  
B. Medical Leave of Absence ..... 13-3  
C. Military Leave and Family Medical (FMLA) Leave of Absence ..... 13-3  
D. Association Leave of Absence ..... 13-3  
E. Maternity Leave of Absence ..... 13-4  
F. Leave of Absence for Jury Duty ..... 13-4  
G. Bereavement Leave of Absence ..... 13-5  
H. Company Offered Leave of Absence (COLA) ..... 13-5  
I. General ..... 13-6

**Section 14 - Sick Leave**

A. Accrual Rates and Balances ..... 14-3  
B. Eligibility ..... 14-3  
C. Regular Lineholders ..... 14-3  
D. Reserves Lineholders ..... 14-3  
E. Pilots Assigned to Training ..... 14-3  
F. Doctor’s Certificate ..... 14-4  
G. Misrepresentation ..... 14-4  
H. Bidding While Absent ..... 14-4  
I. Workers’ Compensation ..... 14-4  
J. Account Reports ..... 14-4  
K. Exhaustion of Sick Leave ..... 14-4

**Section 15 - Physical Standards, Examination and Testing**

A. Established Standards ..... 15-3  
B. Additional Medical Examinations ..... 15-3  
C. Confidentiality ..... 15-3  
D. Failure of Medical Examinations ..... 15-3  
E. Hearing Loss Protection ..... 15-3  
F. Loss of FAA First Class Medical Certificate ..... 15-3  
G. Substance Abuse Rehabilitation Program ..... 15-4

**Section 16 - Management Rights .....16-1**

**Section 17 - Passes**

A. On-Line and Interline Travel..... 17-3  
B. Additional Crew Member (ACM)..... 17-3



**Section 18 - Investigation, Disciplinary Grievances**

- A. Grievance Definition ..... 18-3
- B. Right to Respond ..... 18-3
- C. Written Notice ..... 18-3
- D. Discipline Hearings ..... 18-3
- E. Time Limits ..... 18-3
- F. Extension of Time Limit ..... 18-3

**Section 19 - Investigation, Grievances Other Than Disciplinary**

- A. Grievance Definition ..... 19-3
- B. Complaint Process ..... 19-3
- C. Grievance Filing Time Line ..... 19-3
- D. Grievance Process and Time Line ..... 19-3
- E. Time Line Compliance ..... 19-3
- F. Extension of Time Limits ..... 19-3

**Section 20 - System Board of Adjustment**

- A. Purpose of System Board ..... 20-3
- B. Number of Members ..... 20-3
- C. Tenure of Members ..... 20-3
- D. Jurisdiction of Board ..... 20-3
- E. Requirements to Consider Grievances ..... 20-3
- F. Neutral Chairman ..... 20-3
- G. Content of Submission ..... 20-3
- H. Selection of Neutral Member ..... 20-3
- I. Representation at Hearing ..... 20-4
- J. Summoning Witnesses ..... 20-4
- K. Final and Binding Decision ..... 20-4
- L. Railway Labor Act Rights ..... 20-4
- M. Records ..... 20-4
- N. Compensation and Expenses of Members ..... 20-4
- O. Compensation and Expenses of Witnesses ..... 20-4
- P. Compensation and Expenses of Neutral ..... 20-4
- Q. Independence of Members ..... 20-4

**Section 21 - Seniority**

- A. General ..... 21-3
- B. System Seniority List ..... 21-3
- C. Probation ..... 21-4

**Section 22 - Furlough and Recall**

A. Method and Notice of Furlough..... 22-3  
B. Filing of Current Address..... 22-3  
C. Method and Notice of Recall ..... 22-3  
D. Acceptance or Rejection of Recall ..... 22-3  
E. Type of Mail for Notification and Answer ..... 22-3  
F. Accrual of Seniority ..... 22-3  
G. Passes While on Furlough..... 22-3  
H. Pay After Recall ..... 22-3  
I. Moving Expenses ..... 22-3  
J. Alternatives to Furlough ..... 22-3  
K. Recall From Voluntary Furlough..... 22-3

**Section 23 - Filling of Vacancies, Reallocation and Displacement**

A. General and Definitions ..... 23-3  
B. Determination of Staffing Requirements ..... 23-4  
C. Types of Vacancies ..... 23-7  
D. Notice(s) of Permanent, Reallocation or Displacement Vacancy Bid(s)..... 23-8  
E. Bidding Procedures ..... 23-9  
F. Eligibility for Award of a Vacancy ..... 23-10  
G. Bid Award Procedures ..... 23-12  
H. Withdrawal From Bid Award and Associated Training ..... 23-13  
I. Training for an Awarded or Assigned Position..... 23-14  
J. Cancellation of Notices of Permanent, Reallocation or Displacement Vacancy ..... 23-17  
K. Advancement to Awarded or Assigned Category ..... 23-17  
L. Assignment to Duties in Previous Category ..... 23-17  
M. Commencement of Pay for Permanent or Displacement Vacancies ..... 23-19  
N. Position Classifications ..... 23-19  
O. Freezes..... 23-20  
P. Placement of New Hires..... 23-21  
Q. New Domiciles..... 23-22  
R. Reduction of Positions at a Domicile..... 23-22



**Section 24 - Scheduling**

A. Pairing Construction..... 24-3

B. Time Withheld From the Bid Package ..... 24-4

C. Bid Packages ..... 24-4

D. Bidding ..... 24-6

E. Line Construction - PBS..... 24-8

F. Schedule Transition ..... 24-19

G. Time Utilized for IOE After Line Construction..... 24-20

H. Award or Assignment of Open Time ..... 24-21

I. Pairing and Reserve Day Off Trades..... 24-28

J. Pairing Drops..... 24-29

K. Modifications..... 24-30

L. Non-Flying Pilot (NFP) Duties ..... 24-30

M. Contact of a Pilot While on a Layover or a Day Off ..... 24-31

N. Displacement and Reassignment..... 24-31

O. Reserves..... 24-33

P. Illness or Injury ..... 24-40

Q. Commuter Policy..... 24-40

R. General ..... 24-42

Appendix A - Monthly Bidding Timeline .....24-44

Appendix B - Monthly Run Down Process .....24-45

Appendix C - Daily Run Down Process.....24-47



**Section 25 - General**

A. Written Notices ..... 25-3

B. Hold Harmless Provision ..... 25-3

C. Personnel Files ..... 25-3

D. Loss of Medical Certificate ..... 25-3

E. Association Committees ..... 25-3

F. Association Access to New Hire Classes ..... 25-3

G. Pilot Information ..... 25-4

H. Accident or Incident Investigation Pay ..... 25-4

I. Printing of Agreement ..... 25-4

J. Uniforms ..... 25-4

K. Association Bulletin Board ..... 25-5

L. Pilot Mail Boxes ..... 25-5

M. Association Business and Leaves ..... 25-5

N. Anti-Discrimination ..... 25-6

O. Rights Under the Railway Labor Act ..... 25-6

P. Gender Recognition ..... 25-6

Q. Company Manuals ..... 25-6

R. Parking ..... 25-7

S. Approach Charts ..... 25-7

T. Operation of Ground Equipment ..... 25-7

U. Anti-Nepotism ..... 25-7

V. COMAIR Pilot’s Contingency Fund ..... 25-7

W. Pilot Indemnity ..... 25-7

X. Passports and Immunizations ..... 25-7

Y. Use of CVR or FDR ..... 25-7

Z. Electronic Recording/Monitoring Systems ..... 25-7

AA. Contract Administration Meeting Procedures ..... 25-8

**Section 26 - Insurance Benefits**

A. Life and Accidental Death and Dismemberment (AD&D) Insurance ..... 26-3

B. Medical and Dental Insurance ..... 26-3

C. Vision Insurance ..... 26-6

D. Orthodontia Insurance ..... 26-6

E. Disability Insurance ..... 26-6

F. Insurance Benefits for Retirees ..... 26-6

G. Flexible Spending Accounts ..... 26-6

H. General ..... 26-7



**Section 27 - Retirement**

- A. 401(k) Savings and Investment Plan ..... 27-3
- B. Retirement Plan ..... 27-4
- C. Plan Modifications ..... 27-5
- D. Health and Retirement Benefits Committee..... 27-5
- E. Stock Option Offering ..... 27-5

**Section 28 - Association Membership and Dues**

- A. Requirement to Pay Service Charge..... 28-3
- B. Notification of Delinquency..... 28-3
- C. Discharge of Pilot ..... 28-3
- D. Pilot Protest ..... 28-4
- E. Stay of Discharge ..... 28-4
- F. Effective Date..... 28-4
- G. Dues Check Off..... 28-5

**Section 29 - New Equipment ..... 29-1**

**Section 30 - Effect of Prior Agreements, Status, and Duration**

- A. Effect of Prior Agreements ..... 30-3
- B. Modifications Made Only With Association ..... 30-3
- C. Right to Request Amendments ..... 30-3
- D. Duration of Amendments ..... 30-3
- E. Duration of Agreement ..... 30-3



**Letters of Agreement**

Emergency Operational Procedures Letter of Agreement ..... I  
Emergency Absences For Accident Investigation Letter of Agreement.....II  
Agency Shop Letter of Agreement ..... III  
PBS Syntax Letter of Agreement..... IV  
PBS Control Parameters Letter of Agreement ..... V  
PBS Testing Letter of Agreement ..... VI  
SBS Track Commands Letter of Agreement..... VII  
No Strike - No Lockout Letter of Agreement ..... VIII  
October 2005 Scheduling Letter of Agreement ..... IX  
Commitment Letter ..... X

**Comair M.E.C. Contingency Fund**

**System Seniority List**

**Memorandums of Understanding**



**Section 1 - Recognition and Scope**

**Table of Contents**

A. Recognition..... 1-3

B. Successorship..... 1-3

C. Scope..... 1-3

D. Acquisitions ..... 1-4

E. Severability ..... 1-6

F. General..... 1-6

G. Remedies..... 1-6



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### A. Recognition

1. In accordance with certification number R-5399 by the National Mediation Board dated June 27, 1983, Comair, Inc. (the “Company”) recognizes the Air Line Pilots Association (the “Association”) as the duly designated and authorized collective bargaining representative of the pilots employed by the Company with respect to rates of pay, rules, and working conditions for the purposes of the Railway Labor Act, as amended.
2. This collective bargaining agreement together with all amendments, supplemental agreements, letters of agreement, and letters of understanding between the Company and the Association collectively constitute the “Agreement”.
3. Nothing in this Agreement will be construed to limit or deny any pilot, the Company, or the Association any rights or privileges to which they may be entitled under the Railway Labor Act, as amended.

### B. Successorship

1. **The Company will require any successor resulting from the transfer of the ownership or control of all or substantially all of the equity securities or assets of the Company (a “successorship transaction”) to recognize the Association as the representative of the pilots, to employ the pilots on the seniority list in accordance with the provisions of this Agreement and to assume and be bound by the Agreement. The Company agrees to give written notice of the terms of this Agreement to a proposed successor before concluding any successorship transaction.**
2. **In the event of a successorship transaction in which the successor is an air carrier or any person or entity that owns or controls or is owned or controlled by an air carrier which results in an operational merger, the Company will require the successor to agree to provide the Company’s pilots with a fair and equitable seniority integration as provided in Sections 3 and 13 of the Allegheny-Mohawk Labor Protective Provisions, except that such seniority integration will be governed by the Association’s Merger Policy if both pilot groups are represented by the Association.**

### C. Scope

1. Except as otherwise provided in this Agreement, all present and future flying performed in or for the revenue service of the Company or its subsidiaries will be performed by the pilots on the seniority list in accordance with this Agreement. Such flying includes all flying on the Company’s aircraft, whether leased, owned, or under the Company’s operational control, except any flying performed on such aircraft as a result of a dry lease to another air carrier or entity, delivery of aircraft from a seller or to a purchaser, a FAA familiarization flight, positioning of an aircraft for maintenance or a test flight in conjunction with maintenance.

2. Notwithstanding paragraph C.1., above, the Company may contract out flying for a period not to exceed ninety (90) days if:
  - a. The Company does not have sufficient aircraft or qualified pilots available to perform the flying contracted out, and;
  - b. No pilot is furloughed or displaced as a result of such contracting out of flying.
3. If the Company contracts the services of a pilot to any other entity, the Company will notify the Association as soon as possible in advance of the contract and such pilot's rates of pay, rules and working conditions will be no less favorable than those contained in this Agreement.
4. The Company will not establish or maintain a domicile at any location outside the United States unless the flying at such domicile is conducted by pilots on the seniority list and in accordance with this Agreement and the Railway Labor Act, as amended.
5. The provisions of paragraph C.1., above, will not apply to the following flying by a subsidiary of the Company:
  - a. Helicopter operations.
  - b. Operations in aircraft with a maximum certificated passenger seating capacity of fewer than 20 seats.
  - c. Operations in aircraft that carry freight on or above the cabin floor with a maximum certificated GTOW of fewer than 14,500 lbs.
  - d. Operations in aircraft that are limited to operations under FAR Part 91 or FAR Part 135.
  - e. Operations in aircraft performed by a foreign air carrier if such carrier's operations are conducted wholly outside the United States.
  - f. Operations in aircraft currently being performed by existing subsidiaries unless such operations subsequently exceed the limitations set forth in paragraph C.5., above.

## **D. Acquisitions**

1. Except as provided in paragraph D.2., below, if the Company establishes or acquires an air carrier engaged in air transportation within the meaning of 49 U.S.C. § 40102(a) (hereinafter an "acquired carrier"), the Company will provide advance notice of the transaction to the Association. It will also operationally merge with the "acquired carrier" and become a single carrier with a single pilot craft or class, a single collective bargaining agreement, and a single integrated pilot seniority list.
  - a. The pilots of the Company and the pilots of the "acquired carrier" will each operate their respective pre-transaction aircraft and aircraft delivered post-transaction, pursuant to their respective collective bargaining agreement(s) or terms and conditions of employment with their respective seniority lists or pursuant to an alternative interim fence agreement, if any, until the first day of the bid period following:



- (1) Agreement on a single collective bargaining agreement that will include the following provisions:
    - (a) At the option of the Company, separate operating divisions with rates of pay, rules, and working conditions for each of the operating divisions.
    - (b) Transfer rights between operating divisions to vacancies using the single integrated seniority list, if separate operating divisions are established pursuant to paragraph D.1.a.(1)(a), above.
  - (2) Integration of the seniority lists of the respective pilot groups in a fair and equitable manner.
    - (a) The process for the integration of the seniority lists of the respective pilot groups will be governed by Association Merger Policy if both pilot groups are represented by the Association.
    - (b) The process for the integration of the seniority lists of the respective pilot groups will be governed by Sections 3 and 13 of the Allegheny-Mohawk Labor Protective Provisions if either of the pilot groups is not represented by the Association.
    - (c) There will be no “system flush” as a result of seniority integration.
    - (d) The Company will accept the seniority list established in accordance with paragraph D.1.a.(2)(a) or (b), above, provided implementation of such list does not result in substantially greater costs to the Company.
  - b. If the parties are unable to negotiate a single collective bargaining agreement pursuant to paragraph D.1.a.(1), above, within six (6) months of the commencement of negotiations, unresolved outstanding issues will be submitted to final and binding arbitration pursuant to an arbitration agreement to be negotiated by the parties.
2. The provisions of paragraph D.1., above, will not apply to the following:
- a. Helicopter operators.
  - b. Air carriers whose operations are limited to aircraft with a maximum certificated passenger seating capacity of fewer than 20 seats.
  - c. Air carriers whose operations are limited to aircraft that carry freight on or above the cabin floor with a maximum certificated GTOW of fewer than 14,500 lbs.
  - d. Air carriers operating under FAR Part 91 or FAR Part 135.
  - e. Foreign air carriers, if such carriers’ operations are conducted wholly outside the United States.
  - f. Existing subsidiaries of the Company or Comair Holdings, Inc.
3. If any “acquired carrier” listed in paragraph D.2., above, or any existing subsidiaries of Comair Holdings, Inc. as of the date of signing of this Agreement subsequently commence operations that exceed the limitations set forth in paragraph D.2., above, the provisions of paragraph D.1., above, will thereafter apply to that portion of the operation which exceeds such limitations.

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## **E. Severability**

Should any provision of this Agreement be declared inoperative, invalid or unenforceable, such provision will become null and void leaving the remainder of the Agreement in full force and effect. In such event either party may serve a notice pursuant to Section 6 of the Railway Labor Act, as amended, to negotiate a substitute provision.

## **F. General**

The Company and the Association will meet and confer, at the request of either party, concerning any issue regarding the scope of this Agreement.

## **G. Remedies**

Any grievance filed by the Association alleging a violation of this Section will by-pass the initial steps of the grievance procedure and will be submitted, heard, and resolved through binding arbitration on an expedited basis before the System Board of Adjustment sitting with a neutral arbitrator. The dispute will be heard no later than thirty (30) days following the submission to the System Board of Adjustment and decided no later than thirty (30) days after the close of the hearing, unless the parties agree otherwise in writing.



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## Section 2 - Definitions

- A. **Active Pilot** - A pilot on the seniority list who is not classified as a management or administrative non-flying pilot and whose name appears on a domicile bid eligibility list in an active status.
- B. **Actual Block-to-Block** - That period of time beginning when an aircraft first leaves the blocks by pushback or under its own power for the purpose of flight and ending when the aircraft next comes to rest at the blocks at any station or other point of termination.
- C. **Add-on** - Additional flying placed at the end of an awarded or assigned pairing.
- D. **Administrative Advancement** - Action taken by the Company to place a pilot in his new category. A pilot will be notified of his administrative advancement prior to the date the bid package is published for his new category.
- E. **Airport Available** - A period of time designated by the Company during which a pilot displaced from a flight assignment is required to remain readily available for reassignment. "Readily available" means that the pilot will keep Crew Scheduling advised of his location so that Crew Scheduling is able to contact the pilot, without delay, for the purpose of immediate reassignment. The Company will not assign a pilot to remain airport available unless there is a reasonable expectation that he will be given an assignment.

**A reasonable expectation exists when the Company needs to:**

- 1. **Replace a Low Time pilot who may be unable to fly his scheduled flight assignment due to weather conditions at his scheduled destination; or,**
  - 2. **Cover an open flight segment that may not be visible in open time, but is visible utilizing the "WH F" syntax in the scheduling computer.**
- F. **Assign** - The act of the Company giving a pilot an assignment.
  - G. **Assignment** - A period of time during which a pilot performs specific duties or is available for call-up at the direction of the Company in accordance with the terms of this Agreement.
  - H. **Available Day** - A day associated with vacation that is utilized during the line construction process to allow a pilot to be awarded or assigned a line of flying in accordance with Section 7.F.
  - I. **Bank Hours** - An account in which a pilot may deposit credit hours or from which he may withdraw credit hours in order to level pay.
  - J. **Bid Eligibility List** - A list constructed by the Company in accordance with Section 24 that includes the names of pilots who are eligible to bid for schedules.
  - K. **Bid Period** - The period from the first day to and including the last day of each calendar month of the year. For scheduling and pay purposes, January, February and March will each be considered a thirty (30) day bid period by including January 31 and March 1 in the February bid period. March will be a thirty-one (31) day bid period in a leap year.

- L. **By-pass** - The selection of a junior pilot over a senior pilot for a position or assignment.
- M. **Captain** - A pilot who is in command of an aircraft and its crewmembers while on duty and is responsible for the manipulation of, or who manipulates, the flight controls of an aircraft while under way, including taxiing, takeoff and landing of such aircraft, and who is properly qualified and designated by the Company to serve as and holds currently effective airman's certificates authorizing him to serve as such Captain.
- N. **Category** - A pilot's seat, aircraft type and domicile.
- O. **Company** - Comair, Inc.
- P. **Consecutive CD Pairings** - Any set of two (2) or more CD pairings that are part of a CD line and are not separated by at least one (1) day off (also known as "back-to-back").
- Q. **Continuous Duty Pairing (CD)** - A pairing designated in the bid package as a continuous duty pairing and having an intervening scheduled ground time away from domicile of at least four (4) consecutive hours but less than eight (8) consecutive hours.
- R. **Date of Hire** - The date on which a person employed as a pilot first reports for pilot training in the service of the Company.
- S. **Day** - A twenty-four (24) hour period commencing at 0001 local time and ending at 2400 local time. Except as otherwise provided, all times referred in this Agreement are local domicile times.
- T. **Day Off** - A day free from all duty with the Company.
- U. **Deadhead** - Travel time, not local in nature, from one point to another at the direction of the Company, either for duty or returning from duty. Deadhead time will be considered duty time and a flight assignment.
- V. **Displaced (category)** - A reduction in force in a pilot's category that causes him to be "bumped" from his category or as a result of another pilot being awarded or assigned his category in accordance with Section 23.
- W. **Displaced (pairing)** - When the Company cancels a pilot's pairing or portion thereof or removes him from a pairing or portion thereof as provided for in Section 24.
- X. **Domicile** - A geographical location designated by the Company where pilots are based. Each domicile will include an airport to which the Company provides or intends to provide regularly scheduled airline service. A pilot will not have more than one (1) domicile and no domicile will include more than one (1) airport to which any pilot is required to report for duty.
- Y. **Double Bid Vacancy** - A vacancy awarded or assigned to a management or administrative non-flying pilot. Such vacancy will also be available to be awarded or assigned to another pilot.
- Z. **Duty Period** - The period between scheduled or actual report time, whichever is later, until twenty (20) minutes after actual block in, twenty (20) minutes after the last aircraft movement at the end of a flight assignment, or when the pilot is actually released from duty, whichever is later.



- AA. **Duty Time** - The time that passes from the time a pilot's duty period begins and ends including time spent deadheading, taxiing and in training.
- BB. **Effective Conversion Date** - The date posted on a vacancy, reallocation or displacement bid that indicates the date on which training for the bid is projected to be completed.
- CC. **First Officer** - A pilot who is second in command and any part of whose duty is to assist or relieve the Captain in the manipulation of the controls of an aircraft including takeoff and landing of such aircraft, who is properly qualified to serve and who holds a currently effective airman's certificate authorizing him to serve as such First Officer.
- DD. **Flight Data Recorder** - As defined in FAR Part 121.
- EE. **Flight Segment** - A flight from a departure point to a destination point, including flight diversions and a departure from and return to the same airport, but not including taxi duty.
- FF. **Flight Time** - The time that passes from block out to block in.
- GG. **Fly Day** - A day of flying assigned to a Full Time Instructor pilot for the purpose of maintaining currency.
- HH. **Full Time Instructor Pilot** - An instructor assigned to the Training Department on a full-time basis for the purpose of providing ground, simulator or flight instruction. A Full Time Instructor will not be considered to be a management pilot and his name will not be listed on the domicile bid eligibility list in active status.
- II. **Furlough** - The removal of a pilot from active service as a pilot because of a reduction in force, or the period of time during which such pilot is not in active employment with the Company as a pilot because of such reduction in force.
- JJ. **Guaranteed Day Off** - A day on which a pilot is free from all assignments and may not be junior manned.
- KK. **Inactive Pilot** - A pilot whose name appears on the seniority list who is classified as a management or administrative non-flying pilot and whose name does not appear on the domicile bid eligibility list in an active status.
- LL. **Initial New-hire Training** - The training a new-hire pilot receives prior to commencing his first line assignment with the Company.
- MM. **Irregular Operations** - When flights do not operate as scheduled because of circumstances beyond the control of the Company such as weather, maintenance delays, ATC delays, pilot unavailability (not to include insufficient staffing) or similar circumstances but not including scheduling convenience.
- NN. **Junior Man** - An involuntary flight or deadhead assignment on a scheduled day off.
- OO. **Legal Rest** - Time free from duty required under this Agreement or the FARs, whichever is greater.
- PP. **Longevity** - The years of service accumulated by a pilot since his most recent date of hire except as modified by this Agreement.

- QQ. **Low Time Pilot** - A pilot who has not accumulated one-hundred (100) hours in his position.
- RR. **Misconnect CD Pairing(s)** - CD pairings constructed one after the other with one CD terminating on one day and the next CD originating on the following day in consecutive (“back-to-back”) sequencing.
- SS. **Modification** - A change to a pairing that occurs after publication of the bid awards.
- TT. **Move-up** - An assignment having a scheduled departure on the first day of a pairing in excess of three (3) hours earlier than the original pairing for all of the flight segments scheduled to be flown prior to the original departure time.
- UU. **Open Time** - A pairing not awarded or assigned to a pilot during the monthly line construction process or a pairing that becomes available during the bid period including pairings or portions thereof dropped because of vacation, illness or injury, leaves of absence, resignations, terminations, training, charters, extra sections or other revenue flying.
- VV. **Pairing** - A series of flights over one (1) or more days that are not interrupted by a legal rest in the pilot’s domicile, constructed in accordance with Sections 12 and 24 and published by the Company in the monthly bid package or the scheduling computer.
- WW. **Part Time Instructor** - A pilot selected from the seniority list and assigned to the training department on a part-time basis for the purpose of providing ground, simulator or flight instruction or line checks and IOE.
- XX. **Personal Day** - A day on which a pilot drops a trip in conjunction with vacation. Personal day trip drops will take priority over other trip drops.
- YY. **Pilot** - A Captain or First Officer.
- ZZ. **Position** - A pilot’s seat and aircraft type.
- AAA. **Probationary Pilot** - A pilot employed by the Company, whose name appears on the Seniority List and who has not completed his first year of active service.
- BBB. **Prorated Guarantee** - A pilot’s minimum guarantee prorated in accordance with Section 4.
- CCC. **Ready Reserve** - An assignment of duty during which a pilot is physically present at a location designated by the Company, at either the airport of his domicile or the airport to which he has been temporarily assigned to fill a short term staffing need in accordance with Section 24.O.22.
- DDD. **Reassignment** - When a flight in a pilot’s awarded or assigned pairing is flown by another pilot or when a pilot is directed to perform flying which is not a part of the pilot’s awarded or assigned pairing. A reassignment occurs at the time the pilot is notified of the amended schedule, or when the pilot’s original flight blocks out with another pilot, whichever occurs first.
- EEE. **Regular Line** - A schedule built by the Company in accordance with Section 24 consisting of a combination of pairings, known absences and days off.



- FFF. **Regular Line Holder** - A pilot awarded or assigned a regular line.
- GGG. **Release Time** - The time at which a pilot is released from duty. The scheduled release time will be twenty (20) minutes after scheduled block-in or twenty (20) minutes after the last aircraft movement at the end of a flight assignment, whichever is later.
- HHH. **Report Time** - The time at which a pilot is scheduled to report for a duty period or when a pilot actually reports for a duty period, whichever is later. The scheduled report time for a duty period that commences in the pilot's domicile with a flight assignment will not be less than forty-five (45) minutes. The scheduled report time for a duty period that commences at a location other than a pilot's domicile with a flight assignment will not be less than thirty (30) minutes. The scheduled report time for a duty period that commences with a deadhead will not be less than twenty (20) minutes. The scheduled report time for a non-flight assignment, e.g., ready reserve and training will be the scheduled start time of the assignment.
- III. **Rescheduled** - Same as scheduled.
- JJJ. **Reserve** - An assignment during which a pilot is available for call-up in accordance with Sections 12 and 24.
- KKK. **Reserve Line** - A schedule built by the Company in accordance with Section 24 consisting of a combination of reserve days, known absences and days off.
- LLL. **Scheduled** - A flight, series of flights, ready reserve or training assignment awarded or assigned to a pilot on his line of flying.
- MMM. **Schedule Adjustment Window (SAW)** - The period of time in which a pilot can add, drop or trade a pairing in accordance with Section 24.H.3.
- NNN. **Seniority Date** - A pilot's most recent date of hire.
- OOO. **Status** - Classification as Captain or First Officer in a specific type of equipment. A pilot may not hold more than one (1) status at any time.
- PPP. **Temporary Duty (TDY)** - An assignment in accordance with Section 24.O.22. that requires a pilot to report for duty in a domicile other than the domicile to which he is regularly assigned but not including a training assignment.
- QQQ. **Trip** - Same as "Pairing".
- RRR. **Trip Hour** - The period of time a pilot is away from his domicile commencing at his report time on the first day of his pairing and ending at his release time on the last day of his pairing.
- SSS. **Vacancy** - A vacant position in a category that is to be awarded or assigned in accordance Section 23.
- TTT. **Vacation Period** - One week, Sunday through Saturday inclusive. A vacation period may overlap months and years.
- UUU. **Virtual Credit** - The credit value of a scheduled assignment or excused absence as used for scheduling computer functions and planning projections.
- VVV. **Year – Calendar year.**



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**Section 3 - Compensation**

**Table of Contents**

A. Rates of Pay ..... 3-3

B. Seat Ranges and Common Equipment Types ..... 3-13

C. Rigs and Average Minimum Day ..... 3-13

D. Additional Pay Credits ..... 3-14

E. Displacement Credit and Pay ..... 3-15

F. Training Pay ..... 3-15

G. Pay Schedule ..... 3-16

H. Banking of Excess Hours ..... 3-21

I. Segment Times ..... 3-22

J. Reserve Credit and Pay ..... 3-22

K. Premium Pay ..... 3-23

L. Profit Sharing Plan ..... 3-25

M. Longevity Restorations ..... 3-26



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**A. Rates of Pay**

1. A pilot, other than a pilot in initial new-hire training, will be paid the following rates of pay:

CL-65 / EMB-140 / EMB-145 CA				
YOS	3/2/2007	3/2/2008	3/2/2009	3/2/2010
1	\$55.64	\$56.47	\$57.32	\$58.18
2	\$57.36	\$58.22	\$59.09	\$59.98
3	\$59.11	\$60.00	\$60.90	\$61.81
4	\$60.97	\$61.88	\$62.81	\$63.76
5	\$62.85	\$63.79	\$64.75	\$65.72
6	\$64.79	\$65.76	\$66.75	\$67.75
7	\$66.79	\$67.79	\$68.81	\$69.84
8	\$68.86	\$69.89	\$70.94	\$72.01
9	\$70.99	\$72.05	\$73.14	\$74.23
10	\$73.19	\$74.29	\$75.40	\$76.53
11	\$75.45	\$76.58	\$77.73	\$78.90
12	\$77.78	\$78.95	\$80.13	\$81.33
13	\$80.19	\$81.39	\$82.61	\$83.85
14	\$82.67	\$83.91	\$85.17	\$86.45
15	\$85.22	\$86.50	\$87.80	\$89.11
16	\$87.78	\$89.10	\$90.43	\$91.79
17	\$90.41	\$91.77	\$93.14	\$94.54
18	\$93.17	\$94.57	\$95.99	\$97.43

CL-65 / EMB-140 / EMB-145 F/O				
YOS	3/2/2007	3/2/2008	3/2/2009	3/2/2010
1	\$22.00	\$22.33	\$22.66	\$23.00
2	\$34.30	\$34.81	\$35.34	\$35.87
3	\$35.36	\$35.89	\$36.43	\$36.97
4	\$36.45	\$36.99	\$37.55	\$38.11
5	\$37.57	\$38.14	\$38.71	\$39.29
6	\$38.75	\$39.34	\$39.93	\$40.52
7	\$39.95	\$40.55	\$41.16	\$41.78
8	\$41.17	\$41.79	\$42.42	\$43.05

CL-700 CA				
YOS	3/2/2007	3/2/2008	3/2/2009	3/2/2010
1	\$58.05	\$58.92	\$59.80	\$60.70
2	\$59.85	\$60.75	\$61.66	\$62.58
3	\$61.68	\$62.60	\$63.54	\$64.50
4	\$63.61	\$64.57	\$65.54	\$66.52
5	\$65.57	\$66.56	\$67.55	\$68.57
6	\$67.59	\$68.61	\$69.64	\$70.68
7	\$69.69	\$70.73	\$71.79	\$72.87
8	\$71.86	\$72.93	\$74.03	\$75.14
9	\$74.73	\$75.85	\$76.99	\$78.15
10	\$77.75	\$78.92	\$80.10	\$81.30
11	\$80.15	\$81.35	\$82.57	\$83.81
12	\$82.63	\$83.87	\$85.12	\$86.40
13	\$85.19	\$86.47	\$87.76	\$89.08
14	\$87.82	\$89.13	\$90.47	\$91.83
15	\$90.54	\$91.89	\$93.27	\$94.67
16	\$93.25	\$94.65	\$96.07	\$97.51
17	\$96.05	\$97.49	\$98.95	\$100.44
18	\$98.98	\$100.46	\$101.97	\$103.50

CL-700 F/O				
YOS	3/2/2007	3/2/2008	3/2/2009	3/2/2010
1	\$22.00	\$22.33	\$22.66	\$23.00
2	\$35.70	\$36.24	\$36.78	\$37.34
3	\$36.79	\$37.34	\$37.90	\$38.47
4	\$37.95	\$38.52	\$39.10	\$39.68
5	\$39.12	\$39.70	\$40.30	\$40.90
6	\$40.32	\$40.93	\$41.54	\$42.17
7	\$41.57	\$42.19	\$42.83	\$43.47
8	\$42.86	\$43.51	\$44.16	\$44.82

CL-900 / CL-705 / EMB-170 / EMB-175 CA					
YOS	3/2/2007	3/2/2008	3/2/2009	3/2/2010	1/1/2011
1	\$58.05	\$58.92	\$59.80	\$60.70	\$61.91
2	\$59.85	\$60.75	\$61.66	\$62.58	\$63.83
3	\$61.68	\$62.60	\$63.54	\$64.50	\$65.79
4	\$63.61	\$64.57	\$65.54	\$66.52	\$67.85
5	\$65.57	\$66.56	\$67.55	\$68.57	\$69.94
6	\$67.59	\$68.61	\$69.64	\$70.68	\$72.09
7	\$69.69	\$70.73	\$71.79	\$72.87	\$74.33
8	\$71.86	\$72.93	\$74.03	\$75.14	\$76.64
9	\$74.73	\$75.85	\$76.99	\$78.15	\$79.71
10	\$77.75	\$78.92	\$80.10	\$81.30	\$82.93
11	\$80.15	\$81.35	\$82.57	\$83.81	\$85.49
12	\$82.63	\$83.87	\$85.12	\$86.40	\$88.13
13	\$85.19	\$86.47	\$87.76	\$89.08	\$90.86
14	\$87.82	\$89.13	\$90.47	\$91.83	\$93.67
15	\$90.54	\$91.89	\$93.27	\$94.67	\$96.56
16	\$93.25	\$94.65	\$96.07	\$97.51	\$99.46
17	\$96.05	\$97.49	\$98.95	\$100.44	\$102.45
18	\$98.98	\$100.46	\$101.97	\$103.50	\$105.57

CL-900 / CL-705 / EMB-170 / EMB-175 F/O					
YOS	3/2/2007	3/2/2008	3/2/2009	3/2/2010	1/1/2011
1	\$22.00	\$22.33	\$22.66	\$23.00	\$23.00
2	\$35.70	\$36.24	\$36.78	\$37.34	\$38.09
3	\$36.79	\$37.34	\$37.90	\$38.47	\$39.24
4	\$37.95	\$38.52	\$39.10	\$39.68	\$40.47
5	\$39.12	\$39.70	\$40.30	\$40.90	\$41.72
6	\$40.32	\$40.93	\$41.54	\$42.17	\$43.01
7	\$41.57	\$42.19	\$42.83	\$43.47	\$44.34
8	\$42.86	\$43.51	\$44.16	\$44.82	\$45.72

2. The Company's 70-seat and 76-seat aircraft shall operate as a combined fleet and a single bid category. The 76-seat rate will apply as follows to regular lineholders and reserve lineholders who accrue no "credit" or non-flying time during the month:
- a. A regular lineholder scheduled to fly both 70-seat and 76-seat aircraft during the month will receive the greater of scheduled or actual pay; and
  - b. A reserve lineholder will be paid at 70-seat rates for all hours other than hours actually flown on 76-seat aircraft (which shall be paid at 76-seat rates).
  - c. Effective January 1, 2011, for pilots operating the CL-700 and CL-900 aircraft as a single bid category as specified in Section 23.N., the following will apply:
    - (1) A regular lineholder qualified in the CL-700/CL-900 category scheduled to fly both 70-seat and 76-seat aircraft during the month will be credited and paid for the applicable bid period for:
      - (a) The scheduled or actual block time flown in each specific aircraft at the applicable hourly rate of pay for that aircraft or as required by paragraph C.1., below, and,
      - (b) The pro-rated hourly rate of pay described below for any additional hours calculated by the greater of paragraphs C.2. through C.4., below.
    - (2) A pilot qualified in the CL-700/CL-900 category will be credited and paid for the applicable bid period at the CL-700/CL-900 pro-rated hourly rate of pay for the following:
      - (a) Vacation bank hours.



- (b) Sick leave provided the pilot has available hours in his sick leave bank.
  - (c) Deadhead assignment in accordance with paragraphs D.5., 6., 7., and 8., below.
  - (d) Company Business (CB/CA).
  - (e) Union Leave (UL/UA).
  - (f) Non-Flying Pilot (NFP).
  - (g) Awarded or assigned taxi movements in accordance with paragraph D.1., below.
  - (h) Assigned aircraft run-ups in accordance with paragraph D.2., below.
  - (i) Personal Leave (PL).
  - (j) Chief Pilot investigation (CP).
  - (k) Jury Leave (JL).
  - (l) Bereavement Leave (BL).
  - (m) Worker's Compensation (WC) (reference Section 14.I.).
  - (n) AD&D (reference Section 26.A.).
  - (o) Loss of License/Long Term Disability (reference Section 26.E.).
- (3) A pilot qualified in the CL-700/CL-900 category will be credited and paid for the training listed below at the CL-700 hourly rate of pay until the Company has a bid category of at least seventy-five percent (75%) of the CL-900 aircraft (71-76 seat aircraft), at which time such training will be paid at CL-700/CL-900 pro-rated hourly rate of pay.
- (a) Recurrent Ground
  - (b) Recurrent Simulator
  - (c) Home Study
- (4) A pilot qualified in the CL-700/CL-900 category awarded or assigned a CD pairing will be credited and paid in accordance with paragraphs C., and D., below, and Section 4.B., for the applicable bid period and as follows:
- (a) For a CD line consisting of all CL-700 or all CL-900 flight segments, at the hourly rates of pay for the CL-700 or CL-900, as applicable; or,
  - (b) For a CD line consisting of a mix of CL-700 and CL-900 flight segments, at the pro-rated hourly rate of pay; or,
  - (c) For an individual CD pairing, at the hourly rates of pay for the CL-700 or CL-900, as applicable.

- (5) A pilot qualified in the CL-700/CL-900 category awarded or assigned a reserve line of flying, or performing an assignment as a reserve pilot in accordance with Sections 7.F., 13.F., or 24.P., will be credited and paid as follows:
- (a) All actual block hours at the hourly rates of pay flown in each aircraft (CL-700 or CL-900) for the bid period. If the pilot does not accumulate sufficient block hours to reach the minimum monthly guarantee, all remaining hours to reach guarantee will be credited and paid at the CL-700 hourly rate of pay.

**EXAMPLE**

A reserve lineholder who actually flies 35 hours in the CL-900 and accrues no other credit time for the bid period will be paid 35 hours at the CL-900 hourly rate of pay and 40 hours at the CL-700 hourly rate of pay.

- (b) Upon reaching his minimum monthly guarantee, any additional assignment scheduled or performed in the CL-900 will be credited and paid at the CL-900 hourly rate of pay.

**EXAMPLE**

A reserve lineholder who actually flies 35 hours in the CL-700 and 50 hours in the CL-900 will be paid 35 hours at the CL-700 hourly rate of pay and 50 hours at the CL-900 hourly rate of pay.

- (c) A reserve lineholder assigned to ready reserve who does not fly will be credited and paid at no less than the dollar value of the ready reserve assignment, i.e., 4.33 hours times the pro-rated hourly rate of pay, or the actual dollar value of the aircraft flown.

**EXAMPLE**

A pilot assigned to ready reserve will be credited and paid no less than  $4.33 \times \$104.36 = \$451.88$ . The pilot actually flies two (2) hours in the CL-900 and is credited for  $2 \times \$105.57 = \$211.14$ .  $\$451.88$  is greater  $\$211.14$ . Thus, the pilot will be credited and paid  $\$451.88$ . The pilot will be credited with the ready reserve time (4.33 hours) towards his total cumulative hours for the bid period.



## EXAMPLE

A pilot assigned to ready reserve will be credited and paid no less than  $4.33 \times \$104.36 = \$451.88$ . The pilot actually flies five (5) hours in the CL-900 and is credited for  $5 \times \$105.57 = \$527.85$ . \$527.85 is greater than \$451.88. Thus, the pilot will be credited and paid \$527.85. The pilot will be credited with five (5) hours towards his total cumulative block hours for the bid period.

- (6) A pilot qualified in the CL-700/CL-900 category who is displaced from his assignment and is eligible for displacement pay in accordance with paragraph E., below, will receive displacement credit and pay as follows:
- (a) A regular lineholder will be credited and paid the greater of the value of the original pairing on the pilot's awarded line or any reassigned pairing for which that pilot has reported.

## EXAMPLE

A pilot is originally assigned a one day pairing consisting of five (5) one (1) hour legs. The first leg is scheduled in the CL-700 and the last four (4) legs are scheduled in the CL-900. The pilot will be credited and paid no less than one (1) hour at the CL-700 hourly rate of pay plus four (4) hours at the CL-900 hourly rate of pay.

- (b) A reserve lineholder who has accumulated 75 credit hours at the time of a displacement will be credited and paid in the same manner as the regular lineholder in paragraph (a), above.

## EXAMPLE

A pilot awarded or assigned a two (2) day pairing with ten (10) hours of scheduled credit consisting of five (5) hours of CL-700 flying on day one and five (5) hours of CL-900 flying on day two. Prior to report, the pilot is displaced and reassigned to a two (2) day pairing with thirteen (13) hours of scheduled credit consisting of five (5) hours in the CL-700 on day one and five (5) hours in the CL-700 and three (3) hours in the CL-900 on day two. The pilot's actual flight time on day one is four (4) hours, and on day two his actual flight time is one (1) hour in the CL-700 and the rest of his day is cancelled.

	AWARDED PAIRING	REPORTED PAIRING	PAIRING FLOWN
DAY 1	5 HOURS CL-700	5 HOURS CL-700	4 HOURS CL-700
	@\$103.50	@\$103.50	@\$103.50
	=\$517.50	=\$517.50	=\$414.00
DAY 2	5 HOURS CL-900	5 HOURS CL-700	1 HOURS CL-700
	@\$105.57	@\$103.50	@\$103.50
	=\$527.85	=\$517.50	=\$103.50
		3 HOURS CL-900	
		@\$105.57	
		=\$316.71	

The pilot will be paid the greater of the awarded pairing, the reported pairing or the pairing flown, i.e., \$1351.71.

**EXAMPLE**

A pilot awarded a two (2) day pairing with ten (10) hours of scheduled credit consisting of five (5) hours of CL-700 flying on day one and five (5) hours of CL-700 flying on day two. The pilot reports for the awarded pairing and is subsequently displaced with no flight segments occurring on day one. The pilot is reassigned to five (5) hours of CL-900 flying on day two. The pilot's actual flight time on day one is zero (0) hours, and on day two his actual flight time is five (5) hours in the CL-900.



	AWARDED PAIRING	REPORTED PAIRING	PAIRING FLOWN
<b>DAY 1</b>	<b>5 HOURS CL-700</b>	<b>5 HOURS CL-700</b>	<b>0 HOURS CL-700</b>
	<b>@\$103.50</b>	<b>@\$103.50</b>	<b>@\$103.50</b>
	<b>=\$517.50</b>	<b>=\$517.50</b>	<b>=\$0.00</b>
<b>DAY 2</b>	<b>5 HOURS CL-700</b>	<b>5 HOURS CL-700</b>	<b>5 HOURS CL-900</b>
	<b>@\$103.50</b>	<b>@\$103.50</b>	<b>@\$103.50</b>
	<b>=\$517.50</b>	<b>=\$517.50</b>	<b>=\$527.85</b>

The pilot will be paid the greater of the awarded pairing, the reported pairing or the pairing flown for day one, and the greater of the awarded pairing, the reported pairing or pairing flown on day two, i.e., \$1045.35.

**EXAMPLE**

A pilot awarded a one (1) day pairing with eight (8) hours of scheduled credit consisting of five (5) hours of CL-700 flying and three (3) hours of CL-900 flying. The pilot reports for the awarded pairing and is subsequently displaced prior to commencing any flying. The pilot is reassigned to two (2) hours in the CL-900.

	AWARDED PAIRING	REPORTED PAIRING	PAIRING FLOWN
<b>DAY 1</b>	<b>5 HOURS CL-700</b>	<b>5 HOURS CL-700</b>	<b>2 HOURS CL-900</b>
	<b>@\$105.57</b>	<b>@\$103.50</b>	<b>@\$105.57</b>
	<b>=\$527.85</b>	<b>=\$517.50</b>	<b>=\$211.14</b>
	<b>3 HOURS CL-900</b>	<b>3 HOURS CL-700</b>	
	<b>@\$105.57</b>	<b>@\$105.57</b>	
	<b>=\$316.71</b>	<b>=\$316.71</b>	

The pilot will be paid the greater of the awarded pairing, the reported pairing or the pairing flown, i.e., \$1351.71.

**EXAMPLE**

A reserve lineholder is assigned to ready reserve. After reporting to his ready reserve, he is assigned two (2) hours of CL-900 flying. The pilot completes the CL-900 flying and is released to rest.

	<b>AWARDED PAIRING</b>	<b>REPORTED PAIRING</b>	<b>PAIRING FLOWN</b>
<b>DAY 1</b>	<b>RESERVE DAY</b>	<b>4.33 HOURS</b>	<b>2 HOURS CL-900</b>
	<b>@\$103.50</b>	<b>@\$104.36</b>	<b>@\$105.57</b>
	<b>=\$0.00</b>	<b>=\$451.88</b>	<b>=\$211.14</b>

The pilot will be paid the greater of the awarded pairing, the reported pairing or the pairing flown, i.e., \$451.88. The reported pairing is credited and paid at the pro-rated hourly rate of pay.

**EXAMPLE**

A pilot awarded a two (2) day pairing with ten (10) hours of scheduled credit consisting of five (5) hours of CL-700 flying on day one and five (5) hours of CL-900 flying on day two. Prior to report the pilot calls in sick for the pairing. He will be credited and paid in accordance with paragraph (2)., above, at the pro-rated hourly rate of pay.

	<b>AWARDED PAIRING</b>	<b>REPORTED PAIRING</b>	<b>PAIRING FLOWN</b>
<b>DAY 1</b>	<b>5 HOURS CL-700</b>	<b>0 HOURS CL-700</b>	<b>0 HOURS CL-700</b>
	<b>@\$103.50</b>	<b>@\$103.50</b>	<b>@\$103.50</b>
	<b>=\$0.00</b>	<b>=\$0.00</b>	<b>=\$0.00</b>
<b>DAY 2</b>	<b>5 HOURS CL-900</b>	<b>0 HOURS CL-900</b>	<b>0 HOURS CL-900</b>
	<b>@\$105.57</b>	<b>@\$105.57</b>	<b>@\$105.57</b>
	<b>=\$0.00</b>	<b>=\$0.00</b>	<b>=\$0.00</b>

The pilot will be paid the greater of the awarded pairing, the reported pairing or the pairing flown. Due to the pilot sick call, the awarded pairing is credited and paid at the pro-rated hourly rate of pay, i.e., \$1043.60



- (7) A pilot qualified in the CL-700/CL-900 category and eligible for premium pay will, for each eligible premium pay segment, receive premium pay as specified in paragraph K., below, at the hourly rates of pay for the aircraft flown (CL-700 or CL-900).
- (8) A pilot qualified in the CL-700 category attending CL-900 differences training consisting of more than one-half (1/2) of a scheduled day of instruction (ground school, simulator training, home study training or any other differences training) will be credited and paid at the CL-900 hourly rate of pay in accordance with paragraph F., below. Any flight training in the CL-900 aircraft will be credited and paid at the CL-900 hourly rate of pay in accordance with paragraph C., below.
- (9) A pilot qualified in the CL-700 category performing duties as an instructor pilot for the CL-700/CL-900 category will be credited and paid:
- (a) For CL-700/CL-900 ground training at the pro-rated hourly rate of pay.
  - (b) For simulator training at the pro-rated hourly rate of pay, plus any applicable override.
  - (c) For LCA/DE duties at the hourly rates of pay for the aircraft flown (CL-700 or CL-900) plus any applicable override.
- (10) Pro-rated Hourly Rate of Pay:  
The Company will calculate and publish the pro-rated hourly rates of pay to be used for six (6) month periods effective January 1, 2011, and every July 1 and January 1 thereafter. The calculation will be based on the actual number of aircraft in revenue service including, but not limited to, aircraft used as spares or in maintenance regardless of their location, delivered no later than one week after the beginning of the six (6) month period, e.g., aircraft delivered no later than January 7, 2011 will be utilized for calculating the six (6) month period beginning January 1, 2011.

**EXAMPLE:**

CL-700 aircraft and CL-900 aircraft are flown in the same bid category. The actual hourly rate of pay for each aircraft will be utilized to derive the pro-rated hourly rate of pay for each longevity year (Captain and First Officers respectively).

**24 Aircraft Total**

14 CL-700's divided by 24 (14 CL-700s + 10 CL-900s) = .5833

10 CL-900's divided by 24 (14 CL-700s + 10 CL-900s) = .4167

.5833 multiplied by CL-700 rate of \$103.50 = \$60.37

.4167 multiplied by CL-900 rate of \$105.57 = \$43.99

\$60.37 + \$43.99 = \$104.36

The pro-rated hourly rate of pay for an 18 year Captain will be \$104.36

**34 Aircraft Total**

3 CL-700's divided by 34 (3 CL-700s + 31 CL-900s) = .0882

31 CL-900's divided by 34 (3 CL-700s + 31 CL-900s) = .9118

.0882 multiplied by CL-700 rate of \$44.82 = \$3.95

.9118 multiplied by CL-900 rate of \$45.72 = \$41.69

\$3.95 + \$41.69 = \$45.64

The pro-rated hourly rate of pay for an 8 year First Officer will be \$45.64

3. The CL-900/CL-705/EMB-170/EMB-175 rates of pay are only applicable to aircraft operated with a seating capacity of no more than seventy-six (76) seats. If the Company intends to operate any of these aircraft with greater than seventy-six (76) seats, the hourly rates of pay will be determined pursuant to Section 29.
4. A pilot in initial new-hire training will be paid \$240.00 per week until he commences IOE. Upon commencement of IOE, he will be paid the applicable rate of pay set forth in paragraph A.1., above.



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## B. Seat Ranges and Common Equipment Types

1. If the Company decides to require a pilot to operate aircraft of a common type (**other than aircraft already covered by this Agreement**) with more than one derivative that have different rates of pay, the Company will:
  - a. Give prompt notice to the Association of its decision and the anticipated implementation date of the requirement, and;
  - b. Within thirty (30) days of such notification, meet and confer with the Association to establish the method and rates of pay for a pilot who operates a combination of the derivatives in any one (1) bid period.
    - (1) If the parties fail to reach an agreement after thirty (30) days of the commencement of meetings, the issue of the method of pay for a pilot who operates a combination of the derivatives in any one (1) bid period will be submitted to binding arbitration.
    - (2) A hearing before the arbitrator must be held at least thirty (30) days prior to the date that the Company implements the requirement. The arbitrator must render a decision within fifteen (15) days prior to the date that the Company implements the requirement.

## C. For each bid period, a pilot will be credited and paid, at the applicable rate of pay set forth in paragraph A.1., above, the greater of the following:

1. Flight time, including any additional pay credits set forth in paragraph D., below, and displacement pay as set forth in paragraph E., below. Flight time will be calculated by flight segment, using scheduled or actual block-to-block time, whichever is greater.
2. One (1) minute of credit for each two (2) minutes of duty time calculated on a bid period basis. Except as provided in paragraph E.2., below, this provision will not apply to time spent in training.
3. One (1) minute of credit for each three and three-quarters (3¾) minutes of trip time calculated on a bid period basis. Except as provided in paragraph E.2., below, this provision will not apply to time spent in training.
4. An average of four hours and twenty minutes (4:20) for each duty day calculated on a bid period basis. Except as provided in paragraph E.2., below, this provision will not apply to time spent in training.

## **D. Additional Pay Credits**

1. A pilot will be credited and paid .20 hours for each taxi movement when the movement does not involve flying.
2. A pilot will be credited and paid .20 hours for each engine run-up when the run-up does not involve a taxi movement or flying.
3. A pilot will be credited and paid the actual flight time, block-to-block, for each “off line” flight segment.
4. A pilot will be credited and paid the actual flight time, block-to-block, for each maintenance test flight.
5. A pilot will be credited and paid **seventy-five percent (75%)** of the greater of the scheduled or actual time spent deadheading on Company aircraft to or from an assignment.
6. A pilot will be credited and paid **seventy-five percent (75%)** of the scheduled time spent deadheading on another air carrier to or from an assignment on a route not operated by the Company, based on the scheduled time of each flight segment listed in that carrier’s published schedule.
7. A pilot will be credited and paid **seventy-five percent (75%)** of the scheduled time spent deadheading on another air carrier to or from an assignment on a route operated by the Company, based on the scheduled time of each flight segment listed in the Company’s published schedule.
8. A pilot will be credited and paid one-hundred percent (100%) of the actual time spent deadheading to or from an assignment in surface transportation.
9. A pilot who performs non-flying pilot (NFP) duties in accordance with Section 24.L., on a day off will be credited and paid **four (4) hours** in addition to all other pay for the bid period in which he performs the NFP duties. **The four (4) hours of credit will be paid in addition to all other pay calculated in accordance with paragraph 3.C., above, and will not be included in the calculation of pay in accordance with paragraph 3.C.1., above.**
10. A reserve pilot who performs NFP duties in accordance with Section 24.L., on a reserve day will be credited and paid **four (4) hours** for each day that he performs the NFP duties toward his minimum monthly guarantee.
11. A reserve pilot who is assigned and reports for ready reserve duty will be credited and paid four hours and twenty minutes (4:20) for each ready reserve period toward his minimum monthly guarantee.
12. A lineholder who is awarded or assigned a CD pairing that is not part of a CD line will be credited and paid a minimum of four (4) hours.



## E. Displacement Credit and Pay

1. Displacement credit will apply only to the original pairing on the pilot's awarded line or any reassigned pairing for which that pilot has reported, whichever is greater.
2. A pilot will be paid for all displacements including, but not limited to, those caused by weather, Company convenience, and mechanical reasons or to prevent him from exceeding the FARs or the limitations set forth in Section 12.
3. Displacement pay is the minimum pay that a pilot will receive for each duty period within an awarded pairing. Each duty period will be computed independently. A pilot will be paid the greater of the following:
  - a. The credit value of each segment from the original pairing on the pilot's line, including premium pay, for each duty period of the pairing, or
  - b. The actual block-to-block flight time flown, including all premium pay, calculated by individual flight segment, for each duty period of the pairing, or
  - c. The credit value of each segment from any reassignment for which the pilot reported on that duty day, including premium pay if applicable at the time of check-in, for that duty period. On a multiple day pairing, the pilot is considered to have reported for the entire pairing on the first day of the pairing.
4. **Displacement pay credit for a flight deadhead assignment will be at seventy-five percent (75%) of the actual scheduled block time for that deadhead assignment. Displacement pay credit for a surface transportation deadhead assignment will be at one-hundred percent (100%) of the actual scheduled block time for that deadhead assignment.**
5. A reserve pilot who has accrued seventy-five (75) or more credit hours for the bid period will be eligible for displacement pay.

## F. Training Pay

1. Except as provided in paragraphs F.2 through F.5., below, a pilot in the ground, simulator or flight phase of his recurrent, transition or upgrade training will be credited and paid:
  - a. Four (4.0) hours per duty period if he is on duty for four (4.0) or more hours; or,
  - b. Two (2.0) hours per duty period if he is on duty for less than four (4.0) hours.
2. If a pilot would be able to hold a line in the category and the training is delayed through no fault of his own, he will be pay protected for the greater of:
  - a. The minimum monthly guarantee; or,

- b. The credit he would have received if his training were scheduled in accordance with Section 11. In scheduling pilots for training, the Company intends to comply with the scheduling time lines provided for in Section 11 and, upon request, will provide the Association with such time lines.
3. A pilot receiving Initial Operating Experience (IOE) or a line check will be credited and paid in accordance with paragraph C., above.
4. The following table sets forth the pay for a pilot after failure of a performance evaluation, qualification check or line check on his first or second attempt:

	<b>Recurrent</b>	<b>Transition</b>	<b>Upgrade</b>
<b>After 1<sup>st</sup> Failure</b>	CA paid FO paid	CA paid FO paid	CA not applicable FO paid
<b>After 2<sup>nd</sup> Failure</b>	CA receives FO pay FO not paid	CA not paid FO not paid	CA not applicable FO not paid

5. For the purpose of the above chart, “paid” means that the pilot will be credited with no less than the minimum monthly guarantee or prorated minimum monthly guarantee as applicable.

## G. Pay Schedule

1. A pilot will be paid on the first (1<sup>st</sup>) and fifteenth (15<sup>th</sup>) of each month.
  - a. The payment on the first (1<sup>st</sup>) of the month will be equal to one-half (½) of the minimum monthly guaranteed hours for that month and will include payment for the first (1<sup>st</sup>) one-half (½) of the previous month’s credit hours.
  - b. The payment on the fifteenth (15<sup>th</sup>) of the month will include all pay earned for the previous month minus the amount paid in the paycheck on the first (1<sup>st</sup>) of that month. When pro-ration is required, it will be applied to the payment on the fifteenth (15<sup>th</sup>) of the month.
  - c. If the first (1<sup>st</sup>) or the fifteenth (15<sup>th</sup>) occurs on a weekend or holiday, a pilot will be paid on the first business day thereafter. If the pilot participates in direct deposit and the payday occurs on a holiday, the Company will initiate the wire transfer not later than the day prior to the holiday.
  - d. **A pilot awarded or assigned a reserve line may not have accrued credit hours greater than the minimum monthly guarantee when the paycheck issued on the first (1<sup>st</sup>) of the month is being calculated; therefore, a reserve lineholder will be paid in accordance with the following:**
    - (1) **The paycheck issued on the first (1<sup>st</sup>) of the month will equal one-half (½) of the current month’s guarantee.**



- (2) The paycheck issued on the fifteenth (15<sup>th</sup>) of the month will equal the unpaid balance for the previous month.
2. A pilot's pay for the bid period in which he is scheduled to receive a longevity rate increase when the pay credits calculated in accordance with paragraphs C.2., C.3. or C.4., above, are greater than those calculated in accordance with paragraph C.1., above, will be calculated in the following manner:
- a. The credit that is calculated in accordance with paragraph C.1., above, that occurs from the first day of the bid period to the day prior to the pilot's scheduled longevity rate increase will be divided by the total credit for the bid period that is calculated in accordance with paragraph C.1., above. This resulting value will then be multiplied by the total credit calculated in accordance with C.2., C.3., or C.4., above.
  - b. The credit calculated in paragraph G.2.a., above, will be paid at the pilot's rate prior to the scheduled longevity rate increase (Old Rate).
  - c. All additional credit earned for the bid period will be paid at the pilot's rate effective the date of the scheduled longevity rate increase (New Rate).

**EXAMPLE**

A pilot has a scheduled longevity rate increase on the tenth (10<sup>th</sup>) day of the bid period. The pilot's credit for the bid period as calculated in accordance paragraph C.1., above, is eighty-two (82) hours. Thirty (30) hours of the eighty-two (82) hours occurred prior to the tenth (10<sup>th</sup>) day of the bid period. The pilot's credit for the bid period as calculated in accordance with paragraph C.2., C.3., or C.4., above, is ninety (90) hours.

$$(30/82) \times 90 = 32.93 \text{ hours paid at the pilot's old rate.}$$

$$90 - 32.93 = 57.07 \text{ hours paid at the pilot's new rate.}$$

3. A pilot who has called in sick during a bid period requiring a sick bank deduction for part of the credit time of the pairing during which he was sick, and whose pay credits for the month is calculated utilizing paragraphs C.2. thru C.4., above, will have his pay and sick bank deduction calculated in accordance with the following:
- a. In a month where a pilot's pay calculation is based on the RIG calculation in accordance with paragraph C.2., (the 1:2 duty rig ratio) above, one of the following examples would apply:
    - (1) Flight time calculation in accordance with paragraph 3.C.1., above, (including a sick call) 82 hours = 78 hours + 4 hours of sick bank

RIG calculation based on 1:2 in accordance with paragraph C.1., above,  
85 hours = 170 hours duty / 2

Pay will be 85 hours with no sick bank deduction. The calculated RIG pays greater than flight time + sick time.

- (2) Flight time calculation in accordance with paragraph C.1., above, (including a sick call) 83 hours = 79 hours + 4 hours of sick bank

RIG calculation based on 1:2 in accordance with paragraph C.2., above,  
82 hours = 164 hours duty / 2

Pay will be 83 hours with 1 hour of sick bank deduction. The RIG paid 82 hours and 1 hour from the sick bank makes up the difference for the greater pay calculation.

**NOTE**

Only time calculated on a minute-by-minute basis above the RIG calculation will be deducted from the pilots' sick bank, i.e., 82:01 - 83:00 hours = 1, 60 minute sick bank deduction.

- (3) Flight time calculation in accordance with paragraph C.1., above, (including a sick call) 85 hours = 81 hours + 4 hours of sick bank

RIG calculation based on 1:2 in accordance with paragraph C.2., above,  
81 hours = 162 hours duty / 2

Pay will be 85 hours with 4 hour sick bank deduction. The flight time plus sick time pays greater than the calculated RIG.

**NOTE**

*Only time calculated on a minute-by-minute basis above the RIG calculation will be deducted from the pilots' sick bank, i.e.  
81:01 - 85:00 hours = 4 hour sick bank deduction.*

- b. In a month where a pilot's pay calculation is based on the RIG calculation in accordance with paragraph C.3., above, (the 1:3.75 trip rig ratio), one of the following examples would apply:

- (1) Flight time calculation in accordance with paragraph C.1., above, (including a sick call) 82 hours = 78 hours + 4 hours of sick bank.

RIG calculation based on 1:3.75 in accordance with paragraph C.3., above,  
83 hours = 311.25 hours duty / 3.75

Pay will be 83 hours with no sick bank deduction. The calculated RIG pays greater than flight time plus sick time.



- (2) Flight time calculation in accordance with paragraph C.1., above, (including a sick call) 83 hours = 79 hours + 4 hours of sick bank.

RIG calculation based on 1:3.75 in accordance with paragraph C.3., above,  
82 hours = 307.5 hours duty / 3.75

Pay will be 83 hours with 1 hour of sick bank deduction. The RIG paid 82 hours and 1 hour from the sick bank makes up the difference for the greater pay calculation.

**NOTE**

*Only time calculated on a minute-by-minute basis above the RIG calculation will be deducted from the pilots' sick bank, i.e.,  
82:01 - 83:00 hours = 1, 60 minute sick bank deduction.*

- (3) Flight time calculation in accordance with paragraph C.1., above, (including a sick call) 85 hours = 81 hours + 4 hours of sick bank.

RIG calculation based on 1:3.75 in accordance with paragraph C.3., above,  
81 hours = 303.75 hours duty / 3.75

Pay will be 85 hours with a (4) hour sick bank deduction. The flight time plus sick time pays greater than the calculated RIG.

**NOTE**

*Only time calculated on a minute-by-minute basis above the RIG calculation will be deducted from the pilots' sick bank, i.e.,  
81:01 - 85:00 hours = 4 hour sick bank deduction.*

- c. In a month where a pilot's pay calculation is based on the RIG calculation in accordance with paragraph C.4., above, (the Average Min Day - AMD), the specific day of the sick call is examined to determine the amount of sick deduction. The key factor is that the month is paid based on the AMD calculation, meaning the overall AMD calculation is more credit productive than the actual individual day. Once it is determined that the AMD governs the monthly pay, one of the following examples would apply:

- (1) Pilot calls in sick for entire day. No flight time credit is accrued. AMD is not calculated for that specific day.

No sick bank deduction is made. Pay credit for this day = 0

- (2) Pilot calls in sick for part of the day, and the scheduled credit for the day is less than or equal to the AMD value.

Original day scheduled @ 4 hours. Pilot accrues 2 hours flight time.

AMD = 1 X 4.20 hours. 2 sick bank deduction is made = 4 (original scheduled credit), 2 (flight time flown)

Pay for this day = 4.20 for actual flight time + sick bank deduction + .20 for the difference in the AMD.

**NOTE**

*Only time calculated on a minute-by-minute basis will be deducted from the pilots' sick bank up to the value of the AMD, i.e. 0:01 - 4:19 hours.*

- (3) Pilot calls in sick for part of the day and the scheduled credit for the day is equal to or greater than the AMD value.

Original day scheduled @ 6.0 hours. Pilot accrues 5.0 hours flight time.

AMD = 1 X 4.20 hours.

Pay for this day = 4.20 based on the AMD. No sick deduction is made.

**NOTE**

*Only time calculated on a minute-by-minute basis will be deducted from the pilots' sick bank up to the value of the AMD, i.e., 0:01 - 4:19 hours.*

- (4) Pilot calls in sick for part of the day, and the scheduled credit for the day is greater than the AMD value.

Original day scheduled @ 6.0 hours. Pilot accrues 2.0 hours flight time.

AMD = 1 X 4:20 hours.

2:20 sick bank deduction is made = 4:20 AMD - 2:00 (flight time flown)

Pay for this day = 4:20 hours which equals 2:00 for actual flight time + sick bank deduction of 2:20 (difference between actual and the AMD value).

**NOTE**

*Only time calculated on a minute-by-minute basis will be deducted from the pilots' sick bank up to the value of the AMD, i.e., 0:01 to 4:19 hours.*



4. Any clerical errors in pay brought to the Company's or the pilot's attention will be reconciled on the next payday by the Company, or the pilot, as the case may be. If the amount exceeds fifty dollars (\$50.00), the error will be reconciled as soon as practical but no later than the close of the second business day after being brought to the Company's or the pilot's attention.
5. When a pairing, other than a CD, begins in one (1) bid period and ends in the following bid period, the credit hours in the first bid period will be applied to the first bid period. The remainder of the credit hours will be applied to the next bid period. All credit hours of a CD will be applied to the bid period in which the CD begins.

### H. Banking of Excess Hours

1. Participation in the banking system will be at the pilot's option. A pilot electing to participate must notify the Company in writing prior to the fifteenth (15<sup>th</sup>) day of the month preceding a calendar quarter, e.g., March 15, June 15, September 15, December 15. His participation in the banking system will be effective on the first day of the calendar quarter following such notice.
2. In a bid period in which a pilot's credit hours exceed eighty-two (82), he will be credited and paid eighty-two (82) hours and up to the first ten (10) hours over eighty-two (82) hours will be credited to his bank and he will be credited and paid for any additional hours. He may accumulate a maximum of twenty-two (22) hours in his bank.
3. In a bid period during which a pilot's credit is less than eighty-two (82) hours, the hours needed to bring his credit up to eighty-two (82) hours will be deducted from his bank, credited and paid to him.
4. A pilot who has completed his probationary period, has no credit time in his bank, and accumulates less than eighty-two (82) hours in a bid period in which he was available for the entire bid period will have the hours needed to bring his credit up to eighty-two (82) hours deducted from his bank so long as the deficit balance in his bank does not exceed ten (10) hours. When the deficit balance in the bank is ten (10) hours, such pilot will be credited and paid for all hours accumulated, but no less than the minimum monthly guarantee. A pilot on a leave of absence in excess of one (1) bid period may not maintain a deficit balance in his bank, unless approved by the Company.
5. A pilot may elect to be paid the hours credited to his bank semi-annually by notifying the Company in writing by May 31 and November 30.
6. The balance in a pilot's bank will not be used to offset hours due a pilot for his guarantee, sick leave, vacation accrual, training, etc. unless approved by the Company.
7. The Company will post, as soon as possible after each month, each pilot's accumulated bank time.

8. If a pilot requests and is approved for a pairing drop in accordance with Section 24, he may use any time in his bank to offset the value of the pairing provided the offset complies with paragraph H.6., above.

## **I. Segment Times**

1. Segment times will be used for the construction of pairings, the subsequent scheduling of pilots assigned to fly these pairings, and the pay of pilots when the scheduled segment time is greater than the actual flight time flown.
  - a. At the request of either party or at least quarterly, the Company and the Association will meet to review jointly agreed upon segment times between city pairs served by the Company. A segment time will not be changed without the agreement of the Association. Following the Association's approval, the Company will implement the applicable segment times in the next available bid period.
  - b. Segment times will be based on accurate technical data obtained from the applicable aircraft flight manual, including approved FSM procedures, and seasonal median projected wind components. Segment time will be within the operational capability of the aircraft type utilized on the specific route.
  - c. Each segment time will be augmented by ground (taxi-out/taxi-in) times, validated by analyzing historic times applicable to that city pair, and will take into account known traffic congestion at the departure and arrival times.
  - d. Upon reasonable request, the Company will make available to the Association data utilized to establish segment times.
2. The segment time, flight plan, and release for a route will be those applicable to the type of aircraft utilized on the route.
3. The Company and the pilot who operates a flight segment will each maintain accurate records of the actual block-to-block times for that flight segment. These records will be made available to the Company and the Association upon reasonable request by either party.
4. To resolve differences between Company records and pilot records of actual block-to-block times, a pilot will have the opportunity to audit such times and make the appropriate adjustment, if necessary.

## **J. Reserve Credit and Pay**

1. A reserve pilot will be credited and paid in accordance with paragraphs C., D., and F., above, for an assignment on a reserve day. Such time will be credited toward his minimum monthly guarantee. When a reserve pilot accumulates credit hours of less than his minimum monthly guarantee in a bid period, he will not be credited for a displacement.



2. When a reserve pilot accumulates credit hours equal to or greater than his minimum monthly guarantee in a bid period, he will be credited and paid for any subsequent assignment in accordance with paragraphs C., D., E., and F., above, in addition to his minimum monthly guarantee.
3. When a reserve pilot is junior manned, he will be credited and paid the applicable pay credits in addition to his minimum monthly guarantee.
4. A reserve pilot's credits will be reflected separately in the scheduling computer as block time and credit time.

### K. Premium Pay

1. The purpose of premium pay is to protect a pilot whose schedule has been modified by the Company under certain circumstances. A pilot will be paid a premium of one and one-half (1.5) times the flight time provided for in paragraph C.1., above, for each assignment for which he reports or operates under the following circumstances:
  - a. Move-up

**No pilot may be given a flight assignment having a scheduled departure time on the first day of his pairing in excess of three (3) hours earlier than the original pairing.** This sub-paragraph a. does not entitle a pilot to premium pay for subsequent segments of the pairing.
  - b. Reassignments or "add on"

An assignment on the last day of his pairing that was not part of his original pairing that extends beyond the scheduled arrival of the last flight segment in his original scheduled pairing. This sub-paragraph b. does not entitle a pilot to premium pay for prior segments of the pairing.
  - c. Junior Manning

An involuntary assignment on a scheduled day off. Premium pay for junior manning will not be less than three (3) hours in a day and will be paid in addition to the pilot's minimum monthly guarantee.
2. Extra Flying

A pilot whose name is on the Extra Flying List who is assigned a pairing will be paid a premium of one and one-half (1.5) times the flight time provided for in paragraph C.1., above, for each assignment for which he **has been notified.**
3. Open Time

A pilot who adds a pairing to his line will be paid a premium of one and one-half (1.5) times the flight time provided for in paragraph C.1., above, for each assignment on a day off for which he **has been notified.**

**4. Transition Pairings**

A pilot awarded a pairing from open time that transitions from one bid period to the subsequent bid period and such pairing is awarded in accordance with Section 24.H.4.b.(13)(a), then:

- a. Prior to the distribution of the bid package for the subsequent bid period, the pilot will not be entitled to premium pay for the portion of the pairing that is scheduled to operate in the subsequent bid period.
- b. After the distribution of the bid package for the subsequent bid period, the pilot will be entitled to premium pay for the portion of the pairing that is scheduled to operate in the subsequent bid period.

5. Any pilot (including a reserve lineholder and a CD lineholder) who adds an assignment on a day off, or who is assigned by the Company on a day off, will be credited and paid above guarantee for the assignment in accordance with the provisions contained in this Section. Any premium pay associated with the assignment will also be credited and paid to the pilot according to the provisions contained in paragraph K.

- a. A regular lineholder is awarded or assigned a line of flying with a scheduled credit value of eighty-two (82) hours. The pilot adds an additional assignment on a day off with a scheduled credit value of five (5) hours. With no voluntary reductions in credit to his line, the pilot will receive not less than eighty-seven (87) hours of credit subject to the other pay and credit provisions in this Section.
- b. A reserve lineholder is awarded or assigned a regular reserve line with a minimum scheduled credit guarantee of seventy-five (75) hours (Section 4.A.). The pilot adds an additional assignment on a day off with a scheduled credit value of five (5) hours. With no voluntary reductions in credit to his line, the pilot will receive not less than eighty (80) hours of credit subject to the other pay and credit provisions in this Section.
- c. A CD lineholder is awarded or assigned a CD line with a minimum scheduled credit guarantee of seventy-six (76) hours (Section 4.B.). The pilot adds an additional assignment on a day off with a scheduled credit value of four (4) hours. With no voluntary reductions in credit to his line, the pilot will receive not less than eighty (80) hours of credit subject to the other pay and credit provisions in this Section.

6. The Company will calculate the proper premium pay credit the pilot would receive for any pairing that requires premium pay. The pilot will receive the premium pay credit in addition to his normal monthly pay credit after calculation in accordance with paragraph C., above.



EXAMPLE

A pilot added a one day pairing to his line of flying originally scheduled for eighty-five (85) hours credit. The added pairing as published had a credit value of four (4) hours. Premium pay for this pairing would be a two (2) hour override for a total of six (6) hours. After the monthly payroll calculation for this pilot, his line would now pay eighty-nine (89) hours (the greater of - min day, duty time, actual block and all other applicable credits). In addition to his normally calculated monthly pay of eighty-nine (89) hours, the pilot would receive the two (2) hour override for a total pay of ninety-one (91) hours.

**L. Profit Sharing Plan**

1. The Profit Sharing Plan will be implemented, calculated and paid as follows:
  - a. Profit sharing will be based on the Company's quarterly Corporate Net Income (excluding extraordinary items as defined by Generally Accepted Accounting Principles) divided by total operating revenues (the "Percentage"), and paid quarterly within one (1) month of the last day of each applicable quarter.
  - b. Each pilot will be paid for each quarter a Profit Sharing amount calculated as follows: the Percentage for the quarter times the pilot's W-2 earnings for the quarter.
  - c. Pilots will waive the first one percent (1%) of profit sharing pay out.
  - d. Pilot pay out ranges from:
    - (1.) Minimum of zero percent (0%) to a maximum of five percent (5%) for 2007.
    - (2.) Zero percent (0%) to six percent (6%) for 2008.
    - (3.) Zero percent (0%) to seven percent (7%) for 2009 and thereafter.

EXAMPLE 1

The calculation of the percentage is six percent (6%). Each pilot will be eligible to receive a five percent (5%) pay out because of the waiver of the first one percent (1%) of profit sharing pay out. (6%-1%=5% pay out).

**EXAMPLE 2**

The calculation of the Percentage is one percent (1%). No pilot will be eligible for a pay out because of the waiver of the first one percent (1%) of profit sharing pay out. (1%-1%=0% pay out).

2. In November of each year, a pilot may elect to have any portion of his subsequent calendar year quarterly payouts from the Profit Sharing Plan deferred into the 401(k) plan (subject to annual IRS contribution limits and any other applicable regulatory limits).
  - a. Any 401(k) deferral will not be eligible for the Company matching contribution.
  - b. Elections to defer into the 401(k) plan for the Profit Sharing Contributions may be made at least annually.
  - c. Any portion not deferred into the 401(k) plan will be paid as earnings subject to any required withholding obligations (portions deferred into the plan may also be subject to Social Security, Medicare and local taxes).

**M. Longevity Restorations**

Effective March 1, 2011, pilots who had a longevity step frozen will have such longevity step restored. No retroactive payment will be due such pilot.

1. Any other item including, but not limited to, vacation accruals, sick accruals, retirement contribution, pass benefits or any other accrued item for which longevity is used to determine eligibility and/or benefit level will not be affected by the longevity freeze.
2. The longevity freeze is only for the purpose of maintaining a specific rate of hourly pay based on the pilot's position within the pay table of paragraph A.1., above.



**Section 4 - Minimum Monthly Guarantee**

**Table of Contents**

A. Guarantee ..... 4-3

B. Guarantee - CD Lines..... 4-3

C. Guarantee Adjustment - Prior to Bid Closing ..... 4-3

D. Guarantee Adjustment - After Bid Closing - Regular Lineholder ..... 4-3

E. Guarantee Adjustment - After Bid Closing - Reserve Lineholder ..... 4-3

F. Guarantee Adjustment - Reserve Pilot on Military Leave ..... 4-3

G. Guarantee Adjustment - IOE Pilots ..... 4-3

H. Guarantee Adjustment - Pairing Trades and Drops ..... 4-3



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- A.** A pilot who is available for an entire bid period will be credited and paid a minimum monthly guarantee of seventy-five (75) hours at the applicable rate of pay.
- B.** A pilot who is available for an entire bid period and who is awarded or assigned a CD line will be credited and paid a minimum monthly guarantee of seventy-six (76) hours at the applicable rate of pay.
- C.** A pilot who is unavailable for part of a bid period and notifies the Company of his unavailability prior to the close of bids for his category will have his minimum monthly guarantee reduced by the value of the unavailability in accordance with Section 24.E.1.b.(9) through (19), E.1.c., or E.1.f., as applicable. **For line construction purposes, a reserve lineholder with a known absence value will have such absence prorated to 2.45 hours per day.**
- D.** A lineholder who is unavailable for part of a bid period and notifies the Company of his unavailability after the close of bids for his category will have his minimum monthly guarantee reduced by the value of the pairings missed in that bid period.
- E.** A reserve pilot who is unavailable for part of a bid period and notifies the Company of his unavailability after the close of bids for his category will have his minimum monthly guarantee reduced by 3.75 hours for each reserve day missed in that bid period.
- F.** A reserve pilot who has military leave that conflicts with a moveable day off and advises the Company of such leave after the close of bids for his category may either:
1. Have his minimum monthly guarantee reduced by 3.75 hours and convert a mutually agreed upon reserve day to a moveable day off; or,
  2. Not have his minimum monthly guarantee reduced and convert the moveable day off to an immovable day off and mutually agree upon another immovable day off that will be converted to a moveable day off.
- G.** A new-hire pilot who commences IOE during a bid period will have his minimum monthly guarantee prorated by 2.45 hours for each day he is unavailable in that bid period, including days off.
- H.** In addition to paragraphs B., C., D. and E., above, a pilot who has his minimum monthly guarantee reduced as a result of a pairing trade or pairing drop will be credited and paid for all hours accrued for the bid period. The pilot's minimum monthly guarantee will be reduced by the credit hours lost because of the pairing trade or pairing drop. The pilot's reduced minimum monthly guarantee will be increased by the credit hours gained as a result of trading for a pairing of higher credit value or adding a pairing to his line.



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## Section 5 - Traveling Expenses

### Table of Contents

A. Lodging .....	5-3
B. Meal Allowance .....	5-4
C. Temporary Duty Assignment.....	5-5
D. Temporary Foreign Assignment (Europe or South America).....	5-5
E. Temporary Foreign Assignment (General) .....	5-6



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### A. Lodging

1. The Company and the Association will designate comfortable and adequate single occupancy lodging facilities at all overnight layover locations and at locations where training is conducted away from domicile. The Company will pay the cost of such lodging. The Company and the MEC Hotel Committee will meet upon request of either party to discuss the suitability of lodging facilities.
2. **The MEC Hotel Committee will have the right to meet with the Senior Vice President - Aircraft Operations, or his designee, concerning lodging accommodations.**
  - a. **No changes will be made to existing accommodations without 30 days prior notice to the MEC Hotel Committee or MEC Chairman, unless existing lodging or transportation arrangements become unavailable.**
  - b. **The Company will provide the MEC Hotel Committee a minimum of 120 days advanced written notice of scheduled expiration dates of hotel contracts and, under normal circumstances, a list of potential replacement hotels. The MEC Hotel Committee may, within 30 days thereafter, submit a desired list of deletions and /or additions to the Company. The Company will give due consideration to such input and will meet and confer with the committee to resolve any disputes. This process is intended to result in the selection of mutually acceptable lodging accommodations. In all domestic markets, the preference for a layover hotel will be a branded hotel that is affiliated with a national chain.**
  - c. **The MEC Hotel Committee may, at its discretion, conduct quarterly review of each domestic hotel that is not affiliated with a national chain (non-brand hotel). If, as a result of such review, the MEC Hotel Committee determines that a non-brand hotel is not able to provide acceptable accommodations, the Company will conduct a new analysis of that market within 45 days and present its findings to the MEC Hotel Committee in order to receive their input. This process is intended to result in the selection of mutually acceptable lodging accommodations.**
  - d. **In all contracts for domestic hotels entered into on or after March 2, 2007, the Company will include a clause in the hotel contract that provides the right to terminate the contract in the event the hotel ends its affiliation with a national chain.**
  - e. **The parties acknowledge that the language and intent contained in paragraphs A.2.a. thru A.2.d., above, is adapted from the Delta Air Lines/ALPA Pilot Agreement and is intended to deal with the quality of lodging accommodations.**
3. **The Company will provide single occupancy lodging for a pilot during a pairing when:**
  - a. He is scheduled or rescheduled for a five and one-half (5.5) or more hour break between flights away from domicile;
  - b. He is scheduled or rescheduled for a five and one-half (5.5) or more hour break between flights while on duty at domicile;

- c. He is scheduled or rescheduled for a four (4) or more hour break between flights while on duty and any part of the break occurs between 2000 hours and 0600 hours; or,
  - d. He is on a continuous duty overnight (CD).
4. The Company will arrange and pay for transportation between an airport and a lodging facility. If no eating facility is available at the lodging facility, the Company will arrange and pay for transportation to a suitable eating facility.
- a. If transportation from an airport to a lodging facility is not available within fifteen (15) minutes after actual release from duty, a pilot will have the option, in coordination with Crew Scheduling, to engage a taxi and be reimbursed for the expense. In the case of irregular operations, if transportation from a lodging facility to an airport is not available within a reasonable time to satisfy report time requirements, a pilot may, in coordination with Crew Scheduling, engage a taxi and be reimbursed for the expense.
  - b. If transportation between an airport and a lodging facility is not available, a pilot may, if he determines the conditions are safe, be required to operate an automobile other than his own. When a pilot is required to operate an automobile other than his own, the Company will provide comprehensive and collision insurance for that automobile.

## **B. Meal Allowance**

1. A pilot will be paid a meal allowance of **\$1.55 (\$1.75 effective March 1, 2011)** for each trip hour, or fraction thereof, calculated from scheduled check-in on the first day of the pairing until twenty (20) minutes after block-in upon completion of the pairing. On pairings requiring a pilot to overnight outside the United States, other than Canada, a pilot will be paid an additional three dollars (\$3.00) per overnight.
2. A pilot will be paid the meal allowance set forth in paragraph B.1., above, for each hour, or fraction thereof, on a training assignment away from domicile calculated from scheduled check-in for travel to the training location (block-out) until the pilot returns to his domicile (block-in).
3. A pilot who is operating a flight and whose nutritional needs create safety concerns affecting his continued operation beyond the next arrival station, may call that arrival station and request that he either be provided a meal at his expense or the opportunity to purchase a meal.
4. A pilot on assignment for six (6) or more consecutive days outside the contiguous United States will be paid, at his option, an advance of his meal allowance for the scheduled duration of the assignment prior to his departure for the assignment.



### **C. Temporary Duty Assignment**

1. A pilot filling a temporary duty assignment (TDY) will be provided lodging in accordance with paragraph A.1., above, and a meal allowance in accordance with paragraph B.1., above, for the duration of the assignment.
2. The Company will provide one (1) rental vehicle for each three (3) crews, or fraction thereof, for the duration of a TDY of six (6) consecutive days or more. The vehicle will be available when the first crew arrives at the TDY location.
3. Passes in conjunction with TDY will be provided in accordance with Section 17.

### **D. Temporary Foreign Assignment (Europe or South America)**

1. A pilot on assignment in Europe or South America will be paid a meal allowance of seventy-five dollars (\$75.00 U.S.) per day. If the assignment is for six (6) or more consecutive days, the pilot will, at his option, be paid an advance of this allowance prior to his departure for the assignment.
2. The Company will provide advance written notice to a pilot assigned to duty in Europe or South America of the scheduled duration of the assignment and the lodging facility to be provided. The duration of the assignment will not exceed ninety (90) consecutive days.
3. The Company will promptly assist a pilot on assignment in Europe or South America when questions arise concerning compliance with applicable foreign laws or regulations.
4. In accordance with paragraph A.1., above, the Company may provide a pilot on assignment in Europe or South America a single occupancy one (1) bedroom apartment for his lodging facility. A married pilot may be accompanied to the assignment by his eligible dependents when the duration of the assignment is expected to exceed thirty (30) consecutive days. When the number of eligible dependents accompanying the pilot dictates, the Company will provide a suitable lodging facility.
5. When a pilot's eligible dependents accompany him on an assignment in Europe or South America, the Company will arrange for space available transportation for the eligible dependents. If, on return from Europe or South America, space available transportation for eligible dependents is not available, the Company will arrange for reduced rate positive space transportation.
6. The Company will provide one (1) rental vehicle and comprehensive and collision insurance for each pilot for the duration of an assignment in Europe or South America that is expected to exceed thirty (30) consecutive days. When the assignment is not expected to exceed thirty (30) consecutive days, the Company will provide one (1) rental vehicle for the duration of the assignment for each three (3) crews, or fraction thereof. The vehicle will be available when the first crew arrives at the location.



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**E. Temporary Foreign Assignment (General)**

1. A pilot on a temporary foreign assignment who has Company-provided health and medical insurance will continue to be provided with the same level of coverage while on the assignment as if he were on assignment in the United States.
2. Passes in conjunction with a temporary foreign assignment will be provided in accordance with Section 17.



**Section 6 - Moving Expenses**

**Table of Contents**

A. When Pilot Pays Moving Expenses ..... 6-3

B. Eligibility for Company Paid Moving Expenses ..... 6-3

C. Limitations on Payment of Moving Expenses ..... 6-3

D. Coordination of Company Paid Move ..... 6-3

E. Additional Benefits of Company Paid Move ..... 6-3

F. Allowed Time Frame for Company Paid Move ..... 6-4

G. Company Damage Liability ..... 6-4

H. Eligibility of Move From Locations Other Than a Domicile ..... 6-4

I. Mileage Differential on Move From Other Than a Domicile..... 6-4

J. Reimbursement of Expenses in Case of Company Canceled Move..... 6-4

K. Pilot Resignation Timeframe for Covered Expenses ..... 6-4



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## Pilot Agreement



- A.** A pilot awarded a vacancy, a pilot moving to a domicile pursuant to initial employment and a pilot participating in a mutual transfer will pay his own moving expenses.
- B.** The Company is required to pay moving expenses when a pilot is displaced or assigned in inverse order of seniority from one domicile to another in accordance with Section 23 and when a pilot is recalled from furlough to a domicile different than the domicile from which he was furloughed.
- C.** When the Company is required to pay moving expenses, payment will be limited to the actual expense of moving household effects, not to exceed 14,000 pounds or 2,000 cubic feet, including packing, unpacking, shipping, drayage, and insurance. The Company will make “replacement cost insurance” available for purchase by the pilot. The Company has the right to control the method of shipment provided it is accomplished in a reasonable period of time.
- D.** When the Company is required to pay moving expenses, the move will be coordinated with the pilot, the moving company, and the Company. Moving expenses, other than automobile mileage and meal allowances, must be submitted within ninety (90) days after incurring the expenses and verified by receipts.
- E.** When a pilot is eligible for a Company paid move:
  - 1. The Company will provide two (2) positive space round trip passes each for the pilot and his spouse for the purpose of house hunting.
  - 2. He will provide the Company thirty (30) days notice of the anticipated date of his move.
  - 3. The Company will provide the pilot positive space passes for the purpose of commuting between his former domicile and his new domicile. The passes will be provided between the anticipated date of the move and the actual date of the move if the move is not delayed by the pilot.
  - 4. In addition to his scheduled days off for the bid period, he will be entitled to three (3) consecutive additional paid days off related to the move. These paid days off and any other adjustments to his schedule related to the move must be coordinated with the Chief Pilot.
  - 5. The Company will, upon request, advance to the pilot up to \$500.00 for lodging and meal allowances for the move.

6. The Company will reimburse a pilot for lodging for the pilot and his family for the time required to travel to the domicile. The lodging will be the quality of that used on scheduled overnights. A day of travel will be no more than 400 miles by the most direct AAA mileage. The Company will pay a daily allowance for meals of \$42.00 for the pilot, \$42.00 for his spouse, and \$28.00 for each child. Lodging and meal allowances will continue for forty-eight (48) hours following arrival at the domicile. If the arrival of his household effects is delayed, lodging and meal allowances will continue for an additional twenty-four (24) hours.
  7. The Company will reimburse the pilot twenty-seven cents (\$0.27) per mile for up to two (2) of the pilot's vehicles using the most direct AAA mileage between domiciles.
- F.** In order to be reimbursed for moving expenses under this Section, the pilot's move must begin no later than nine (9) months after he is administratively advanced to his position in the new domicile in accordance with Section 23.K. unless the move is delayed for reasons beyond the control of the pilot.
- G.** The Company will not be liable for any damages incurred during the move.
- H.** A pilot who is eligible for Company paid moving expenses may elect to have his move paid from a location other than the domicile from which the pilot is being transferred, to his new location. However, the Company's financial responsibility will not exceed the cost of moving from the domicile from which he is transferred to his new domicile.
- I.** If a pilot's Company paid move to a new domicile involves mileage less than the distance between his former domicile and the new domicile, the pilot will be reimbursed under the applicable paragraphs of this Section for his move based upon the actual distance involved in the move.
- J.** A pilot who moves to a new domicile as a result of an award or assignment who has purchased a new primary residence at the new location and whose award or assignment is canceled within ninety (90) days of the posting of the original award or assignment will be reimbursed for standard real estate commissions and closing costs actually incurred in conjunction with the purchase and subsequent sale.
- K.** A pilot who resigns from the Company within ninety (90) days after being reimbursed for moving expenses will repay the Company for such expenses.



**Section 7 - Vacation**

**Table of Contents**

A. Vacation Accrual ..... 7-3

B. Bidding and Awarding of Vacation ..... 7-3

C. Utilizing Banked Pay Hours in Conjunction with Vacation ..... 7-5

D. Pay for Accrued Vacation ..... 7-6

E. Vacation Cancellation ..... 7-7

F. Prorated and Available Days with Vacation..... 7-7

G. Voluntary Vacation Payout Program ..... 7-8



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**A. Vacation Accrual**

1. Effective March 2, 2007, a pilot will accrue vacation on a monthly basis in accordance with the following:

<u>Active Service</u>	<u>Accrual per Month</u>
0-5 Years	3.33 Hours
6-14 Years	5.00 Hours
15+ Years	6.66 Hours

2. Effective January 1, 2011, a pilot will accrue vacation on a monthly basis in accordance with the following:

<u>Active Service</u>	<u>Accrual per Month</u>
0-5 Years	3.50 Hours
6-10 Years	5.25 Hours
11+ Years	7.00 Hours

3. Vacation will be taken in seven (7) day periods.
4. The Company will provide each pilot with an accurate report of his vacation account balance at the end of each bid period.

**B. Bidding and Awarding of Vacation**

1. In August of each year the Company will post vacation accruals for all pilots projected through December 31 of that year to be used in the vacation award for the following year.
2. **The Company will post the annual vacation schedule for bidding by September 15 of each year for the following year. The Company will provide enough vacation periods by category to allow each pilot to be awarded or assigned his accrued vacation.**
3. The Company will, as part of the posting of the annual vacation schedule, specify the number of vacation periods that are available for bidding in each category in each calendar week of the year. At least one (1) vacation period will be available for bid in each category for each calendar week of the year.
4. A pilot must have completed twelve (12) months of continuous active service with the Company to be eligible to be awarded accrued vacation. However, a pilot with less than twelve (12) months of continuous active service who has accrued at least one (1) week of vacation by December 31 of a year, may bid and will be awarded or assigned a vacation period for the following year.

5. A pilot's category as indicated on the monthly bid eligibility list as of September 10 of each year will be used for the purpose of bidding and awarding or assigning annual vacations.
6. Annual vacation bids will close by October 15 of each year and will be awarded or assigned on the basis of seniority within each category and will be published by November 1 of that year.
7. A pilot who does not submit an annual vacation bid or does not bid sufficient choices will be assigned a vacation period(s) to the extent that he has accrued vacation.
8. The Company, in each monthly bid package, will post vacation periods that become available following the annual vacation award.
9. After the award of the annual vacation bid, a pilot may request to change his awarded or assigned vacation by submitting a written vacation change form to the Company provided there is an available open vacation period that the pilot can be awarded consistent with his seniority.
  - a. No later than 12:00 p.m. on the twentieth (20<sup>th</sup>) day of the month that is two (2) months prior to the bid period for which the vacation has been awarded or assigned, e.g., February 20 for a vacation in the April bid period, a pilot may:
    - (1) Request to drop a vacation week; or
    - (2) Request to add a currently published vacation week; or
    - (3) Request to trade a vacation week with a currently published vacation week.
  - b. The Company will publish available vacation periods for each category not later than 12:00 p.m. on the twenty-first (21<sup>st</sup>) of each month.
  - c. Requests to pick up an available vacation period(s) must be received not later than 12:00 p.m. on the twenty-sixth (26<sup>th</sup>) day of the month that is two (2) months prior to the bid period in which the vacation week is available, e.g., February 26 for a vacation in the April bid period. **A pilot may only add a currently published vacation week.**
  - d. Pilots in the same category may trade awarded vacation periods in coordination with the Company. Requests to trade awarded vacation must be received in accordance with paragraph B.9.c., above.
  - e. **The Company will award and publish all vacation periods in the applicable bid package.**
10. A pilot will begin his vacation within the first four (4) days of the awarded or assigned vacation period. The pilot will, as part of his monthly bid, indicate the day the vacation will commence. If the pilot does not indicate the day the vacation will commence, the vacation will commence on the first day of the vacation period. The vacation will subsequently appear on the pilot's schedule.



11. If a pilot is awarded or assigned a different category, he will retain his scheduled vacation period(s), if available. If not available, he may either re-bid his vacation from available open vacation period(s) in that year or defer his vacation until the following year. If open vacation periods are not available in that year, the pilot may elect to be paid for the vacation.
12. Additional vacation periods will be added to each category as required by increased manning in the category. Such additional vacation periods will only be available for bid by pilots during the first two (2) bid periods they are new in the category. Thereafter, all pilots in the category may bid the additional vacation periods.
13. A pilot must take his awarded or assigned vacation. He may, however, pick up open time, if available, during his vacation.
14. A pilot who does not have sufficient vacation accrued to bid and be awarded a vacation period of seven (7) days may, at the discretion of the Company, be granted a vacation period of less than seven (7) days. The vacation must be awarded in accordance with this Section.
- 15. A pilot who is within three (3) years or less of his FAA-mandated age of retirement:**
  - a. Will be allowed to defer any vacation time accrued during his last three (3) years of service, except that a pilot will be required to bid and will be awarded or assigned at least one (1) week of vacation in each of his last three (3) years of service; and,**
  - b. Will, at the time of his FAA-mandated retirement, be paid for all vacation time deferred in accordance with paragraph a., above, at his rate of pay in effect at his time of retirement.**

### **C. Utilizing Banked Pay Hours in Conjunction with Vacation**

1. In order to utilize banked pay hours in conjunction with vacation, a pilot must be a participant in the banking system set forth in Section 3.H.
2. A pilot may bid one (1) personal day per week of awarded vacation up to a maximum of three (3) personal days in any one (1) calendar year providing the credit hours have been accumulated.
3. A pilot must notify the Company of his intent to use a personal day in the bid period preceding the bid period in which the personal day is to be taken.
4. The pilot will notify the Company of his preference to apply the personal day to the day before or the day after the awarded vacation period.
5. Personal days will be deducted from the pilot's bank at the rate of 2.73 hours per day.

**D. Pay for Accrued Vacation**

1. For each day of vacation, a pilot will be credited and paid **2.86** hours at his applicable rate of pay and his accrued vacation will be reduced by the same number of hours.
2. The following minimum days off, inclusive of vacation days, will apply during a bid period when vacation is taken:

<b>Pro-Rated Minimum Days Off for 30 Day Bid Periods</b>			
<b>Vacation Days Per Bid Period</b>	<b>Minimum Days Off</b>	<b>Vacation Days Per Bid Period</b>	<b>Minimum Days Off</b>
1	12	15	21
2	12	16	21
3	13	17	22
4	14	18	23
5	14	19	23
6	15	20	24
7	16	21	25
8	16	22	25
9	17	23	26
10	17	24	26
11	18	25	27
12	19	26	28
13	19	27	28
14	20	28	29

<b>Pro-Rated Minimum Days Off for 31 Day Bid Periods</b>			
<b>Vacation Days Per Bid Period</b>	<b>Minimum Days Off</b>	<b>Vacation Days Per Bid Period</b>	<b>Minimum Days Off</b>
1	13	15	21
2	13	16	22
3	14	17	22
4	14	18	23
5	15	19	24
6	16	20	24
7	16	21	25
8	17	22	25
9	18	23	26
10	18	24	27
11	19	25	27
12	19	26	28
13	20	27	29
14	21	28	29



3. At the end of each year, with mutual consent, the Company will pay a pilot for his accrued vacation hours in excess of the number of vacation hours he was awarded or assigned for the following year.
4. A pilot who has completed his probationary period and who has given the Company fourteen (14) days notice of his intention to resign will be paid accumulated vacation pay up to the last full month of service. This fourteen (14) day notice requirement will be waived provided the pilot promptly notifies the Company that he has accepted conditional employment at another airline and is subject to be called to training by that airline.
5. A pilot who is terminated for just cause or a pilot who resigns during his probationary period will not be entitled to vacation pay.
6. Upon the death of a pilot, any unused vacation time will be paid to the pilot's estate.

### E. Vacation Cancellation

1. If the Company cancels a vacation, the pilot will not lose his accrued vacation. Canceled vacation will be rescheduled as soon as possible to a mutually acceptable time or carried over to the following year, if necessary.
2. The Company will use its best efforts to give as much notice as possible before canceling a vacation, but in no case less than thirty (30) days. Such notice will be in writing.
3. Should cancellation become necessary, the Company will reimburse the pilot for deposits that the pilot has made based on his established vacation schedule upon presentation of documentation of such deposits. For a pilot to be entitled to such reimbursement, he must notify the Company at the time the vacation is canceled. The pilot will use his best efforts to recover any such deposits and if unsuccessful, the Company will be entitled to attempt to recover the deposits.

### F. Prorated and Available Days with Vacation

During a bid period in which a vacation is to be taken, a pilot will have his line awarded or assigned in accordance with Section 24 and the following:

1. A pilot will be awarded or assigned prorated days off in accordance with paragraph D., above.
2. **A pilot who has four (4) consecutive weeks of vacation in a single bid period will be credited no less than eighty (80) hours of pay credit and will not have the requirement to bring his line value up to the minimum line value in that bid period if the minimum line value is greater than eighty (80) hours.**
3. If the PBS is unable to award or assign the pilot a regular line, it may utilize the function of assigning a maximum of two (2) "available" days for the purpose of awarding or assigning him a regular line. The credit value of such "available" day will be 3.86 hours.

4. A pilot may replace any assigned “available” day with a pairing on a one-for-one basis by utilizing the SAW, open time and any other means permitted in this Agreement.
5. During the monthly and daily run-down processes provided for in Section 24, the Company will attempt to utilize a pilot on an “available” day prior to utilizing a pilot awarded or assigned a reserve line.
6. A pilot assigned an “available” day that has not been replaced with a pairing in accordance with paragraph F.4., above, will be available to the Company in accordance with Section 24.O. for the earliest reserve window to which he could legally be assigned. The Company will notify the pilot of his assigned reserve window.
7. The Company will provide a pager to a pilot assigned a reserve window in accordance with paragraph F.6., above.

## **G. Voluntary Vacation Payout Program**

1. **As specified in LOA #01-07 pilots may now elect to participate in the vacation payout program. For this year only (2007), pilots can elect within a two week period in September to be paid out for vacation accrued in 2007 which would normally be awarded in 2008. Though in accordance with LOA #01-07, this now must be a one year exception with a modified program between ALPA and the Company described in paragraphs 2-6 below for all future years. Various tax law implications required the parties to adjust the program. After this year's election, a future participant in the vacation payout program will be electing payout for one or more vacation weeks during November of each year (starting November 2007 for vacation accruing in 2008).**
2. **In November of each year, the Company will offer pilots the opportunity to be paid out for one or more of their vacation weeks which are projected to be accrued the following year and available for normal bidding in the following November. For example, in November 2007 a pilot will elect for payout one or more vacation weeks accruing in 2008 that he would normally be awarded in November 2008 to utilize in 2009.**
3. **If the pilot elects to be paid for all of, or a portion of, the eligible year's vacation week(s) (his 2009 vacation as per the example in paragraph 2., above), he must notify the Company in a manner determined by the Company within the required and published timeframe. He will be credited at his current rate of pay (at the time of payment) for each vacation week paid and his vacation bank will be reduced by the equivalent number of hours.**
4. **The payout will be paid on the July 15 paycheck the following year. For example, the pilot notifies the Company in November 2007 of his desire to be paid for one (1) available 2009 vacation week, such payment will be made to him on July 15, 2008. A pilot who participates in the program and leaves the service of the Company prior to the date that the vacation is to be paid, will be paid accrued vacation in accordance with paragraph D., above.**



## Pilot Agreement



5. In August of each year, the Company will provide the pilots the projected amount of vacation hours that he is expected to have accrued for the following year, and which are eligible to be used for the voluntary vacation payout program. Pilots who participate in the program will receive a statement documenting the number of hours that will be paid out in the following year and the balance of their vacation hours in accordance with paragraph A., above.
6. A pilot electing to partake in this vacation payout program receives the July payment and subsequently leaves the employment of Comair prior to the end of that year, will have his last paycheck adjusted if needed to offset the vacation payout. If the pilots' last paycheck does not have sufficient funds available for the adjustment, the Company will assume the liability for any remaining amount. The intent here is that no pilot will be required to provide monies to the Company in excess of any monies which may be available in the pilot's last paycheck.



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**Section 8 - Deadheading**

**Table of Contents**

A. Procedures for Deadheading, Including Positive Space Requirements ..... 8-3

B. Scheduled Time Limits for Deadhead Flights ..... 8-3

C. Type of Aircraft for Deadheading ..... 8-3

D. Surface Transportation ..... 8-3

E. Rental Vehicles ..... 8-3

F. No Rental Vehicles on Continuous Duty Pairings ..... 8-3

G. Jumpseat Requirements ..... 8-4

H. Training Deadheads ..... 8-4

I. Alternates to Scheduled Deadhead ..... 8-4



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- A.** A pilot deadheading to or from a duty assignment will be provided with positive space, must-ride, on-line or off-line travel. When off-line travel has been scheduled, the Company will make the necessary reservations and will establish, implement, and maintain procedures for distributing tickets to the pilot at the time he reports for the assignment. Unused Company provided tickets will be returned to the Company promptly.
- B.** When the Company schedules a pilot to deadhead following a flight assignment, the deadhead flight will be the first Company or Delta flight scheduled to depart within two (2) hours after the pilot's flight assignment ends consistent with legal connection times. A limited number of designated Company flights may be listed as unavailable for positive space, must-ride deadhead. This list will be made available to the MEC Scheduling Committee. When there is no Company or Delta flight scheduled to depart within two (2) hours, the pilot will be scheduled to deadhead on the first available flight listed in the OAG following his flight assignment consistent with legal connection times. A pilot may utilize space available travel at his option. When off-line space available travel is utilized, the Company will provide ID-90 tickets in a timely manner.
- C.** A pilot will be scheduled to deadhead only on FAR Part 121 or scheduled FAR Part 135 multi-engine air carriers. In special circumstances, multi-engine non-scheduled aircraft may be used to deadhead a pilot to a revenue flight, or to his domicile. Single-engine aircraft may be used only with the concurrence of the deadheading pilot.
- D.** Surface transportation will only be used when deemed safe by the pilot and:
1. When there is no scheduled air carrier operating between the city pairs; or,
  2. On charter flights to destinations without scheduled air service; or,
  3. In major metropolitan areas served by multiple airports that are within thirty (30) miles of each other and designated in the OAG as common service points; or,
  4. When scheduled service is canceled or delayed and would result in the cancellation or substantial delay of the next flight the pilot is scheduled to operate, and the distance to the departure point of his next scheduled flight is within thirty (30) miles.
- E.** In addition to paragraph D, above, a pilot will not be required to operate a rental vehicle unless:
1. The Company has made a reasonable effort to exhaust the availability of common carriage; and,
  2. Rental of the vehicle has been approved by the Chief Pilot; and,
  3. The Company makes necessary arrangements for reservations, comprehensive and collision insurance, and payment for the rental vehicle (unless otherwise required by the rental vehicle company, in which case the pilot will be reimbursed upon presentation of receipts).
- F.** A pilot on a continuous duty overnight (CD) will not be required to operate a rental vehicle.

- G.** A pilot will not be required to occupy the jumpseat on any other air carrier. A pilot may be required to occupy the jumpseat on Company aircraft when there is no passenger seat available and a revenue passenger would be denied boarding. The Company will advise the appropriate Customer Service personnel of the following procedures and ensure compliance therewith:
1. When a passenger seat is not occupied by a revenue passenger, a deadheading pilot will be entitled to occupy that seat in preference to a non-revenue passenger unless the non-revenue passenger is a deadheading pilot or flight attendant.
  2. The Company will not require a deadheading pilot to occupy the jumpseat for the purpose of boarding a non-revenue passenger unless the non-revenue passenger is a deadheading pilot or flight attendant. However, a deadheading pilot is encouraged to occupy the jumpseat to accommodate a non-revenue passenger.
- H.** Deadhead to and from a training assignment will be handled in accordance with Section 11.E.
- I.** Alternate to Scheduled Deadhead:
1. When the first scheduled flight segment of a pairing is a deadhead, a pilot may, with approval of Crew Scheduling, report for duty at the departure airport one (1) hour prior to the first flight segment he is scheduled to fly.
  2. When the last scheduled flight segment of a pairing is a deadhead, a pilot will, upon request, be released from duty prior to the deadhead provided Crew Scheduling does not have a specific assignment for the pilot following the deadhead.
  3. **A pilot who contacts the Company in accordance with paragraphs 1. or 2., above, will be credited and paid for the scheduled deadhead flight assignment.**
  4. When the Company cancels a pilot's scheduled deadhead in conjunction with a flight assignment, he will be credited and paid for the deadhead in accordance with Section 3.E.



**Section 9 - Transfer to Management or Administrative Non-Flying Duty**

**Table of Contents**

A. Classification of Management and Administrative Non-Flying Pilots ..... 9-3

B. Line Flying ..... 9-3

C. Seniority Rights ..... 9-4

D. “Double Bid” System ..... 9-4

E. Return to Line Flying ..... 9-5



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### **A. Classification of Management and Administrative Non-Flying Pilots**

1. With the consent of the pilot, the Company may transfer a pilot to a management or administrative non-flying position.
2. A management pilot is an employee of the Company who is on the seniority list, is assigned to perform management or supervisory duties, and who holds a permanent position in accordance with Section 23.
3. An administrative non-flying pilot, including a pilot holding the position of Instructor Pilot is an employee of the Company who is on the seniority list, is assigned to perform administrative or training duties, and who holds a permanent position in accordance with Section 23.
4. The Company will provide the MEC with a list of all management and administrative non-flying pilots at the time the seniority list is published.

### **B. Line Flying**

1. Except as otherwise provided in this Agreement, a management pilot or an administrative non-flying pilot will not bid for or be awarded a regular line of flying or a reserve line.
2. In accordance with this Section, a management or an administrative non-flying pilot may fly a pairing for the purpose of:
  - a. Establishing initial qualification; or,
  - b. Maintaining annual qualification; or,
  - c. Maintaining personal proficiency.
3. In accordance with this Section, a management or an administrative non-flying pilot may fly a pairing:
  - a. That is unassigned by the Preferential Bidding System (PBS) at the end of a bid run; or,
  - b. If a pilot scheduled to fly that pairing becomes unavailable after 1200 hours on the date prior to departure; or,
  - c. That is dropped by a lineholder or reserve pilot assigned to that pairing; or,
  - d. By displacing a lineholder or reserve pilot assigned to that pairing.
4. Except as provided in Section 24, when a regular or reserve lineholder is displaced from his scheduled flight assignment or portion thereof by a management or administrative non-flying pilot, the displaced pilot will be released from all duty for the duration of the assignment from which he was displaced. A pilot displaced under this paragraph will be credited and paid for the assignment from which he was displaced in accordance with Section 3.

5. A management or administrative non-flying pilot may fly in revenue service in the position of Captain provided his seniority as a pilot would entitle him to hold that Captain position and his revenue flying is limited to a maximum of sixty (60) hours per quarter. Chief Pilots, Program Managers, Instructor Pilots, and pilots holding similar management or administrative non-flying pilot positions are exempt from this provision provided they hold a Captain position.

### **C. Seniority Rights**

1. A pilot transferred to a management or administrative non-flying pilot position will retain and continue to accrue seniority and longevity, provided that such pilot holds the airman certificates that he held at the time of transfer.
2. An individual initially employed by the Company in a management or administrative position will not be placed on the seniority list unless the individual is subsequently employed as a pilot, meets the minimum qualifications to be hired as a pilot and completes all required training, including IOE. Such individual, if hired as a pilot, will receive the lowest seniority number among other pilots hired on the same date.

### **D. "Double Bid" System**

1. The "Double Bid" System will apply to management and administrative non-flying pilots, i.e., a pilot in a management or administrative non-flying position will have the opportunity to bid and be awarded a vacancy in accordance with his seniority. A management or administrative non-flying pilot who is "double bid" will occupy a category only for administrative or pay purposes, as applicable, until the management or administrative non-flying pilot returns to line flying to fill that category, successfully bids out of that category on a future vacancy or is displaced from that category.
2. A management or administrative non-flying pilot will bid in accordance with Section 23 for the purpose of being awarded a "double bid" vacancy. The vacancy will also be awarded to the next junior pilot (or senior pilot in the case of a displacement) who is eligible to bid and be awarded the vacancy in accordance with Section 23.
3. If a pilot is in a freeze when he is transferred to a management or administrative non-flying position, he will continue to retire the freeze while in the position. If that pilot returns to the line prior to the expiration date of the freeze, he will return to his original category or to the category he was awarded as a result of a displacement. If that pilot returns to the line after the expiration date of the freeze, he will return to his original category or to his most recently awarded category if different from his original category.
4. If a pilot is not in a freeze when he is transferred to a management or administrative non-flying position, a freeze will not be incurred solely as a result of the transfer.



## Pilot Agreement



5. A management or administrative non-flying pilot who has been awarded a “double bid” vacancy will be subject to the applicable freeze set forth in Section 23.O. unless the award is the result of his displacement. The freeze will begin and end at the time specified in Section 23.O. for the next junior pilot awarded the same vacancy.
6. If, at the Company’s request, a management or administrative non-flying pilot is trained for a position other than that for which he “double bid”, he will not incur a freeze solely as a result of this training. However, should the pilot be awarded a vacancy in a position for which he was trained while in the management or administrative non-flying position, the applicable freeze will begin and end at the time specified in Section 23.O. for the next junior pilot awarded the same vacancy.

### **E. Return to Line Flying**

Except as provided for in Section 10, when a management or administrative non-flying pilot is released by the Company to return to line flying or desires to return to line flying, the return must be coordinated with the Company. The Company will not prohibit the pilot from returning to line flying in a timely manner. The pilot will return to his “double bid” category and will not displace another pilot from the category.



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## Section 10 - Instructor Pilots

### Table of Contents

A. Full Time Instructor Pilots .....	10-3
B. Part Time Instructor Pilots .....	10-9
C. Instructor Pilot Review Board .....	10-11
D. Retired Company Pilots .....	10-12



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### A. Full Time Instructor Pilots

1. Full Time Instructor Pilots include the positions of Full Time Ground Instructors who are pilots on the seniority list, Full Time Flight Instructors and Full Time Simulator Instructors. Full Time Ground Instructors who are not on the seniority list are not covered by this Agreement.
2. Selection
  - a. In accordance with its needs, the Company will retain a professional training cadre selected in accordance with the requirements of the FAA, the Company and this Section.
  - b. Information regarding the availability of assignments in the Training Department will be posted periodically in the crew lounges. A pilot may express an interest in filling such assignments.
  - c. Full Time Instructor Pilots may be selected by the Company at its discretion from either within or outside the seniority list. A Full Time Flight Instructor or Full Time Simulator Instructor who is not selected from the seniority list will be placed on the seniority list according to his date of hire.
3. Scheduling
  - a. Training Scheduling will normally post Full Time Instructor Pilot schedules for the ensuing month no later than the fifteenth (15<sup>th</sup>) of the current month.
  - b. If the Full Time Instructor Pilot schedule is changed by the Company, a revised complete schedule will be published by Training Scheduling with a revision and notification date on said schedule. The revised schedule will be delivered to the individual Full Time Instructor Pilot's training mailbox or, if the Full Time Instructor Pilot is out of domicile, the revised schedule will be faxed to the hotel or training location of the Full Time Instructor Pilot. Upon receipt of the revised schedule, the Full Time Instructor Pilot will call Training Scheduling to confirm receipt of the revised schedule.
  - c. Daily schedule changes will normally be completed and voice mailed to the affected Full Time Instructor Pilot by 1600 hours local time each day. When possible, Full Time Instructor Pilots will check their voice mail by 1700 hours. Full Time Instructor Pilots will check their voice mail on each duty day on their monthly schedule as well as on the last day off prior to returning to duty.
  - d. Each Full Time Instructor Pilot will be issued a pager and is responsible for maintaining the pager in fully operational condition during normal business hours and at any time the Full Time Instructor Pilot is conducting training.
  - e. Training Scheduling will make a reasonable effort to distribute out of domicile training assignments evenly.
  - f. Training Scheduling will make a reasonable effort to make Full Time Instructor Pilot assignments in accordance with written scheduling requests.

- g. Full Time Instructor Pilots may be scheduled for one or more “available” days. An available day is a day when the Full Time Instructor Pilot can be utilized on four (4) hours notice and will not be counted as a minimum day off. Training Scheduling will make a reasonable effort to distribute “available” days evenly.
- h. A reasonable effort will be made to minimize changes to a Full Time Instructor Pilot’s schedule. When changes are made, a reasonable effort will be made to notify the Full Time Instructor Pilot at least seventy-two (72) hours before the first affected date.
- i. Requests for Full Time Instructor Pilot trades must be submitted in writing to the Training Supervisor. If approved, the trade will be recorded on the monthly training schedule for both affected Full Time Instructor Pilots.

#### 4. Line Flying

- a. A Full Time Instructor Pilot’s schedule will provide adequate time on the line to ensure proficiency and prevent a lapse of currency.
- b. A Full Time Instructor Pilot will normally be scheduled for at least three (3) “fly days” per month or thirty (30) hours of revenue flying per calendar quarter.
- c. Revenue flying performed by Full Time Instructor Pilots will be flown in accordance with Section 9.B.
- d. A Full Time Instructor Pilot who is rescheduled to perform training on a day on which he is scheduled for a pairing will be required to drop such pairing.
- e. A Full Time Instructor Pilot who performs revenue flying as a Captain must be qualified and current as a Captain in type and be eligible to hold a position as Captain.

#### 5. Hours of Service

- a. A Full Time Instructor Pilot will be relieved from all duty assignments for one (1) day during any seven (7) consecutive days.
- b. Days Off
  - (1) A Full Time Instructor Pilot will be scheduled for a minimum of eleven (11) days off in each bid period and twelve (12) days off in any thirty-one (31) day bid period. If it becomes operationally necessary to reduce a Full Time Instructor Pilot's days off below the minimum, the Full Time Instructor Pilot will be notified of the change as soon as possible. A Full Time Instructor Pilot will not have his days off reduced by more than two (2) days per bid period. Days off below the minimum that are rescheduled by the Company as duty days will be replaced within ninety (90) days.
  - (2) A Full Time Instructor Pilot will normally be scheduled for no less than two (2) consecutive days off at a time unless such scheduling would preclude compliance with Section 11.A.6.
  - (3) At least eight (8) days of a Full Time Instructor Pilot’s scheduled minimum days off will be in domicile. The Full Time Instructor Pilot may waive this requirement. Training that takes place overseas, e.g., Berlin, is exempt from this requirement.



- (4) Immediately following an assignment to conduct training out of domicile of at least seven (7) days, a Full Time Instructor Pilot will be granted a minimum of two (2) consecutive days off in domicile.
- c. Rest Periods
- (1) A Full Time Instructor Pilot conducting recurrent training will be provided a rest period of at least ten (10) hours prior to and between ground school sessions and at least eleven (11) hours between ground school and simulator training.
  - (2) A Full Time Instructor Pilot conducting initial, transition or upgrade training will be provided a rest period of at least twelve (12) hours between ground school, simulator, and flight training sessions.
- d. Duty Days
- (1) A Full Time Instructor Pilot conducting ground school will normally be scheduled for no more than eight (8) classroom hours per day, exclusive of breaks. If the training curriculum requires an extra day of less than four (4) hours, that time may be prorated over the period of the ground school.
  - (2) Except for IOE and line checks, a Full Time Instructor Pilot will not be required to remain on duty for more than fourteen (14) consecutive hours. Duty related to travel to or from training that takes place overseas, e.g., Berlin, is exempt from this requirement.
  - (3) Duty time limitations for IOE and line checks will be governed by Section 12 and Section 24.
- e. Assignments
- (1) A Full Time Instructor Pilot will not be scheduled to conduct flight training with more than two (2) pilots in the same aircraft at the same time. However, a third pilot may be scheduled for flight training in the same aircraft at the same time with the concurrence of all three (3) pilots or when the third pilot has been unable to complete the latter portion of his flight training as previously scheduled.
  - (2) Except for IOE and line checks, a Full Time Instructor Pilot will not be assigned to revenue flying and simulator, ground school, or aircraft training in the same duty period.
  - (3) A Full Time Instructor Pilot will not be assigned to conduct more than two (2) simulator check rides in the same duty period.
- f. Holidays
- (1) Except for IOE, line checks or contract training, a Full Time Instructor Pilot will not be scheduled for duty on Thanksgiving, Christmas or New Year's Day. Training will not be scheduled to end later than 1300 on Thanksgiving Eve, Christmas Eve or New Year's Eve or to begin prior to 0500 the day after Thanksgiving, Christmas or New Year's Day.

- (2) Training that takes place overseas, e.g., Berlin, is exempt from these requirements. The Company will use its best efforts not to conduct training that takes place overseas on these holidays.

## 6. Compensation

The monthly compensation of a Full Time Instructor Pilot will be based on a premium determined by the Company which will be paid in addition to applicable negotiated pilot rates of pay times no less than eighty-three (83) hours. The Company will provide a copy of the Full Time Instructor Pilot Compensation Plan to the Association and will notify the Association in advance of any change in the plan.

## 7. Expenses

- a. A Full Time Instructor Pilot will be paid expenses and provided lodging in accordance with Section 5.
- b. In case of special circumstances or extended periods of training away from domicile, the Company may authorize reasonable and necessary expenses and transportation in excess of that set forth in Section 5.
- c. Full Time Instructor Pilots will coordinate their travel and lodging with Training Scheduling.

## 8. Vacation

### a. Vacation Accrual

- (1) A Full Time Instructor Pilot will accrue vacation in accordance with Section 7.
- (2) A Full Time Instructor Pilot's accrued vacation will be "converted" in order that each of his accrued seven (7) days, or a portion thereof, of vacation will be equal to five (5) days, or a portion thereof, as follows:

<u>Pilot Accrual</u>	<u>Full Time Instructor Pilot Accrual</u>
28 Days	20 Days
21 Days	<b>15 Days</b>
14 Days	<b>10 Days</b>
7 Days	5 days
6 Days	4.3 Days
5 Days	3.6 Days
4 Days	2.9 Days
3 Days	2.1 Days
2 Days	1.4 Days
1 Day	.7 days



- (3) A Full Time Instructor Pilot's up-to-date vacation accrual will be posted on a monthly basis.

b. Annual Vacation Bid

- (1) Within the category in which he is currently providing instruction, a Full Time Instructor Pilot will bid for and be awarded annual vacation with Full Time Instructor Pilots covered by this Agreement, i.e., those on the seniority list. Bids will be awarded on the basis of Company seniority.
- (2) The Company will post a vacation schedule by October 1 of each calendar year for the following calendar year. The Company will provide enough vacation periods to allow each Full Time Instructor Pilot to take accrued vacation. The vacation periods provided will be by training category.
- (3) A Full Time Instructor Pilot must have at least twelve (12) months of continuous service with the Company to be eligible for vacation. A Full Time Instructor Pilot with less than twelve (12) months of continuous service who is projected to accrue one (1) week of vacation by December 31 of that year will bid a vacation period for the following year.
- (4) The Company will, as part of the bid, make each calendar week available and specify the maximum number of Full Time Instructor Pilots, by training category that may be on vacation simultaneously. At least one (1) vacation period will be made available for each calendar week of the year for each training category.
- (5) The Full Time Instructor Pilot vacation bid will close not later than November 1 and will be awarded and posted not later than November 15.
- (6) A Full Time Instructor Pilot who does not bid for any or all weeks of his accrued vacation will be assigned available vacation periods up to the number of periods to which the Full Time Instructor Pilot has accrued.

c. Monthly Vacation

- (1) The Company will, on a monthly basis, post additional available vacation periods that may become available for the remainder of the year.
- (2) After the annual vacation bid and award, a Full Time Instructor Pilot may request available vacation periods.
- (3) A Full Time Instructor Pilot who wishes to alter his vacation preference after November 15<sup>th</sup> may do so upon written notice (Vacation Change Form) to the Company. This notice must be received prior to the first (1<sup>st</sup>) day of the bid period preceding the scheduled bid period in which he desires to add or remove a vacation period.

d. Vacation Conflicts and Postponement

- (1) In a month in which a Full Time Instructor Pilot has both scheduled vacation and a conflicting training assignment, the Company will attempt to resolve the conflict to allow the Full Time Instructor Pilot to take his vacation as scheduled. If such a resolution cannot be accomplished, the Company may postpone such vacation in order to accommodate training.
- (2) Should postponement of vacation become necessary, the Company will reimburse the Full Time Instructor Pilot for deposits that the Full Time Instructor Pilot has made in reliance on his established vacation schedule upon presentation of documentation of such deposits. In order for a Full Time Instructor Pilot to be entitled to such reimbursement, he must notify the Company at the time the vacation is postponed. The Full Time Instructor Pilot must use his best efforts to recover any such deposits and if unsuccessful, the Company will be entitled to attempt to recover the deposit.

9. Filling of Full Time Instructor Pilot Vacancies and Return to Line Flying

- a. If a Full Time Instructor Pilot receives an award to a new permanent position for which he requires training, the Company may postpone such training consistent with the needs of the Training Department. Pay for the pilot's new position will be implemented in accordance with Section 23.M.
- b. When, in its discretion, the Company determines that a Full Time Instructor Pilot will no longer be retained as a Full Time Instructor Pilot, it will communicate that decision to the Full Time Instructor Pilot in writing.
- c. A Full Time Instructor Pilot who is on the seniority list may return to line flying provided he gives the Company reasonable and adequate written notice to allow the Company the time necessary to replace the Full Time Instructor Pilot. The Company recognizes the right of the Full Time Instructor Pilot to return to line flying provided he has not been discharged for just cause. The Company will use its best efforts to return the Full Time Instructor Pilot to line flying as soon as possible. However, in no case will the Full Time Instructor Pilot's return to line flying exceed ninety (90) days from the date of the written notice, which time may be waived by the Full Time Instructor Pilot. Such pilot will return to his permanent position in accordance with Section 9.E.



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## B. Part Time Instructor Pilots

1. Part Time Instructor Pilots include the positions of Part Time Ground Instructors who are pilots on the seniority list, Part Time Flight Instructors and Part Time Simulator Instructors. Except as provided in paragraph D.1., below, Part Time Ground Instructors who are pilots on the seniority list, Part Time Flight Instructors and Part Time Simulator Instructors will be covered by this Agreement. Part Time Ground Instructors who are not on the seniority list are not covered by this Agreement.
2. A Part Time Instructor Pilot covered by the Agreement will be included on the Bid Eligibility List in accordance with his current category pursuant to Section 23. He will be eligible to bid and be awarded a schedule in accordance with his seniority.
3. Selection
  - a. In accordance with its needs, the Company will retain a professional training cadre selected in accordance with the requirements of the FAA, the Company and this Section.
  - b. Information regarding the availability of Part Time Instructor Pilot assignments in the Training Department will be posted periodically in the crew lounges. A pilot may express an interest in filling such assignments.
  - c. Part Time Instructor Pilots may be selected by the Company at its discretion.
4. Scheduling
  - a. Prior to the bidding of schedules for a bid period, Training Scheduling will advise a Part Time Instructor Pilot that he will be removed from line flying for a designated period. If the Part Time Instructor Pilot is removed from line flying for less than a full bid period, the designated period that he is removed from line flying will be in one (1) but not more than two (2) seven (7) continuous day increments. He will not be required to bid a schedule of line flying for the portion of the bid period that he is assigned to the Training Department as a Part Time Instructor Pilot.
  - b. If Training Scheduling does not advise the Part Time Instructor Pilot that he will be removed from line flying for any or all of the bid period in advance of the bidding of schedules for that bid period, the Part Time Instructor Pilot may be removed from line flying as needed. He will be credited in accordance with paragraph B.7., below.
  - c. If the Company removes a Part Time Instructor Pilot from line flying in accordance with paragraph B.4.a., above, and later notifies him that he is no longer required for the assignment, he will be removed from the assignment as a Part Time Instructor Pilot. He will not be assigned to reserve for that portion of his schedule from which he was removed unless he would have been awarded or assigned a reserve line, in accordance with Section 24, had he not been removed from line flying in accordance with paragraph B.4.a., above. He will be credited in accordance with paragraph B.7., below.
  - d. The scheduling rules in paragraph A.3.b. through paragraph A.3.i., above, will also apply to Part Time Instructor Pilots.

5. The rules governing line flying in paragraphs A.4.a., b., and d., above, will also apply to a Part Time Instructor Pilot while he is acting in that capacity. A Part Time Instructor Pilot will only perform line flying in his current category pursuant to Section 23.
6. The rules governing hours of service in paragraphs A.5.a. and A.5.c. through A.5.f., above, will also apply to a Part Time Instructor Pilot while he is acting in that capacity.
7. Compensation
  - a. If a Part Time Instructor Pilot is removed from line flying and assigned to the Training Department for a full bid period, he will be credited and paid one hundred (100) hours at his applicable pay rate.
  - b. If a Part Time Instructor Pilot is removed from line flying and assigned to the Training Department for less than a full bid period in accordance with paragraph B.4.a., above, he will be credited and paid thirty (30) hours for each seven (7) day block he is assigned to the Training Department at his applicable pay rate.
  - c. If a Part Time Instructor Pilot is removed from line flying and assigned to the Training Department for less than a full bid period in accordance with paragraph B.4.b., above, for each day he is assigned to the Training Department, he will be credited and paid at his applicable pay rate, the greater of:
    - (1) Five (5) hours for each day, or;
    - (2) The daily value of the line pairing dropped from his schedule.
  - d. Credit and pay provided for in paragraphs B.7.b. and c., above, will be in addition to any line flying that the pilot is awarded or assigned during the time he is not assigned to the Training Department.
  - e. A Part Time Instructor Pilot who performs IOE or a Line Check will be credited and paid a 25% override for all hours flown while performing in that capacity. The override will be paid in addition to the greater of the scheduled or actual credit value of any pairings he is awarded or assigned during that bid period.
  - f. A Part Time Instructor Pilot who is scheduled to perform IOE or a Line Check and who is displaced in accordance with Section 24.N. will be credited and paid in accordance with Section 3.
  - g. A Part Time Instructor Pilot who is junior manned in accordance with Section 24.H.5 will be credited and paid in accordance with Section 3.K.1.c.
8. The rules governing expenses in paragraph A.7., above, will also apply to a Part Time Instructor Pilot while he is acting in that capacity.
9. A Part Time Instructor Pilot will accrue, bid for, and be awarded or assigned vacation in accordance with Section 7.
10. A Part Time Instructor's minimum days off provide for in paragraph A.5.b.(1), above, will be reduced by one (1) day for each seven (7) day period he works as a Part Time Instructor.



11. A Part Time Instructor Pilot’s credit will be in accordance with the following table:

**Regular Lineholder**

Assigned Training	Min Line Value		Virtual Credit	=	PBS To Min Line	+	Training Credit	=	Total Pay Credit
7 Days	82	-	25	=	57	+	30	=	87
14 Days	82	-	50	=	32	+	60	=	92
7 Days	85	-	25	=	60	+	30	=	90
14 Days	85	-	50	=	35	+	60	=	95
7 Days	88	-	25	=	63	+	30	=	93
14 Days	88	-	50	=	38	+	60	=	98
7 Days	90	-	25	=	65	+	30	=	95
14 Days	90	-	50	=	40	+	60	=	100

**Reserve Lineholder**

Assigned Training	Training Credit		Prorated Min Guarantee	=	Total Pay Credit
7 Days	30	+	55.05	=	85.05
14 Days	60	+	36.70	=	96.70

**C. Instructor Pilot Review Board**

1. The Instructor Pilot Review Board (IPRB) will be established by the Company and the Association and will be comprised of the Director of Training, the Manager of Flight Standards, the Director of Flight Administration or their respective designees, and two (2) pilots selected by the MEC Chairman.
2. The purpose of the IPRB is to review and evaluate the performance of Instructor Pilots. Three (3) IPRB members, consisting of two (2) Company representatives and one (1) Association representative, will constitute a quorum. All recommendations of the IPRB will require a unanimous vote of the quorum. If a unanimous vote is not reached, any decision regarding the Instructor Pilot’s performance will be at the discretion of the Company.

3. The IPRB will review and evaluate an Instructor Pilot's performance when requested by the MEC Chairman, the Director of Training, the Manager of Flight Standards or the Director of Flight Administration.
4. An Instructor Pilot may request Association representation during IPRB proceedings. The request will be granted provided such representation does not cause undue delay in the proceedings.
5. The IPRB will consider only information directly related to the Instructor Pilot's performance.
6. The IPRB will have access to all records pertaining to an Instructor Pilot's performance and may call or question any individual who may have information relevant to the Instructor Pilot's performance.
7. The IPRB has the authority to recommend:
  - a. additional training for the Instructor Pilot,
  - b. return of the Instructor Pilot to line flying,
  - c. reassignment of the pilot to another Instructor Pilot, or
  - d. other appropriate action the IPRB deems necessary.
8. Prior to making a recommendation for the return of the Instructor Pilot to line flying, the IPRB will provide an opportunity for participation in its proceedings by the Instructor Pilot, an Association representative, appropriate other Instructor Pilots, and any other individual the IPRB deems necessary.
9. The IPRB will issue a written report of its recommendations. Copies will be made available to the Vice President of Flight Operations, the MEC Chairman, and the affected Instructor Pilot.

#### **D. Retired Company Pilots**

1. Nothing in this Agreement is intended to prevent the Company from filling Ground Instructor and Simulator Instructor positions with individuals who were pilots with the Company at the time of their retirement.
2. If the Company determines, in its discretion, that the qualifications of an individual who was a pilot with the Company at the time of his retirement and those of another applicant for a Ground Instructor position are comparable, the Company will give preferential consideration in hiring to the individual who was a pilot with the Company at the time of his retirement.
3. Such individuals, if hired, are not subject to the terms of this Agreement.



**Section 11 - Training**

**Table of Contents**

A. General..... 11-3

B. Assignment To and Release From Training..... 11-6

C. Notice of Training ..... 11-6

D. Training Schedules..... 11-7

E. Travel To and From Training Away From Domicile..... 11-8

F. Scheduling of Training, Rest Periods and Days Off ..... 11-9

G. Recurrent Training and Line Checks ..... 11-11

H. Initial, Transition and Upgrade Training ..... 11-13

I. Requalification and Recency of Experience Training..... 11-15

J. Training Review Board..... 11-15



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### A. General

1. The Company will prepare a training curriculum for each aircraft type which will be uniform, definitively outlined, conformed to FAA guidelines, designed to promote positive motivation, and administered to provide adequate training. The curriculum will include all phases of training, including criteria used during performance evaluations and hours scheduled in ground school, simulator, and flight training. The curricula will be made available for review by all pilots.
2. Upon request, the Company will meet with the MEC Training Committee to review all training programs, including SVTP, AQP, CRM and syllabi for ground school, simulator and flight training.
  - a. Historical data will be reviewed to determine the continued viability of the training syllabi. All relevant data used in training programs will be made available to the MEC Training Committee.
  - b. Any changes in training programs will be brought to the attention of the MEC Training Committee prior to their implementation. Any training program not currently in use must be discussed and reviewed with the Committee prior to implementation.
  - c. The Company will consider a recommendation of the MEC Training Committee regarding the content of, or proposed changes to, training programs. If the Company rejects a recommendation, it will meet with the MEC Training Committee and discuss the reasons for the rejection within thirty (30) days of a recommendation.
3. Training programs will emphasize “training to proficiency”.
4. Ground school, simulator and flight training, training facilities, training aids, written training materials and equipment utilized for any required training will be provided at no cost to the pilot.
5. A pilot will have access to his training records during normal business hours. Upon reasonable request, a pilot will be furnished a copy of the records. A pilot may file a written objection to any portion of his training file. The objection will be placed in the pilot’s personnel file and become part of his permanent record.
6. With the exception of ground school, the Company will use its best efforts to allow a pilot to retain the same instructor throughout each segment of training. With the exception of ground school, if a pilot has a valid reason, he may request and be granted a change of instructor or check airman. Such request will not be unreasonably denied. A pilot who does not successfully complete a qualification check will, upon request, be granted a different check airman.
7. A pilot will not be subjected to training or a performance evaluation for punitive purposes.
8. Videotapes of a pilot’s performance in simulator or aircraft training will be shown to the pilot upon completion of the pilot’s training session and then erased in the pilot’s presence. If erasure is not possible, the tape will be destroyed.

9. **Prior to implementing any home based training the Company will meet and concur with the MEC Training Committee on each subject matter to be presented within the course of study, consistent with paragraph A.2., above.**
  - a. **All subject matter utilized in home study will be jointly approved, including but not limited to, the length of time to complete the assignment.**
  - b. **The Company will ensure an agreed methodology to present such course material, including but not limited to, CD ROMs, hard copy (paper) manuals and computer and internet access.**
  - c. **The Company will ensure a methodology whereby all pilots can partake in such home study prior to implementing such program.**
  - d. **For the purposes of implementing the home study process, the Company may begin the implementation within a small category, but will broaden to all categories prior to any pilot repeating the course.**
  - e. **All pilots who are trained by means of home study material will be credited and paid in accordance with Section 3.F.1.a. and b.**

### **EXAMPLES**

**Three (3) hours of replaced ground training will require two (2) hours of pay and credit regardless of actual time required to complete the home study training module.**

**Six (6) hours of replaced ground training will require four (4) hours of pay and credit regardless of actual time required to complete the home study training module.**

- f. **All credit and pay will be above any other credit or pay a pilot may have that bid period. In addition, the pilot will not receive any “virtual credit” specified in Section 24.E.1.b.(5) for the home study module during the line construction process.**
10. **No more than two (2) pilots will be scheduled for flight training in the same aircraft at the same time. However, a third pilot may be scheduled for flight training in the same aircraft at the same time with the concurrence of all three (3) pilots or when the third pilot has been unable to complete the latter portion of his flight training as previously scheduled.**
  11. **The training curricula described in paragraph A.1., above, provided by or for the Company, will be taught by the following personnel:**
    - a. **Ground instruction will be conducted by individuals designated by the Company who are qualified to provide such instruction.**
    - b. **Simulator training will be conducted by pilots on the seniority list or pilots who were on the seniority list at the time of their retirement, each of whom is qualified to provide such instruction.**
    - c. **Flight training will be conducted by pilots on the seniority list who are qualified to provide such instruction.**



- d. When the Company acquires a new aircraft type and there is insufficient time for the Company to train and qualify instructors as set forth in paragraphs 11.a., b., and c., above, prior to the revenue flying of that aircraft type, the Company may contract with other instructors who are qualified to provide such instruction. The Company will train and qualify its own instructors as soon as is practical.
12. To the extent practical, the Company will continue to use full motion flight simulators, specific to the aircraft type, to train on normal, abnormal, and emergency procedures. The Company and the Association will meet and confer prior to the use of aircraft in flight for abnormal and emergency procedures training.
  13. Performance evaluations will be based on criteria contained in the Company's FAA approved training programs. The grading system used will be in accordance with the Company's FAA approved training curriculum and will reflect whether:
    - a. the pilot has met the qualifications;
    - b. the pilot has not met the qualifications; or,
    - c. the evaluation is incomplete.
  14. Unless required by the FAA, a pilot will not be evaluated or required to demonstrate proficiency in simultaneous multiple emergencies in unrelated aircraft systems.
  15. Unless required by the FAA, a pilot, other than an instructor, will not be required to perform dangerous maneuvers in an aircraft, such as the pilot's demonstration of his ability to control the aircraft with one engine reduced to zero thrust passing through  $V_1$  speed, when such maneuvers can be adequately performed in a simulator.
  16. Unless required by the FAA, simulators will not be programmed for unrecoverable or experimental maneuvers during performance evaluations. Such maneuvers may be used only for demonstration purposes at times other than during performance evaluations.
  17. Except as otherwise provided in this Agreement, only pilots on the seniority list, qualified in the applicable position, may serve as a non-flying pilot (NFP) during a training event.
    - a. A pilot assigned to initial, transition or upgrade training may serve as a NFP for another pilot who has been assigned to the same training.
    - b. An instructor will not serve as a NFP in a simulator while performing the duties of an instructor.
    - c. A check airman will not serve as a NFP in a simulator while performing the duties of a check airman.
    - d. An instructor or a check airman will not be scheduled to serve as a NFP during a performance evaluation unless another pilot is unavailable to serve as a NFP.
    - e. When the Company acquires a new aircraft type and there are insufficient pilots available to serve as NFPs, prior to the revenue flying of that aircraft type, the Company may use instructors who are qualified to provide such duty. The Company will train and qualify pilots as soon as practical.

## **B. Assignment To and Release From Training**

1. A pilot will be considered assigned to training when he reports to training, or begins travel from his domicile for the first day of training.
2. A pilot will not be released from training prior to becoming qualified in the position in which he is being trained, except as a result of:
  - a. voluntary withdrawal from training; or,
  - b. a recommendation of the Training Review Board (TRB); or,
  - c. the cancellation of that pilot's training.

## **C. Notice of Training**

1. Initial, Transition and Upgrade Training
  - a. The Company will provide a pilot at least forty-five (45) days written notice of the actual scheduled training start date required for an awarded or assigned position. Such notice will include the location, the actual scheduled training start date, the projected training end date and the pilot's point of contact while in each segment of training. A notice of rescheduled training will be provided as soon as practical.
  - b. The Company will provide a pilot with the ground school portion of his training schedule at least seven (7) days prior to the start of ground training. This schedule will also include any applicable travel information.
2. Recurrent Training
  - a. The Company will provide notice in the applicable bid package that a pilot's recurrent performance evaluation is due. The Company will provide a pilot with at least seven (7) days written notice of his scheduled recurrent performance evaluation that will include the location, date, and start time of the recurrent performance evaluation. This schedule will also include any applicable travel information.
    - (1) The Company will provide a pilot with at least twenty-four (24) hours notice of a performance evaluation rescheduled for reasons beyond the control of the pilot. **This notification will apply to all required requalification events including ground, simulator or aircraft training.**
    - (2) The Company will provide a pilot with at least twenty-four (24) hours notice of a performance evaluation rescheduled as a result of the pilot not successfully completing his original performance evaluation.
      - (a) A subsequent simulator event will not be scheduled to begin within seventy-two (72) hours of the unsuccessful performance evaluation.



- (b) The rescheduled performance evaluation will be scheduled to begin within fourteen (14) days following the unsuccessful performance evaluation unless to do so would unduly disrupt the training schedules of other pilots. In no case will the rescheduled performance evaluation be scheduled to begin later than twenty-one (21) days following the unsuccessful performance evaluation.
  - (3) Unless otherwise mutually agreed to by the pilot and the Company, a performance evaluation that is rescheduled for reasons beyond the control of the pilot will not be scheduled to occur on a vacation day, a day the pilot is scheduled on an approved leave of absence, or prior to the next day such pilot is scheduled for duty as part of his awarded or assigned line of flying.**
    - (a) A performance evaluation rescheduled to occur on a pilot's day off will be coordinated between the pilot, his Chief Pilot and Training Scheduling.
    - (b) The intent of this paragraph is not to delay requalification but to honor a pilot's awarded schedule consisting of awarded days off, vacation, approved leaves of absence, etc., following the originally scheduled performance evaluation.
  - (4) A pilot who has his performance evaluation rescheduled in accordance with paragraph C.2.a.(1) will be pay protected for any pairing he is required to be removed from because of the loss of qualification.**
    - (a) When the pilot completes qualification, he will be returned to any portion of his schedule that has not been awarded or assigned to a regular lineholder or a reserve lineholder on a day off.
    - (b) A pilot who is not returned to his schedule consistent with paragraph C.2.a.(4)(a), above, will be subject to reassignment in accordance with Section 24.N.4.
- b. A pilot may waive any of the above notices with the concurrence of the Director of Training or his designee.

## D. Training Schedules

1. Available recurrent training schedules, with a list of pilots requiring such training, will be published in the applicable bid package for that bid period. A pilot requiring recurrent training may bid and will be awarded available training periods in accordance with his seniority. A training period may be rescheduled for reasons beyond the control of the Company subject to the following provisions:
  - a. If the rescheduled training conflicts with an assignment, the pilot will be rescheduled in accordance with the displacement provisions of Section 24. The Company will use its best efforts to return the pilot to the remainder of the trip from which he was removed for the rescheduled training.

- b. If the rescheduled training conflicts with scheduled day(s) off, with the pilot's concurrence, his training may be rescheduled to occur on those day(s) off and his originally scheduled training period will become day(s) off.
  - c. A pilot will not suffer a loss in pay, nor will he be entitled to premium pay as a result of having a training period rescheduled.
2. A pilot in initial, transition or upgrade training will be assigned the ground training schedule associated with his award or assignment. During the first week of ground training, a pilot will bid and be awarded an available flight training device (FTD) and simulator schedule in accordance with his seniority.
3. When IOE is required, pilots who have successfully completed their prerequisite training will, on the day the Company assigns IOE, be assigned that IOE in order of seniority within a category selected by the Company. By-pass pay in accordance with Section 23 will apply. If no category is selected, IOE for such pilots will be assigned in order of seniority within the aircraft type.
4. A pilot who fails to bid for a training schedule will be assigned to an available schedule.

## **E. Travel To and From Training Away From Domicile**

1. On-line travel to a training event away from a pilot's domicile will be "positive space must ride". If travel is off-line, "positive space must ride", will be provided only on flights designated by the Company.
2. Travel from a training event to a pilot's domicile will be administered as follows:
  - a. If a pilot has a rest period scheduled to end prior to 0600 following the pilot's last day of training, the Company may schedule the pilot for on-line travel to the pilot's domicile within four (4) hours after the end of the rest period. If no on-line flight is scheduled to depart within the above stated times, travel will be "positive space must ride" on the first available off-line flight.
  - b. If a pilot has a rest period scheduled to end on or after 0601 following the pilot's last day of training, the Company may schedule the pilot for on-line travel to the pilot's domicile within three (3) hours after the end of the rest period. If no on-line flight is scheduled to depart within the above stated times, travel will be "positive space must ride" on the first available off-line flight.
  - c. When a pilot is required to travel from training on the first scheduled on-line flight, travel will be "positive space". Such pilot will not bump a revenue passenger. If that flight is full, travel will be "positive space must ride" on the next scheduled on-line flight. If the next available flight is an off-line flight, travel will be "positive space must ride" on that flight.



- d. If a pilot requests a reduced rate travel voucher (ID-90) for off-line travel for a flight scheduled to depart earlier than an on-line flight, the Company will supply such voucher provided the pilot requests the voucher from Training Scheduling at least 24 hours prior to the scheduled departure of the flight. If the voucher is requested less than 24 hours prior to the scheduled departure of the flight, the Company will use its best effort to supply the voucher in a timely fashion.
3. A pilot may be required to occupy the jumpseat for on-line travel to or from a training event. If the pilot is bumped from the jumpseat, travel will be “positive space must ride” on the next scheduled on-line flight. If the next available flight is an off-line flight, travel will be “positive space must ride” on that flight.

## F. Scheduling of Training, Rest Periods and Days Off

### 1. Scheduling of Training

- a. Ground school will be scheduled for no more than eight (8) classroom hours per day, exclusive of breaks. If the training curriculum requires an extra day of less than four (4) hours, that time may be prorated over the period of the ground school.
- b. The Company will use its best efforts not to schedule training between 0100 and 0500. However, rescheduled training may take place between 0100 and 0500 with the consent of the pilot(s) involved. If the Company subcontracts its training resources to other parties, pilots will not be scheduled for training between 0100 and 0500 in order to accommodate subcontracted training.
- c. A performance evaluation in a simulator will not occur between the hours of 0100 and 0759, except that a performance evaluation may end as late as 0200 when its completion is delayed for unforeseen reasons. With the pilot’s consent, the performance evaluation may continue to completion.
- d. If the Company utilizes Line Oriented Flight Training (LOFT) for recurrent training, the Company will use its best efforts not to schedule recurrent LOFT between the hours of 0600 and 0800. However, recurrent LOFT training may take place between the hours of 0600 and 0800 if it is required to maximize simulator usage and accomplish the normal training schedule.**
- e. Except for IOE, a pilot in training will not be required to remain on duty for more than twelve (12) consecutive hours. Duty related to travel to or from training that takes place overseas, e.g., Berlin, is exempt from this requirement.
- f. Holidays
  - (1) Other than IOE and line checks, training will not be scheduled on Thanksgiving, Christmas, or New Year’s Day and will not be scheduled to end later than 1300 on Thanksgiving Eve, Christmas Eve or New Year’s Eve or to begin prior to 0500 the day after Thanksgiving, Christmas or New Year’s Day.

- (2) Travel to return a pilot to his domicile from training will be scheduled to be completed by 1700 on Thanksgiving Eve, Christmas Eve or New Year's Eve. Travel to return a pilot to training from his domicile will not be scheduled to commence prior to 0500 on the day after Thanksgiving, the day after Christmas or the day after New Year's Day.
- (3) Training that takes place overseas, e.g., Berlin, is exempt from these requirements. The Company will use its best efforts not to conduct training that takes place overseas on these holidays.

## 2. Rest Periods

- a. A pilot in recurrent training will be provided a rest period of at least ten (10) hours prior to and between ground school sessions.
- b. A pilot in recurrent training will be provided a rest period of at least eleven (11) hours between ground school and simulator training.
- c. A pilot in recurrent training will be provided a rest period of at least twelve (12) hours between simulator training sessions.
- d. A pilot in initial, transition or upgrade training will be provided a rest period of at least twelve (12) hours between ground school, simulator, and flight training sessions.
- e. If, upon completion of training away from domicile, the Company is unable to return a pilot to his domicile within the duty limitation set forth in this Section, the pilot will be provided a rest period of at least nine (9) hours. A pilot may waive this requirement in coordination with Training Scheduling.
- f. Immediately following the completion of training or travel related to training, a pilot will be provided a rest period of at least minimum domicile rest as provided in Section 12.
- g. Immediately following the completion of travel to or from training overseas, e.g., Berlin, a pilot will be provided a rest period of at least forty-eight (48) hours.

## 3. Days Off

- a. Scheduled days off will be published in the training schedule in accordance with the following:
  - (1) A pilot in initial, transition or upgrade ground school will be provided at least four (4) days off in any fourteen (14) consecutive day period and scheduled for at least two (2) consecutive days off after five (5) consecutive days of ground school.
  - (2) A pilot in initial, transition or upgrade ground school who requires retraining or retesting and who has five (5) consecutive days of ground school scheduled may be required to attend ground school on one (1) of his two (2) scheduled days off.
  - (3) A pilot assigned to training for an entire bid period will be provided at least eight (8) days off. A pilot assigned to training for a portion of a bid period will have his days off prorated in accordance with Section 12.



- (4) A pilot in the simulator portion of initial, transition or upgrade training will be provided at least three (3) days off in any eleven (11) consecutive day period. Such pilot will be provided at least one (1) day off following the first four (4) consecutive days of training and at least two (2) days off following subsequent blocks of four (4) consecutive days of training.
  - (5) A pilot in training will be provided at least one (1) day off in any seven (7) consecutive day period.
  - (6) A pilot in initial, transition or upgrade training will be provided at least two (2) days off after the completion of ground school.
  - (7) A pilot in initial, transition or upgrade training who has both the ground school and simulator portions of his training scheduled away from domicile will be provided with at least three (3) days off after the completion of ground school. A sufficient number of schedules will be constructed to meet this requirement and bidding by such pilots will be limited to these schedules. Other pilots may bid for any schedules containing three (3) days off after this requirement has been met.
- b. In accordance with F.3.a. (1-7) above, and in order to accommodate training requirements, the Company may change the scheduled days off.
4. A pilot will not be given an assignment unrelated to his training while he is assigned to training.
  5. A pilot will not be scheduled for recurrent training during his vacation. A pilot will not be “junior manned” into recurrent training. A pilot whose initial, transition or upgrade training conflicts with his vacation will have his vacation rescheduled in accordance with Section 7.

### **G. Recurrent Training and Line Checks**

1. The Company will provide recurrent training as outlined in the Company’s FAA approved training curriculum applicable to the specific aircraft type. A pilot will take all required recurrent training, performance evaluations, qualification and line checks as outlined in the training curriculum. Such checks will be given by an FAA authorized Company check airman or FAA examiner, as required.
2. A First Officer may be given a line check at the same time the Captain with whom he is paired is being checked.
3. Recurrent training and line checks will be scheduled by the Company in accordance with this Section.
4. The Company will ensure that the training program includes a “train to proficiency” opportunity in the simulator prior to the qualification check. The “train to proficiency” opportunity will be scheduled concurrently with the pilot’s qualification check.

5. A pilot who does not successfully complete an oral examination administered in connection with a recurrent qualification check will be provided with additional training and a second oral examination. The additional training and second oral examination will not occur on the same day as the first oral examination unless the pilot and the Company agree otherwise.
6. A pilot who does not successfully complete any portion of a recurrent qualification check, or line check, other than the oral examination, will be provided additional training in the simulator, followed by a second qualification check or line check.
  - a. At the pilot's request, the second qualification check may be monitored by the FAA or a representative of the Association qualified on the equipment and selected from the seniority list.
  - b. At the pilot's request, he will be assigned a different Company check airman for the second qualification check or line check.
7. Unless the Training Review Board (TRB) recommends otherwise, a Captain who does not successfully complete any portion of recurrent training on his second consecutive attempt as provided in paragraphs 5 or 6 above, will be entitled to downgrade for three (3) bid periods to the position of First Officer in the same equipment and domicile, provided he successfully completes a First Officer qualification check in that equipment. The three (3) bid period downgrade will begin upon the start of the first bid period immediately following successful completion of the First Officer qualification check. If, after a second attempt, he does not successfully complete a First Officer qualification check, he may be discharged.
  - a. Upon completion of the three (3) bid periods, the pilot will be given additional training and a qualification check to requalify as Captain.
  - b. The training to requalify as a Captain will be scheduled to begin within fourteen (14) days following the completion of the three (3) bid periods unless to do so would unduly disrupt the training schedules of other pilots. In no case will such training be scheduled to begin later than twenty-one (21) days following the completion of the three (3) bid periods.
  - c. Upon successful completion of the qualification check, the pilot will be given any necessary IOE, as determined by the Company or the FAA, and returned to his previous category.
  - d. If the pilot does not successfully requalify as Captain, he will lose his Captain vacancy and he will not be eligible to be awarded another vacancy for one (1) year following the date of his failure to requalify. Such pilot must successfully complete a First Officer qualification check in that equipment. If, after a second attempt, he does not successfully complete a First Officer qualification check, he may be discharged.
8. Unless the TRB recommends otherwise, a First Officer who does not successfully complete recurrent training on his second attempt may be discharged.



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## H. Initial, Transition and Upgrade Training

1. A pilot assigned to initial, transition or upgrade training will be removed from line flying for ground school, simulator, and flight training.
2. The minimum requirements for a First Officer to upgrade to Captain are:
  - a. ATP written;
  - b. 3,000 hours total pilot time;
  - c. 1,000 hours multi-engine; and,
  - d. 500 hours as a pilot with the Company.
3. The Company will meet and confer with the MEC Chairman or his designee before waiving any of the above upgrade requirements. The waiving of such requirements will be accomplished subject to the seniority provisions of this Agreement.
4. A pilot will be provided the following opportunities to complete his first attempt at initial, transition or upgrade training:
  - a. Traditional Part 121 Training
    - (1) A pilot who does not successfully complete an oral examination administered in connection with an initial, transition or upgrade qualification check will be provided with additional training and a second oral examination. The additional training and second oral examination will not occur on the same day as the first oral examination unless the pilot and the Company agree otherwise.
    - (2) A pilot who does not successfully complete any portion of an initial, transition or upgrade qualification check or line check, other than the oral examination, will be provided additional training in the simulator, followed by a second qualification check or line check.
      - (a) At the pilot's request, the second qualification check may be monitored by the FAA or a representative of the Association qualified on the equipment and selected from the seniority list.
      - (b) At the pilot's request, he will be assigned a different Company check airman for the second qualification check or line check.
  - b. Advanced Qualification Program (AQP) Training
    - (1) "Training to proficiency" will be emphasized for a pilot in initial, transition or upgrade training prior to the final qualification check (MV/LOE).

- (2) A pilot who does not successfully complete the final qualification check (MV/LOE) of initial, transition or upgrade training, or line check, will be provided additional training in the simulator, followed by a second qualification check or line check.
  - (a) At the pilot's request, the second qualification check may be monitored by the FAA or a representative of the Association qualified on the equipment and selected from the seniority list.
  - (b) At the pilot's request, he will be assigned a different Company check airman for the second qualification check or line check.
- c. The pilot may defer the beginning of the additional simulator training for up to seventy-two (72) hours from the conclusion of the unsuccessful qualification check (MV/LOE) or line check.
- d. Unless the TRB recommends otherwise, a pilot who does not successfully complete IOE or his second consecutive attempt at a qualification check or line check during his first attempt at initial, transition or upgrade training as provided in this subsection, will be returned to his former category provided he can successfully complete the qualification check for that equipment. If, after a second attempt, he does not successfully complete the qualification check for his former category, he may be discharged.
  - (1) Unless the TRB recommends otherwise, a Captain who does not successfully complete initial or transition training and cannot return to his former position because it no longer exists, will be downgraded to First Officer in the equipment to which he was attempting to transition provided he can successfully complete the First Officer qualification check for that equipment. If, after a second attempt, he does not successfully complete the First Officer qualification check, he may be discharged.
    - (a) If the pilot is being trained as a result of an awarded vacancy, he will lose his vacancy and will not be eligible to be awarded another vacancy for one (1) year from the start date of his original freeze period for that vacancy. If there was no original freeze, the start date will be the date of his failure to successfully complete the training. However, the freeze start date will not be later than the freeze start date of any pilot in the same class who was awarded the vacancy.
    - (b) If the pilot is being trained as a result of a displacement or an assigned vacancy, he will not be eligible to be awarded another vacancy for one (1) year from the date of his failure to successfully complete the training. However, the freeze start date will not be later than the freeze start date of any pilot in the same class who was awarded the vacancy.
  - (2) Unless the TRB recommends otherwise, a First Officer who does not successfully complete initial or transition training and cannot return to his former position because it no longer exists may be discharged.
  - (3) Unless the TRB recommends otherwise, a First Officer who does not successfully complete upgrade training and cannot return to his former position because it no longer exists will be assigned a position in another category. He will not be eligible to be awarded another vacancy for one (1) year from the start date of training for the assigned category.



5. A pilot will be provided the following opportunities to complete his second attempt at initial, transition or upgrade training on the same aircraft type:
  - a. A pilot will be given two (2) opportunities to successfully complete a qualification check following the required training. A pilot who does not successfully complete the qualification check may be discharged.
  - b. A pilot who does not successfully complete IOE or his second attempt at a line check may be discharged.
  - c. A pilot in his second attempt at initial, transition or upgrade training on the same aircraft type will not be permitted to withdraw from training or return to his previous position.

### **I. Requalification and Recency of Experience Training**

1. A pilot who loses qualification as a result of an authorized extended leave of absence will be provided the requalification training required to regain qualification as set forth in the Company's FAA approved training curriculum.
2. A pilot who loses currency as required by FARs will be provided the recency of experience training required to regain currency as set forth in the Company's FAA approved training curriculum.
3. The Company will use its best efforts to provide requalification or recency of experience training as soon as possible following a pilot's availability to return to service.

### **J. Training Review Board**

1. The TRB will be established by the Company and the Association and will be comprised of the Director of Training, the Manager of Flight Standards, the Director of Flight Operations or their respective designees, and two (2) pilots selected by the MEC Chairman.
2. The purpose of the TRB is to review and evaluate the progress of a pilot's training in a timely and expeditious manner. Three (3) TRB members, consisting of no more than two (2) Company representatives and one (1) Association representative, will be present at all sessions of the TRB and will constitute a quorum. All recommendations of the TRB will require a unanimous vote of the quorum. If a unanimous vote is not reached, any decision regarding the pilot will be at the discretion of the Company.
3. The TRB will review and evaluate the progress of a pilot's training when:
  - a. requested by the Director of Training, the Manager of Flight Standards, the Director of Flight Operations or their designees; or,
  - b. a pilot does not successfully complete his second attempt at a performance evaluation or qualification check during initial, transition or upgrade training; or,

- c. a pilot does not successfully complete recurrent training; or,
  - d. a pilot demonstrates an inability to satisfactorily progress during training.
4. A pilot may request Association representation during TRB proceedings. The request will be granted provided such representation does not cause undue delay in the proceedings.
  5. The TRB will consider only information directly related to the training and proficiency of the pilot.
  6. The TRB will have access to all training records pertaining to a pilot whose training and proficiency is being reviewed and may call or question any individual who may have information relevant to the pilot's training and proficiency.
  7. The TRB has the authority to recommend:
    - a. additional training for the pilot;
    - b. a change of instructor for the pilot;
    - c. the voluntary withdrawal of the pilot from training;
    - d. the involuntary withdrawal of the pilot from training; or,
    - e. other appropriate action the TRB deems necessary.
  8. Before making a recommendation for involuntary withdrawal of the pilot from training, the TRB will provide an opportunity for participation in its proceedings by the pilot, an Association representative, appropriate instructors, check airmen and any other individual the TRB deems necessary.
  9. The TRB will issue a written report of its recommendations. Copies will be made available to the Vice President of Flight Operations, the MEC Chairman, and the affected pilot.



**Section 12 - Hours of Service**

**Table of Contents**

A. Amendment of Federal Aviation Regulations (FARs) ..... 12-3

B. Days Off ..... 12-3

C. Flight Time Limitations ..... 12-8

D. Duty Time Limitations..... 12-9

E. Rest Periods ..... 12-12

F. Scheduled Landing Limitations..... 12-12

G. Reserve Period Limitations..... 12-12

H. Multiple Assignment Limitations ..... 12-15

I. Pilot Fatigue..... 12-15



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### A. Amendment of Federal Aviation Regulations (FARs)

If flight time limitations, duty time limitations or rest requirements in the FARs are amended, the Company and the Association will meet, at the request of either party, to discuss and agree how such amendments will be applied to the Company's operations and impact provisions of this Agreement.

### B. Days Off

1. The Company will schedule each pilot for at least one (1) day off free from all duty in any seven (7) consecutive days. A pilot will not be junior manned on this day off.
2. A flight segment scheduled to terminate before 2400 local domicile time in one (1) day but, because of irregular operations, actually terminates after 2400 but not later than 0200 local domicile time, will be considered to have terminated in the first (1<sup>st</sup>) day.
3. **Except as otherwise provided in Sections 10 and 11, a pilot who is available for flight duty for an entire bid period will be scheduled as follows:**
  - a. **A lineholder will be scheduled for at least eleven (11) days off at his domicile in any thirty (30) day bid period and twelve (12) days off in any thirty-one (31) day bid period. If a pilot is unavailable for flight duty for part of a bid period, his days off will be prorated. The following minimum days off, including the days he is unavailable for flight duty, are set forth in the applicable tables "A" and "B", below.**
  - b. **A reserve lineholder will be scheduled for at least eleven (11) days off at his domicile in any bid period. If a reserve pilot is unavailable for flight duty for part of a bid period, his days off will be prorated. The following minimum days off, including the days he is unavailable for flight duty, are set forth in the table "A", below.**

<b>Table A</b>			
<b>Absent Days per Bid Period</b>	<b>Minimum Days Off</b>	<b>Absent Days per Bid Period</b>	<b>Minimum Days Off</b>
1	12	15	21
2	12	16	21
3	13	17	22
4	14	18	23
5	14	19	23
6	15	20	24
7	16	21	25
8	16	22	25
9	17	23	26
10	17	24	26
11	18	25	27
12	19	26	28
13	19	27	28
14	20	28	29

<b>Table B</b>			
<b>Absent Days per Bid Period</b>	<b>Minimum Days Off</b>	<b>Absent Days per Bid Period</b>	<b>Minimum Days Off</b>
1	13	17	22
2	13	18	23
3	14	19	24
4	14	20	24
5	15	21	25
6	16	22	25
7	16	23	26
8	17	24	27
9	18	25	27
10	18	26	28
11	19	27	29
12	19	28	29
13	20	29	30
14	21	30	30
15	21	31	31
16	22		



- c. **When a regular lineholder is junior manned, his minimum days off will not be reduced to less than nine (9) in any thirty (30) day bid period and not less than ten (10) in any thirty-one (31) day bid period. When a reserve lineholder is junior manned, his minimum days off will not be reduced to less than nine (9) in any bid period.**
- d. Unless prohibited by the FARs, a pilot may volunteer for duty on any of his days off.
- 4. Days off for a pilot in training away from domicile, a pilot awarded or assigned a temporary vacancy or a pilot awarded or assigned Temporary Duty (TDY) are not required to be scheduled at the pilot’s domicile. However, a pilot awarded or assigned TDY will be scheduled for at least three (3) consecutive days off at his domicile in each thirty (30) day period.
- 5. **A reserve pilot will be scheduled for at least one (1) set of three (3) and one (1) set of four (4) immovable days off in a bid period. A reserve pilot will not be junior manned on these days off and such days off will not be changed except by mutual agreement between the pilot and Crew Scheduling. In a bid period where a reserve lineholder is not available for the entire bid period, his minimum number of days off and his immovable days off will be prorated according to the following table:**

Immovable Days Off Pro-Ration		
Days Off	IDO's	Set of IDO's
11	7	1 set of 4 & 1 set of 3
10	7	1 set of 4 & 1 set of 3
9	7	1 set of 4 & 1 set of 3
8	5	1 set of 4 & 1 set of 2
7	4	1 set of 4
6	4	1 set of 4
5	3	1 set of 3
4	2	1 set of 2
3	0	None
2	0	None
1	0	None

- 6. A reserve pilot’s days off, other than those required in paragraphs B.1. and B.5., above, may, based on operational needs, be rescheduled by the Company. **If the Company moves a reserve pilot’s day off the following provisions will apply:**

- a. Only one (1) day off may be rescheduled in any bid period.
  - b. In rescheduling a reserve pilot's day off, the Company must notify the reserve pilot prior to being released from his last scheduled reserve period prior to the day off being rescheduled.
  - c. The day off will be rescheduled at the time it is changed. If the Company is unable to reschedule the day off in the same bid period because that is the last day of the bid period, the Company will reschedule the day off in the following bid period if the pilot is a reserve lineholder.
  - d. If the Company is unable to reschedule the day off because that is the last day of the bid period, the reserve pilot will be considered to have been junior manned on that day off. Junior Manning pay as set forth in Section 3.K.1.c., will apply.
  - e. If a day off is moved, all days off for that reserve pilot become immovable. The prohibition of junior manning on immovable days off will not apply to these days and will only apply to the originally scheduled immovable days off.
7. In addition to paragraphs B.1., B.5., and B.6., above, a reserve lineholder assigned a multiple day pairing that requires adjustment of a moveable ("soft") day off of the reserve pilot, such movement will only occur when there are no available ready reserve pilots, legal and available, who could be assigned the pairing.
- a. If the ready reserve pilot also has the following day as a scheduled "soft" day off, then the Company will adjust the "soft" day of the most junior reserve lineholder bypassing if needed, the ready reserve pilot already on duty.
  - b. When it is required to adjust the scheduled "soft" day off of any reserve lineholder, the Company will ensure that any adjustment is in accordance with all other provisions of the Agreement.
  - c. A ready reserve pilot may be assigned the available pairing according to paragraph G.2.c., below, even though the pairing might have a scheduled report time of greater than ninety (90) minutes. All other provisions of paragraph G., below, will continue to apply.
8. A pilot operating a pairing, as a regular, CD or reserve lineholder has an expectation that their individual days off will be honored in all cases except in circumstances beyond the control of the Company. Therefore, to protect the schedule integrity of a pilot and in order to adhere to a pilot's awarded or assigned days off the Company agrees to the following:
- a. The Company will attempt to ensure that all reasonable action is taken to avoid the utilization of a pilot on his day(s) off when issues such as outstation mechanicals, flight delays, flight cancellations or other events occur during the daily operation which require modifications to a pilot's schedule.
    - (1.) It is recognized that in certain specific circumstances enduring a flight delay is not acceptable, however, it is also recognized that a flight delay could be endured by the Company so as to not modify a pilots' schedule into his off day.



- (2.) All consideration should be utilized to avoid such modification of a pilots scheduled day(s) off.
  - (3.) The intent of Section 24.N.5.c. is for circumstances for which the Company has no realistic option, and is not to be used as an excuse to maintain operational statistics.
  - (4.) When a pilot becomes aware of a maintenance or dispatch issue and contacts Dispatch or Maintenance Control, the Company will ensure that a Crew Scheduling Coordinator or Supervisor is a party to the conversation(s) thus providing four-way involvement (Dispatch, Maintenance, Crew Scheduling and the Pilot). This required contact allows the Crew Scheduling Coordinator or Supervisor early notification of a possible delay which may impact a pilot's schedule, including his days off, in a timely manner so that preemptive decisions (if needed) can occur to avoid invoking the provision of Section 24.N.5.c. or any other provision that requires the loss of a day off to the crewmember.
- b. If, after exhausting all other agreed upon procedures within the Agreement, the Company must modify a pilot's schedule requiring the pilot to work past the contractual reassignment and/or add-on limitations and thereby taking a pilot into the next calendar day (Section 24.K.1.), the Company will return the pilot back to domicile utilizing the most direct routing by the most expeditious means. Should the Company need to invoke this paragraph, the agreed rules and procedures of an outstation JU/JM still apply including, but not limited to, Sections 24.N.5.c. and 3.K.
  - c. A pilot may, at his option only, agree to exceed the scheduled duty limitations of paragraph D.1., below, for the sole purpose of scheduling a deadhead back to domicile in order to protect the integrity of the following day. If the pilot does not wish to utilize the provision of this paragraph, all other rules and provisions within the Agreement will apply.
  - d. By invoking the provisions of paragraphs 8.a.(4) and 8.b, above, as the sole reason for not cancelling scheduled flight segments, the Company agrees that a pilot who is not returned to domicile on the most direct route by 1200 hours on his scheduled day off, but who instead flies or deadheads on multiple segments will have the lost day off restored by mutual agreement in the current bid period. Should this transpire the Company will displace and pay protect the pilot on a future assignment.
  - e. If the lost day off occurs concurrent with the last pairing of a bid period the lost day off will be restored by mutual agreement in the following bid period. Should this transpire the Company will displace and pay protect the pilot on a future assignment.
  - f. Should the return to domicile occur after 1200 hours on a pilot's scheduled day off and the return was the most direct route by the most expeditious means, the Company is not required to replace the lost day off.
  - g. If the one (1) in seven (7) day off requirement cannot be accomplished, the pilot may be required to adhere to the FAR requirement of twenty-four (24) in seven (7) for the sole purpose of returning the aircraft or himself to domicile.

- (1.) Should a pilot be forced to remain at an outstation and the pilot is a lineholder, then:
- (a) The pilot may deadhead or fly back to domicile on the seventh (7<sup>th</sup>) day. The pilot will be paid at least the minimum JM premium pay per Section 3.K.1.c.; or
  - (b) The pilot may take the seventh (7<sup>th</sup>) day off out of domicile (with the hotel provided by the Company) and deadhead or fly back on the eighth (8<sup>th</sup>) day. The pilot will be paid at least the minimum JM premium pay per Section 3.K.1.c. for both the seventh (7<sup>th</sup>) and eighth (8<sup>th</sup>) days provided the eighth day was also a scheduled day off. If the eighth (8<sup>th</sup>) day was scheduled day of work, the pilot will have that day modified within the limitations of the Agreement.
  - (c) Upon return to his domicile, a lineholder will, if necessary, have his schedule adjusted to provide for one (1) day off in seven (7) consecutive days. In such circumstances the pilot will not be required to adhere to the displacement / reassignment rules of Section 24.N.
- (2.) Should a pilot be forced to remain at an out station and the pilot is a reserve, then:
- (a) If the seventh (7<sup>th</sup>) day is a soft (moveable) day off the day will be rescheduled. The pilot may deadhead or fly back to domicile on the seventh (7<sup>th</sup>) day. He must adhere to the FAR requirement of twenty-four (24) in seven (7). The pilot will be paid at least the minimum JM premium pay above guarantee for the use of this day per Section 3.K.1.c.; or
  - (b) If the seventh(7<sup>th</sup>) day is a hard day off (immovable), the pilot may take the seventh (7<sup>th</sup>) day off out of domicile (with the hotel provided by the Company) and either deadhead or fly back to domicile on the eighth (8<sup>th</sup>) day, or he may elect to deadhead or fly back to domicile on the seventh (7<sup>th</sup>) day. The pilot will be paid at least the minimum JM premium pay above guarantee per Section 3.K.1.c. for both the seventh (7<sup>th</sup>) and eighth (8<sup>th</sup>) days. Additionally, the pilot will then have his hard days off rescheduled in coordination with the Company.
  - (c) Upon return to domicile, a lineholder will, if necessary, have his schedule adjusted to provide for one (1) day off in seven (7) consecutive days.
9. A pilot will not be required to keep the Company advised of his location while on a day off or on vacation.



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## C. Flight Time Limitations

1. The Company will not schedule a pilot for a flight assignment that, at the time it is scheduled, will exceed:
  - a. Eight (8) block hours between rest periods.
    - (1.) A Part 91 flight assignment may exceed this limitation, at the pilot's option, provided the flight assignment is scheduled to terminate at the pilot's domicile or a maintenance facility and is within the duty time limitations set forth in paragraph D., below.
    - (2.) For purposes of this paragraph, the Company will not be considered to have violated this provision when a pilot who is scheduled for eight (8) or fewer hours between rest periods and, because of enroute delay or unscheduled diversion, exceeds eight (8) hours.**
  - b. Thirty (30) block hours in any seven (7) consecutive days.
  - c. One hundred (100) block hours in any calendar month.
  - d. One thousand (1000) block hours in any calendar year.
2. A pilot who reaches or is projected to exceed the annual flight time limitation set forth in paragraph C.1.d., above, will be notified in writing by the Company prior to October 1 of that year that he is approaching the limitation and advised to bid accordingly, including reserve. If the pilot bids for a reserve line for either of the last two (2) bid periods of the year and reaches the limitation, he will be removed from all subsequent flying during the year, pay protected for the affected bid period(s) or portion(s) thereof, and retain all benefits in accordance with Section 13.I.4. If the pilot does not bid for a reserve line for either of the last two (2) bid periods of the year and reaches the limitation, he will be removed from all subsequent flying during the year and placed in a no pay status for the affected bid period(s) or portion(s) thereof and retain all benefits in accordance with Section 13.I.4.

## D. Duty Time Limitations

1. Except for continuous duty pairings and the scheduling rules set forth in Section 11, duty periods will be scheduled in accordance with the following:
  - a. A duty period scheduled to begin between 0500 and 1500 local domicile time will not be scheduled for more than thirteen (13) hours and thirty (30) minutes.
  - b. A duty period scheduled to begin between 1501 and 2200 local domicile time will not be scheduled for more than thirteen (13) hours.
  - c. A duty period scheduled to begin between 2201 and 0459 local domicile time will not be scheduled for more than eleven (11) hours.
2. Except for continuous duty pairings and the scheduling rules set forth in Section 11, a pilot will not be required to remain on duty in excess of the following in order to complete a flight assignment:

- a. Fourteen (14) hours and thirty (30) minutes for a duty period scheduled to begin between 0500 and 1500 local domicile time.
  - b. Fourteen (14) hours for a duty period scheduled to begin between 1501 and 2200 local domicile time.
  - c. Twelve (12) hours and thirty (30) minutes for a duty period scheduled to begin between 2201 and 0459 local domicile time.
3. A pilot may, at his option, remain on duty in accordance with the following in order to complete a flight assignment:
- a. Fifteen (15) hours and thirty (30) minutes for a duty period scheduled to begin between 0500 and 1500 local domicile time.
  - b. Fifteen (15) hours for a duty period scheduled to begin between 1501 and 2200 local domicile time.
  - c. Thirteen (13) hours and thirty (30) minutes for a duty period scheduled to begin between 2201 and 0459 local domicile time.
4. Except for continuous duty pairings and the scheduling rules set forth in Section 11, duty periods that follow a rest period away from domicile scheduled for less than nine (9) hours will not be scheduled for more than eleven (11) hours.
5. Except for continuous duty pairings and the scheduling rules set forth in Section 11, a pilot scheduled for a rest period away from domicile of less than nine (9) hours will not be required to remain on duty in the subsequent duty period in excess of the following in order to complete a flight assignment:
- a. Thirteen (13) hours and thirty (30) minutes for a duty period scheduled to begin between 0500 and 1500 local domicile time.
  - b. Thirteen (13) hours for a duty period scheduled to begin between 1501 and 2200 local domicile time.
  - c. Eleven (11) hours and thirty (30) minutes for a duty period scheduled to begin between 2201 and 0459 local domicile time.
6. Except for continuous duty pairings and the scheduling rules set forth in Section 11, a pilot scheduled for a rest period away from domicile of less than nine (9) hours may, at his option, remain on duty in the subsequent duty period in accordance with the following in order to complete a flight assignment:
- a. Fourteen (14) hours and thirty (30) minutes for a duty period scheduled to begin between 0500 and 1500 local domicile time.
  - b. Fourteen (14) hours for a duty period scheduled to begin between 1501 and 2200 local domicile time.
7. Continuous duty pairings will not be scheduled for more than fourteen (14) hours of duty.
- a. A continuous duty pairing with a scheduled duty period of less than eleven (11) hours will contain an intervening scheduled ground time of no less than four (4) hours.



- b. A continuous duty pairing with a scheduled duty period of eleven (11) or more hours will contain an intervening scheduled ground time of no less than four and one-half (4½) hours.
    - c. For purposes of this paragraph, a pilot may, at his option, remain on duty for up to fifteen (15) hours in order to complete a flight assignment.**
  8. A pilot may, due to irregular operations, be required to remain on duty for up to sixteen (16) hours for the purpose of completing a deadhead assignment as the last flight segment of the duty period.
    - a. A pilot who finds himself in a situation where he may be forced to stay at an outstation on a day off may, as an additional pilot option, allow his duty period to be scheduled in excess of the provisions in paragraph D.1., above, provided the duty limit does not exceed sixteen (16) hours for the purpose of deadheading back to domicile.**
    - b. A pilot who is displaced at an outstation on a pairing with another pairing scheduled for the following day may, as an additional pilot option, allow his duty period to be scheduled in excess of the provisions in paragraph D.1., above, provided the duty limit does not exceed sixteen (16) hours for the purpose of deadheading back to domicile.**
    - c. A pilot who is on a multiple day pairing with a scheduled flight or deadhead assignment which cancels prior to arriving at his scheduled overnight may, as an additional pilot option, allow his duty period to be scheduled in excess of the provisions in paragraph D.1., above, provided the duty limit does not exceed sixteen (16) hours for the purpose of deadheading to the scheduled overnight city.**
  9. Any overnight that occurs at an International city will include an additional fifteen (15) minutes of scheduled duty time to accommodate issues related to clearing customs and security. Such additional duty time will be included in all published or rescheduled international pairings and will be included in any applicable pay calculation.
  10. A pilot will report to the designated reporting point not less than forty-five (45) minutes prior to departure at an outstation. This forty-five (45) minute requirement may be reduced to not less than thirty (30) minutes prior to departure to accommodate hotel transportation schedules when shuttles depart at fixed times. Under normal circumstances a hotel is selected to insure that travel time is not greater than twenty (20) minutes. Projected travel time information will be communicated to the crew members via the “blue” sheets published by the Company.
  11. In certain cities, the provisions stated in paragraph D.10., above may not be appropriate. In such cases, a designated departure time from the hotel will be determined during the joint MEC/Company hotel site inspection by the joint committee performing the inspection by using average travel times from the hotel to the airport. Their agreed determination of a departure time from the hotel will then be communicated via the “blue” sheets published by the Company

12. A pilot may not add flying to his schedule that would cause him to exceed the duty limitations set forth in paragraphs D.1. and D.4., above.

## **E. Rest Periods**

1. During the award or assignment of the PBS lines, the Company will schedule a lineholder for at least eleven (11) hours of rest following a duty period that ends in his domicile. After the publication of the PBS lines, the minimum rest in domicile may be reduced to ten (10) hours.
2. The Company will schedule a reserve pilot for at least ten (10) hours of rest following reserve period or a duty period that ends in his domicile. If such reserve pilot is removed from a flight assignment on the same day as the flight assignment and released to rest in accordance with Section 24.O.16.d., the rest period may be reduced to nine (9) hours.
3. The Company will schedule each pilot for at least eight (8) hours of rest following a duty period that ends at a location other than his domicile. This rest period will not be reduced.

## **F. Scheduled Landing Limitations**

1. During the construction of pairings, the Company will schedule a pilot for no more than eight (8) landings during a duty period. However, the Company may schedule a pilot during daily operations for up to ten (10) landings during a duty period.
2. A continuous duty pairing will be scheduled for no more than three (3) landings in the first day of the pairing and two (2) landings in the second day of the pairing provided the continuous duty pairing does not transit the pilot's domicile on the second day.

## **G. Reserve Period Limitations**

### **1. Regular Reserve Lineholderse**

- a. **A reserve pilot will be eligible to bid, and will be awarded per Section 24.O.2., one of three classifications for the entire bid period, e.g., Short Call, Long Call 1 or Long Call 2. Any adjustment to the reserve period will be in accordance with Section 24.O. Reserve pilot classifications are defined as:**

- (1) **Short Call (SC) - A fourteen (14) hour reserve window. Available windows will be specified in each monthly bid package. A SC reserve pilot will not be required to report earlier than ninety (90) minutes [one hundred-twenty (120) minutes in JFK] after notification of an assignment. No more than sixty percent (60%) of all reserve pilots in category will be SC reserve pilots.**

- (a) A SC reserve pilot will not be scheduled to remain on reserve for more than fourteen (14) consecutive hours without being given an assignment and will not have his reserve period extended.



- (b) An assignment given to a SC reserve pilot must be scheduled to commence within one of his reserve periods and end within fifteen and one-half (15½) hours from the time he begins that reserve period.

  - i The Company may by-pass a more junior SC reserve pilot if, at the time of the assignment, the assignment is scheduled to end more than fourteen and one-half (14½) hours after the time the junior reserve pilot began his reserve period.
  - ii This bypass is meant to provide a reasonable expectation that the SC reserve assigned to the trip will complete his assignment.
  - iii Except for the provision of paragraph D.8., above, a SC reserve pilot must be released to rest no later than fifteen and one-half (15½) hours from the time he began his reserve availability.
- (2) Long Call 1 (LC1) - A ten (10) hour reserve window starting at 0500 and ending at 1500. A LC1 reserve pilot will not be required to report earlier than nine (9) hours after notification of assignment. No less than twenty percent (20%) of all reserve pilots in category will be LC1 reserve pilots.
- (3) Long Call 2 (LC2) - A two (2) hour window starting at 0700 and ending at 0900 and another two (2) hour window starting at 1700 and ending 1900. A LC2 reserve pilot will not be required to report earlier than twelve (12) hours after notification of assignment. No less than twenty percent (20%) of all reserve pilots in category will be LC2 reserve pilots.
- b. A reserve pilot on LC1 without a specific assignment will be released from any responsibility to the Company prior to an immovable scheduled day off at the earlier of:
  - (1) When notified of release by the Company, or
  - (2) Fourteen hundred (1400) hours.
- c. A reserve pilot on LC2 reserve without a specific assignment will be released from any responsibility to the Company prior to an immovable day off at 0900.
- d. A pilot on LC1 will be subject to the same rules as a SC reserve pilot except as follows:
  - (1) An assignment awarded to a LC1 reserve pilot will not have a report requirement earlier than nine (9) hours from the time the LC1 reserve pilot is notified of the assignment. This nine (9) hour period will be utilized as a required rest period prior to a LC1 reserve pilot reporting for duty.
  - (2) Between the hours of 1400 and 1600 hours the day before a single, or group of, reserve days, a LC1 reserve pilot will contact the Company, one time, for an assignment.
  - (3) If given an assignment in accordance with paragraph (2), above, the LC1 reserve pilot will be considered on rest until the report time of the assignment.





- d. Time spent on Ready Reserve will be considered to be duty time.
- e. The Company will not schedule a pilot for more than two (2) consecutive Ready Reserve periods.
- f. In domiciles where the Company can procure space adjacent to the crew room, it will make available a clean, comfortable and quiet room for exclusive use by Ready Reserves.

### H. Multiple Assignment Limitations

1. A pilot may be assigned to two (2) duty periods occurring in the same day provided:
  - a. The subsequent duty period does not commence in his domicile,
  - b. He is scheduled to complete an intervening rest period away from his domicile,
  - c. The subsequent duty period is scheduled to commence no earlier than nineteen (19) hours from the scheduled commencement of the first duty period,
  - d. The duty time limitations and rest periods set forth in this Section are not violated, and;
  - e. The Company consults with a designee of the MEC Scheduling Committee in the preparation and review of the pairings.

#### EXAMPLES

(1) A pilot's duty period is scheduled to commence at 0300 and to terminate at 1200 on Monday. His subsequent duty period may not commence earlier than 2200 on Monday.

(2) A pilot's duty period is scheduled to commence at 2000 on Monday and to terminate at 0300 on Tuesday. His subsequent duty period may not commence earlier than 1500 on Tuesday.

(3) A pilot's duty period is scheduled to commence at 1700 on Monday and to terminate at 2345 on Monday and the last flight segment of the duty period actually terminates at 0130 Tuesday. In accordance with paragraph 12.B.2., above, his subsequent duty period may commence after he receives legal rest on Tuesday.

2. However, a reserve lineholder may be assigned to two (2) duty periods that commence in his domicile in the same day provided he is scheduled to complete an intervening rest period of not less than nine (9) hours.

### I. Pilot Fatigue

1. A pilot is expected to report for duty adequately rested in order to comply with his obligation to complete his assignment.

2. The Company will maintain and publish a written administrative procedure to be followed when a pilot declares himself fatigued while on duty. The administrative procedure will include, but not be limited to the following:
  - a. A procedure for the pilot to notify Crew Scheduling of his inability to continue on duty because of fatigue.
  - b. A procedure to be followed by Crew Scheduling after being notified by a pilot that he is fatigued.
  - c. A procedure to be followed by a supervisory pilot when contacting a pilot who has declared himself fatigued.
3. A pilot who declares himself fatigued while on duty will be immediately removed from duty and will not be credited and paid for the portion of his pairing that he does not operate because of fatigue.
4. A pilot will only declare himself fatigued when he is legitimately fatigued.
5. The Company, after a review of a pilot declaring himself fatigued, may discipline the pilot for abuse of this paragraph, however the pilot will have access to the grievance procedure provided for in this Agreement.
6. Upon the request of either party, the Company and the Association will meet and confer regarding the issue of fatigue.



**Section 13 - Leaves of Absence**

**Table of Contents**

A. Personal Leave of Absence ..... 13-3

B. Medical Leave of Absence ..... 13-3

C. Military Leave and Family Medical (FMLA) Leave of Absence ..... 13-3

D. Association Leave of Absence ..... 13-3

E. Maternity Leave of Absence ..... 13-4

F. Leave of Absence for Jury Duty ..... 13-4

G. Bereavement Leave of Absence ..... 13-5

H. Company Offered Leave of Absence (COLA) ..... 13-5

I. General ..... 13-6



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### **A. Personal Leave of Absence**

1. Upon written request specifying the reasons for such leave, a pilot may, at the discretion of the Company, be granted a personal leave of absence for a continuous period not to exceed twelve (12) months.
2. Upon written request for an extension of a personal leave of absence, the leave may, at the discretion of the Company, be extended.

### **B. Medical Leave of Absence**

1. Upon written request and presentation of medical statements substantiating his inability to perform flight duties, a pilot who has exhausted his accrued sick leave will be granted a medical leave of absence.
2. In no case will a medical leave of absence exceed a total continuous period of five (5) years.
3. A pilot returning to duty after a medical leave of absence will be subject to a reasonable qualifying period for the category he holds. The qualifying period will not exceed six (6) months from the date the pilot presents to the Company written verification of his fitness to return to duty. During the qualifying period, the Company has the right to control the flight assignment of the pilot. The pilot will be returned to his category as soon as possible if the category exists. If the category no longer exists, the Company will have the option to create a vacancy in the pilot's status at his domicile in lieu of the pilot's exercise of the provisions of Section 23.R. Six (6) months after the beginning of the qualifying period, a pilot returning from medical leave of absence will be eligible to exercise his seniority in accordance with Section 23.

**C.** Military leave and family medical (FMLA) leave of absence will be granted in accordance with applicable law.

**D.** A pilot will be granted Association leave of absence without pay to become an officer of the National Association.

## **E. Maternity Leave of Absence**

1. Upon learning of her pregnancy, a pilot will promptly provide the Company with written confirmation of the pregnancy from her doctor stating her expected delivery date.
2. Prior to the monthly bid closing date, a pilot who is pregnant will submit to the Company written confirmation from her doctor verifying that she is able to perform flight duties.
3. A pilot will notify the Company immediately when her doctor determines she is no longer able to perform flight duties because of her pregnancy.
4. A pilot who is pregnant will be placed on a medical leave of absence not later than thirteen (13) weeks prior to her expected delivery date.
5. A maternity leave of absence will end six (6) weeks after termination of full-term pregnancy. Any continued leave of absence will be a medical, FMLA or personal leave of absence.

## **F. Leave of Absence for Jury Duty**

If a pilot is notified of jury duty, he will immediately notify the Company and give the Company approval to intercede with the appropriate authorities for purposes of removing him from jury duty. If the Company is unsuccessful, the following will apply:

1. When a pilot, after six (6) months of service, is called for jury duty, he will be credited with the greater of 3.75 hours per day or the scheduled time of the trip missed at the applicable pay rate for each scheduled duty day for which he is obligated. If the pilot is a lineholder, he may be placed on reserve and be credited with 3.75 hours credit or actual credit time flown, whichever is greater, for each day of a trip dropped because of jury duty or, if practical, be returned to the remainder of his original trip. A reserve pilot with six (6) months of service will not have his minimum monthly guarantee reduced solely as a result of a jury duty leave of absence.
2. Pay for jury duty leave will be offset by any amount a pilot receives from the court, excluding mileage and expenses.
3. A pilot will notify the Company upon his release from jury duty.



### **G. Bereavement Leave of Absence**

1. Bereavement leave of absence of three (3) consecutive days will be provided to a pilot to attend to matters related to a death in his immediate family, i.e., wife, husband, children (whether biological, adoptive, step or under legal guardianship), parents, sister or brother. The Chief Pilot, in his discretion, may grant bereavement leave of absence in case of death of individuals not listed above.
2. Bereavement leave of absence of one (1) day will be provided to a pilot to attend to matters related to a death of his grandparent, grandchildren, parents-in-law, stepparent, stepbrother or stepsister. The Chief Pilot, in his discretion, may grant bereavement leave of absence in case of death of individuals not listed above.
3. A pilot on bereavement leave of absence will be credited with the greater of 3.75 hours per day or the scheduled time of the trip missed at the applicable pay rate for each scheduled duty day missed while on such leave. A reserve pilot will not have his minimum monthly guarantee reduced solely as a result of a bereavement leave of absence.
4. In order to obtain bereavement leave, a pilot must notify the Chief Pilot as soon as possible after learning of the death. The bereavement leave will begin at a mutually agreed upon date.
5. Leave in addition to that provided in paragraphs 1 and 2, above, will be a personal leave of absence.

### **H. Company Offered Leave of Absence (COLA)**

1. Based on its evaluation of staffing requirements at the monthly staffing review meeting, the Company may, in its discretion, offer a COLA either for an entire bid period or a portion of a bid period.
2. COLAs, showing blocks of available time off, will be posted, offered for bid and awarded in seniority order by category to non-probationary pilots before the regular monthly bid process. Each awarded COLA will be posted in the applicable bid package. A pilot awarded a COLA will then participate in the regular monthly bid process to complete the portion of his line during which he will be available for duty.
3. A pilot who is scheduled for initial, upgrade or transition training during any portion of a bid period will not be awarded a COLA for that bid period. A pilot awarded a COLA who is scheduled to attend recurrent training will attend such training as scheduled.
4. A pilot awarded a COLA will remain on COLA for the duration of the award. This requirement may be waived by mutual agreement.
5. A pilot awarded a COLA will have his minimum monthly guarantee and minimum line value prorated in accordance with Sections 4 and 24 respectively. A pilot awarded a COLA for less than an entire bid period will have his days off pro-rated in accordance with Section 12.

6. A pilot awarded a COLA will complete his awarded transition trip from the previous bid period.
7. A pilot awarded a COLA will be responsible for bidding for the bid period following the COLA. The procedures for bidding will be those set forth in Section 24.D.6.
8. A pilot awarded a COLA will be eligible for the same pass benefits as an active pilot.
9. A pilot awarded a COLA may add, drop or trade trips in accordance with Section 24.
10. A pilot awarded a COLA will not be junior manned while on COLA.
11. A pilot awarded a COLA will be responsible for remaining current and qualified. A pilot who does not remain current and qualified as a result of an awarded COLA will not be compensated for any training necessary to regain currency or qualification.

## **I. General**

1. During qualification following return from a leave of absence, other than a leave described in paragraph I.2., below, the pilot will be paid his minimum monthly guarantee at the applicable hourly rate.
2. A pilot returning from a personal leave of absence will not be compensated during training necessary to become qualified. A pilot returning from an Association leave of absence will be compensated in accordance with Section 25.M. during training necessary to become qualified.
3. A pilot's return to duty after a leave of absence other than a medical leave of absence will be coordinated with the Flight Operations Department. The pilot will be assigned to the first available training class to qualify in the category he holds. If his category no longer exists, he will be eligible to exercise his seniority in accordance with Section 23.
4. A pilot on a leave of absence, furlough or non-pay status will accrue and retain seniority, longevity, sick leave, vacation, and be eligible for continued group insurance as indicated in the following table:



# Pilot Agreement



	Accrue Seniority	Accrue Longevity	Accrue Sick	Retain Sick	Accrue Vacation	Retain Vacation	Cont. Grp. Ins.
<b>Personal LOA</b>	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes-1 <sup>st</sup> 30 Days (a)	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes	Yes-1 <sup>st</sup> 30 Days
<b>Medical LOA</b>	Yes	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes (b)	Yes-1 <sup>st</sup> 9 Months
<b>Military LOA</b>	Appl. Law	Appl. Law	Appl. Law	Appl. Law	Appl. Law	Appl. Law	Appl. Law
<b>National Assoc. LOA</b>	Yes	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes	Yes-1 <sup>st</sup> 30 Days
<b>Maternity LOA</b>	Yes	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes (b)	Yes-1 <sup>st</sup> 6 Months
<b>Jury Duty LOA</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Non-Pay Status (d)</b>	Yes	Yes-1 <sup>st</sup> 60 Days	No	Yes	No	Yes	Yes-1 <sup>st</sup> 30 Days
<b>On-Job Injury</b>	Yes	Yes	Yes-1 <sup>st</sup> 9 Months	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes (b)	Yes-1 <sup>st</sup> 12 Months
<b>Furlough LOA</b>	Yes-1 <sup>st</sup> 5 Years	No	No	Yes	No	Yes (c)	Yes-1 <sup>st</sup> Full Month
<b>FMLA</b>	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes-1 <sup>st</sup> 30 Days (a)	Yes	Yes-1 <sup>st</sup> 30 Days (a)	Yes	Yes-1 <sup>st</sup> 6 Months
<b>Bereave. LOA</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>COLA</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**NOTE**

(a) *After the first thirty (30) days, adjustments will be made in thirty (30) day increments starting on the sixtieth (60<sup>th</sup>) day.  
For example:*

*1<sup>st</sup> 30 Days - No Adjustment  
Day 31 through Day 59 - No Adjustment  
Day 60 through Day 90 - Adjust 30 Days  
Day 91 through Day 120 - Adjust 60 Days*

(b) *A pilot may use vacation after exhaustion of sick leave.*

(c) *A pilot may cash out his accrued vacation.*

(d) *A pilot who exceeds the annual flight time limitation prior to the end of a calendar year will retain all benefits regardless of the length of the non-pay status for that calendar year.*



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## Section 14 - Sick Leave

### Table of Contents

A. Accrual Rates and Balances .....	14-3
B. Eligibility .....	14-3
C. Regular Lineholders .....	14-3
D. Reserves Lineholders .....	14-3
E. Pilots Assigned to Training .....	14-3
F. Doctor's Certificate .....	14-4
G. Misrepresentation .....	14-4
H. Bidding While Absent .....	14-4
I. Workers' Compensation .....	14-4
J. Account Reports .....	14-4
K. Exhaustion of Sick Leave .....	14-4



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A. Except as otherwise provided in Section 13, a pilot will accrue sick leave as follows for each month of service as a pilot to a maximum of 450 hours (pilots who have accrued more than 450 hours as of the date of signing of this Agreement will not have their sick leave bank reduced as a result of this maximum):

<u>Active Service</u>	<u>Accrual per Month</u>
0-4 Years	2.75 Hours
5-9 Years	3.25 Hours
10+ Years	3.50 Hours

B. A pilot will not be permitted to use paid sick leave until he has completed six (6) months of active service as a pilot.

C. When a lineholder is absent as a result of illness or injury, he will be credited with the scheduled time of the trip missed and the credited time will be deducted from the pilot's sick leave account. To the extent he has accrued sick leave in his account, a lineholder absent for a full bid period as a result of illness or injury will be credited and paid seventy-five (75) hours of sick leave at the rate of pay applicable to his position and the credited time will be deducted from the pilot's sick leave account. If the lineholder has insufficient sick leave in his account, his line value and guarantee will be reduced by the scheduled time of the trip missed for each day he was absent.

D. When a reserve pilot is absent as a result of illness or injury, he will be credited with the greater of three and three-quarter hours (3.75) per day or the scheduled time of the trip missed and the credited time will be deducted from the pilot's sick leave account. A reserve pilot absent for a full bid period as a result of illness or injury will be credited and paid seventy-five (75) hours of sick leave at the rate of pay applicable to his position and the credited time will be deducted from the pilot's sick leave account. If the reserve pilot has insufficient sick leave in his account, his line value and guarantee will be reduced by the greater of three and three-quarter hours (3.75) per per day or the scheduled time of the trip missed for each day he was absent.

E. When a pilot assigned to training is absent as a result of illness or injury, he will be credited with two (2) or four (4) hours per day as applicable and the credited time will be deducted from the pilot's sick leave account. A pilot assigned to training who is absent for a full bid period as a result of illness or injury will be credited and paid seventy-five (75) hours of sick leave at the rate of pay applicable to his position and the credited time will be deducted from the pilot's sick leave account. If the pilot assigned to training has insufficient sick leave in his account, his line value and guarantee will be reduced by two (2) or four (4) hours per day as applicable each day he was absent. **This paragraph is intended to apply to the ground school and simulator portions of training and will not apply to Initial Operating Experience (IOE). If a pilot calls in sick during his IOE, his sick bank will be debited for the scheduled credit value of the pairing and he will be credited with the value of such**

**pairing. If the pilot has insufficient sick leave in his account, his line value will be reduced by the scheduled credit value of the pairing missed for each day he is absent.**

- F.** In questionable cases or after three (3) consecutive days of absence, the Company may request satisfactory evidence of illness or injury. The Company may require a Doctor's certificate, if it notifies the pilot and pays the expense of the initial examination. The examination will be by a doctor designated by the Company.
- G.** A pilot who misrepresents his illness or injury or abuses sick leave in any manner will be subject to discipline up to and including discharge.
- H.** A pilot who is absent from bid posting to bid closing because of illness or injury may use the bidding procedures set forth in Section 24.D.6.

#### **I. Workers' Compensation**

1. If a pilot is eligible for Workers' Compensation benefits and there is a waiting period prior to the commencement of benefits, the Company will credit and pay sick leave during the waiting period to the extent sick leave has been accrued. If a pilot receives retroactive compensation for the waiting period, he will reimburse the Company for any sick leave credited and paid. Where applicable, Section 26 will govern.
  2. Once a pilot becomes eligible for Workers' Compensation benefits, he will be paid two-thirds (2/3) of his average credit hours per bid period or his minimum bid period guarantee as may be adjusted in accordance with the Agreement, whichever is greater, over the twelve (12) months preceding the injury. The calculated credit hours will be paid at the pilot's applicable rate of pay in effect at the time of the occurrence of the injury. The payment will be reduced by any amount of Workers' Compensation benefits received by the pilot.
- J.** The Company will provide each pilot with an accurate report of his sick leave account balance at the end of each bid period.
  - K.** When a pilot has exhausted sick leave and remains unable to return to duty, the provisions of Section 26 may apply before the pilot is required to take a Medical Leave of Absence.



**Section 15 - Physical Standards, Examination and Testing**

**Table of Contents**

A. Established Standards ..... 15-3

B. Additional Medical Examinations ..... 15-3

C. Confidentiality ..... 15-3

D. Failure of Medical Examinations ..... 15-3

E. Hearing Loss Protection ..... 15-3

F. Loss of FAA First Class Medical Certificate ..... 15-3

G. Substance Abuse Rehabilitation Program ..... 15-4



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- A.** The physical standards required of a pilot will be those established by the FAA, including its waiver policy for the class of medical examination. A pilot may select an Airman Medical Examiner (AME) of his choice to meet FAA requirements. The pilot will notify the Company of any examination which he fails.
- B.** The Company may, for the purpose of determining fitness to fly, require a pilot to submit to a medical examination or test in addition to those required by the FAA. The examination will be promptly scheduled and conducted by a Company-designated medical examiner. The cost of a Company required examination or test will be paid by the Company. A medical examination or test will not be conducted for disciplinary reasons. A pilot found fit to fly will suffer no loss of pay as a result of a Company required examination or test.
- C.** The medical records resulting from a medical examination or test will be maintained by the Company's medical examiner, and will be held in strict confidence. The Company and the pilot will be furnished a copy of the medical examiner's report.
- D.** A pilot who fails a medical examination or test required by the FAA or the Company may, at his option, seek review of the medical examiner's report in the following manner:
1. He may, at his own expense, employ a medical examiner of his choice for the purpose of conducting a medical examination or test.
  2. A copy of the findings of the pilot's medical examiner will be furnished to the Company. If such findings verify the findings of the Company medical examiner, no further medical review will be afforded.
  3. If the findings of the Company's medical examiner and the pilot's medical examiner disagree, the Company will, at the written request of the pilot, ask the two examiners to agree upon a third, qualified and neutral medical examiner, preferably a specialist, to conduct his own medical examination or test.
  4. The case will be settled on the basis of the findings of the neutral medical examiner.
  5. The expense of employing the neutral medical examiner will be borne one-half (1/2) by the pilot and one-half (1/2) by the Company. Copies of the neutral medical examiner's report will be furnished to the Company and the pilot.
  6. A pilot who fails a medical examination required by the Company, and is found by the neutral medical examiner to have been fit to fly from the time of the Company required medical examination, will suffer no loss of pay as a result of the required examination or test.
- E.** The Company will furnish acceptable ear protection from ramp noise at no expense to the pilot.
- F.** A Captain who fails to qualify for his first class medical but is able to qualify for a second class medical may continue to fly as a First Officer.



- G.** The Company will participate with the Association in the facilitation of a substance abuse rehabilitation program that is acceptable to the Association and approved by the FAA such as “HIMS”. A pilot suffering from substance abuse related problems may utilize such a program. Information obtained as a result of disclosures made as part of participation in the program will be held in strict confidence, except as required by law, and will not be used as a basis for disciplinary action. However, a pilot’s utilization of such a program does not excuse violation of Company policies or FARs.



## **Section 16 - Management Rights**

Except to the extent expressly abridged or modified by a specific provision of this Agreement, the Company reserves and retains, solely and exclusively, all of the inherent rights, powers and authority to manage the business and direct its work force and all the matters relating thereto which the Company had prior to the signing of this Agreement.



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## Section 17 - Passes

### Table of Contents

A. On-Line and Interline Travel .....	17-3
B. Additional Crew Member (ACM).....	17-3



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### A. On-Line and Interline Travel

1. A pilot and members of his immediate family (mother, father, spouse, and dependent children) and the immediate family of a deceased pilot, will be granted passes and reduced rates on Company aircraft and, on other airlines, to the maximum extent permitted by law and interline agreements. The Company agrees to meet and confer with the Association prior to any changes in its pass policy or procedures.
2. **When a pilot completes ten (10) years of active service with the Company and, having attained the minimum age FAA-mandated age of retirement, the pilot and members of his immediate family (mother, father, spouse, and dependent children), will be granted life-time on-line and interline passes to the same extent as an active pilot. Priority for such passes will be consistent with Company policy and interline agreements. If other employee groups are granted a more favorable retiree pass policy, the same policy will be made available to retired pilots. "Other employee groups" as used in this paragraph does not include Company or subordinate officials.**
3. Misuse or abuse of pass privileges, either by the pilot or eligible person(s) using his privileges, may result in loss or suspension of these privileges.
4. A pilot on furlough will be granted on-line and interline passes to the same extent as an active pilot for the first thirty (30) days of such furlough.
5. Procurement of passes will be available at pilot domiciles during normal business hours in an area that is accessible to a pilot or an eligible person using his privileges.
6. A pilot on TDY for more than thirty (30) days, will be provided two (2) round trip passes per bid period for transportation to and from his domicile in accordance with **Section 24.O.22.b.(2)**.

### B. Additional Crew Member (ACM)

1. ACM ("jumpseat") authorization will be available and uniformly administered in accordance with Company policy and, to the extent possible, will be made available at the gate counter at all stations. Except as required by law, the Captain has the final authority to approve a jumpseat rider.
2. ACM priorities will be honored until fifteen (15) minutes prior to departure. Priorities and authorization for ACM riders will be as follows:
  - a. Secret Service Agents.
  - b. FAA, DOD or NTSB personnel on official business.
  - c. COMAIR pilots travelling to and from flight assignments and training.
  - d. Check Airmen performing line checks.

- e. Company personnel on Company business with appropriate authorization from the Director of Operations.
  - f. Comair senior management personnel (must have an available seat in the cabin).
  - g. Comair pilots in order of seniority.
  - h. Comair dispatchers and other approved COMAIR personnel in order of seniority.
  - i. Other approved personnel on familiarization rides or engaged in Company business (must have an available seat in the cabin).
  - j. Pilots employed by another air carrier with a reciprocal jumpseat agreement (first come, first served).
  - k. Dispatchers employed by another air carrier with a reciprocal jumpseat agreement (first come, first served).
  - l. FAA Air Traffic Controllers or Flight Service Station personnel on familiarization flights.
3. Company policy and procedures regarding the priorities, authorization and issuance of boarding passes for ACM authority will be published in the Operations Manual and will be consistent with this Section.
  4. The Company will meet and concur with the Association prior to making any changes in the ACM Jumpseat Policy.
  5. At the request of either party, the Company and the MEC Jumpseat Coordinator will meet and confer regarding reciprocal jumpseat agreements with other air carriers.



**Section 18 - Investigation, Disciplinary Grievances**

**Table of Contents**

A. Grievance Definition ..... 18-3

B. Right to Respond ..... 18-3

C. Written Notice ..... 18-3

D. Discipline Hearings ..... 18-3

E. Time Limits ..... 18-3

F. Extension of Time Limit ..... 18-3



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- A.** A grievance under this Section is defined as a dispute between the parties concerning just cause for any disciplinary action against a pilot.
- B.** Prior to being disciplined, a pilot will be given the opportunity to respond to any Company investigation or inquiries.
- C.** A pilot will be notified in writing of any disciplinary action taken by the Company and the reasons therefor, with copies to the Master Executive Council Chairman and the Grievance Chairman.
- D.** A pilot who is disciplined will be granted a hearing, provided he files a grievance with a request for a hearing to the Director of Operations or his designee, with a copy to the Association, within ten (10) days after the receipt of the notification. If such request for a hearing is timely presented, the following steps will be taken:
1. The hearing will be held within twenty-one (21) days of the date the grievance is received. The Company will give the pilot at least forty-eight (48) hours notice of the time and date for such hearing. The aggrieved pilot will have the right to be represented by such persons as he may designate.
  2. Within seven (7) days following the completion of the hearing, the Company will issue its decision in writing with a copy to the pilot, the Grievance Chairman and the Master Executive Council Chairman. If the decision of the Company is not satisfactory to the pilot or the Association, the case may be appealed by the Association to the System Board of Adjustment within thirty (30) days after the receipt by the pilot of the Company's decision.
- E.** All time limits within this Section shall be complied with by the Company, the pilot, and/or the Association. If the Company does not comply with the time limits, the grievance shall be sustained. If the pilot and/or the Association does not comply with the time limits, the Company's action shall be sustained.
- F.** All time limits in this Section may be extended verbally or in writing, by mutual agreement.



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**Section 19 - Investigation, Grievances Other Than Disciplinary**

**Table of Contents**

A. Grievance Definition ..... 19-3

B. Complaint Process ..... 19-3

C. Grievance Filing Time Line ..... 19-3

D. Grievance Process and Time Line ..... 19-3

E. Time Line Compliance ..... 19-3

F. Extension of Time Limits ..... 19-3



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## Pilot Agreement



- A.** A grievance under this Section is defined as a dispute between the parties growing out of the interpretation or application of any of the terms of this Agreement. The Association or a pilot(s) may file a grievance which must be in writing.
- B.** Any complaint upon which a grievance may be based shall first be brought to the attention of the Vice President of Flight Operations, or his designee, for discussion and possible solution. The failure to bring any dispute to the attention of the Vice President of Flight Operations, or his designee, shall not constitute a waiver or release of any rights to file a grievance under this Section.
- C.** Grievances must be filed with the Vice President of Flight Operations, or his designee, within thirty (30) days after the affected pilot(s) reasonably would have knowledge of the alleged violation of the Agreement. It is not intended that this limitation precludes claims arising out of bookkeeping or pay errors.
- D.** Grievances under this Section will be handled in accordance with the following procedure:
1. An initial hearing will be held by the Vice President of Flight Operations, or his designee, within twenty-one (21) days after the Company receives the grievance.
  2. The Company will give the pilot(s) at least forty-eight (48) hours notice of the time and date of the hearing.
  3. The pilot(s) may be represented at such hearing by any such persons as he may designate.
  4. Within seven (7) days following the completion of such hearing, the Company will issue its decision in writing with a copy to the pilot(s), the Grievance Chairman, and the Master Executive Council Chairman.
  5. If the decision of the Company is not satisfactory to the pilot(s) or the Association, the case may be appealed by the Association to the System Board of Adjustment within thirty (30) days of receipt of the decision.
- E.** All time limits within this Section will be complied with by the Company, the pilot(s), and/or the Association. If the Company does not comply with the time limits, the grievance will be sustained. If the pilot(s) and/or the Association does not comply with the time limits, the Company's action shall be sustained.
- F.** All time limits in this Section may be extended verbally or in writing, by mutual agreement.



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**Section 20 - System Board of Adjustment**

**Table of Contents**

A. Purpose of System Board..... 20-3

B. Number of Members ..... 20-3

C. Tenure of Members ..... 20-3

D. Jurisdiction of Board ..... 20-3

E. Requirements to Consider Grievances ..... 20-3

F. Neutral Chairman ..... 20-3

G. Content of Submission ..... 20-3

H. Selection of Neutral Member..... 20-3

I. Representation at Hearing..... 20-4

J. Summoning Witnesses..... 20-4

K. Final and Binding Decision ..... 20-4

L. Railway Labor Act Rights ..... 20-4

M. Records..... 20-4

N. Compensation and Expenses of Members ..... 20-4

O. Compensation and Expenses of Witnesses ..... 20-4

P. Compensation and Expenses of Neutral..... 20-4

Q. Independence of Members ..... 20-4



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- A.** In compliance with Section 204, Title II of the Railway Labor Act, as amended, a System Board of Adjustment is established for the purpose of adjusting and deciding grievances which may arise under the terms of this Agreement and which are properly submitted to it.
- B.** For each grievance, the Board shall consist of three (3) members, one (1) appointed by the Company, one (1) appointed by the Association, and one (1) member (hereinafter referred to as the “neutral member”) selected in accordance with paragraph H. of this Section. Unless the Company and the Association agree upon a combination of cases to be presented to a neutral member, each case presented to the Board will be treated as a separate case.
- C.** The Company members and the Association members shall serve until their successors are duly appointed. The parties shall notify the Vice President of Flight Operations and the Master Executive Council Chairman as to the names and addresses of the respective Company and Association members of the Board.
- D.** The Board will have jurisdiction over grievances which may arise under the terms of the Agreement. Jurisdiction of the Board will not extend to proposed changes in hours of employment, rates of compensation, or working conditions.
- E.** The Board will consider any grievance properly submitted by the Association or the Company when such grievance has not been previously settled in accordance with the terms provided for in this Agreement.
- F.** The neutral member of the Board shall preside at meetings and hearings of the Board and shall be designated as Chairman of the System Board of Adjustment. It shall be the responsibility of the Chairman to guide the parties in the presentation of testimony, exhibits, and argument at hearings to the end that a fair, prompt and orderly hearing of the dispute is afforded. The Board shall meet in the city where the General Offices of the Company are maintained unless a different place of meeting is agreed upon by the Board and the parties.
- G.** All grievances properly submitted to the Board for consideration shall be jointly addressed to the Company and the Association members. The submission will include:
1. Question or questions at issue.
  2. Statement of facts.
  3. Position of the Association.
  4. Position of the Company.
- H.** Upon the filing of the submission, the Company and the Association shall, within ten (10) days, agree upon the selection of a neutral member. If agreement is reached, the Company and the Association shall advise the members of the Board of the name and address of the neutral member. If no agreement can be reached within the ten (10) day period, a joint request will be directed to the National Mediation Board requesting a list of seven (7) proposed neutrals. Each party will alternately strike a name from the list until one (1) name remains who will be designated.

Upon the selection or the appointment of a neutral member, the appealing party shall forward a copy of the submission to the neutral member. All subsequent documents to be filed with the Board shall be addressed to all three (3) members of the Board. No matter shall be considered by the Board which has not first been fully processed in accordance with either Sections 18 or 19.

The Chairman shall set a date for hearing which shall be mutually satisfactory with the Association and the Company members of the Board and shall be within thirty (30) days of the date of the selection or appointment of the neutral member, unless the Company and the Association have agreed to a mutually satisfactory later date.

- I. Grievants may be represented at Board hearings by such person or persons as they may designate, and the Company may be represented by such person or persons as it may designate. Evidence may be presented either orally or in writing or both.
- J. The Board may, by a majority vote, summon any witnesses who are employed by the Company and who may be deemed necessary by the parties to the dispute, or by either party, or by the Board itself.
- K. Such Board of Adjustment, as then constituted, shall hear the parties with reference to the grievance pending before it, and a majority vote of the Board shall be final and binding between the Company and the Association and anyone they may represent having an interest in the grievance. Decisions shall be rendered within thirty (30) days after the close of the hearing and/or briefs have been submitted.
- L. Nothing herein shall be construed to limit, restrict, or abridge the rights or privileges accorded either to the pilot(s), the Company, or to their duly accredited representatives under the provisions of the Railway Labor Act, as amended.
- M. The Board shall maintain a complete record of all matters submitted for consideration, its findings and decisions.
- N. Each of the parties will assume the compensation, travel expense and other expenses of the Board member selected by it.
- O. Each of the parties will assume the compensation, travel expense and other expenses of the witnesses called or summoned by it. Witnesses shall receive space available free transportation over the lines of the Company.
- P. The expenses and compensation of the neutral member shall be borne equally by the parties. Board members who are employees of the Company shall be granted necessary leaves of absence for the performance of their duties as Board members. Board members shall be furnished space available free transportation over the lines of the Company for the purpose of attending meetings of the Board to the extent permitted by law.
- Q. Each Board member shall be free to discharge his duty in an independent manner without fear that his individual relations with the Company, the Association, or the pilot(s) may be affected in any manner by any good faith action taken in his capacity as a Board member.



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**Section 21 - Seniority**

**Table of Contents**

A. General ..... 21-3  
B. System Seniority List ..... 21-3  
C. Probation ..... 21-4



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### A. General

1. Seniority will begin to accrue from the most recent date of hire (DOH), i.e., the date on which a person employed as a pilot first reports for pilot training in the service of the Company. The pilot will be assigned a seniority number on his DOH and his name will be placed on the System Seniority List. Seniority will be based upon the length of service as a pilot with the Company from the most recent DOH.
2. When two (2) or more pilots are employed on the same date, their names will be placed on the seniority list according to their age, i.e., the oldest pilot will be given the lowest number. When two (2) or more pilots have the same DOH and the same date of birth, their relative seniority will be determined by drawing lots.
3. Except as otherwise provided in this Agreement, seniority will govern in the case of filling of vacancies, choice of monthly flight schedules, choice of vacation periods, assignments to training, displacements from category or position, and furlough and recall.

### B. System Seniority List

1. Within the first thirty (30) days of January and July of each year, the Company will post the System Seniority List, current as of January 1 and July 1, and will supply the Association and each pilot with a copy. Such list will be known as the System Seniority List and will contain, in order of seniority, the names of all pilots entitled to seniority, designated as active or inactive, their employee number, current category, DOH, longevity date, and date of birth.
2. A pilot will be permitted thirty (30) days after any posting of the System Seniority List to protest to the Company an omission or incorrect posting affecting his seniority or DOH.
  - a. A pilot on leave or away from his domicile at the time of posting of the list will have thirty (30) days from the date of his return from leave or return to his domicile to file such protest.
  - b. A pilot making no protest within the time specified is bound by the list and has no further recourse, except that administrative or clerical errors regarding seniority or DOH may be corrected at any time.
3. When a junior pilot is promoted over a senior pilot by reason of failure of the latter to qualify in his turn, the senior pilot will continue to retain his position on the seniority list. Upon request, the Company will furnish such pilot written reasons therefore.

4. A pilot will lose his seniority, his name will be removed from the seniority list and his employment with the Company will be terminated under the following conditions:
  - a. He resigns or quits.
  - b. He is discharged for just cause.
  - c. He declines recall, fails to notify the Company of his intent to accept recall or does not return to work after being recalled.
  - d. He has been on furlough for more than five (5) consecutive years.
  - e. He accepts unauthorized gainful aviation employment while on leave of absence.
  - f. He gives a false reason for obtaining a leave of absence.

### **C. Probation**

1. A pilot will be on probation for the first twelve (12) months of active service as a pilot with the Company.
2. During probation, a pilot may be disciplined or discharged without recourse to the grievance procedure or System Board of Adjustment. However, nothing in this Agreement will deny a pilot any rights he may have under the Railway Labor Act.
3. A First Officer upgrading to Captain prior to completion of probation will have recourse to the grievance procedure and System Board of Adjustment only when discipline or discharge is based on the pilot's decisions concerning the safety of flight.
4. When a pilot has completed probation, he will not be returned to probation.



**Section 22 - Furlough and Recall**

**Table of Contents**

A. Method and Notice of Furlough..... 22-3

B. Filing of Current Address..... 22-3

C. Method and Notice of Recall ..... 22-3

D. Acceptance or Rejection of Recall..... 22-3

E. Type of Mail for Notification and Answer..... 22-3

F. Accrual of Seniority..... 22-3

G. Passes While on Furlough..... 22-3

H. Pay After Recall..... 22-3

I. Moving Expenses..... 22-3

J. Alternatives to Furlough..... 22-3

K. Recall From Voluntary Furlough..... 22-3



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- A.** Pilots will be furloughed in reverse order of system seniority. Each pilot to be furloughed will be notified in writing at his last filed address at least fourteen (14) days prior to the furlough, except in cases of emergency, acts of God, or other causes beyond the control of the Company.
- B.** Each furloughed pilot will file his current address in writing with the Company and will promptly advise the Company, in writing, of any subsequent change of address.
- C.** When the Company recalls a furloughed pilot, he will be notified of recall, in writing, in order of system seniority. The notification will specify a date of return to active duty, and such date will not be less than twenty-one (21) days after the date of notification, unless otherwise mutually agreed upon by the furloughed pilot and the Company.
- D.** Each recalled pilot will accept or reject the recall, in writing, within ten (10) days from the date of notification. The Company will explain this requirement in the recall notice.
- E.** Notification and answers will be by Certified or Registered Mail, Return Receipt Requested (effective when deposited) for the time limits specified in this Section.
- F.** A pilot, while on furlough, will continue to accrue seniority for a period of five (5) years from date of furlough.
- G.** A pilot, while on furlough, will be granted passes as provided in Section 17.
- H.** A pilot returning from furlough will be paid the rate of pay applicable to the category to which he is recalled.
- I.** A pilot returning from furlough to a domicile different than the domicile from which he was furloughed will be entitled to Company paid moving expenses as provided in Section 6.
- J.** Prior to a furlough, the Company and the Association will meet and confer to explore alternatives to the furlough such as Company Offered Leave of Absence, etc.
- K.** **When the Company has offered a voluntary furlough, it will recall pilots in seniority order based on staffing requirements at the time of recall.**
  - 1.** **A pilot will be allowed to bypass recall, without limitation, provided the recall is to a different category from the one held by the pilot at the time of voluntary furlough.**
  - 2.** **The pilot will be allowed one bypass opportunity if the recall is to the category the pilot held at the time of voluntary furlough.**
  - 3.** **If the pilot voluntarily accepts recall to a different domicile from which he was voluntary furloughed, he will not be entitled to any moving expense provided by Section 6.**
  - 4.** **If the pilot being recalled is the last voluntary furloughed pilot, he must accept recall or be subject to removal from the pilot system seniority list.**



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**Section 23 - Filling of Vacancies, Reallocation and Displacement**

**Table of Contents**

A. General and Definitions ..... 23-3

B. Determination of Staffing Requirements ..... 23-4

C. Types of Vacancies ..... 23-7

D. Notice(s) of Permanent, Reallocation or Displacement Vacancy Bid(s)..... 23-8

E. Bidding Procedures ..... 23-9

F. Eligibility for Award of a Vacancy ..... 23-10

G. Bid Award Procedures ..... 23-12

H. Withdrawal From Bid Award and Associated Training ..... 23-13

I. Training for an Awarded or Assigned Position ..... 23-14

J. Cancellation of Notices of Permanent, Reallocation or  
Displacement Vacancy ..... 23-17

K. Advancement to Awarded or Assigned Category..... 23-17

L. Assignment to Duties in Previous Category..... 23-17

M. Commencement of Pay for Permanent or Displacement Vacancies..... 23-19

N. Position Classifications ..... 23-19

O. Freezes ..... 23-20

P. Placement of New Hires ..... 23-21

Q. New Domiciles..... 23-22

R. Reduction of Positions at a Domicile..... 23-22

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## A. General and Definitions

1. All vacancies and positions will be filled in accordance with this Agreement.
2. Except for a pilot on furlough, each pilot on the seniority list will hold a permanent position.
3. Except as provided in Section 9, a pilot will not fly as a Captain in the revenue service of the Company unless he holds a permanent position of Captain and a pilot will not fly as a First Officer in the revenue service of the Company unless he holds a permanent position of First Officer.
4. A Captain may be awarded any Captain or higher paying First Officer position. A First Officer may be awarded any Captain or First Officer position.
5. Except as provided in this Section, downbidding, i.e., bidding from a Captain position to a First Officer position, will not be permitted.
6. A pilot who is awarded a vacancy in another category **will be by-passed and remain in his current position when he is:**
  - a. Within eighteen (18) months of the mandatory FAA retirement age on or before the date of posting of such award; or
  - b. On a long term government leave and unable to exercise his normal seniority within the Agreement; or**
  - c. Performing the duty of a Management or Instructor pilot according to terms within this Agreement.**
7. The Company will pay a pilot by-passed according to terms within this Section at the rate applicable to the position he was awarded but did not fill because of the by-pass. By-pass pay will begin at the earlier of:
  - a. The Effective Conversion Date (ECD); or,
  - b. The date on which a junior pilot holding the same category in the same award is to be paid at the rate for the awarded or assigned vacancy. By-pass pay will be on a one-for-one basis.

## 8. Definitions

- a. **Administrative Advancement - Action taken by the Company to place a pilot in his new category. A pilot will be notified of his administrative advancement prior to the date the bid package is published for his new category.**
- b. **By-pass - The selection of a junior pilot over a senior pilot for a position or assignment.**
- c. **Category - A pilot's seat, aircraft type and domicile.**
- d. **Displaced (category) - A reduction in force in a pilot's category that causes him to be "bumped" from his category or as a result of another pilot being awarded or assigned his category in accordance with this section.**

- e. **Displacement Vacancy** - A vacancy utilized to reduce the number of pilots within a category as specified on the vacancy bid notice. Only those pilots in the effected category are eligible for the displacement vacancy. Once awarded the vacancy reverts to a permanent vacancy except as specified herein.
- f. **Double Bid Vacancy** - A vacancy awarded or assigned to a management or administrative non-flying pilot. Such vacancy will also be available to be awarded or assigned to another pilot.
- g. **Effective Conversion Date (ECD)** - The date posted on a vacancy, reallocation or displacement bid that indicates the date on which training for the bid is projected to be completed.
- h. **Permanent Vacancy** - A vacancy that is either noticed as permanent or becomes permanent after a reallocation or displacement.
- i. **Position** - A pilot's seat and aircraft type.
- j. **Reallocation Vacancy** - A vacancy utilized by the Company prior to any displacement in order to allow those pilots in an overstaffed category the opportunity to transfer to another domicile that has the same category. A reallocation vacancy is only open to those pilots in the overstaffed domicile current and qualified in position. Once awarded the vacancy reverts to a permanent vacancy except as specified herein.
- k. **Reinstatement** - A displaced pilot being awarded his previous category in a subsequent permanent or reallocated vacancy consistent with the terms of this section.
- l. **Status** - Classification as Captain or First Officer in a specific type of equipment. A pilot may not hold more than one (1) status at any time.
- m. **Temporary Vacancy** - A vacancy anticipated to exist for no more than three (3) successive bid periods.
- n. **EPIC** - The Company on-line computer service utilized to provide pilot's access to Company wide and job specific information, including but no limited to, monthly schedules, vacancy bidding and vacancy bid award information.

## **B. Determination of Staffing Requirements**

1. The Company will employ a sufficient number of pilots to man the operation so as not to unduly disrupt the schedules of lineholders and will maintain an adequate number of reserves to cover unforeseen operational needs, to avoid the frequent modification of schedules of lineholders, and to avoid excessive junior manning.
2. Staffing requirements will be met by the establishment of permanent positions in each category. The number of permanent positions in each category will be determined as set forth in this subsection B.



3. Each month, or more frequently at the request of either party, a staffing review meeting will be conducted between the Company and the Association. The MEC Chairman will designate a pilot who will participate in the staffing review meeting. Access to all data relevant to staffing that is not considered proprietary will be provided to the MEC pilot representative. The recommendations of the MEC pilot representative will be given the same consideration granted to other participants in the staffing review meeting.
4. **To insure adequate staffing exists in all categories, “trigger points” will be established to determine if staffing model adjustments are necessary going forward. Trigger points will be established for all key-staffing assumptions.**
  - a. **Trigger Point - A trigger point is a headcount variance tolerance (planned vs. actual) established for major staffing assumptions, i.e. sick, LOA coverage, attrition, operational reserves, and the model calibration. The assumption will be adjusted if the variance exceeds the tolerance level for a predetermined amount of time and the staffing review meeting participants see no future reason the variance will subside.**
  - b. **Key Staffing Indicators - The following staffing assumptions will be assigned trigger points to determine if model adjustments are necessary:**
    - (1) Sick Leave
    - (2) Leaves of Absence (Military, Medical, FMLA, Workers’ Compensation)
    - (3) Attrition (excluding retirements)
    - (4) Deadhead
    - (5) Recurrent/Requalification Training
    - (6) Part-Time Instructors
    - (7) Company & Association Business
    - (8) Vacation
    - (9) Average Line Value
  - c. **Operational reserves (model calibration). The calibration of the model will be tracked to determine the necessary level of operational reserves. A trigger point will be established for the model calibration variance. To determine the model calibration and variance, actual absences and headcount will be populated into the staffing model following the completion of the bid month. The model will indicate an “actual” variance, which will then be compared to actual bid month staffing statistics. The measured statistics will include junior manning, displacements, premium pay, reserve utilization and pay-to-meet guarantee hours.**
  - d. **Review Meetings - The evaluation of staffing indicators and associated trigger points will be evaluated in the monthly staffing review meeting.**
5. In determining staffing requirements for each category, the total number of known and projected credit hours required will be derived from the following:

- a. Lineholder Staffing
  - (1) Block time - credit hours based on scheduled and charter flying contained in the current applicable aircraft deployment schedule.
  - (2) Planned pairing penalty - credit hours for other than revenue flying, e.g., deadhead.
  - (3) Vacation time - credit hours based on known vacations.
  - (4) Training - credit hours based on known initial, transition, upgrade, or recurrent training.
  - (5) Part Time Instructors - credit hours based on known pilot unavailability because of part-time assignment to the Training Department.
  - (6) Pilots assigned to Company Business - credit hours based on known pilot unavailability because of assignment to Company Business.
  - (7) Known medical, military, Association, jury duty, and family medical leaves - credit hours based on known pilot unavailability because of these leaves of absences.
  - (8) Known attrition - credit hours based on known resignations and retirements.
- b. Reserve Staffing
  - (1) Projected sick, military, Association, jury duty, and family medical leaves - credit hours based on projected pilot unavailability because of these leaves of absences.
  - (2) Projected attrition - credit hours based on projected resignations.
  - (3) Airport ready reserves - credit hours based on projected utilization of airport ready reserves.
  - (4) Reserve staffing sufficient to ensure schedule integrity - credit hours based on projected schedule disruptions because of maintenance, weather, and other operational causes.
6. The total credit hours derived from paragraph 5, above, utilizing empirical, historical, and statistical data and applicable credit values required by this Agreement, will **normally** be divided by **eighty (80) hours** depending upon variables discussed in the staffing review meeting. **During the staffing review meetings line divisor numbers will be discussed based on projected line values for the following months.**
7. The number determined in paragraph B.6., above, will be known as the Minimum Staffing Number (MSN) and represents the minimum requirement, i.e., number of positions in each category, required for staffing. This MSN will be compared monthly with the active pilots in each category.
  - a. When the MSN is projected to be greater than the number of active pilots in a category, and that variance is expected to remain in effect for more than three (3) consecutive bid periods, a notice of vacancy for that category will be posted for each projected block of eighty-two (82) credit hours that remain uncovered.
  - b. When the MSN is projected to be less than the number of active pilots in a category, and that variance is expected to remain in effect for more than two (2) months, a notice of



displacement may be posted, at the discretion of the Company, for the reduction of one (1) permanent position in the category for each block of eighty-four (84) credit hours projected as surplus. Where applicable, the notice of displacement will be preceded by a notice of reallocation.

### C. Types of Vacancies

1. A vacancy will be either permanent or temporary.
2. Permanent Vacancies
  - a. A permanent vacancy is any vacancy anticipated to exist for more than three (3) successive bid periods.
  - b. A permanent vacancy in a category exists and will be filled when:
    - (1) The MSN in a category is projected to be greater than the number of active pilots in that category pursuant to paragraph B.7., above;
    - (2) A pilot holding a permanent position vacates a category; there is no decrease in the MSN in that category pursuant to paragraph B.7., above, and the number of active pilots in that category is less than the minimum required;
    - (3) A temporary vacancy is converted to a permanent vacancy because it has existed for more than three (3) successive bid periods;
    - (4) A “double bidder” is returned to active status as a line pilot.
3. Temporary Vacancies
  - a. A temporary vacancy is any vacancy anticipated to exist for more than one (1) bid period and less than or equal to three (3) successive bid periods.
  - b. The Company may fill a temporary vacancy only when:
    - (1) The position that is vacant exists in more than one domicile;
    - (2) The MSN in a category is projected to be greater than the number of active pilots in that category pursuant to paragraph B.7., above, and is projected to continue for more than one (1) bid period and less than or equal to three (3) successive bid periods;
    - (3) Leaves of absence, e.g., sick leave, military leave, jury duty, cause a pilot to be absent for more than one (1) bid period and less than or equal to three (3) successive bid periods;
    - (4) When operational needs are such that additional pilots are required in a category provided such need exists for more than one (1) bid period and less than or equal to three (3) successive bid periods.
  - c. Notice of Temporary Vacancies
    - (1) A notice of temporary vacancy will be posted in the Flight Operations Notes, in each pilot’s v-file, on the Company bulletin boards at each domicile and **EPIC**.

- (2) A notice of temporary vacancy will be posted for no less than seven (7) days. The bid will close on a date that allows sufficient time for a pilot awarded or assigned the vacancy to bid a schedule in the awarded or assigned category.
- (3) A notice of temporary vacancy will include:
  - (a) The number of temporary vacancies;
  - (b) The duration of the temporary vacancy;
  - (c) The reason for the vacancy;
  - (d) The date and time of bid posting and closing;
  - (e) The category(s) from which bidding will be permitted;
  - (f) The category(s) for which the temporary vacancies exists.
- (4) A pilot bidding for a temporary vacancy must be current and qualified in the position for the temporary vacancy. The pilot must also be available to fly at least 75% of all bid periods in the temporary vacancy.
- (5) A pilot will be awarded a temporary vacancy in accordance with his seniority in the category from which bidding is permitted. When an insufficient number of eligible bids are received to fill a temporary vacancy, the Company may fill the temporary vacancy by assigning pilots in reverse order of seniority in the category from which bidding is permitted.
- (6) A pilot awarded or assigned a temporary vacancy will be paid per diem, transportation, and lodging in accordance with Section 5 unless the pilot waives such allowances.

#### **D. Notice(s) of Permanent, Reallocation or Displacement Vacancy Bid(s)**

1. A notice of **permanent**, reallocation or displacement will be posted in the Flight Operations Notes, in each pilot's v-file, on the Company bulletin boards at each domicile and **on EPIC**.
2. A uniform numbering system that will be sequential, beginning with the year of issuance, will be used for each notice, e.g., 1999-01, 1999-02, etc.
3. A vacancy bid (a notice of one or more vacant positions, reallocations, or displacements in a category) will close at 12:00 p.m., local domicile time, at least **ten (10)** days after the posting of the notice.
4. An ECD will be established for each **vacancy** bid.
  - a. The ECD will not be later than 240 days from the date of the posting of the bid notice.
  - b. The ECD in a notice will not precede the ECD in a notice having an earlier posting date.
  - c. The ECD in a notice will not be changed after it has been posted.



5. A bid notice will include:
  - a. The type of bid, i.e., **permanent** vacancy bid, reallocation vacancy bid, or displacement vacancy bid and the bid number.
  - b. The reason for the **permanent**, reallocation, or displacement.
  - c. The number of positions by category that are **permanent**, reallocated, or displaced, e.g., 6 - CVG CRJ50 CA **Permanent** Vacancies.
  - d. The ECD.
  - e. The date and time of the bid posting and closing.
  - f. Any prerequisite qualifications. (**Section 11.H.2., or reinstatement/reallocation notations**).
  - g. The projected minimum and maximum number of positions by category on the ECD.
  - h. The actual number of currently filled positions by category based on the most recent bid award.
  - i. A current seniority list by category based on the most recent bid award **will be posted in the Ops notes and EPIC**. The list will indicate each pilot's current freeze with starting and ending dates, each pilot who has a standing bid on file, and each pilot ineligible for an award and the reason therefore.
  - j. The date the final award will be posted.
  - k. The date the tentative training schedule will be posted. This date will not be more than fourteen (14) days after the posting of the final award.

### E. Bidding Procedures

1. Each pilot must submit a standing bid on a form provided by the Company indicating, in descending order, preferences for all desired categories.
2. **A pilot will submit his standing bid via the bid form utilizing the EPIC system. The Company will ensure that EPIC supplies a time stamped verification of a pilot's bid. If the on-line service does not work at any time during an active bid process, the Company will agree with the Association on a paper process in which a pilot can provide his bid choice(s).**
3. A pilot may revise his standing bid at any time **utilizing the form on EPIC**.
4. A pilot may file a conditional bid, i.e., that he be awarded a category only if he can, at the time of the posting of the award, hold the category within a given percentage of the bid eligibility list for that category. **A pilot may bid for any percentage within the range of one (1) to one-hundred (100) percent, e.g., CVG CL-65 CA 58%.** If a pilot's seniority does not permit him to hold the category within the **percentage selected at the time of award**, the bid will be denied.

## F. Eligibility for Award of a Vacancy

1. A **permanent** vacancy bid will be open to all pilots on the seniority list.
2. A reallocation **vacancy** bid will be open only to pilots in the same position in which a displacement is pending.
3. A displacement bid will be open only to displaced pilots.
4. A pilot whose freeze expires prior to the date of the actual or projected close of a secondary vacancy bid will be eligible to be awarded the vacancy on which he is bidding.
5. A pilot on a leave of absence with a return date after the actual or projected closing date of a **permanent vacancy** bid will not be eligible to be awarded the vacancy on which he is bidding. A pilot on a leave of absence **who is eligible for reinstatement or reallocation will be provided the opportunity to exercise his seniority upon return from such leave of absence consistent with paragraph 23.R.5., below. No pilot will be displaced due to the provision of this paragraph. In all cases, a pilots' rights under USERRA will govern.**
6. A pilot who is within **thirty (30)** days of his actual scheduled training start date for an awarded vacancy on the actual or projected closing date of the secondary bid of a subsequent vacancy will not be eligible to be awarded the subsequent vacancy.
7. A new hire pilot is eligible to be awarded a position provided his initial line check is scheduled to be completed prior to the posting of the primary bid for that position. **A new hire pilot will be eligible to bid and be awarded a different domicile in the same position he is being trained if such category is placed for bid prior to his completion of new hire training, e.g. CVG CL-65 FO to JFK CL-65 FO. Such award will be consistent with his seniority.**
8. A freeze will not prohibit a pilot from being awarded a reallocation bid.
9. A freeze or a leave of absence will not exempt a pilot from being displaced.
10. In order to be awarded or assigned a position, a pilot must meet the prerequisite qualifications for the position set forth in this Agreement unless waived in accordance with this Agreement.
11. A pilot will not be precluded from being awarded a position in new equipment because of a freeze.
  - a. The term "new equipment" as used in this paragraph includes all equipment types that have been in the revenue operation of the Company for less than six (6) months, including, but not limited to, new equipment which has been FAA certificated as having a type rating common to any equipment currently being operated by the Company.
  - b. **"Revenue operation" means the beginning of passenger or cargo service and does not include the time required to train pilots prior to such service.**



12. A pilot subject to a freeze will not be precluded from being awarded a position in a new domicile for a period of six (6) months from its establishment.
  - a. The term “establishment” as used in this paragraph is the date of posting of the first vacancy bid notice for the new domicile.
  - b. **“Establishment” means the beginning of passenger or cargo service and does not include the time required to train pilots prior to such service.**
13. **A pilot who does not yet have the required ATP written exam completed and passed at the time of the vacancy bid award and who meet or are projected to meet the hourly flight time requirements prior to a training class within the vacancy award will be awarded or assigned the vacancy in accordance with the applicable provisions of this Section.**
  - a. **All pilots will be required to either currently have their ATP written exam completed, or if they are awarded or assigned a vacancy award will, at Company expense, be provided the ATP written exam training immediately prior to the training class for the awarded or assigned vacancy.**
  - b. **If a pilot does not have the ATP written exam completed, that pilot will be assigned a vacancy award in inverse seniority order if there are not sufficient pilots who bid for the vacancy. A pilot will not be able to by-pass a junior assignment to a vacancy award solely because he has not completed the ATP written exam.**
14. **A pilot who does not, at the time of the vacancy bid publication, meet the hourly eligibility requirements, the following procedures will apply:**
  - a. **The Company will use a monthly projection of hours for determining an average amount of flight time that pilots would normally accrue during the vacancy in question.**
  - b. **The number used for the projection will be determined in the staffing meeting immediately preceding the publication of the vacancy bid.**
  - c. **A pilot will be awarded or assigned vacancies in accordance with the provisions of this Section using the flight hour projection to determine the approximate training class the pilot would be eligible to attend.**
  - d. **The Company will only award or assign a vacancy under this provision provided the pilot could reasonably attain the hourly requirements prior to the proposed tentative training class date.**
  - e. **If the pilot does not have the hourly requirement at the time his training class is scheduled to begin, he will be bypassed for that training class and will be placed in the first training class thereafter upon meeting the hourly requirements.**
  - f. **Such training class may be a class for a subsequent vacancy award.**

- g. Any pilot bypassed because of the provision of paragraph e., above, will begin to receive the applicable higher rate of pay the earlier of:**
  - (1) The first day of the month following the date on which he attains the hourly requirement, or;**
  - (2) The date on which a junior pilot, on a one-for-one basis, begins to receive the higher rate of pay.**
- h. Upon meeting the hourly requirement a pilot will be allowed to exercise the option to bypass training in accordance with paragraph I., below, provided the provisions of paragraph I.7.a., below, apply.**
- i. If there are not sufficient pilots who are projected to attain the hourly flight time requirements for the vacancy bid, the Company may exercise the other available options to fill the vacancy bid award including the junior assignment of pilots to that vacancy award.**

## **G. Bid Award Procedures**

- 1. Bid awards will be posted within 48 hours of the close of the bid unless extended by mutual agreement between the Company and the Association.**
2. Vacancies, reallocations, **displacements** and **reinstatements** will be processed as follows:
  - a. The Company will award vacancies in seniority order using the preferences indicated on the bids on file at the time of bid closing.
  - b. The Company will award reallocations in seniority order from the category from which bidding is permitted using the preferences indicated on the bids on file at the time of bid closing.
  - c. The Company will displace pilots in inverse seniority order. Displaced pilots will be awarded categories in order of seniority using the preferences indicated on the bids on file at the time of bid closing.
  - d. The Company will award reinstatements in seniority order using the preferences indicated on the bids on file at the time of bid closing.**
  - e. If a pilot has no standing bid on file or has filed a standing bid with insufficient preferences, he will remain in his current category unless he is displaced.
3. When an insufficient number of eligible bids are received to fill a secondary vacancy after the waiving of freezes, the Company may either:
  - a. Leave the vacancy unfilled.
  - b. Fill the vacancy by assigning pilots in inverse order of seniority (such pilots will not incur a freeze).
  - c. Recall pilots from furlough.
  - d. Hire new pilots (pilots must be recalled from furlough prior to hiring new pilots).



4. A bid award will be posted in the Flight Operations Notes, on Company bulletin boards in each domicile and **on EPIC**.
5. A bid award will include the names and seniority numbers of affected pilots and their seniority placement within the award relative to each other, e.g., Doe, John - Employee # 5678, SN 234 - 1; Smith, John - Employee # 1234, SN 256-2.
6. A pilot who believes there is an error in a bid award may bring the alleged error to the attention of the Company within fourteen (14) days of the posting of the final bid award. The Company will correct such error promptly upon verification.
7. A pilot awarded or assigned a vacancy will be required to accept the award or assignment except as provided herein.

## H. Withdrawal From Bid Award and Associated Training

1. Withdrawal From Bid Award Prior to the Start of Training
  - a. A pilot who is awarded or assigned a vacancy may withdraw from that award or assignment **for any reason within seven (7) days of the vacancy award. A pilot on an approved leave of absence who is notified of, or becomes aware of an awarded or assigned vacancy will notify the Company of his intent to withdraw within seven (7) days of such notification.**
  - b. **A pilot may request to withdraw from an awarded or assigned vacancy after the time indicated in paragraph H.1.a., above, but prior to thirty (30) days before the actual training start date. In such circumstance, and in coordination with the ALPA, it will be determined if the pilot can withdraw based on the need to fill, or not fill the scheduled training slot.**
  - c. **A pilot may request to withdraw from an awarded or assigned vacancy less than thirty (30) days prior to the start of training due to hardship conditions. The Company will not unreasonably deny such withdrawal. If such request is submitted, the Company will consult with the Association prior to making a decision to discuss the circumstances.**
  - d. A pilot wishing to withdraw from an awarded or assigned vacancy will submit a written request for withdrawal to the Company prior to the start of training stating the reason for the request. The Company will send a copy of the request to the MEC Chairman or **his designee**.
  - e. When a request for withdrawal is approved, the affected pilot will remain in the category he held prior to the award. The Company may then fill the vacancy created by the withdrawal by awarding it to the next senior pilot who bid for the vacancy. If there were no other bids for the vacancy, the Company will either fill the vacancy by assignment in the reverse order of seniority, leave the vacancy unfilled, or publish a new notice of vacancy.

- f. A pilot who withdraws from an awarded or assigned vacancy **in accordance with paragraph H.1.a. or b., above**, will not incur an additional freeze.
2. Withdrawal From Bid Award After the Start of Training
  - a. Unless recommended by the TRB, a pilot who has started initial, transition or upgrade training as a result of a displacement may not withdraw from an awarded or assigned position and its associated training.
  - b. Unless recommended by the TRB, a pilot who has started initial, transition or upgrade training as a result of a junior assignment may not withdraw from an awarded or assigned position and its associated training.
3. A pilot may not withdraw from initial new hire, recurrent or requalification training.
4. **A pilot displaced from category in accordance with this section may not withdraw from his new awarded vacancy.**

## **I. Training for an Awarded or Assigned Position**

1. When training is required for **any pilot** awarded or assigned **a vacancy**, the Company will provide the training as required in this Agreement.
2. A pilot awarded or assigned a position **who needs training** will be notified of his tentative scheduled training start date within fourteen (14) days of the posting of the final bid award associated with his awarded or assigned position.
3. The Company will provide a pilot **requiring training** at least **thirty (30)** days written notice of the actual scheduled training start date required for an awarded or assigned position.
4. A pilot may, at his option, decline, without penalty, a training start date if notice of the start date was less than **thirty (30)** days.
5. If a pilot awarded or assigned a position is assigned the last available training start date within the award, he must accept that start date.
6. A pilot awarded or assigned a position who has been notified of his training start date may, at his option, decline that date, on a one-time basis, and begin his training at a later available start date, provided:
  - a. He gives at least **forty-five (45)** days notice before his training start date;
  - b. There is a more junior pilot who has been awarded or assigned the same position and is scheduled for the class with the later available start date; and,
  - c. The more junior pilot who has been awarded or assigned the same position has bid or been assigned from the same category as the pilot who has requested to decline his training start date. If staffing is not adversely impacted, this paragraph does not apply.



7. A pilot who does not comply with paragraph 6.a., above, may, at his option, decline his start date, on a one-time basis, and begin his training at a later available start date provided:
  - a. The Company is able to replace him in the class; and,
  - b. The more junior pilot who has been awarded or assigned the same position has bid or been assigned from the same category as the pilot who has requested to decline his training start date. If staffing is not adversely impacted, this paragraph does not apply.
8. Requests to decline a training start date will be considered on a first-come, first-served basis or in seniority order among those requests received on the same day.
  - a. **When a pilot notifies the Company of his intent to by-pass the Company will attempt notification of the next pilot scheduled for training in order of seniority to fill the training class utilizing check-in / check-out messages, phone messages and email as applicable.**
  - b. **The Company will not be required to wait more than forty-eight (48) hours after the first attempt to notify the next junior pilot in line for training. After the forty-eight (48) hours has expired the Company may notify the next junior pilot in line for training.**
  - c. **The Company will keep a log of notification attempts.**
9. If a pilot is by-passed by a junior pilot as a result of declining a training start date, he will not be entitled to by-pass pay.
10. Except as provided in Section 11, the Company will not assign a pilot any duties in his previous position following the start of and prior to the completion of training, i.e., the successful completion of the line check.
11. Normally, **all pilots who require** training for the same vacancy award or as a result of a displacement, will be scheduled in accordance with seniority and will commence on or before a date allowing sufficient time to complete the training prior to the applicable ECD.
12. **If both pilots require training**, the Company may train a junior pilot in advance of a senior pilot in the same vacancy award or as a result of a displacement if the affected pilot's previous category is not the same, e.g., CL-65 FO seniority #700 training for CL-65 CA may be trained prior to CL-700 FO seniority #500 training for CL-65 CA.
13. **If both pilots require training**, the Company trains a junior pilot in the same category within the same vacancy award or as a result of a displacement **(to a higher paying category)** in advance of a more senior pilot in the same bid award, the Company will pay the senior by-passed pilot, on a one-for-one basis, at the applicable higher rate from the date the junior pilot is paid at a higher rate in the higher paying category.

- 14. If the Company trains a senior pilot in the same category as a result of a displacement (to a lower paying category) in advance of training a more junior pilot in the same bid award, the Company will pay the senior pilot, on a one-for-one basis, at the applicable higher rate until the date upon which the junior pilot is paid at a lower rate in the lower paying category.**
15. If the Company delays the training start date of a pilot, the Company will provide the pilot with notice of the rescheduled training start date.
- If the training is delayed seven (7) days or less, the Company will provide the pilot with at least **twenty-four (24)** hours notice of the new start date. If the training is delayed more than seven (7) days, the Company will provide the pilot with three (3) days notice of the new start date.
  - The pilot's freeze start date will remain unchanged; however, he will be eligible to be awarded any subsequent vacancy if his rescheduled training start date is scheduled to begin more than **forty-five (45)** days after the close of that subsequent vacancy bid.
  - When returned to line flying status prior to the close of bids for his position, the pilot will bid and be awarded a schedule in accordance with his seniority.
  - When returned to line flying status after the close of bids for his position, the pilot will be assigned a line or a reserve schedule in accordance with his seniority. If he would have been awarded a line of flying, and some or all of the pairings are available, he will be assigned the available pairings. If he would have been awarded a line of flying, and some or all of the pairings are no longer available, he will be subject to the displacement provisions in Section **24.N** for those pairings, or given the option of accepting other available pairings. If he does not accept other available pairings, he will be subject to the displacement provisions in Section **24.N**.
- 16. Normally, a pilot awarded or assigned a vacancy award who does not require training will be advanced to his new position according to seniority within the vacancy award. The Company may train and advance a more junior pilot to the awarded category prior to the senior pilot utilizing the conditions below. Additionally, if neither pilot awarded or assigned a vacancy advancing from different domiciles requires training, the following conditions will also apply:**
- The Company staffing models requires backfill positions which cannot afford the senior pilot to advance ahead of the junior pilot.
  - The Company will pay the senior by-passed pilot, when applicable, on a one-for-one basis, at the applicable higher rate from the date the junior pilot is paid at a higher rate in the higher paying category. If the rate of pay is the same rate of pay the pilot is currently receiving, the Company will credit the pilot with an additional ten (10) hours of pay credit for each bid period or part thereof that the pilot is retained in his old category.
  - The pilot will "bid" his monthly schedule in the new category and will be credited and paid the greater credit of either the scheduled line award for his "new" category, or the actual line award for the position in which he will perform duty, including all applicable pay calculations in Section 3.C..



- d. **If the pilot is a commuter, the Company will provide positive space transportation to and from the pilot's location to his "old" domicile beginning the day the junior pilot is scheduled to begin IOE and ending the day the senior pilot begins flying in his "new" domicile.**

17. No pilot awarded or assigned a position will be trained prior to another pilot awarded or assigned a position in the same category from a bid with an earlier ECD.

### **J. Cancellation of Notices of Permanent, Reallocation or Displacement Vacancy**

1. The Company may cancel a notice of **permanent**, reallocation, or displacement at any time prior to its ECD. Cancellation of a notice **cancels all components of the notice**. If a notice is canceled, all subsequently dated notices of vacancy will also be canceled.
2. If the Company cancels a notice after the start of training of any pilot within the award, the Company will first realign affected pilots in accordance with their seniority within the award and complete the training of an equal number of pilots who had begun training. The Company will return any pilot who will not be trained to his former category.

### **K. Advancement to Awarded or Assigned Category**

1. A pilot awarded or assigned a **permanent**, reallocation, or displacement bid will be considered as holding the awarded or assigned category on the date the bid is awarded or assigned. A pilot will bid any subsequent **permanent**, reallocation, or displacement **vacancy** from this category.
2. A pilot will be notified of his administrative advancement no later than publication of the bid package for his category for the bid period in which he is to be advanced and eligible to bid. A pilot will be given written notification in his v-file of his administrative advancement to an awarded or assigned category. When such notice is given, the Company may advance the pilot.

### **L. Assignment to Duties in Previous Category**

1. After successful completion of training for an awarded or assigned position, including the line check, a pilot may be returned to duties in his previous category for no more than four (4) consecutive bid periods or portions thereof, or the minimum time required by the circumstance requiring the return, whichever is less. The parties intend that no pilot will be returned to his previous category solely for the Company's convenience. The number of pilots returned will be minimal and the return must be necessary to maintain the operational integrity of the flight schedule in the equipment to which the pilot is being returned. Prior to returning a pilot to duties in his previous category, the Company will use its best efforts to

optimize the utilization of pilots in that category. The circumstances requiring the return must be beyond the control of the Company and must be directly related to the following:

- a. Aircraft delivery delays - manufacturer's delay of more than thirty (30) days in delivery of new aircraft that are on order by the Company.
  - b. Unanticipated additional flying - additional flying that begins in a time frame less than required to train a pilot to fill a vacancy and that cannot be staffed through the use of a temporary vacancy.
  - c. Greater than projected attrition - attrition greater than projected at the most recent staffing review meeting based on anticipated resignations and retirements that occur in a time frame less than required to train a pilot to fill a vacancy and that cannot be staffed through the use of a temporary vacancy.
  - d. Greater than projected leaves of absence - leaves of absence greater than projected at the most recent staffing review meeting based on anticipated medical, military, Association, jury duty, and family medical leaves that occur in a time frame less than required to train a pilot to fill a vacancy and that cannot be staffed through the use of a temporary vacancy.
  - e. Unanticipated aircraft maintenance and FAA mandated airworthiness directives - unscheduled maintenance that requires the removal of one (1) or more aircraft from revenue service and that causes additional flying on aircraft in the pilot's previous category and that cannot be staffed through the use of a temporary vacancy.
  - f. Unanticipated delay in training - unusual and substantial delays in training caused by the unanticipated unavailability of a simulator, FAA examiners, a training facility, or unusual and substantial increases in the student failure rate.
2. A pilot will be "trained to proficiency" in his previous position before being assigned duties in his previous category. After the completion of his return, a pilot will be "trained to proficiency" in his awarded or assigned position prior to being assigned duties in that position.
  3. During the assignment to duties in his previous category, the pilot will be paid at the rate applicable to his awarded or assigned position or at the rate applicable to his previous category, whichever is greater.
  4. If the assignment to duties in his previous category causes a pilot to commute, and he would not otherwise have been required to do so, the Company will provide for each pairing assignment or group of reserve days:
    - a. lodging facilities at the domicile to which he is being returned, and;
    - b. meal allowance in accordance with Section 5, and;
    - c. on-line, round trip passes between his new domicile and the domicile of his previous category.
  5. One (1) pilot may be assigned to duty in his previous category for each line of flying or reserve line added or uncovered because of the above circumstances. A line of flying will be the credit hours added or uncovered in his previous category divided by 82. A reserve line will be based on reserve requirements as determined in the staffing review meeting.



6. A pilot will not be assigned to duty in his previous category if he has commenced revenue flying in his awarded or assigned position. For the purpose of this paragraph only, a pilot who completes the remaining portion of a pairing that includes IOE will not be considered to have commenced revenue flying in his awarded or assigned position.
7. If more than one (1) pilot is to be assigned to duty in his previous category, the assignments will be offered in seniority order to pilots who have completed or are scheduled to complete IOE in sufficient time to cover the assignments to duty in their previous category. If there are insufficient bidders, pilots will be assigned in inverse order of seniority.
8. The Company will notify the MEC Chairman or his designee prior to assigning a pilot to duties in his previous category and as soon as practical thereafter, will meet with the MEC Chairman or his designee to provide all relevant data that substantiates the circumstances that created the need for the assignment. If it is determined that the assignment is not in compliance with the criteria set forth in paragraphs L.1.a.-L.1.f., above, the pilot will be paid 150% of his flight pay for all hours credited for duty performed during the assignment in his previous category and be returned to his awarded or assigned position without delay.

### **M. Commencement of Pay for Permanent or Displacement Vacancies**

1. A pilot will be paid at the rate of pay applicable to an awarded or assigned permanent vacancy or to a category to which he is displaced beginning with the earlier of:
  - a. The commencement of IOE;
  - b. The date a pilot is administratively advanced to his new position;
  - c. The ECD; or,
  - d. The date the pilot is entitled to by-pass pay.
2. By-pass pay begins for the more senior pilot when a junior pilot holding the same category in the same award begins to be paid at the rate for the awarded or assigned position. By-pass pay will be on a one-for-one basis.

### **N. Position Classifications**

1. Positions will be classified by aircraft as indicated below and may be changed only by mutual agreement:
  - a. Captain – CL-700/CL-900 (**maximum of 76 seats**).
  - b. Captain – CL-65.
  - c. First Officer – CL-700/CL-900 (**maximum of 76 seats**).
  - d. First Officer – CL-65.

2. When all aircraft in a position classification are removed from service and no firm order for aircraft with that position classification has been made, the position classification will be deleted.

## **O. Freezes**

1. **A pilot will only be subject to an equipment freeze, those resulting from a voluntary change of position by the pilot that requires qualification training.**
2. A freeze will begin **thirty (30)** days prior to the actual scheduled training start date for an awarded vacancy unless a delay in the training start date has occurred pursuant to paragraph **I.15.**, above. A freeze for a pilot who accepts a training start date with less than **thirty (30)** days notice will begin on the date of notification of training.
3. All equipment freezes will be twelve (12) months, except as provided below.
4. Except as otherwise provided in paragraph O.11., below, a pilot awarded the same status in a different equipment with the same rate of pay will incur a thirty-six (36) month freeze.
5. Except as otherwise provided in paragraph O.11., below, a pilot awarded the same status in a different equipment with a lower rate of pay will incur a thirty-six (36) month freeze.
6. Pilots assigned to training with the earliest start date for an award to new equipment that requires a different type rating will incur an eighteen (18) month freeze. A pilot assigned to training thereafter will incur a freeze with an expiration date equal to the expiration date of the freeze incurred by the class with the earliest start date or twelve (12) months from his freeze start date, whichever is later.
7. A pilot required to downgrade from Captain to First Officer as a result of loss of a First Class Medical Certificate or other FAA directive will retain his starting position for the purpose of future bidding and will:
  - a. Incur a twelve (12) month freeze if he downgrades to First Officer in different equipment.
  - b. Incur no freeze if he downgrades to First Officer in the same equipment. If he downgrades in the same equipment, he must remain in the same domicile.
8. A pilot who fails to qualify for an award or assignment and is returned to his former category pursuant to Section 11.H., will incur a twelve (12) month freeze in his former category in accordance with paragraph O.2., above.
9. A displaced pilot will not be subject to a freeze.
10. A pilot awarded a reallocation bid will not be subject to a freeze. The pilot will retain any remaining portion of a previous freeze.
11. Following the successful completion of training, a pilot assigned to a position in inverse order of seniority will not be precluded from being awarded a higher paying position but will be subject to the following:



- a. Such pilot will incur a twelve (12) month freeze that precludes him from being awarded a position with a rate of pay equal to or lower than the position to which he was junior assigned.
- b. If, subsequent to the junior assignment, a notice of displacement has been posted in the position to which the pilot was junior assigned, the pilot may, at his option, on a one for one basis, be awarded the position from which he was junior assigned. Such pilot will not be subject to a freeze as a result of this award.
- c. At the conclusion of such pilot's twelve (12) month freeze, he may be awarded any vacancy to which his seniority entitles him.
  - (1) If awarded a position with a rate of pay equal to or higher than the position from which he was junior assigned, the pilot will not be subject to a freeze.
  - (2) If awarded a position with a rate of pay lower than the position from which he was junior assigned, the pilot will incur a thirty-six (36) month freeze.

### **P. Placement of New Hires**

1. New hire pilots will only fill First Officer positions.
2. Pilots will have the opportunity to bid on a vacancy prior to filling the vacancy with a new hire. However, a newly hired pilot will not be eligible to bid any vacancy posted prior to the completion of his initial line check.
3. If there are insufficient bidders for such vacancy, the Company may fill the vacancy in the following sequence:
  - a. The Company will waive all First Officer freezes in lower positions and again attempt to fill such vacancy.
  - b. If the vacancy remains unfilled, the Company will recall a furloughed pilot, in order of seniority, to fill the vacancy.
  - c. If the vacancy remains unfilled, the Company may hire a new hire pilot to fill the vacancy.
  - d. When vacancies exist in more than one position at the same time, individuals who have been given conditional offers of employment will be afforded the opportunity to bid for the vacancy of their preference prior to the start of their aircraft specific training. The Company will ensure that the seniority among such individuals is determined by the same method provided for in Section 21.
4. If, at the time of employment, a new hire pilot is assigned to a higher position than a more senior pilot, a by-pass will have occurred and the following will apply:
  - a. The by-passed pilot, upon completion of his initial line check, will be eligible to fill any vacancy in a higher category in accordance with his seniority.

- b. If a vacancy in a higher category has not occurred after the completion of his initial line check, the by-passed pilot will be eligible for by-pass pay upon the completion of probation. The by-passed pilot will be paid at the rate applicable to the highest First Officer position to which the more junior new hire pilot was awarded or assigned until the by-passed pilot is awarded or assigned a vacancy in the higher position and pay has commenced in accordance with paragraph M, above. By-pass pay will end when all of the pilots triggering the by-pass are realigned to positions in accordance with their seniority.
  - c. When a by-passed pilot does not bid a vacancy in a higher category following completion of his initial line check, a by-pass has not occurred.
  - d. When a by-pass has occurred that entitles a pilot to receive by-pass pay, the Company will, not later than a reasonable period of time after the completion of the probationary period of the by-passed pilot, realign the position of the by-passed pilot by training and placing him in the highest category that his seniority can hold. The junior pilot triggering the by-pass will have his position realigned and he will be trained and placed in the highest position that his seniority can hold. When more than one by-pass has occurred, realignments will apply to all by-passed pilots in order of seniority and to all junior pilots who have triggered a by-pass in inverse order of seniority. Such realignments may be staggered.
5. The Company will provide new hire pilots training emphasizing the importance of this Section and will require new hire pilots to file standing bids.

## **Q. New Domiciles**

The Company will provide at least sixty (60) days written notice to the Association and the pilots of its intent to establish a new domicile. The notice will describe the location, the amount and type of flying anticipated, the anticipated number of vacancies in each category, and other pertinent information which may be helpful or unique to the operation of the new domicile.

## **R. Reduction of Positions at a Domicile**

1. A pilot will not be displaced from his position except as provided for in this Section. The Company will provide pilots with at least seven (7) days written notice of projected primary displacements.
2. A pilot in a category in which a notice of displacement has been published will be eligible to bid in a reallocation bid for a vacancy in the same position in another domicile. If there are insufficient bids, the Company may elect to carry an overage in that category. When the Company does not elect to carry an overage, a displacement will occur.



3. If a displacement occurs, pilots in the surplus category will be displaced in inverse seniority order. Regardless of whether a vacancy exists, displaced pilots will be awarded categories, in order of seniority, using the preferences indicated on the bids on file at the time of bid closing. Displaced pilots, in order of seniority, may elect to displace into any position to which their seniority entitles them. If a displaced pilot has no standing bid on file, or has filed a standing bid with insufficient preferences, he will be assigned the highest category to which his seniority entitles him regardless of domicile.
4. When a displaced pilot displaces into another category, the most junior pilot in that category will be considered displaced. The Company may carry an overage in that category, subject to the following:
  - a. As a result of the displacement, the number of positions in that category will not exceed one hundred eight percent (108%) of the MSN.
  - b. When the number of positions in that category exceeds one hundred eight percent (108%) of the MSN, the excess pilots will be displaced.
  - c. Multiple or successive displacements will not operate to increase the MSN unless a number of vacancies equal to or greater than the overage has been published and filled by a vacancy bid.
5. A displaced pilot will be entitled to priority reinstatement rights to a vacancy in the category from which he was displaced for twelve (12) months from the date of displacement award provided he has not been awarded a vacancy in a different position in a subsequent bid.
  - a. **The Company will allow a pilot returning from a leave of absence to exercise his seniority upon return from the leave of absence. In such case the Company may elect to exceed the provisions of paragraph R.4., above, in order to facilitate this pilot.**
  - b. **A reinstatement will automatically occur to any formally displaced pilot in any category when a regular vacancy bid is awarded. A displaced pilot not wishing to be reinstated to his former category may contact the Company prior to any regular vacancy award, or during the normal withdrawal process as stated in paragraph H., above.**
6. A displaced pilot who receives a Company paid move in connection with his displacement will not be entitled to a Company paid move in the exercise of priority reinstatement rights.



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**Section 24 - Scheduling**

**Table of Contents**

A. Pairing Construction ..... 24-3

B. Time Withheld From the Bid Package ..... 24-4

C. Bid Packages ..... 24-4

D. Bidding..... 24-6

E. Line Construction - PBS..... 24-8

F. Schedule Transition ..... 24-19

G. Time Utilized for IOE After Line Construction ..... 24-20

H. Award or Assignment of Open Time..... 24-21

I. Pairing and Reserve Day Off Trades ..... 24-28

J. Pairing Drops ..... 24-29

K. Modifications ..... 24-30

L. Non-Flying Pilot (NFP) Duties ..... 24-30

M. Contact of a Pilot While on a Layover or a Day Off..... 24-31

N. Displacement and Reassignment ..... 24-31

O. Reserves ..... 24-33

P. Illness or Injury ..... 24-40

Q. Commuter Policy ..... 24-40

R. General ..... 24-42

Appendix A - Monthly Bidding Timeline ..... 24-44

Appendix B - Monthly Run Down Process ..... 24-45

Appendix C - Daily Run-Down Process ..... 24-47



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## A. Pairing Construction

1. It is the responsibility of the Company to prepare and publish the pairings for bid by pilots. The Company will consult with a designee of the MEC Scheduling Committee in the preparation and review of the pairings.
  - a. The responsibility for pairing construction remains with the Company.
  - b. The parties will, on a continuing basis, develop jointly agreed criteria for the construction of pairings to be used in the scheduling of pilots. Additionally, the objectives for the construction of pairings will be to:
    - (1) Maximize the productivity of each pairing to the extent practical, i.e., a duty hour ratio (DHR) of 1:2, a duty period minimum (DPM) of 5.0 and a trip hour ratio (THR) of 1:3.5;
    - (2) Ensure the ability to carry out the marketing schedule while maintaining on time performance and schedule completion;
    - (3) Ensure that the amount of open time is kept to a minimum, i.e., time unassigned by the Preferential Bidding System (PBS) during the bid run;
    - (4) Minimize the use of breaks within each duty period;
    - (5) Maintain a jointly acceptable mix of pairing types, i.e., 1 day, 2 day, 3 day, 4 day, and 5 day pairings, with 5 day pairings kept to a minimum. Pairings of more than five (5) consecutive days will not be used.
  - c. All pairings used for the scheduling or assignment of pilots will comply with all other applicable provisions of the Agreement.
2. Continuous Duty Overnight Pairings (CDs)
  - a. The Company may construct CD pairings. Such CD pairings will consist of one (1) duty period and will not be constructed back-to-back except in CD lines.
  - b. Except when necessary to avoid a flight cancellation, a ferry flight for scheduled maintenance or a test flight will not be a part of a CD pairing.
  - c. A pairing that is constructed with a legal rest period away from domicile that is subsequently operated as a CD pairing because of a late flight arrival will not be subject to the CD flight and duty limitations set forth in Section 12 or the CD pay and credit provisions set forth in Section 3.
  - d. A pilot awarded or assigned a CD pairing that is not part of a CD line will be released to rest upon completion of that pairing and will not be required to be available for an assignment prior to 0500 on the following day.

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**B. Time Withheld From the Bid Package**

1. During the monthly staffing review meeting, the Company will provide a designee of the MEC Scheduling Committee information regarding the demonstrated need for withholding of time from the bid package to accomplish IOE for each category. The information will include the number of credit hours required and the name of each pilot to be scheduled for IOE during the bid period.
2. The Company will designate the pairings to be withheld from the bid package. Such pairings will comply with the agreed upon criteria for an IOE pairing. For each bid period, the credit hours withheld in a category will not exceed the lesser of:
  - a. Seventy-five percent (75%) of the credit hours required for IOE in that category;
  - b. Four percent (4%) of the known credit hours to be flown in that category; or,
  - c. The credit hours required to construct a regular line for each IOE Instructor or IOE Check Airman scheduled to conduct IOE in that category, provided the affected IOE Instructor or IOE Check Airman has the seniority to hold a regular line. Such lines will be constructed with the PBS in seniority order utilizing the designated IOE pairings.
3. A regular line awarded or assigned to an IOE Instructor or IOE Check Airman in accordance with paragraph B.2.c., above, will be published with other regular lines. An IOE Instructor or IOE Check Airman not awarded or assigned such a line will bid for and be awarded or assigned a line in accordance with paragraph D.1.a., below.

**C. Bid Packages**

1. Not later than the first day of the month preceding the applicable bid period, the Company will publish a notice to all pilots indicating the date that the bid packages are projected to be distributed and the subsequent deadline for the closing of bids.
2. The bid package for each category will contain the following information:
  - a. Pairings, including the following schedule information:
    - (1) Report time
    - (2) Pairing number
    - (3) Flight number
    - (4) Block and credit time of each segment
    - (5) Block and credit time of the pairing
    - (6) Duty time
    - (7) Ground time
    - (8) Deadhead time
    - (9) Originating, intermediate, and terminating station



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- (10) Layover station, layover time, hotel name and telephone number
  - (11) Minimum required rest
  - (12) Trip time (TAFB)
  - (13) Number of landings
- b. CD Lines
  - c. Bid Eligibility List
  - d. Awarded or assigned temporary vacancies
  - e. IOE Instructors and Check Airmen
  - f. Reserve windows
  - g. Daily reassignment window for displaced pilots
  - h. Known training assignments including applicable credit
  - i. Available recurrent ground school and recurrent checkride dates
  - j. A list of pilots eligible to bid on recurrent ground school and recurrent checkride dates
  - k. Other hotel information
3. The Company will distribute to each pilot at his domicile a bid package applicable to his category. The Captain bid package will be distributed not later than the First Officer bid package for that equipment and domicile. Reference Appendix A for the time line.
    - a. The first bid package selected by the Company for distribution will be distributed no earlier than the first (1<sup>st</sup>) day of the month preceeding the applicable bid period but no later than 1700 hours on the second (2<sup>nd</sup>) day of the month preceding the applicable bid period.
    - b. The last bid package selected by the Company for distribution will be distributed in time to ensure that the bid award for this category is distributed to the pilots no later than the seventeenth (17<sup>th</sup>) day of the month preceeding the applicable bid period.
    - c. Deviations from the times and dates set forth in paragraphs C.3.a. and b., above, will be allowed in the case of airline schedule changes and related pairing construction. The Company will promptly notify the MEC Scheduling Committee Chairman or his designee and all pilots (by Ops Notes and via the on-line service utilized) of any such deviations.
  4. A bid package for each category will also be made electronically available via a home access computer system on or before the date of that respective category's bid package distribution.
  5. Following distribution, the MEC Scheduling Committee may review the bid package for each category. The review of a bid package will be completed within twenty-four (24) hours of its distribution.

- a. If the MEC Scheduling Committee discovers an error or a violation of the Agreement in a bid package before the bids have been awarded for the category, the committee will notify the Company as soon as practical. The Company will correct any error or violation that would materially affect the accuracy of the PBS award.
- b. If the Company discovers an error or violation of the Agreement in a bid package, before the bids have been awarded for the category, the Company will correct any error or violation that would materially affect the accuracy of the PBS award.
- c. When an error or violation is found that would materially affect the accuracy of the PBS award, the Company will reissue the affected bid package and adjust the time and dates for bidding, awarding, review and distribution by the number of days required because of the correction. However, the bid award for this category will be distributed no later than the seventeenth (17<sup>th</sup>) day of the month prior to the applicable bid period except as provided in paragraph C.3.c., above.

## D. Bidding

### 1. Eligibility

- a. A pilot will bid in his category as indicated on the Bid Eligibility List. He will be included on the Bid Eligibility List in accordance with his current category pursuant to Section 23.
  - (1) A pilot who has been notified of advancement to his new position and is scheduled to complete his IOE and line check prior to the closing of bids for the following bid period will be eligible to bid and be awarded a schedule in accordance with his seniority.
    - (a) A pilot in New Hire, Initial or Upgrade training who has been notified of advancement to his new position and is scheduled to complete all simulator training events prior to the 16<sup>th</sup> day of the bid period prior to the bid period in which he will be advanced, will be eligible to bid and be awarded a schedule for the following bid period in accordance with his seniority. The intent of this paragraph is to include any simulator session in compliance with Section 11.F.1.c.**
    - (b) A pilot in New Hire, Initial or Upgrade training who has been notified of advancement to his new position and is scheduled to complete his IOE no later than the end of the twenty-fifth (25<sup>th</sup>) day of the bid period prior to the bid period in which he will be advanced, will be eligible to bid and be awarded a schedule in accordance with his seniority for the following bid period.**
    - (c) A pilot in New Hire, Initial or Upgrade training who does not meet the requirements of either paragraph (a) or (b) above, will not be eligible to bid and will be placed on reserve in accordance with his seniority upon completion of his line check.**
  - (2) A pilot who has been notified of advancement to his new position and is scheduled to complete his IOE and line check after the closing of bids for the following bid period



will not be eligible to bid and will be placed on reserve in accordance with his seniority upon completion of his line check.

- (a) **A pilot in Transition training who has been notified of advancement to his new position and is scheduled to complete his IOE no later than the end of the fifth (5<sup>th</sup>) day of the bid period in which he will be in his new position, will be eligible to bid and be awarded a schedule for that bid period in accordance with his seniority. The intent of this paragraph is to include any simulator session in compliance with Section 11.F.1.c.**
- (b) **A pilot in Transition training who does not meet the requirements of paragraph (a) above, will not be eligible to bid and will be placed on reserve in accordance with his seniority upon completion of his line check for the following bid period.**
- (3) **All timelines stated in the paragraphs D.1.a.(1)(a) thru (c), and D.1.a.(2)(a) and (b), above, will also apply to a pilot in training as a result of displacement or downgrade either voluntary or involuntary as applicable, e.g. transition from CL-700/CL-900 to CL-65 CA, downgrade from CL-65 CA to CL-65 F/O.**

  - (a) **A pilot who does not complete all required IOE prior to the effected bid period will not be pay protected for any pairing for which he is displaced in order to complete IOE.**
  - (b) **Pay and credit will be for the scheduled or actual credit time of any pairing the pilot performs while completing IOE and in addition any scheduled or actual credit for all remaining assignment on his awarded line.**
  - (c) **The pilot will not be required to be available for any displacement call-in window(s) as a result of such displacement, other than that which is required for completion of IOE.**
- (4) **Except in cases where a pilot has experienced a failure in recurrent training, a pilot who loses currency or qualification, is eligible for retention, and is scheduled to complete training to regain his currency or qualification after the closing of bids for the following bid period will not be eligible to bid and will be placed on reserve in accordance with his seniority upon completion of such training. A pilot who loses currency or qualification as a result of a recurrent training failure, is eligible for retention and makes himself available to the Company to be scheduled to complete training to regain his currency or qualification prior to the end of the current bid period will be eligible to bid for the following bid period.**
- (5) **A pilot in initial, transition or upgrade training who fails to qualify and is eligible for retention will be assigned to his previous category. He will be placed on reserve for any bid period for which the bidding for schedules has closed upon completion of training for his previous category.**

  - (a) **Except as otherwise provided in this Agreement, a management pilot, an instructor pilot or an administrative non-flying pilot will not be eligible to bid or be awarded a schedule.**

- (b) A Part Time Instructor pilot will bid and be awarded a schedule in accordance with Section 10.B.4.
2. A pilot will have until 1200 hours on the sixth (6<sup>th</sup>) day after the distribution of the bid package for his category to submit his bid. The bid will contain the following, as applicable:
    - a. Preferences for pairings, duty days, days off, a specific CD line, reserve, etc.
    - b. Known military leave that has not been applied to his schedule
    - c. Preferences for his vacation start date
    - d. Preferences for available recurrent ground school and recurrent check rides
    - e. Any other biddable absence
  3. The Company will provide and maintain an adequate number of computer terminals at each domicile equipped with software appropriate to the PBS utilized. If the computer system is not functioning, the Company will provide an alternate procedure for bidding and extend the time for bidding to ensure compliance with paragraph D.2., above.
  4. A pilot may enter his bid directly into the Company provided computer terminals at any domicile or via a home access computer system and will receive a copy of the bid including date and time stamp. For the purpose of home access bidding, the Company will provide appropriate PBS software and updates to each pilot with home access capability. A pilot will be responsible for 50% of the cost of the software and updates up to \$50.00.
  5. If no bid is received by the bid deadline, the Company will utilize the pilot's standing bid. If the pilot does not have a standing bid on file, the pilot will be assigned pairings by the PBS computer utilizing the agreed upon default bid.
  6. A pilot whose name appears on the Bid Eligibility List in an active status and who is absent from bid posting to bid closing because of sick leave or military leave may contact Bid Production by telephone, e-mail or facsimile prior to the closing of bids to file his bid. If he is absent from bid posting to bid closing because of vacation or an approved leave of absence other than sick leave or military leave, he may contact Bid Production only by e-mail or facsimile. The Company will not be responsible for any errors that may result.

## **E. Line Construction - PBS**

1. The following procedures will precede line construction:
  - a. The Company will apply any known absence to a pilot's schedule. The credit value of the known absence will be reflected in the total value of the line.
  - b. The following virtual credits will apply to absences that are known prior to the close of bids:
    - (1) Recurrent Ground School      4.00 hours per day
    - (2) Recurrent Check Ride          4.00 hours per day



## Pilot Agreement



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| (3) Company Business       | 5.00 hours per day                       |
| (4) Vacation               | 3.00 hours per day                       |
| (5) Training               | 2.00 or 4.00 hours per day as applicable |
| (6) Union Leave            | 5.00 hours per day                       |
| (7) Part Time Instructor   | 25.0 hours per 7 day block               |
| (8) Jury Duty Leave        | 3.75 hours per day                       |
| (9) Military Leave         | 2.73 hours per day                       |
| (10) Company Offered Leave | 2.73 hours per day                       |
| (11) Medical Leave         | 2.45 hours per day                       |
| (12) Workers' Comp         | 2.45 hours per day                       |
| (13) Maternity Leave       | 2.73 hours per day                       |
| (14) Family Medical Leave  | 2.73 hours per day                       |
| (15) Personal Leave        | 2.73 hours per day                       |
| (16) Non-pay Status        | 2.45 hours per day                       |
| (17) Furlough              | 2.73 hours per day                       |
| (18) Resignation           | 2.45 hours per day                       |
| (19) Retirement            | 2.73 hours per day                       |
- c. An absence that is applied prior to the close of bids that is not listed in paragraph E.1.b., above, will have a virtual credit of 2.45 hours per day.
- d. During the monthly pairing and line construction process the Company will construct all assignments containing a deadhead credit at one hundred percent (100%) of the scheduled deadhead time.
- e. If a pilot is removed from his schedule by the Company for an investigation (CP), he will bid for a schedule for the following bid period in accordance with this Section. He will then be removed from the portion of his schedule designated by the Chief Pilot's office (CP) and pay protected in accordance with Section 3.E.
- f. If a pilot is suspended by the Company (SU), he will bid for a schedule for the following bid period in accordance with this Section. He will then be removed from the portion of his schedule designated by the Chief Pilot's office (SU) and will not be paid for that portion of his schedule.
- g. Biddable absences will consist of military leave (GL) and start dates for awarded vacation (VA); and if available on different dates during the bid period, recurrent ground (RG) training, and recurrent check rides (CR).

- h. When placed on a line, recurrent ground (RG), recurrent check rides (CR), training (TR), or company business (CB), will not reduce a pilot's days off to less than the scheduled minimum as set forth in Section 12, unless prorated in accordance with this Agreement. Days off for pilots during initial, requalification, upgrade or transition training will be in accordance with Section 11.
  - i. No later than forty-eight (48) hours prior to the closing of bids for each category, the Company will make available to the MEC Scheduling Committee the Bid Eligibility List for that category including known absences.
    - (1) If the MEC Scheduling Committee discovers an error or a violation of the Agreement in a Bid Eligibility List for a category before the bids have been awarded for that category, the committee will notify the Company as soon as practical. Prior to awarding the bids for the category, the Company will correct any error or violation that would materially affect the accuracy of the PBS award.
    - (2) Prior to awarding the bids for a category, the Company will correct any error or violation that it discovers in the Bid Eligibility List that would materially affect the accuracy of the PBS award.
2. Each pilot's schedule will be constructed by the Company utilizing the mutually agreed upon PBS and will be a regular line, CD line or a reserve line. The PBS will determine the number of regular lines constructed. If the PBS is not capable of constructing CD lines or reserve lines that comply with this Agreement, the Company will construct such lines. Regular lines, CD lines and reserve lines will be awarded or assigned in accordance with a pilot's seniority and this Agreement.
- a. CD Lines
    - (1) At least eighty percent (80%) of available CD pairings will be included in CD lines.
    - (2) **CD lines will be constructed by the Company and in coordination and agreement with the MEC Scheduling Committee as follows:**
      - (a) **A CD line will contain no more than three (3) back-to-back CD pairings. If a CD line has two (2) or three (3) CD pairings in a row, the last CD will be followed by at least two (2) days off.**
      - (b) **The Company will attempt to construct CD lines which do not contain any misconnect. Regardless of construction, no group of CD pairings will involve more than four (4) consecutive days.**
        - i **If, after constructing CD lines utilizing no less than eighty percent (80%) of available CD pairings, the Company is able to construct additional CD lines utilizing a misconnect, the Company will be allowed to construct such CD line(s) if it results in the ability to include more of the available CD pairings and result in additional CD lines.**



- ii The Company will not construct any CD line with more than two (2) instances of a misconnect unless required to do so to meet other provisions of the Agreement. If the Company wishes to exceed the requirements of paragraph E.2.a.(1), above, and, if doing so would require an individual CD line to have more than two (2) instances of a misconnect, the line may be constructed.
- (c) If the Company is unable to construct eighty percent (80%) of available CD pairing into CD lines with no misconnects, the Company will be allowed to construct CD lines in accordance with the following;
- i The Company will construct as many CD lines as possible with no misconnect.
  - ii After attempting to construct CD lines with no misconnect and utilizing all CD pairings the Company will construct the CD lines as necessary with a misconnect in order to comply with paragraph E.2.a.(1), above, [the eighty percent (80%) requirement].
  - iii After completing the construction process the Company will then add a “phantom” CD pairing to those CD lines (the eighty percent (80%) requirement) with a misconnect, at the misconnect. The “phantom” CD pairing will be added in order starting with the highest TAFB valued line and will be the equivalent to the highest TAFB value of any CD pairing used to construct that specific line.
    - (i) The “phantom” CD pairing does not need to appear in the original CD line, but the Company will indicate in the bid package that such “phantom” CD pairing(s), including the associated TAFB, exists for such CD line(s).
    - (ii) A pilot will be considered displaced and released for the “phantom” CD, with no further obligation to the Company for that specific duty period.
    - (iii) A pilot may add another CD pairing to this specific “phantom” displaced duty period either by trade with another pilot, from available open time or via the SAW. If the pilot adds another CD pairing to this duty period he will be credited and paid for both the displaced “phantom” CD pairing and the additional CD pairing in accordance with paragraph (d), below.
- (d) All CD lines will be credited and paid to no less than the minimum credit and pay as specified in Section 4.B., or as specified in Section 3.C., and include all relevant credits and pay for the “phantom” CD pairing. Premium pay, if applicable, will continue to be credited and paid in accordance with Section 3.K.6.
- (e) CD lines will contain a combination of CD pairings and no less than the minimum days off provided for in Section 12.

- (f) The Company will provide a hotel in domicile between consecutive CD pairings, including any “misconnects”, that are part of a CD line in accordance with paragraph E.2.a.(5)., below.**
- (3) Such lines will be awarded prior to the PBS run for regular and reserve lines. A CD line will not be awarded to a pilot with a known absence.
- (a) A CD line that is not awarded will be assigned after the PBS run for regular and reserve lines to the most junior available reserve pilot in the category who does not have a known absence.
- (b) A pilot who has a military leave of absence for less than an entire bid period will be eligible to be awarded or assigned a CD line. Awarded CD pairings which conflict with the military leave of absence will be removed from the CD line and the minimum pay guarantee will be calculated in accordance with Section 4.B. and C.**
- (4) **Should both a Captain and First Officer be awarded or assigned a CD line in accordance with the Agreement fail, at the time of the assignment, to have accumulated the FAA required seventy-five (75) hours in the aircraft type, the Company will award or assign the CD line to the Captain.**
- (a) **The First Officer will be awarded or assigned the next available CD line that was not awarded or assigned to a Captain who has less than seventy-five (75) hours in the aircraft type.**
- (b) **If there is not an available CD line that the First Officer can be awarded or assigned, he will be awarded or assigned a line in accordance with the Agreement.**
- (5) A pilot awarded or assigned a CD line who has identified himself as a commuter in accordance with paragraph 24.Q., below, will, at his request, be provided a hotel in domicile between consecutive CD pairings.
- b. Regular Lines
- (1) Utilizing the PBS and the agreed upon line building parameters, the Company will construct as many regular lines as practical containing no less than eighty-two (82) credit hours or more than ninety-three (93) credit hours and no less than the minimum days off provided for in Section 12, unless prorated in accordance with this Agreement. The remaining regular lines will contain no less than seventy-five (75) credit hours and will contain the minimum days off provided for in Section 12, unless prorated in accordance with this Agreement.
- (2) After the Company has completed the regular line construction process utilizing the PBS, additional pairings will not be added to or removed from a regular line except in the case of reruns or as otherwise provided for in this Agreement.
- (3) After the Company has completed the regular line construction process utilizing the PBS, a pilot awarded or assigned a regular line will not be awarded or assigned reserve days except as otherwise provided for in this Agreement. However, a pilot who is



displaced from any portion of his awarded or assigned regular line will be subject to reassignment in accordance with the provisions of paragraph N., below.

- (4) A pilot will be assigned to reserve for the remainder of a bid period when his schedule is modified as a result of his advancement to an awarded or assigned position or returned to duties in his previous category in accordance with Section 23.L.

c. Reserve Lines

- (1) A pilot who is not awarded or assigned a regular line or CD line will be awarded or assigned a reserve line.
- (2) A reserve line will contain reserve days and the minimum days off provided for in Section 12, unless prorated in accordance with this Agreement. A reserve pilot may bid for days off subject to the restrictions contained in Section 12.
- (3) The Company will build reserve lines honoring the day off bid request of a pilot honoring such requests to the fullest extent possible. All day off requests will be awarded in seniority order, i.e., the senior pilot will be awarded his request prior to a junior pilot.**
- (4) The Company will have the ability to determine, based on known available open time after the completion of regular line holder bid awards, a minimum requirement of “free and clear” reserve pilots for each day of the bid period. “Free and clear” means a reserve pilot, at the time of the reserve line awards, appears to be available for call out during a normal reserve window and is not, at this time, intended to be utilized to cover any known open flying resulting from the regular lineholder bid award process. This “free and clear” number will be used as a base line to determine, in inverse seniority order, those reserve pilots denied a specific reserve day off request.**
- (5) Prior to constructing the reserve line awards based on seniority requests, the Company will initially determine all pilots who must be scheduled for a one (1) day off in a seven (7) day period (12.B.l.) at the beginning of the month, and to have this day placed on the reserve pilots actual seventh day. This placement of such day will start with the most junior pilot and will proceed upward throughout the reserve lines. This will allow the Company to generate a starting point which determines all further requests for such days off are to be denied.**

- (6) After complying with the placement of the initial seventh day off (E.2.c.(5), above), the Company will proceed to construct the reserve lines honoring the day off requests subject to the requirements of the FARs and of Sections 12.B.3., and 12.B.5. As the reserve line build process proceeds downward in seniority order, the initial placement of the seventh day off (E.2.c.(5), above), will be superseded in order to honor a pilot's bid request while complying with the provisions of paragraph E.2.c.(4), above.**
  - (7) At the point at which the Company, based on the “free and clear” requirement, must begin denying a pilot his day off request, the Company will ensure that all junior pilots are denied such day off request subject only to the one (1) day off in seven (7) as required by the FAR’s and (Section 12.B.1.). The Company may choose to disregard the “free and clear” numbers referenced in paragraph E.2.c.(4), above, while complying with all other provisions herein.**
  - (8) A senior reserve pilot denied a day off request due to the procedure of paragraph E.2.c.(5), above, and due to the procedure of paragraph E.2.c.(6), above, could now have that denied request honored, will have his line revisited and re-awarded to honor his day off request(s).**
  - (9) The procedures described in paragraphs E.2.c.(3) thru E.2.c.(8), above, may be adjusted based on technological requirements of any new PBS the parties may agree to implement. In addition, paragraphs E.2.c.(3) thru E.2.c.(8), above, do not define any terms or agreements as to methodologies of the reserve line award processes for any new PBS, including, but not limited to, items such as one (1) day off in seven (7) transitions, “free and clear” numbers or the re-award procedures. Any future PBS reserve line construction methodology will be agreed upon based on the particular system chosen by the parties.**
3. The Company will complete the line construction process for each category no later than forty-eight (48) hours after the closing of bids for that category. After the line construction process for a category has been completed, the Company will notify the MEC Scheduling Committee as far in advance as practical of the time that the lines will be ready for review. Before distribution of the bid award for a category, the committee will have twenty-four (24) hours to review the lines in that category for compliance with the Agreement.
- a. When the committee reviews the lines, the Company will:
    - (1) Release from schedule up to two (2) members of the committee in each domicile who are designated by the Association to review the lines; and,
    - (2) Release from schedule additional members of the committee if the Company determines they are required; and,
    - (3) Cover Flight Pay Loss for the designated committee members for any time spent jointly conducting these activities with Company personnel at a location designated by the Company.



- b. A member of the committee who reviews the lines on a day off will have the option to receive flight pay equal to five (5) hours above guarantee or be pay protected and removed from a day of flying in return for the day worked. If the committee member elects to be pay protected and removed from a day of flying in return for the day worked, the pilot must make this election and be removed from the flying within sixty (60) days of the date the pilot performed the review on his day off.
  - c. The committee will promptly notify the Company if it discovers an error or violation of the Agreement in the lines for a category. The Company will conduct a re-run of the bid award for a category if a regular line or CD line for that category does not comply with the Agreement or contains an error resulting from a discrepancy in the Bid Eligibility List, a computer or software (PBS) malfunction or an omission of a known absence. Any error or violation of the Agreement in a reserve line for a category will be corrected prior to distribution of the bid award for that category.
  - d. If the Company conducts a re-run of the lines for a category, the committee will expedite any additional review necessary to complete the process.
  - e. The MEC Scheduling Committee will notify the Company immediately if it does not wish to review the lines.
4. The bid award for a category which will be date and time stamped will be distributed to the pilots within seventy-two (72) hours after closing of bids for that category. However, if the Company conducts a re-run of the lines for a category, the distribution of the bid award for that category may be delayed but will be distributed promptly after completion of the re-run. Unless the Company and the Association agree otherwise, a re-run of a bid award for a category will not be conducted once the bid award for that category has been distributed.
- 5. Selective Bidding Systems “SBS” Line Award Protest and Manual Adjustment Process**
- a. **Once the lines have been released, a reserve pilot will have seventy-two (72) hours in which to review his line result and, if the pilot believes such flying should have been assigned, he may protest to either Bid Production or an MEC Scheduling Committee representative. If it is determined that a line of flying should have been assigned, the pilot will be credited and paid for the line and will be credited and given the option of:**
    - (1.) **Keeping the originally awarded reserve line; or,**
    - (2.) **Being displaced from the line of flying the pilot should have held, subject thereafter to the displacement call-in procedure in paragraph 24.N.9., below.**
  - b. **A pilot who is away from domicile because of vacation or an approved leave of absence during the seventy-two (72) hour protest window will have seventy-two (72) hours upon returning to domicile in which to file the protest. A pilot who is away from domicile because of days off or sick leave must file the protest during the original seventy-two (72) hour protest window. A pilot away from domicile may contact Bid Production in order to find out his awarded schedule.**

- c. Once the seventy-two (72) hour protest window expires, and after review of all line awards for the pilots who properly submitted their protest within that timeframe, the awards will become final.
- d. The manual process is as follows:
  - (1.) The morning after the bids close, representatives from the MEC Scheduling Committee and from Bid Production will jointly review the lines.
  - (2.) Once the lines have been reviewed and a solution accepted, a joint effort will be made, using the following progression, to award those pilots who were awarded a reserve line by SBS but may be entitled to a full or short line. Beginning with the most senior reserve pilot who did not request reserve and who meets the above criteria:
    - (a) Attempt to build a line using trips from open time based upon the pilots bid request.
    - (b) Attempt to move-up a complete line of flying from a junior pilot to a more senior pilot. If more than one line may be moved up, the line that best honors the pilots bid requests will be assigned.
    - (c) Attempt to build a line using a mix of trips from lines awarded junior and/or from open time based upon the pilots bid request. In looking at combinations of trips, the review team will work with lines awarded junior in inverse seniority order. Once a pairing is removed from a line the remaining pairings from the line will fall into open time.
- e. This process will be applied individually to each junior pilot awarded a reserve line whereby a line of flying is awarded junior to him. If there are no junior pilots who hold a line of flying, the process will continue until the available open time has become insufficient to construct additional lines. Also, on a case by case basis, the review team will document all changes made to each pilots line and will document the reason the pilot was not built a line.
- f. If a pilot has one or more days of vacation the aforementioned process will be applied first followed by the available days (“DA” code) process, if necessary.
- g. If a pilot requests mandatory days “MD”, the aforementioned process will take place attempting to construct a line with the mandatory days honored. If a line cannot be awarded without violating the mandatory days, the pilot will remain on reserve provided the mandatory days are honored. If, when building the reserve lines, it is determined that the mandatory days cannot be honored, the aforementioned process will once again take place while honoring as many mandatory days as possible. In compliance with the Crew Bidding Guide, the pilot in question will then be awarded the line that honors the “MD” day request the most (either reserve or regular line).
- h. Every effort will be made by the review team to build as many lines as possible within the review time frame. The window for the joint review of the lines will be approximately one and one-half (1½) days in duration, beginning at approximately 0830 the morning following bid closure and ending approximately 1200, two (2) days after bids closure.



6. If the Company makes an administrative or clerical error during the monthly bid award process that affects the outcome of an individual pilot's monthly bid award, the following manual process will be utilized to correct the error:
  - a. The Company will conduct a "virtual re-run" of the monthly bid award for such pilot's specific category to determine the schedule the affected pilot should have been awarded or assigned had the error not occurred. The result of this "virtual re-run" will be treated as the pilot's awarded line for credit and pay purposes.
  - b. If the pilot is awarded or assigned a regular line as a result of the "virtual re-run" process, the Company will construct such pilot a line in the following manner:
    - (1.) First, assign the pilot any pairings that are in open time that were awarded or assigned to him as part of the "virtual re-run" process.
    - (2.) Then, assign the pilot other pairings from open time honoring the pilot's days off as determined during the "virtual re-run" process, provided such pairings are scheduled to:
      - (a) Report no earlier than the scheduled report time of the pairings awarded or assigned during the "virtual re-run" process, and;
      - (b) Release no later than three (3) hours after the scheduled release time of the pairings awarded or assigned during the "virtual re-run" process. Section 3.K.1.b., will apply for any portion of the assignment that is scheduled to extend beyond the scheduled arrival of the last flight segment in the pilot's original scheduled pairing.
  3. Then, assign the pilot displacement days in accordance with paragraph N., below, except that the pilot:
    - (a) Will not be reassigned to any pairing with a report time that is scheduled to report earlier than the scheduled report time on the first day of the pairing awarded or assigned during the "virtual re-run" process, and;
    - (b) Will not be reassigned to any pairing with a release time that is scheduled to release more than three (3) hours after the scheduled release time on the last day of the pairing awarded or assigned during the "virtual re-run" process. Section 3.K.1.b., will apply for any portion of the assignment that is scheduled to extend beyond the scheduled arrival of the last flight segment in the pilot's original scheduled pairing, and;
    - (c) Will have a call-in period of 1500 to 1700 regardless of the displacement call-in period published in the bid package; and
    - (d) Who has designated himself as a commuter in accordance with paragraph Q., below, may avail himself of such Commuter Policy, provided:
      - i On a multiple day pairing, such pilot will not be required to remain in domicile if he is not given an assignment on the first day of the pairing from which he is being considered displaced. The pilot will be allowed to fulfill the call-in requirements of paragraph N.9., below, from the city he has designated as his normal origination airport. Any assignment given to

- the pilot must provide him an opportunity to report for at least two (2) commuting flights in accordance with paragraph Q.3., below.
- ii If after being assigned a pairing such pilot is not able to commute in time to report for an assignment on all but the first day of the pairing from which he is being considered displaced, the provisions of paragraph Q.8., below, will apply.
- c. If the Pilot is awarded or assigned a Continuous Duty (CD) line as a result of the “virtual re-run” process, the Company will construct such pilot a line in the following manner:
- (1.) If such pilot elects to retain the CD line he was awarded or assigned pursuant to paragraph b., above, he will be credited and paid no less than seventy-six (76) hours provided he is available for the entire bid period. Additionally, the Company will construct him a line pursuant to paragraph b, above.
  - (2.) If such pilot elects to have the Company construct him a regular line in lieu of the CD line he was awarded or assigned pursuant to paragraph b., above, he will be credited and paid no less than eighty-two (82) hours provided he is available for the entire bid period. Additionally, the Company will construct him a regular line in the following manner:
    - (a) Assign him pairings from open time honoring his days off as determined during the “virtual re-run” process, provided such pairings are scheduled to:
      - (i) Report no earlier than 1500 on the first day of any single or group of consecutive CD pairings; and,
      - (ii) Release no later than 1500 on the last day of any single or group of consecutive CD pairings. Section 3.K.1.b., will apply for any portion of the assignment that is scheduled to extend beyond 1200 on such last day.
    - (b) Then, assign the pilot displacement days in accordance with paragraph N., below, except that the pilot:
      - i Will not be reassigned to any pairing with a report time that is scheduled to report earlier than 1500 on the first day or release later than 1500 on the last day of any single or group of consecutive CD pairings awarded or assigned during the “virtual re-run” process. Section 3.K.1.b., will apply for any portion of the assignment that is scheduled to extend beyond 1200 on such last day; and
      - ii Will have a call-in period of 1500 to 1700 regardless of the displacement call-in period published in the bid package. Additionally, such pilot who has designated himself a commuter may avail himself of the Commuter Policy in accordance with paragraph E.6.b.(3).(d)., above.
- d. If the pilot is awarded or assigned a reserve line as a result of the “virtual re-run” process, the Company will construct such pilot a reserve line honoring the pilot’s days off as determined during the “virtual re-run” process.



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## F. Schedule Transition

1. When a pilot's pairing transitions from one bid period to a subsequent bid period and, prior to the distribution of the bid package for the subsequent bid period, the pairing is modified as a result of actions taken by the Company, the pilot:
  - a. Will be considered displaced as a result of any modification to his pairing in the current bid period, may be reassigned in accordance with paragraph N., below, and will be paid and credited in accordance with Section 3.E.
  - b. Will not be considered displaced as a result of any modification to his pairing in the subsequent bid period, may be reassigned to another pairing provided that pairing is scheduled to terminate no later than three (3) hours after the scheduled termination of his original pairing. He will not be pay protected for the portion of the original pairing scheduled to operate in the subsequent bid period.
2. When a pilot's pairing transitions from one bid period to a subsequent bid period and, after the distribution of the bid package for the subsequent bid period, the pairing is modified as a result of actions taken by the Company, the pilot will be considered displaced and may be reassigned to another pairing in accordance with paragraph N., below, and will be paid and credited in accordance with Section 3.E.
3. When a pilot's schedule for one bid period conflicts with his schedule for the subsequent bid period as a result of actions taken by the pilot, e.g., pairing trades, adds, etc., the conflicting pairing in the subsequent bid period will be removed from the pilot's schedule. The pilot will not be considered displaced and will not be paid and credited for the pairing that was removed from his schedule. However, the pilot may be reassigned to another pairing or he may bid for available open time.
4. Schedule changes required in paragraphs F.1.b., F.2., and F.3., above, will only occur within the first six (6) days of the subsequent bid period.
5. **If a pilot is awarded or assigned a CD line in accordance with paragraph E.2.a., above, which conflicts with the pilot's previous month's schedule because of either a carry-in trip or an FAR issue, then:**
  - a. **The Company will displace the pilot from the conflicting CD pairing, or part thereof; and,**
  - b. **The pilot will be pay protected. Such pay protection will be the greater of the credit amount of the specific conflicting pairing (including all applicable credits, i.e., rigs, premium pay, etc.), or the 4.0 hour minimum credit associated with an individual CD; and,**
  - c. **If the removal of an individual CD pairing from the CD line to correct the transition problem requires the addition of a day off for the affected pilot, such day off will not reduce the monthly guarantee of the CD line holder per Section 4.B.**

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**G. Time Utilized for IOE After Line Construction**

1. Following distribution of the bid award for a category, the Company may displace a pilot awarded or assigned a pairing for the purpose of completing required IOE. A pairing obtained by this displacement procedure will be assigned to either an IOE Instructor / IOE Check Airman who is scheduled to perform IOE or a pilot who requires IOE during the bid period.
2. A pilot displaced in accordance with paragraph G.1., above, prior to the commencement of the Schedule Adjustment Window (SAW) may be assigned a replacement pairing from open time, in accordance with the displacement and reassignment provisions of paragraph N., below. The Company will make a reasonable effort to assign the pilot to a pairing similar to the pairing from which he was displaced.
3. If, prior to the commencement of the SAW, the Company has not assigned the pilot a replacement pairing in accordance with paragraph G.2., above, the displaced pilot may then participate in the SAW and attempt to pick-up a pairing to replace the pairing from which he was displaced.
4. Following the commencement of, but prior to the completion of the SAW, a pilot displaced in accordance with paragraph G.1., above, may participate in the SAW and attempt to pick-up a pairing to replace the pairing from which he was displaced.
5. If the Company does not assign a replacement pairing to a pilot who is displaced in accordance with paragraph G.1. or G.4., above, or that pilot does not pick-up a replacement pairing in accordance with paragraph G.3. or G.4., above, the pilot will be subject to the displacement and reassignment provisions of paragraph N., below.
6. A pilot displaced in accordance with paragraph G.1., above, following the completion of the SAW, will be subject to the displacement and reassignment provisions of paragraph N., below. However, the Company may require the pilot to remain available at the airport no more than one (1) time per bid period provided:
  - a. He will not be required to remain available at the airport for more than one (1) hour from the time he was notified of the displacement;
  - b. There are uncovered pairings and no available reserves in his category;
  - c. The Company needs the one (1) hour to determine which uncovered pairing the pilot may be assigned;
  - d. He is not displaced for the sole purpose of creating additional availability; and,
  - e. The uncovered pairings are available for pilot view.



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## H. Award or Assignment of Open Time

1. Open time that becomes available during the bid period includes pairings or portions thereof dropped because of illness or injury, leaves of absence, training, charters, extra sections, other revenue flying or those pairings the PBS is unable to award or assign in the line construction process.
2. In accordance with Sections 9 and 10, an instructor pilot, a management pilot or an administrative non-flying pilot may be assigned open time that is not awarded or assigned by the PBS.
3. Open Time Available During the Schedule Adjustment Window (SAW).
  - a. An IOE Check Airman awarded or assigned a designated IOE pairing may not drop the designated IOE pairing or be awarded open time that conflicts with the designated IOE pairing.
  - b. A pilot awarded or assigned a reserve line may not participate in the SAW except that he may add a pairing to his schedule obtained directly from a lineholder provided the pairing falls on one or more of his immovable days off and does not impact his reserve availability.
  - c. The ability of a lineholder to add, drop, or trade a pairing by utilizing the SAW is not intended to increase staffing.
  - d. No later than twenty-four (24) hours after the First Officer bid award for a specific equipment and domicile, the Company will make open time for Captains and First Officers in that equipment and domicile available for review in the scheduling computer for at least twenty-four (24) hours, i.e., the opening of the SAW. When the open time is available for review in a category, lineholders in that category may submit requests for adjustment to their awarded schedule.
    - (1) **The opening of each individual SAW window will occur as specified in the published Company memo.**
    - (2) **The only change to this procedure will occur when a delay in the closing of a specific category will cause that category to be in non-compliance with the published memo. When this occurs, the Company will be allowed to delay the opening of that specific SAW window to no later than twenty-four (24) hours after the publication of that specific category line award.**
  - e. The Company will begin processing the requests **twenty-four (24)** hours after the distribution of the First Officer bid award in that category and will continue to accept and process requests until the SAW closes.
    - (1) While the current manual system continues in use, the SAW will be open for seventy-two (72) consecutive hours.

- (2) When a new automated system is implemented, the SAW will be open for ninety-six (96) consecutive hours. The Company and the Association will meet and confer regarding the development of system parameters, pilot accessibility to the system, and the establishment of administrative procedures. The Company will implement such automated system and make it available to the pilots as soon as practical, but no later than eighteen (18) months following implementation of a new daily tracking system.
- f. A pilot may adjust his schedule by dropping, adding or trading pairings with open time or another pilot. Each request will be processed on a first-come, first-served basis. If a pilot's request cannot be honored when it is initially processed while the current manual system continues in use, the Company will establish procedures that retain a pilot's request in priority order until it is approved or the SAW closes.
- g. Approval of requests for adjustments which do not violate the FARs or the terms of this Agreement will be subject to the following criteria:
- (1) A lineholder may not reduce the credit value of his line to less than the minimum credit value or increase the credit value of his line to more than the maximum credit value for the bid period. A trade between pilots is not subject to this limitation.
- (2) For the purpose of calculating the credit value of an Instructor Pilot's line during the SAW, the weekly credit premium of five (5) hours as provided for in the table in Section 10.B.11., will not be included. However, the weekly credit premium of five (5) hours in determining the Instructor Pilot's final credit for the bid period will be included.**
- (3) Until the Company implements a new automated system, a maximum of four (4) transactions per pilot may be submitted during a SAW and approval of a transaction may be delayed for operational necessity. For this purpose, a transaction is a single request submitted by a pilot to add, drop or trade single or multiple pairings. When the Company implements a new automated system, there will be no limitation on the number of transactions that a pilot may submit during a SAW.
- (4) The Company may deny a lineholder's request to drop a pairing if there is insufficient reserve coverage to operate the pairing.
- (a) The daily requirement for reserve coverage in each category will be determined in the monthly staffing review meeting and will be made available to pilots for review in the scheduling computer prior to the commencement of the SAW.
- (b) In special circumstances and on Company recognized holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day), the Company may deny requests to drop a pairing and will notify pilots of such circumstances.
- h. A pilot who adds a pairing to his line as a result of participating in the SAW will not be entitled to premium pay.



4. Open Time Available After the Close of the Schedule Adjustment Window (SAW)
- a. After the close of the SAW but prior to the monthly run-down process, remaining open time will be made available for pilot view and accessibility **at the discretion of the Company.**
  - b. The Company may, at any time after the close of the SAW, award or assign pairings in open time, ready reserve assignments, and non-flying pilot (NFP) duties in accordance with the following:
    - (1) Pairings in open time may be assigned to an instructor pilot, a management pilot or an administrative non-flying pilot in accordance with Sections 9 and 10.
    - (2) NFP duties may be assigned to an instructor pilot in accordance with Section 11.
    - (3) Pairings in open time may be assigned to a “Low Time” pilot in accordance with paragraph H.6., below.
    - (4) During the monthly and daily rundown process, pairings in open time may be assigned to a pilot with an “available day” in accordance with Section 7.F.3., immediately following a low time pilot but prior to the reserve inverse seniority assignment procedures provided in this Section.**
    - (5) Pairings in open time may be assigned to a displaced lineholder in accordance with paragraph N., below.
    - (6) Pairings in open time may be assigned as an “add-on” to a lineholder on the last day of his pairing in accordance with Section 3.K.1.b. and Section 12.D. provided the assignment has a scheduled release time no later than six (6) hours after the scheduled release time of his pairing. For the purpose of this paragraph, the scheduled release time of his pairing will be considered to be the scheduled release time of his originally awarded or assigned pairing.**
    - (7) Pairings in open time and ready reserve assignments may be assigned to a reserve pilot utilizing the monthly run-down in accordance with this Section and Appendix B, no later than the twenty-eighth (28<sup>th</sup>) day of the month preceding the applicable bid period.
      - (a) Pairings in open time and ready reserve assignments will be assigned in inverse order of seniority, except that:
        - (i) A reserve pilot will not be assigned more than six (6) ready reserve assignments in any bid period and no more than two (2) consecutive ready reserve assignments.
        - (ii) The Company may by-pass a more junior reserve pilot who is not legal and available for an overnight and assign a ready reserve assignment to a more senior reserve pilot who is legal and available for an overnight.
      - (b) When utilizing the monthly rundown, the Company will not assign a pairing, a NFP assignment, or a ready reserve to a reserve lineholder who, with the addition of that assignment, will have a credit value of more than seventy-four (74) hours.**

- i The Company will “match” the number of duty periods in the assignment with the number of available reserve days of the reserve lineholder [paragraph (11), below].**
  - ii A reserve pilot who has attained seventy-four (74) credit hours will only be bypassed when the assignment can be assigned to a more senior pilot, who is both legal and available for the assignment with less than seventy-four (74) hours.**
  - iii Once all reserve lineholders have a credit of seventy-four (74) credit hours, the Company will resume the assignment to the most junior available reserve pilot.**
- (8) Pairings in open time, ready reserve assignments, and NFP duties may be assigned to a reserve pilot utilizing the daily run-down in accordance with this Section and Appendix C, no later than 1800 hours on the day before the first day of the applicable bid period and every day of the bid period thereafter.**
- (9) Pairings in open time, ready reserve assignments, and NFP duties will be assigned in inverse order of seniority, except that:**
  - (a) A reserve pilot will not be assigned more than six (6) ready reserve assignments in any bid period and no more than two (2) consecutive ready reserve assignments.**
  - (b) The Company may by-pass a more junior reserve pilot who is not legal and available for an overnight and assign a ready reserve assignment to a more senior reserve pilot who is legal and available for an overnight.**
- (10) When utilizing the daily rundown, the Company will not assign a pairing, a NFP assignment, or a ready reserve to a reserve lineholder who, with the addition of that assignment, will have a credit value of more than sixty (60) hours.**
  - (a) The Company will “match” the number of duty periods in the assignment with the number of available reserve days of the reserve lineholder [paragraph (11), below].**
  - (b) A reserve pilot [who has attained sixty (60) credit hours] will only be by-passed when the assignment can be assigned to a more senior pilot, who is both legal and available for the assignment with less than sixty (60) hours.**
  - (c) Once all reserve lineholders have a credit of sixty (60) credit hours, the Company will resume the assignment to the most junior available reserve pilot.**
- (11) In addition to the assignment rules of this Section, the Company will assign a reserve pilot based on the known number of available reserve days. This process will allow the Company to “match” the number of days in an assignment to the number of available days on a reserve lineholder.**



## EXAMPLE

**During the rundown, the two most junior available reserve lineholders are available for assignment of a single day pairing. The most junior available pilot has two (2) days of availability and the pilot who is the second most junior available reserve pilot has one (1) day of availability. The Company will “skip” the most junior reserve lineholder and assign the second most junior reserve lineholder the single day pairing.**

- (12) Pairings in open time, ready reserve assignments, and NFP duties that become available after the daily run-down has been completed may be assigned to a reserve pilot. Such assignments will be in inverse order of seniority and in accordance with paragraph O., below.
- (13) Pairings in open time may, at the Company’s discretion, be awarded to a pilot who has requested open time in any domicile on a first-come, first-served basis. If the pilot is awarded open time in a domicile other than his own, he will be responsible for transportation to or from the domicile from which the open time will be operated.
  - (a) A pilot who adds a pairing from open time to his line will be entitled to premium pay in accordance with Section 3.K. for any day of that pairing that operates on a day off.
  - (b) A reserve pilot may be awarded open time only on an immovable day off. However, the open time will not be awarded until 1200 hours on the day prior to the scheduled departure of the pairing. When a reserve pilot has been awarded a pairing from open time on a day off, that pairing will not be subsequently reassigned to another pilot unless the reserve pilot is unable to complete the pairing.
  - (c) Open time will not be awarded to a reserve pilot when the award of open time would reduce his reserve availability.
  - (d) A pilot will not be awarded a pairing that conflicts with a pairing for which he has already been scheduled unless he first drops that pairing in accordance with paragraph J.1., below.
  - (e) A pilot will not be awarded a pairing that would increase projected block hours in his line to more than that permitted in Section 12.
  - (f) Approval of a request for open time may be delayed for operational necessity.
- (14) The Company will maintain an Extra Flying List for each category. Any time after the close of the SAW, the Company may assign open time to a pilot who has placed his name on the Extra Flying List for his category.
  - (a) A pilot may place his name on the Extra Flying List indicating that he is available for the assignment of a pairing scheduled to originate on a specific day off during the current bid period.

- (b) Available pairings will be offered in order of seniority to pilots whose names are on the Extra Flying List. However, the Company may assign flying to any pilot when there is insufficient time to allow for the exercise of seniority, e.g., a late sick call, a family emergency, etc.
  - (c) If Crew Scheduling contacts a pilot who has placed his name on the Extra Flying List, that pilot must accept the assigned pairing.
  - (d) When there is more than one (1) pairing available, the pilot may select the pairing of his preference.
  - (e) A pilot whose name is on the Extra Flying List and who is assigned a pairing as a result of placing his name on the list will be entitled to premium pay in accordance with Section 3.K.
  - (f) A reserve pilot who has placed his name on the Extra Flying List may only be assigned a pairing scheduled to operate on an immovable day off. The Company will use its best efforts to assign the pairing no later than 1800 hours on the day prior to the scheduled departure of the pairing. A reserve pilot will not be assigned a pairing when the assignment of the pairing would reduce his reserve availability.
- (15) A pilot awarded or assigned a CD Line may add or trade for a pairing in accordance with the applicable provisions of paragraph H., above, provided:**
- (a) The pairing being added or traded for is a CD pairing, and does not violate any other provision of the Agreement.**
  - (b) If a pilot voluntarily adds a CD pairing to his line that reduces the guaranteed number of days off following multiple back-to-back CD pairings, the Company is not obligated to return such days off.**
  - (c) A pilot awarded or assigned a CD line and who is subsequently displaced from one or more CD pairings contained in that line, will be allowed to add a CD pairing or other pairing to his line in accordance with the applicable provisions of paragraph H., above.**

## 5. Junior Manning

- a. Junior Manning is the involuntary assignment of a pairing to a pilot on his day off.
- b. If the Company is not able to operate a pairing with a reserve pilot or a pilot whose name is on the applicable Extra Flying List, it may junior man a pilot to operate that pairing. Such assignment will be in inverse order of seniority within the category and will comply with applicable FARs and the terms of this Agreement.
- c. A pilot will not be junior manned:
  - (1) Prior to 1200 hours, two (2) days prior to the scheduled departure of the pairing.
  - (2) Into a ready reserve assignment or a reserve day.
  - (3) On a scheduled one (1) day off in each seven (7) consecutive days.
  - (4) During the mandatory rest following a CD.



- (5) More than two (2) days in a bid period or more than nine (9) days in a calendar year. For the purpose of this limitation, a CD is considered to be two (2) days.
- d. The Company will retain all records, including electronic, paper or audio tapes, of junior manning events for thirty (30) days and make such records available to the Association upon request.
6. “Low Time” Pilots
- a. Prior to the monthly bid run, the Company will provide the MEC Scheduling Committee with a list of “Low Time” pilots for the bid period. The list will include each “Low Time” pilot’s name, date of proficiency check, days of remaining availability, and flight time required to achieve one hundred (100) flight hours within the first 120 days following each pilot’s proficiency check.
- b. A “Low Time” pilot will be considered junior available for a pairing assignment while on reserve in accordance with paragraph O.10., below, and will be assigned pairings with the highest credit value. If there is more than one “Low Time” pilot, the more senior “Low Time” pilot will be considered the junior available reserve pilot for such assignment. However, to the extent practical, priority for such assignment will be given to the “Low Time” pilot with the fewest days of remaining availability and the lowest accrued flight time in his category.
- c. When sufficient open time is not available for a “Low Time” pilot to complete the requirements of FAR 121.434, the following will apply:
- (1) The most junior lineholder in the category will be displaced and all or a portion of the pairings he was awarded or assigned will be assigned to one or more of the “Low Time” pilots. The next most junior lineholder in the category will not be displaced from any of the pairings he was awarded or assigned unless additional pairings are required for assignment to a “Low Time” pilot.
  - (2) When a lineholder is displaced, such displacement will occur prior to the first day of the affected bid period and he will be notified of the displacement as soon as practical but no later than 12:00 p.m. on the day prior to the origination of the first scheduled pairing from which he is being displaced.
  - (3) No more than five (5) lines of time will be affected by this displacement procedure in any one (1) bid period unless the Company demonstrates a need to the MEC Scheduling Committee for additional time to achieve the requirements of FAR 121.434 for the pilots referred to in paragraph H.6.a., above.
  - (4) A displaced lineholder will be credited, paid, and subject to reassignment in accordance with Sections 3.E. and paragraph N., below, but will not be required to be “airport available”.
- d. If a “Low Time” pilot does not complete IOE within ninety (90) days of the completion of his performance evaluation or satisfy the requirements of FAR 121.434, the Company will provide the pilot with additional training to proficiency prior to administering a required performance evaluation.

- e. A “Low Time” pilot who is required to take a performance evaluation as a result of not satisfying the requirements of FAR 121.434 will be subject to the provisions of Section 11.J. **A pilot who has previously served as First Officer and accumulated more than one-hundred (100) hours in the equipment who upgrades to Captain in the same equipment will not be classified as a “low time” pilot.**
- f. **Should both a Captain and the First Officer who are to be awarded or assigned a CD line in accordance with the Agreement fail, at the time of the assignment, to have accumulated the FAA required seventy-five (75) hours in the aircraft type, the Company will award or assign the CD line to the Captain. The First Officer will be awarded or assigned the next available CD line that was not awarded or assigned to a Captain who has less than seventy-five (75) hours in the aircraft type. If there is not an available CD line that the First Officer can be awarded or assigned, he will be awarded or assigned a line in accordance with the Agreement.**

## **I. Pairing and Reserve Day Off Trades**

1. A lineholder may request a pairing trade with another lineholder, an instructor pilot, a management pilot, an administrative non-flying pilot, or with open time.
2. A lineholder who has requested a pairing trade will remain responsible for his original pairing until he has been notified that the pairing trade has been approved.
3. The Company will approve a pairing trade request between lineholders that is in compliance with applicable FARs and the terms of this Agreement.
4. If the Company initiates a pairing trade, each pilot must agree to the trade and will be credited and paid the greater of the scheduled credit time of his original pairing or the credit time for the pairing he operates under the following circumstances if the trade is between:
  - a. Two (2) lineholders;
  - b. A lineholder and a reserve pilot who has been awarded or assigned a pairing on a day off; or,
  - c. A lineholder and a reserve pilot who has accumulated credit time greater than his minimum monthly guarantee.
5. If the Company initiates a pairing trade between a lineholder and a reserve pilot who has not accumulated credit time greater than his minimum monthly guarantee, the lineholder must agree to the trade and will be credited and paid the greater of the scheduled credit time of his original pairing or the credit time for the pairing he operates. The reserve pilot will be credited with the credit time for the pairing he operates.
6. A pilot initiated pairing trade between a lineholder and a reserve pilot will only be permitted if the reserve pilot is on an immovable day off.
7. A pilot will not be permitted to trade a complete line.



8. A pilot will not be permitted to trade a pairing resulting from a reassignment after he has been displaced.
9. A reserve pilot may request to trade a reserve day or a day off with another reserve or he may request to move a day off.
10. A reserve pilot who has requested to trade a reserve day or a day off will remain responsible for his original schedule until he has been notified that the trade has been approved.

### J. Pairing Drops

1. A lineholder may request to drop a pairing **or portion thereof**. If sufficient reserves are available the request will **or portion thereof** be immediately approved. The Company may deny a lineholder's request to drop a pairing if there is insufficient reserve coverage to operate **such pairing or portion thereof**. If not immediately approved, the lineholder may list the pairing **or portion thereof** to be dropped in a "Drop Book" which will be made available at each domicile.
  - a. The daily requirement for reserve coverage in each category will be determined in the monthly staffing review meeting and will be made available to pilots for review in the scheduling computer.
  - b. In special circumstances and on Company recognized holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day), the Company may deny requests to drop a pairing **or portion thereof** and will notify pilots of such circumstances.
  - c. **Except as provided in paragraphs Q.5. through Q.8., below, a partial pairing drop request will only be approved if the portion that the pilot is requesting to drop originates and terminates in his domicile**
2. A lineholder who has requested to drop a **pairing or portion thereof** will remain responsible for his original pairing until he has been notified that the pairing drop has been approved.
3. **A lineholder who drops a pairing resulting from:**
  - a. **A reassignment after he has been displaced will forfeit all displacement credit and pay related to that pairing until such time the Company replaces the current TRACK/Payroll computer system, at which time the new system will be required to monitor and correctly adjust for such drop.**
  - b. **A lineholder who drops a portion of a pairing resulting from a reassignment after he has been displaced will forfeit all displacement credit and pay related to any duty period of the pairing impacted by the partial pairing drop until such time the Company replaces the current TRACK/Payroll computer system, at which time the new system will be required to monitor and correctly adjust for such drop.**

## **K. Modifications**

1. A modification is any change to a pairing after distribution of the bid awards. The Company may modify a pairing in order to meet operational needs. A modified pairing will comply with Section 12 and this Section. The Company will not modify a pairing for routine scheduling convenience or for the purpose of changing the availability of a reserve pilot.
2. If a lineholder's pairing is modified and the modification extends the pairing into his scheduled day off, the modification will be considered to be a junior manning event.
3. Unless he consents, a reserve pilot's pairing will not be modified to extend the pairing into any of his immovable days off.
4. In unusual circumstances beyond the control of the Company and in order to avoid the cancellation of a flight, the Company may modify a pilot's pairing beyond the requirements set forth in paragraph K.1., above, provided the Company does not violate the applicable provisions of Section 12 regarding immovable days off, one day off in seven (7) consecutive days and maximum scheduled and actual duty limitations and paragraph H.5.c., above. When this provision is invoked, the Company will notify the MEC Chairman or his designee as soon as practical and advise him of the reason for invoking this provision. Additionally, the Company will record the reason for the unusual circumstance and make such record available to the MEC Chairman or his designee upon request.

## **L. Non-Flying Pilot (NFP) Duties**

1. **The Company will assign NFP duties as set forth in Section 11.A.17. in the following sequence:**
  - a. **To a reserve pilot in accordance with paragraph O., below; however, a reserve pilot will not be assigned NFP duty and any other duty on the same day; then**
  - b. **To an Instructor Pilot or Check Airman as authorized by the FAA; then**
  - c. **To either a lineholder on a day off or a reserve pilot on a day off who volunteers on a first-come, first-served basis. The Company will maintain a list of pilots that have volunteered for NFP duty for each category.**
    - (1) **A pilot may place his name on the NFP Duty Volunteer List indicating that he is available for the assignment of NFP Duty on a specific vacation day or day off during the current bid period. A reserve pilot may place his name on the NFP Duty Volunteer List only on a specific vacation day or immovable day off. However, a reserve pilot will not be assigned an NFP duty on a vacation day or an immovable day off when the assignment of such duty would reduce his reserve availability.**



- (2) Available NFP duties will be offered on a first-come first-served basis to pilots whose names are on the NFP Duty Volunteer List. However, the Company may assign NFP duties to a reserve pilot in accordance with paragraph L.1.c., above, when there is insufficient time to allow for the use of NFP Duty Volunteer List, e.g., a late sick call, a family emergency, etc.**
  - (3) If Training Scheduling contacts a pilot who has placed his name on the NFP Duty Volunteer List, that pilot will have the option to accept or deny the NFP assignment. Once a pilot has accepted the NFP assignment, he will be responsible for such assignment.**
  - (4) When there is more than one (1) NFP duty available, the pilot may select the NFP duty of his preference.**
  - (5) A pilot whose name is on the NFP Duty Volunteer List and who is assigned an NFP Duty as a result of placing his name on the list will be credited and paid in accordance with Section 3.D.9.**
  - (6) The Company will use its best efforts to assign the NFP duty no later than 1800 hours on the day prior to the scheduled date of such duty.**
2. Notwithstanding paragraph L.1.a. and b., above, a rating ride will only be assigned to an Instructor Pilot or a Check Airman.
  3. A pilot who performs NFP duties will be credited and paid in accordance with Section 3.D.9 and 3.D.10.

### **M. Contact of a Pilot While on a Layover or a Day Off**

1. The Company may contact a pilot at any time:
  - a. In case of a personal or family emergency; or,
  - b. When the Company invokes the provisions of paragraph K.4., above.
2. When a layover is ten (10) hours or less, the Company may only attempt to contact a pilot up to one (1) hour after block in or one and one-half (1.5) hours prior to the originally scheduled or subsequently scheduled first flight for the day, whichever is earlier.
3. If, on a layover or a day off, a pilot contacts the Company, he will only be given an assignment that would otherwise have been permitted under the provisions of this Agreement.

### **N. Displacement and Reassignment**

1. A lineholder will be considered displaced when the Company removes him from a flight or deadhead assignment or the flight or deadhead assignment does not operate. The Company will notify a lineholder of his displacement in a timely and appropriate manner. A displaced pilot will contact Crew Scheduling as soon as he learns that he has been displaced.

2. All reassignments due to displacements will be subject to the applicable provisions of this Section and Section 12.
3. A lineholder who is displaced may not be placed on reserve.
4. When a lineholder is displaced prior to the date on which a flight or deadhead assignment is scheduled to operate, he may be reassigned.
  - a. When the Company notifies a lineholder of a reassignment, the notification will be in a timely and appropriate manner.
  - b. When the Company does not notify a lineholder of his displacement by 1800 hours on the day prior to the scheduled departure of the assignment, the displacement will be considered to have occurred on the same day that the assignment was scheduled to operate.
  - c. The pilot will not be given an assignment that is scheduled to report earlier than three (3) hours prior to the scheduled report time of his original pairing. On a multiple day pairing the report time will be considered to be the scheduled report time on the first day of the assignment from which he was displaced.
  - d. The pilot will not be given an assignment with a scheduled release time later than three (3) hours after the scheduled release time of his original pairing or the pairing for which he has reported, whichever is later. On a multiple day pairing, the release time will be considered to be the scheduled release time on the last day of the assignment from which he was displaced.
5. When a lineholder is displaced on the same date on which a flight or deadhead assignment is scheduled to operate, the Company will notify the pilot of the displacement and, at its option:
  - a. Direct him to remain on rest if he has not reported for duty;
  - b. Assign him to complete any remaining flight segment(s) in the pairing;
  - c. Assign him to remain available to move the aircraft for maintenance or repositioning of the crew or the aircraft;
    - (1) The Company will use its best efforts to replace the lineholder, including a reasonable attempt to junior man within the time available, when the movement of the aircraft for maintenance or repositioning would result in a modification to his pairing that would require an assignment on the next day and that day is a scheduled day off.
    - (2) If the Company does not replace the lineholder and he is assigned to move the aircraft for maintenance or repositioning on the next day and that day is a scheduled day off, the assignment will be considered to be a junior manning event.
    - (3) The Company will retain all records, including electronic, paper or audio tapes, related to an assignment made in accordance with paragraph N.5.c., above, for thirty (30) days and make such records available to the Association upon request.
  - d. Assign him to another pairing with a scheduled release time no later than three (3) hours after the scheduled release time of his original pairing or the pairing for which he reported, whichever is later;



- e. Assign him to remain “airport available” with a scheduled release time no later than two and one-half (2½) hours following the displacement. If the Company invokes the provisions of paragraph K.4., above, the “airport available” period may be extended to the release time of the original pairing. While on “airport available” the pilot will remain readily available for any flight or deadhead assignment with a scheduled release time no later than three (3) hours after the scheduled release time of the pairing from which the pilot was displaced;
  - f. Release him to rest; or,
  - g. Release him from all duty. Once released, he will not be required to remain telephone available.
6. When a lineholder is displaced from a multiple day pairing, the Company will, in addition to the requirements set forth in paragraphs N.4. and N.5., above, make a reasonable effort to reassign the lineholder to a similar pairing, i.e., a pairing scheduled to operate the same number of days, including report and release times.
- 7. A regular lineholder who is displaced prior to the end of his pairing, will be required to remain available:**
- a. **For reassignment for a period not to exceed the greater of, sixty (60) minutes from the time the displacement occurs, or the last block in time; or,**
  - b. **To the end of that pilot's original duty period if that is less than sixty (60) minutes.**
  - c. **For the purpose of this paragraph, a displacement known by the Company more than sixty (60) minutes before the pilot is notified, is not subject to this rule.**
8. When a displaced lineholder is not given an assignment in accordance with paragraph N.5., above, he will be responsible to report for his next scheduled assignment.
9. A displaced lineholder who has not been given an assignment will contact Crew Scheduling during a two (2) hour call-in period on each of the day(s) immediately prior to the day(s) the pairing from which he was displaced was scheduled to operate. The call-in period will be published in the bid package and commence no earlier than 1200 hours nor later than 1800 hours.

## O. Reserves

1. Reserve periods and their start times will be designated by the Company, published in the bid package, and reflected on each reserve pilot’s schedule. The Company will establish the number of reserve periods based on need demonstrated at the monthly staffing review meeting. Each reserve period will begin and end in the same day. Once published, the start time of a reserve period will not be changed during the bid period.
2. Following the distribution of the bid awards but prior to the monthly run-down for his category, a pilot awarded or assigned a reserve line may:

- a. Indicate a preference to be considered a “bid to fly” reserve pilot, i.e., junior available and subject to call-out in inverse order of seniority.
  - b. Indicate a preference for a reserve period. A reserve pilot who does not bid for a reserve period or does not bid sufficient choices for a reserve period will be assigned an available reserve period.
  - c. Indicate his preference for reserve classifications listed in Section 12.G.1.**
3. Preferences for **reserve classifications** “bid to fly” and reserve periods will be awarded in each category in accordance with seniority among reserve pilots in that category.
  4. A reserve pilot may not be required to be available during more than one (1) reserve period in any day.
  5. A reserve pilot may be reassigned from one (1) reserve period to another reserve period provided he is notified of the reassignment prior to the start of the reserve period from which he is being reassigned.
  - 6. If the staffing requirements for SC, LC1 or LC2 fall below the daily allotted allowance of sixty percent (60%) or twenty percent (20%) respectively, the Company is allowed to convert SC, LC1 or LC2 reserve pilot(s) to a different reserve classification.**
    - a. In order to convert a reserve pilot to a different classification, the Company must notify the reserve pilot being converted no later than the day prior to the required day.**
    - b. The Company will convert the most junior, legal and available, LC pilot (LC1 or LC2) to the SC category when the SC category falls below the daily sixty percent (60%) allowance.**

#### **EXAMPLE 1**

**The SC category is below sixty percent (60%). There are two (2) LC1 pilots and one (1) LC2 pilot. The most junior pilot is an LC1 pilot: he is the pilot converted to SC.**

#### **EXAMPLE 2**

**The SC category is below sixty percent (60%). There are two (2) LC1 pilots and two (2) LC2 pilots. The most junior pilot is an LC2 pilot: he is the pilot converted to SC.**



- c. **The Company will convert the most senior, legal and available, SC pilot to the LC category (LC1 or LC2 as applicable) when that LC category falls below the daily twenty percent (20%) allowance and the SC category is above the sixty percent (60%) requirement as indicated by the table in paragraph d., below. Conversion will occur based on the SC reserve pilots bid request. If no SC pilot has bid for LC categories, conversion will occur in inverse seniority order.**

### EXAMPLE 1

**The most senior SC pilot only bid for an A-5 window. He will not be converted.**

### EXAMPLE 2

**The second most senior SC pilot bid LC1, LC2 and then A-5. The Company needs to convert a pilot to an LC category. The second most senior SC pilot will be converted.**

### EXAMPLE 3

**The second most senior SC pilot bid, in order of preference, LC1, A-5 and LC2. The third most senior SC pilot bid, in order of preference, LC2 and then A-5. The Company needs to convert a pilot to the LC2 category. The third most senior SC pilot will be converted.**

### EXAMPLE 4

**No SC pilot bid for LC categories. The Company will convert the most junior SC pilot to the LC category.**

- d. **The following table will be utilized as a guide to determine the numbers of reserve lineholders in each reserve classification:**

Total Reserve Pilots	Short Call SC	Long Call 1 LC1	Long Call 2 LC2	Total Reserve Pilots	Short Call SC	Long Call 1 LC1	Long Call 2 LC2
1	1	0	0	21	13	4	4
2	2	0	0	22	13	5	4
3	2	1	0	23	13	5	5
4	3	1	0	24	14	5	5
5	3	1	1	25	15	5	5
6	4	1	1	26	15	6	5
7	4	2	1	27	16	6	5
8	5	2	1	28	16	6	6
9	5	2	2	29	17	6	6
10	6	2	2	30	18	6	6
11	6	3	2	31	18	7	6
12	7	3	2	32	19	7	6
13	7	3	3	33	19	7	7
14	8	3	3	34	20	7	7
15	9	3	3	35	21	7	7
16	9	4	3	36	21	8	7
17	10	4	3	37	22	8	7
18	10	4	4	38	22	8	8
19	11	4	4	39	23	8	8
20	12	4	4	40	24	8	8

7. Based on operational needs, the Company may reschedule a reserve pilot's moveable days off. When the Company reschedules a reserve pilot's moveable day off, it will give the reserve pilot as much notice as practical.
8. A reserve pilot will not be required to be telephone available on a day off or during a rest period, but will be required to be telephone available during his reserve periods.
9. A reserve pilot will be subject to a ninety (90) minute report time after notification. However, he will make a reasonable effort to report earlier, if needed.



10. The Company will make an assignment to an available reserve pilot, i.e., ready reserve, pairing assignment, non-flying pilot, Temporary Duty Assignment (TDY), aircraft movement or training in accordance with paragraph O.11., below, as far in advance as practical.
- The assignment, at the time the assignment is made, to a SC reserve pilot, must be scheduled to commence within the pilot's reserve period.
  - The "assignment" is the actual duties the pilot is to perform rather than any applicable report time required for such duties.**

### EXAMPLE 1

**A reserve pilot with a reserve window from 0200 to 1600 may be given a pairing assignment in which the first flight segment is scheduled to depart no later than 1600.**

### EXAMPLE 2

**A reserve pilot with a reserve window from 0200 to 1600 may be given a Non-Flying Pilot assignment that is scheduled to commence no later than 1600.**

11. If a reserve is given a flight assignment in advance of his reserve availability period, he will not be required to be available for the portion of the reserve period prior to the report time of such flight assignment.
12. The Company will assign all training using the procedures set forth in this Agreement. However, the Company may assign a reserve pilot to a one (1) or two (2) day ground training event provided:
- The assignment is in accordance with the reserve assignment procedures of this Agreement; and,
  - Failure to assign the training would result in a substantial negative impact in staffing that would not allow the Company to utilize the biddable absence procedure because of the time frames required for the completion of the training; and,
  - He is not assigned to other duty on the day he is assigned to training.
13. The Company will make an assignment to a reserve pilot in inverse order of seniority, i.e., the reserve pilot with the least seniority in the category who is legal and available to complete the assignment will be called first.
14. When given an assignment, a reserve pilot should expect to complete the assigned pairing unless the pairing conflicts with one of his immovable days off. In such case, the reserve pilot will either:
- Be removed from the portion of the assignment that conflicts with such day off and be returned to domicile; or,

- b. By mutual agreement with Crew Scheduling, complete the pairing on such day off, be credited and paid above guarantee in accordance with Section 3.K., and have the lost day off replaced in the same bid period; or,
  - c. Deadhead or operate the first available flight back to his domicile on such day off only if there are no flights available to deadhead him back to his domicile prior to such day off. He will be credited and paid above guarantee in accordance with Section 3.K. and have the lost day off replaced in the same bid period.
15. A reserve pilot may be removed from an assignment in advance of the assignment and returned to his reserve period or he may be assigned to another reserve period in accordance with paragraph O.4., above.
16. A reserve pilot may be removed from an assignment after he has reported for the assignment. If he is removed from the assignment, the Company may:
- a. Assign the reserve pilot to another assignment that must, at the time the assignment is made, be scheduled to commence within the pilot's reserve period;
  - b. Assign the reserve pilot to ready reserve, the start time of which will be the time that the reassignment is made;
  - c. Return the reserve pilot to the remainder of his reserve period, if any; or,
  - d. Release the reserve pilot to a rest period of not less than nine (9) hours, after which he will be returned to the remainder of his reserve period, if any, or to his next scheduled reserve period. If the Company fails to notify the pilot that he is released to rest, the pilot will remain on reserve. If the reserve pilot's rest period conflicts with his next reserve period, the Company may:
    - (1) Require the reserve pilot to commence his reserve period immediately following the rest period; or,
    - (2) Assign the reserve pilot to another reserve period in accordance with paragraph O.4., above.
17. When a reserve pilot completes his assignment, the Company may:
- a. Assign the reserve pilot to another assignment; or,
  - b. Return the reserve pilot to the remainder of his reserve period, if any; or,
  - c. Release the reserve pilot to rest, after which he will be returned to the remainder of his reserve period, if any, or to his next reserve period. If the Company fails to notify the pilot that he is released to rest, the pilot will remain on reserve. If the reserve pilot's rest period conflicts with his next reserve period, the Company may:
    - (1) **Require the reserve pilot to commence his reserve period immediately following the rest period; or,**
    - (2) **Assign the reserve pilot to another reserve period in accordance with paragraph O.4., above.**



18. When a reserve pilot is given an assignment, his duty time will commence at the scheduled report time of the assignment or when he actually reports, whichever is later. He will remain on duty until he is released to rest by Crew Scheduling or the later of:
  - a. The scheduled termination of his assigned reserve period or his ready reserve assignment, whichever comes first.
  - b. The termination of an assignment which may extend beyond the scheduled termination of the reserve pilot's reserve period or the scheduled termination of his ready reserve assignment.
  - c. Limitations set forth in Section 12 or the applicable FARs.
19. When a reserve pilot is released to a rest period, he will not be given another assignment until the rest period has been completed.
20. A reserve pilot who becomes unavailable for an assignment or who learns that his assignment has been changed or will not operate will notify Crew Scheduling as soon as practical.
21. The Company will provide and pay the cost of a pager for each reserve pilot.
22. Short-term Staffing
  - a. When a pairing becomes available in a domicile that does not have sufficient reserve pilots available to cover the pairing, the Company may modify the pairing by attaching positive space deadhead flights to and from the domicile that has sufficient reserve pilots available. Space available deadhead may be utilized when it would return the pilot to his domicile earlier than positive space deadhead. The modified pairing will be assigned to a reserve pilot in accordance with paragraphs O.9. and O.10., above, in the domicile that has sufficient reserve pilots available.
  - b. If the Company determines to utilize a Temporary Duty Assignment (TDY), such assignment will be limited to reserve pilots to provide reserve coverage at a domicile other than their own, and the following will apply:
    - (1) A TDY period will consist of at least three (3) days but not more than six (6) days and will not overlap bid periods. TDY assignments will not be extended beyond six (6) days.
    - (2) The TDY period will be constructed to include positive space deadhead to and from the reserve pilot's domicile. Space available deadhead may be utilized when it would return the reserve pilot to his domicile earlier than positive space deadhead.
    - (3) The Company will post the TDY period in open time for bid among the reserve pilots in the domicile from which the coverage is being provided.
    - (4) If a reserve pilot has not bid on the TDY period forty-eight (48) hours prior to the beginning of the TDY period, the Company may assign the TDY period to a reserve pilot in accordance with paragraphs O.9. and O.10., above.

- (5) The Company will provide one (1) rental car for each three (3) crews, or portion thereof, for the duration of the TDY period. The rental car will be made available upon the arrival of the first pilot at the TDY location. The Company will establish a procedure for pick-up, use, and return of the rental car.
- c. When a reserve pilot is awarded or assigned duty in accordance with paragraphs O.22.a. or b., above, the Company will not require the reserve pilot to travel to or from his assignment on any of his days off.

## **P. Illness or Injury**

1. A lineholder who is unable to complete an assignment or portion thereof because of illness or injury will be removed from the assignment and will be considered absent for the duration of the assignment unless he notifies Crew Scheduling otherwise. If the assignment was a pairing and the pairing has commenced, it will normally be assigned to a reserve pilot.
2. A reserve pilot who is unable to complete an assignment or portion thereof because of illness or injury will immediately notify Crew Scheduling of the day or days that he will not be available and will be removed from the assignment.
3. A lineholder who has called in sick on a multiple day pairing and who is subsequently able to return to flying prior to the completion of the pairing, will notify Crew Scheduling of his desire to return to the pairing.
  - a. The lineholder will coordinate his return to the pairing with Crew Scheduling and will be allowed to return to the pairing at the first opportunity, following notification, that the pairing transits his domicile provided the pairing has not been assigned to another pilot on that pilot's day off.
  - b. If the lineholder is not able to return to his pairing because it does not transit his domicile, he may elect either to:
    - (1) Remain on sick leave for the duration of his pairing; or,
    - (2) Be placed on reserve and be credited the greater of 3.75 hours for each day on reserve or the value of any pairing assigned while on reserve.

## **Q. Commuter Policy**

1. A pilot is responsible for reporting to his assignment in a timely manner. The following provisions are not intended to relieve a pilot of that responsibility, but to provide guidelines for a commuting pilot.
2. A commuting pilot must identify himself as a commuter and designate a city as his normal origination airport on a form to be provided by the Company.



3. When commuting to an assignment, a pilot must list himself and report for at least two (2) flights, the latter of which must be scheduled to arrive at his domicile at least one-half (½) hour prior to the scheduled report time of his pairing. The departure time of the earlier flight must be at least sixty (60) minutes prior to the departure time of the later flight.
4. If a commuting pilot complies with paragraph Q.3., above, and he will not arrive at his domicile in sufficient time to report to his assignment because of a flight delay, cancellation or passenger loads, he will notify Crew Scheduling as soon as possible. The commuting pilot will then make every effort to report to his domicile as soon as practical.
  - a. If the commuting pilot's missed pairing has been assigned to a reserve pilot, the commuting pilot will coordinate his return to the pairing with Crew Scheduling. He will be allowed to return to the pairing as soon as practical, at an agreed upon location.
  - b. In circumstances where it is not practical to return such pilot to his original pairing, he will be considered displaced for the purpose of credit, pay and reassignment. Such displacement will commence the earlier of:**
    - (1) The departure time of the first on-line deadhead flight immediately following the pilot's report to domicile that would legally return him to his original pairing; or,**
    - (2) The report time of a pairing reassigned in accordance with this Agreement.**
  - c. If the commuting pilot's missed pairing has been awarded or assigned to a lineholder, the commuting pilot will be considered displaced in accordance with paragraph N., above, for any portion of the pairing he could have completed in accordance with paragraph Q.4.a., above.
5. If a commuting pilot is scheduled to report for a pairing that originates with a deadhead from his domicile to his origination airport, the commuting pilot will have the option to report for the pairing at his origination airport and will notify Crew Scheduling accordingly.
  - a. Such notification must be no earlier than twenty-four (24) hours in advance of the scheduled report time and no later than would provide sufficient time to allow the pilot to report to his domicile as scheduled if required by Crew Scheduling.
  - b. If Crew Scheduling does not require the commuting pilot to report to his domicile as scheduled, he may report at his origination airport provided he does so no later than one (1) hour prior to the scheduled departure of the first flight segment of his pairing.
  - c. Upon his arrival at the airport from which he will commence flying, but no later than the required report time, a commuting pilot must notify Crew Scheduling of his arrival.
6. If a commuting pilot is scheduled to report for a pairing that originates with a deadhead to an airport other than his origination airport, the commuting pilot will have the option to report for the pairing at that airport and will notify Crew Scheduling accordingly.
  - a. Such notification must be no earlier than twenty-four (24) hours in advance of the scheduled report time and no later than would provide sufficient time to allow the pilot to report to his domicile as scheduled if required by Crew Scheduling.

- b. If Crew Scheduling does not require the commuting pilot to report to his domicile as scheduled, he may report to the airport other than his origination airport provided he does so no later than one (1) hour prior to the scheduled departure of the first flight segment of his pairing.
  - c. Upon his arrival to the airport from which he will commence flying, but no later than the required report time, a commuting pilot must notify Crew Scheduling of his arrival.
7. When a commuting pilot's pairing is scheduled to terminate with a deadhead to his domicile, he may, in coordination with Crew Scheduling, drop the deadhead and be released at the airport from which the deadhead begins.
  8. Except as provided in Q.4.c., above, a commuting pilot will not be credited or paid for any flight or deadhead segment he does not complete as a result of commuting.
  9. **The provisions contained in the commuter policy will apply to a reserve pilot but will not apply to a pilot assigned to a training event. Additionally, a commuting reserve pilot will not be credited or paid for:**
    - a. **Any portion of his reserve window, prorated on a minute-by minute basis, he is unavailable for as a result of commuting; or,**
    - b. **If he has been given an assignment, any flight or deadhead segment he does not complete as a result of commuting.**
  10. **A pilot who has designated himself as a commuter in accordance with Section 24.Q. and who is displaced from a CD that is part of a CD line will, upon his request, have a hotel room provided by the Company:**
    - a. **For any stand alone CD unless he is notified of the displacement at least one day prior to the day the CD originates;**
    - b. **For the first CD in a group of back-to-back CD's unless he is notified of the displacement at least one day prior to the day the CD originates; or,**
    - c. **For any CD other than those specified in paragraphs 10.a. and 10.b., above, no matter when he is notified of the displacement.**

## **R. General**

1. The Company and the MEC Scheduling Committee will meet at the request of either party to discuss matters related to scheduling.
2. If two (2) lineholders in the same category are scheduled to fly and report for the same pairing, the pilot who was awarded or assigned the pairing as part of his monthly bid award will fly the pairing. If the pairing was not awarded or assigned to either pilot as part of his monthly bid award, the more senior pilot will choose whether he wishes to fly the pairing. The pilot not flying the pairing will be considered displaced in accordance with paragraph N., above.



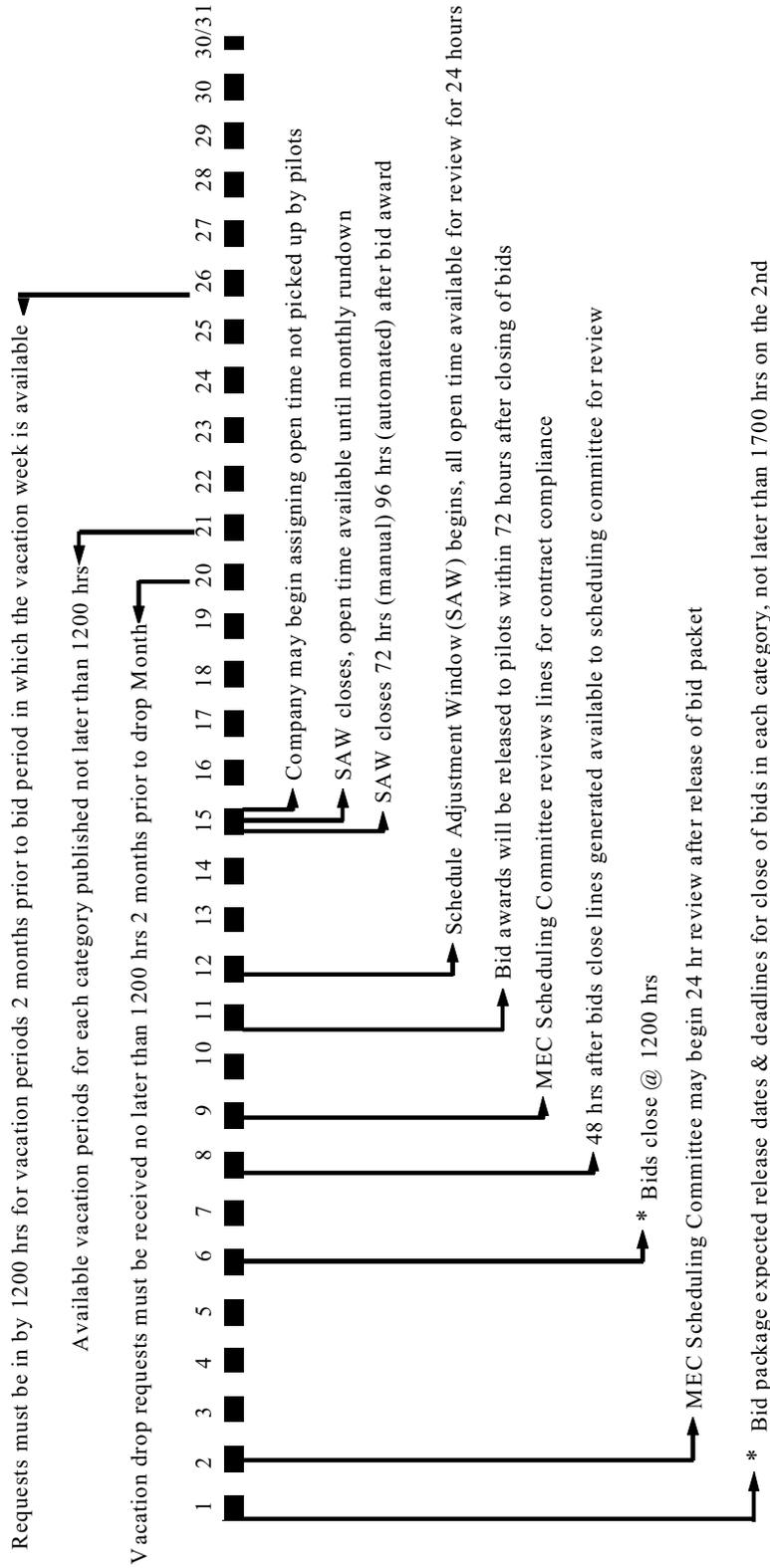
## Pilot Agreement



3. If a lineholder and a reserve pilot in the same category are scheduled to fly and report for the same pairing, the lineholder will fly the pairing. The reserve pilot will be reassigned in accordance with paragraph O.15., above.
4. The Company will provide the MEC Scheduling Committee designees in each domicile an individual computer identification and log-in for the purpose of accessing the daily tracking system and PBS computer scheduling system in order to monitor compliance with the Agreement. Such access will not include the ability to alter a pilot's schedule or any parameter of the programs without written consent of the Company. Each designee will execute an agreement not to reveal his individual computer identification and log-in to any other person or to share computer time.
5. The Company will provide the MEC Scheduling Committee with information regarding the technical software data in use or intended for use in the PBS and the daily tracking system. Changes to the program software that substantially affect the PBS or the daily tracking system will not be implemented without prior consultation and agreement between the parties.
6. Except for a deadhead related to training, a pilot will not be required to operate a pairing and perform any other assignment in the same day.
7. All times referred to in this Section will be local domicile times.

**Appendix A**

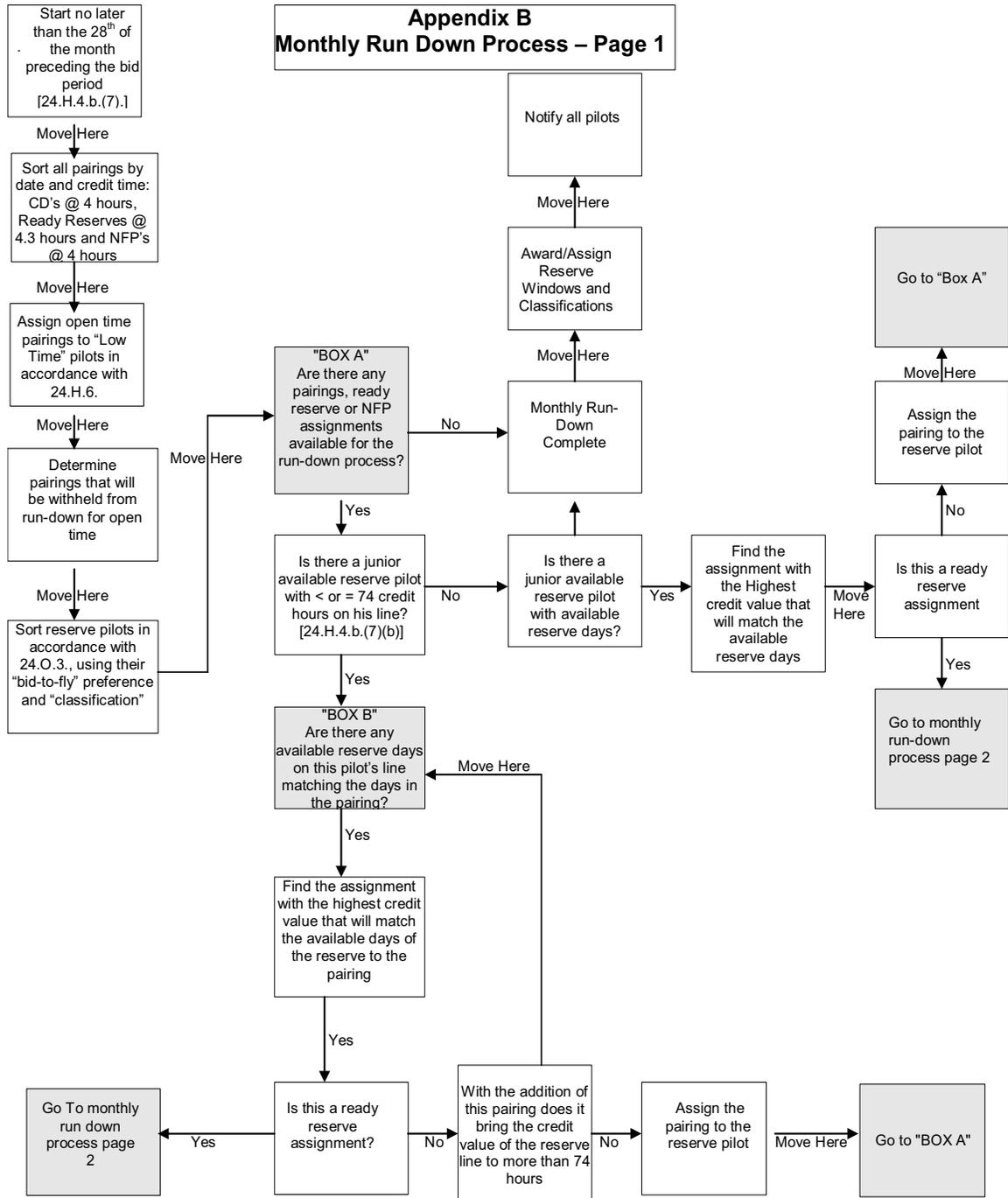
**\*\*Monthly Bidding Timeline  
Includes Line Awards & Vacation**



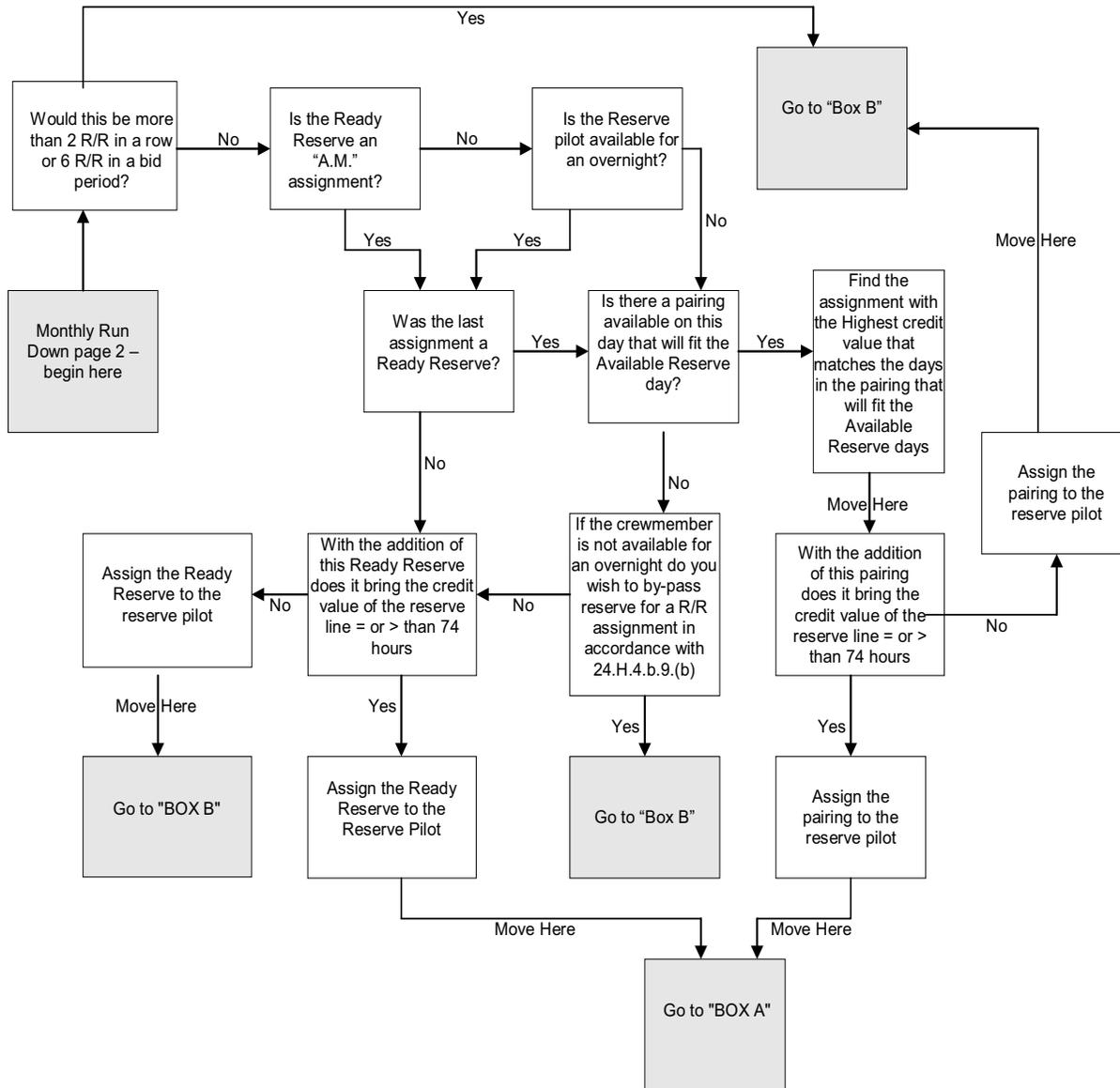
\* Assuming the 1st is the release of the bid packet, if not move timeline the appropriate amount of days not to exceed the 17th of the month  
 \*\* See Section 24 & Section 7 for Contractual language, the above is for reference only



## Appendix B Monthly Run Down Process – Page 1

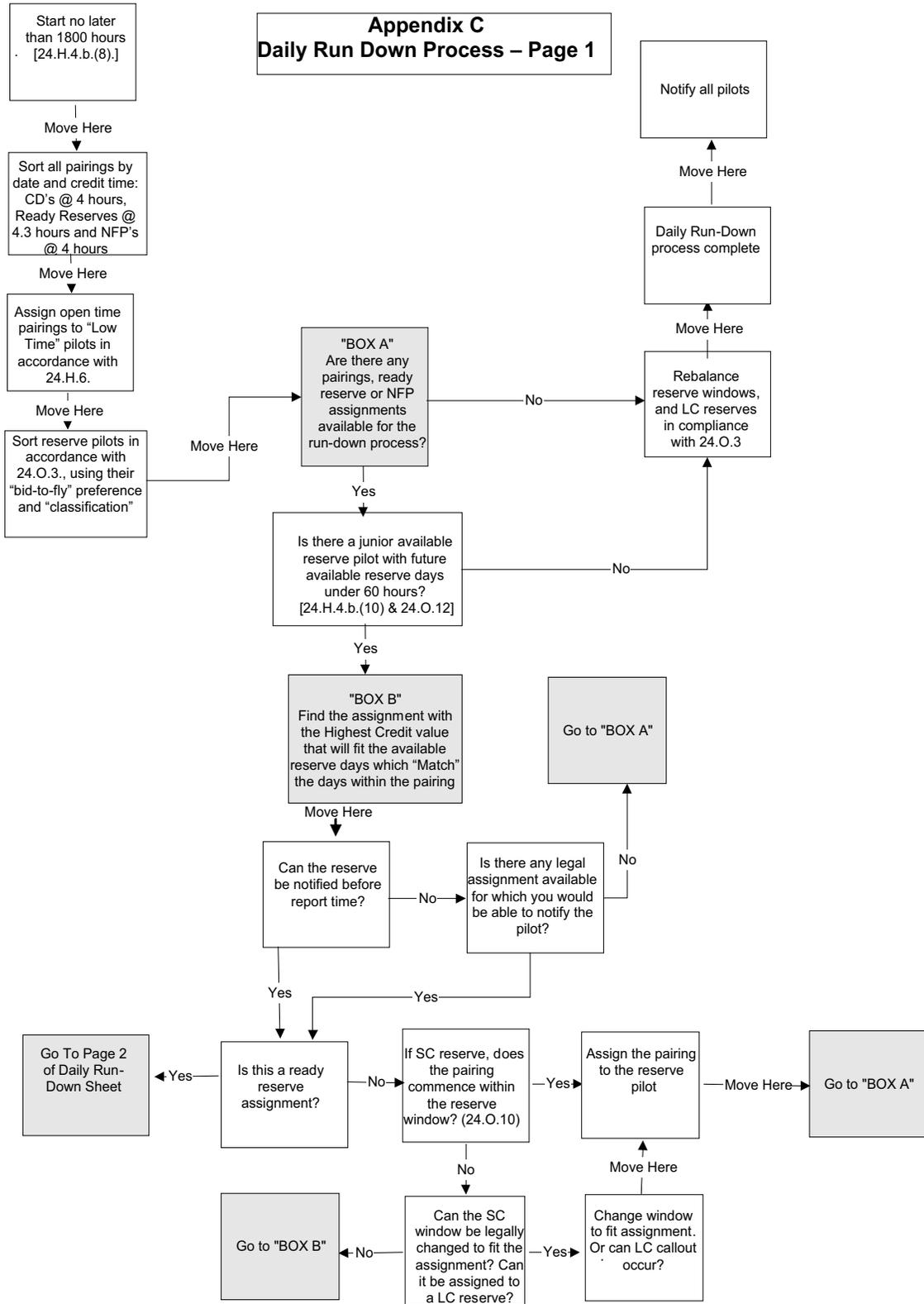


### Appendix B Monthly Run Down Process – Page 2

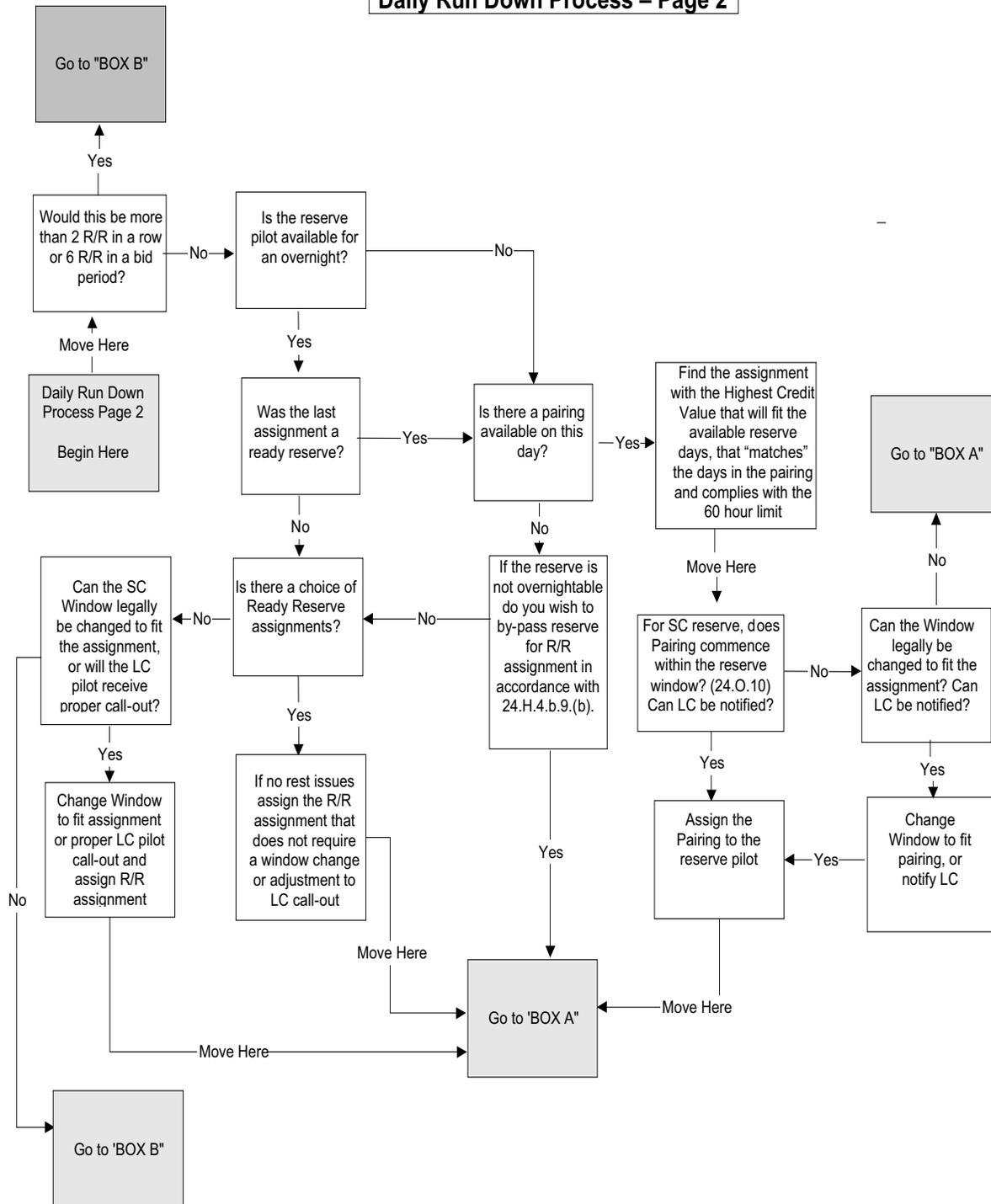




## Appendix C Daily Run Down Process – Page 1



### Appendix C Daily Run Down Process – Page 2





**Section 25 - General**

**Table of Contents**

A. Written Notices ..... 25-3

B. Hold Harmless Provision ..... 25-3

C. Personnel Files ..... 25-3

D. Loss of Medical Certificate..... 25-3

E. Association Committees ..... 25-3

F. Association Access to New Hire Classes ..... 25-3

G. Pilot Information ..... 25-4

H. Accident or Incident Investigation Pay ..... 25-4

I. Printing of Agreement ..... 25-4

J. Uniforms ..... 25-4

K. Association Bulletin Board ..... 25-5

L. Pilot Mail Boxes ..... 25-5

M. Association Business and Leaves..... 25-5

N. Anti-Discrimination ..... 25-6

O. Rights Under the Railway Labor Act..... 25-6

P. Gender Recognition ..... 25-6

Q. Company Manuals ..... 25-6

R. Parking ..... 25-7

S. Approach Charts ..... 25-7

T. Operation of Ground Equipment..... 25-7

U. Anti-Nepotism..... 25-7

V. COMAIR Pilot’s Contingency Fund ..... 25-7

W. Pilot Indemnity..... 25-7

X. Passports and Immunizations..... 25-7

Y. Use of CVR or FDR..... 25-7

Z. Electronic Recording/Monitoring Systems ..... 25-7

AA. Contract Administration Meeting Procedures..... 25-8



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- A.** All notices to pilots involving a change in domicile assignment, promotions, demotions, furloughs, recalls, leaves of absence, vacation and monthly bid awards will be in writing.
- B.** A pilot will not be required to pay for the use of or damage to any Company or subcontractor's equipment used in the performance of his duties unless the damage is caused by the intentional misconduct of the pilot.

### **C. Personnel Files**

- 1. A personnel file will be maintained for each pilot and will contain all records of progress reports, evaluations, written notices, and other reports and records involving the pilot's employment relationship with the Company. A pilot will be provided with a copy of any disciplinary records and correspondence placed in his personnel file. A pilot may file a written objection or clarification to any portion of his personnel file. The objection or clarification will be placed in his personnel file and become part of his permanent record.
  - 2. Disciplinary records or correspondence of a derogatory nature contained in a pilot's personnel file will be removed and disregarded after a period of twenty-four (24) months from the date of receipt, unless there have been incidents of a like or similar nature. For the purpose of progressive discipline, evidence of incidents older than twenty-four (24) months is inadmissible, unless there has been a recurrence of a like or similar nature.
  - 3. A pilot's personnel file will be made available at his request for inspection by the pilot or his authorized pilot representative during normal office hours.
- D.** If a pilot loses his first class medical certificate, he may downgrade in accordance with Section 23.O.7. If a pilot loses his second class medical certificate, he will be given every consideration for continued employment with the Company.

### **E. Association Committees**

- 1. The Company recognizes the MEC and all MEC sanctioned committees. The parties will meet upon the request of either the Company, the MEC Chairman, or his designee.
  - 2. The MEC Central Air Safety Committee will be provided access to all safety related information or reports. The recommendations of this committee will be considered by the Company in its decision making process.
- F.** In coordination with and approval of the Company, a pilot designated by the MEC will be granted a reasonable amount of time during each new hire class to discuss the Association and distribute relevant information.

## **G. Pilot Information**

1. Not later than thirty (30) days after January 1 and July 1 of each year, the Company will post a current pilot telephone list and will supply the Association and each pilot with a copy. In submitting home telephone numbers to the Company, a pilot may indicate that he does not wish his telephone number to be published. Each pilot will notify the Company in writing of any change in address or home telephone number.
  2. Not later than thirty (30) days after January 1 of each year, the Company will forward to the MEC Chairman, electronically and by hard copy, a list of all pilots employed during the year. The list will include each pilot's name, address, telephone number, date of hire, employee number; annual gross earnings, status, whether active or inactive, the date a pilot was placed on furlough or leave, if applicable, and subsequent recall or return date, if applicable.
  3. Not later than thirty (30) days after each quarter of each year, the Company will forward to the MEC Chairman, electronically and by hard copy, a list of the names, addresses, telephone numbers and class dates of pilots hired during that quarter.
- H.** A pilot requested or required by the Company to participate in aircraft accident or incident investigation will be relieved from duty without loss of pay.
- I.** The Company and the Association will pay, on an alternating basis, the cost of providing each pilot with a Jeppesen-size copy of this Agreement within thirty (30) days of its signing. Any Letter of Agreement or Letter of Understanding entered into during the life of this Agreement will be distributed in Jeppesen-size by the Company to each pilot.

## **J. Uniforms**

1. The Company will furnish the initial uniform insignia, nameplates, hat emblem and epaulets to each pilot at no charge.
2. Each pilot will purchase his initial uniform. The uniform will be purchased through the Company at cost and may be paid for through equal payroll deductions over twenty (20) pay periods. A pilot leaving the Company prior to completing the uniform payment will have the remainder deducted from his final paycheck.
3. The recommendations of the MEC will be considered by the Company prior to making any changes in the style, color, or material of the uniform. Prior to making any change in the uniform, sufficient notice will be given to allow for reasonable wear of the existing uniform.
4. The Company will pay the full cost of all uniform items when the Company changes the uniform. The uniform items will consist of two (2) pair of pants, two (2) long sleeve shirts, two (2) short sleeve shirts, a tie, a jacket, a hat, and an overcoat.
5. A pilot leaving the Company who does not return the insignia or emblems may be required to have the cost of these items deducted from his final paycheck.



- K.** The Company will provide a suitable, conveniently located space for installation of a lockable bulletin board at each domicile for the posting of materials related to Association business. Matters of a derogatory or inflammatory nature will not be posted.
- L.** In coordination with the Company, the Association will be permitted to use the pilots' mailboxes for distribution of materials related to Association business.

### **M. Association Business and Leaves**

1. The Company will facilitate and honor written MEC approved requests for leaves of absence from duty with the Company in order to conduct Association business.
2. The Company will honor MEC approved requests made prior to the bid run for leaves of absence from duty with the Company for the MEC Officers, i.e., MEC Chairman, Vice Chairman, Secretary-Treasurer and Executive Administrator.
3. The MEC will exercise its best effort to plan its needs for leaves of absence from duty with the Company and will notify the Company of its needs as far in advance as possible. At each monthly staffing meeting, the MEC will provide the Company with a six (6) month projection of MEC approved requests for leaves of absence from duty with the Company. It is understood that some needs cannot be planned in advance and may involve short notice requests. The Company will exercise its best effort to approve such requests as soon as possible.
4. The MEC may submit a request for a leave of absence (Priority One (1)) authorizing the Company to junior man a pilot (**Union Draft (UD)**) if there are inadequate reserves to cover the pairing, or portion thereof, that was dropped to honor the request.
  - a. When this occurs, the Association waives the requirement that all reserves be used prior to **Union Drafting**. When a pilot has been **Union Drafted** to cover such absence, the Company will replace the pilot with an available reserve as soon as practical or prior to the departure of the first flight on the pairing, if feasible.
  - b. If the Company is required to UD a pilot in accordance with this paragraph and is not able to replace the union drafted pilot in accordance with the Agreement, the Company will:**
    - (1) For each day of the pairing for which he was union drafted, credit and pay the union drafted pilot with the greater of:**
      - (a) The daily credit value of the pairing; or,**
      - (b) Three (3) hours.**
    - (2) Bill the Association the credit hours paid to the pilot for the union drafted pairing at his applicable premium pay rate plus the override as provided for in the Agreement.**



5. An MEC approved request for leave of absence presented to the Company in advance of the close of bidding for the following bid period (UL) will be treated as a “known/assigned absence” in accordance with Section 24.E.1.b.(6).
6. A UL absence will not reduce a pilot’s days off to less than the scheduled minimum days off provided for in Section 12.B.3. A virtual credit of five (5) hours per day will apply to each UL approved in this manner. The credit value of the UL will be reflected in the total value of the awarded line.
7. The Association will reimburse the Company for the value of the virtual credit, i.e., five (5.0) hours plus an override of twenty-eight percent (28%), for each day of UL. The pilot will be credited and paid five (5) hours for each day of UL.
8. When a pairing or portion thereof is dropped for an MEC approved request for leave of absence presented to the Company after the close of bids (UA), the pilot will be credited and paid for the scheduled value of the pairing. When a reserve day is dropped for an MEC approved request for leave of absence presented to the Company after the close of bids (UA), the pilot will be credited and paid for the scheduled value of the reserve day. The Association will reimburse the Company for the value of either the pairing or portion thereof dropped, or the reserve day dropped plus an override of 28% for each day of UA.
9. The Company will submit a monthly invoice for flight pay loss to the MEC Chairman which will include the names, dates, credit hours, hourly pay rates, and the total amount due for all pilots on MEC approved leave of absence.
10. The Company may deny request for leave should any invoice for flight pay loss go unpaid for a period in excess of thirty (30) days from the date of receipt of the invoice.
- 11. The Company will provide flight pay loss for a pilot working on behalf of the Company for Safety and Accident investigation when released under normal trip release procedures.**
- 12. If the Company agrees to provide enhanced union business provisions in any other collective bargaining agreement, then the same offer will be made to the Association. This is limited to flight pay loss, positive-space travel for Union Officers, and positive-space travel for Negotiation Committee members on Company business.**
- N.** Neither the Company nor the Association will discriminate against any pilot because of Association activity, race, color, religion, sex, national origin, age, or disability in accordance with applicable law.
- O.** Nothing in this Agreement will be construed to limit or deny any pilot any right or privilege to which he may be entitled under the Railway Labor Act, as amended.
- P.** When a pilot is referred to in the male gender, it is recognized as referring to both male and female, unless the meaning is obviously to the contrary.
- Q.** The Company will pay for any manual it issues to a pilot. Each pilot must maintain his manuals in good condition at all times. Any pilot who transfers to another aircraft type or



## Pilot Agreement



terminates employment will return previously issued manuals in current, good condition excepting normal wear or he will reimburse the Company \$50.00 for each manual which amount may be deducted from the pilot's paycheck.

- R.** The Company will provide, at no cost to the pilot, a parking space in the designated employee parking lot, at the airport of the pilot's domicile. Where public transportation is not provided, the Company will provide adequate transportation to and from the parking area and the pilot's reporting point for duty.
- S.** The Company will provide and pay for individual sets of instrument approach charts and aeronautical en route and alternate charts produced by Jeppesen Sanderson, Inc., including a revision service for each pilot. En route and alternate charts for off-route flights will be provided to each pilot performing such flights. The same level of coverage will be provided for Captains and First Officers.
- T.** A pilot will not be required to operate ground service equipment nor will he be required to be transported in ground service equipment not intended for passenger or flight crew transportation.
- U.** Pilots will be exempt from the Company's anti-nepotism policy. The Company may require closely related pilots to operate separate flights.
- V.** The Company will deduct monthly, and transmit to the Treasurer of the MEC, voluntary contributions to the Comair Pilots' Contingency Fund from the after tax earnings of those pilots who voluntarily authorize such contributions on a form provided by the MEC. The amount of such monthly deduction will be specified on such form and will conform to applicable state and federal law. Such contributions will be reported separately on paycheck stubs.
- W.** The Company will indemnify a pilot or his estate and provide legal representation against any claims, whether by third parties or by fellow employees, arising out of such pilot's performance of his duties with the Company as a pilot unless such claims arise from the willful misconduct of the pilot.
- X.** Upon presentation of receipts, the Company will reimburse a pilot for the cost of the renewal of his passport and the cost of any visas and immunizations required in the performance of his duties.
- Y.** The Company will not regularly or randomly use any information gathered from a Cockpit Voice Recorder (CVR) or Flight Data Recorder (FDR) to determine whether there are any pilot irregularities. Information gathered from a CVR or FDR may only be used in cases involving safety.
- Z.** Prior to the installation or use of any new electronic recording / monitoring system or device on any aircraft for the purpose of recording pilot en route performance parameters, the Company will notify the Association of such intent and confer with the MEC Chairman regarding the intended purpose of such equipment.

**AA. Contract Administration (C/A) meetings are for the purpose of providing the parties an opportunity to discuss any non-disciplinary matter involving the administration or interpretation of this Agreement, especially those contractual issues that may give rise to a grievance.**

- 1. The parties will jointly schedule C/A meetings and will meet not less than once per month. C/A meetings will be held at a mutually agreeable location.**
- 2. Attendees will include those individuals needed to present the parties' position and to reach agreement with authority to bind their respective party.**
  - (a) Company attendees at C/A meetings will include the Vice President of Flight Operations, Director of Labor Relations, Director of Crew Scheduling and/or Director of Flight Operations or their designees.**
  - (b) Association attendees will include the MEC Vice Chairman, Grievance Committee Chairman or Vice Chairman, Scheduling Committee Chairman and/or Negotiating Committee Chairman or their designees.**
  - (c) The parties are free to bring any other representative that they believe will assist in the presentation, discussion, or resolution of a matter.**
- 3. The Association will present to the Company an agenda of matters to be discussed prior to each C/A meeting. The Company may request that an item be added to the agenda.**
- 4. In the event that it is necessary for either party to cancel a C/A meeting, notification will be made to the other party as far in advance as possible to prevent any unnecessary travel or costs being incurred. Canceled meetings will be rescheduled by mutual agreement at the time of cancellation or shortly thereafter.**
- 5. In the event that the parties are unable to resolve an issue during a C/A meeting, the Association does not waive its right to file a grievance and pursue the matter in accordance with Sections 19 and 20 of this Agreement.**
  - (a) Nothing herein precludes the parties from discussing at a C/A meeting any matter that is the subject of an existing grievance.**
  - (b) Notwithstanding anything in this Agreement to the contrary, including but not limited to Section 19.C., any grievance filed concerning a matter or issue that was the subject of a C/A meeting will not be considered untimely if filed within thirty (30) days of the last C/A meeting when the item was discussed i.e., when the parties mutually agree that their attempts to resolve the matter have been unsuccessful.**



**Section 26 - Insurance Benefits**

**Table of Contents**

A. Life and Accidental Death and Dismemberment (AD&D) Insurance..... 26-3

B. Medical and Dental Insurance..... 26-3

C. Vision Insurance..... 26-6

D. Orthodontia Insurance..... 26-6

E. Disability Insurance..... 26-6

F. Insurance Benefits for Retirees..... 26-6

G. Flexible Spending Accounts ..... 26-6

H. General ..... 26-7



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## A. Life and Accidental Death and Dismemberment (AD&D) Insurance

1. The Company will provide each pilot **life insurance under Group Policy No. 961911 and AD&D insurance under Group Policy No. 963496, underwritten by Life Insurance Company of North America FLX.** The Company will pay the premium for such insurance. The insurance will include:
  - a. Life insurance coverage in the amount of one (1) times the pilot's annual compensation. For this purpose, the pilot's annual compensation will be determined by multiplying his hourly rate of pay as of July 1 of each year times 960 hours.
  - b. AD&D insurance coverage in the same amounts as the life insurance described in paragraph A.1.a., above.
2. Subject to enrollment guidelines established by the insurance carrier, a pilot may purchase additional life insurance in an amount up to four (4) times his annual compensation, but no more than \$350,000 without evidence of insurability or \$800,000 with evidence of insurability, inclusive of the life insurance provided by the Company.
3. Subject to enrollment guidelines established by the insurance carrier, the Company will make voluntary life insurance coverage available for purchase by a pilot for his eligible dependents.
4. The Life and AD&D insurance will not contain an exclusion of benefits for the insured's own occupation or for war or acts of war or terrorism encountered by a pilot while engaged in Company-directed activity.

## B. Medical and Dental Insurance

1. **The Company will continue to provide medical coverage for each pilot and his eligible dependents through the Comair Health and Welfare Plan, Plan No. 511, subject to the terms and conditions of the Plan.**
2. The following FAA required medical examinations, procedures or treatments will be covered by the medical insurance plan for any pilot who is a participant in the plan, subject to normal plan payment provisions:
  - a. Semi-annual flight physicals for a Captain.
  - b. An annual flight physical for a First Officer.
  - c. Procedures or treatments required or recommended by a Company designated aviation medical examiner required to retain or regain a pilot's medical certificate.
3. **The Company will continue to provide dental coverage for each pilot and his eligible dependents through the Comair Health and Welfare Plan, Plan No. 511, subject to the terms and conditions of the Plan.**

4. The Company will continue premium payment and coverage of the medical and dental insurance for the eligible dependents of a deceased pilot provided the pilot and his eligible dependents are participants in the medical and dental insurance plans at the time of the pilot's death. This coverage will continue for twenty-four (24) months after the death of the pilot.
5. **The Company may not increase deductibles, out-of-pocket provisions and co-payment amounts/percentages except as follows:**
  - a. **Effective March 2, 2007, the Company may increase deductibles, out-of-pocket provisions and co-payment amounts/percentages during calendar year 2007 for medical-vision-prescription drug benefits, by amounts not greater than amounts resulting from using the percentage increase in the Medical Care component of the Consumer Price Index for All Urban Consumers (1982-84=100) or CPI-U (1982-84=100) between August 2005 (published September 2005) and August 2006 (published September 2006).**
  - b. **Effective January 1, 2008, the Company may increase deductibles, out-of-pocket provisions and co-payment amounts/percentages during calendar year 2008 for medical-vision-prescription drug benefits, by amounts not greater than amounts resulting from using the percentage increase in the Medical Care component of the Consumer Price Index for All Urban Consumers (1982-84=100) or CPI-U (1982-84=100) between August 2006 (published September 2006) and August 2007 (published September 2007).**
  - c. **Effective January 1, 2009, the Company may increase deductibles, out-of-pocket provisions and co-payment amounts/percentages during calendar year 2009 for medical-vision-prescription drug benefits, by amounts not greater than amounts resulting from using 150% of the percentage increase in the Medical Care component of the Consumer Price Index for All Urban Consumers (1982-84=100) or CPI-U (1982-84=100) between August 2007 (published September 2007) and August 2008 (published September 2008).**
  - d. **Effective January 1, 2010, the Company may increase deductibles, out-of-pocket provisions and co-payment amounts/percentages during calendar year 2010 for medical-vision-prescription drug benefits, by amounts not greater than amounts resulting from using the 150% of the percentage increase in the Medical Care component of the Consumer Price Index for All Urban Consumers (1982-84=100) or CPI-U (1982-84=100) between August 2008 (published September 2008) and August 2009 (published September 2009).**

#### **EXAMPLE**

**If the Medical Care Component of the CPI-U (1982-84=100) increases by 4% between August 2005 (published September 2005) and August 2006 (published September 2006) then during calendar year 2007, the Company may increase deductibles, out-of-pocket provisions and co-payment amounts in the medical-vision prescription drug plans by a maximum of 4% (1.00 times 4%).**



EXAMPLE

If the Medical Care Component of the CPI-U (1982-84=100) increases by 3% between August 2007 (published September 2007) and August 2008 (published September 2008) then during calendar year 2009, the Company may increase deductibles, out-of-pocket provisions and co-payment amounts in the medical-vision prescription drug plans by a maximum of 4.5% (1.50 times 3%).

- e. The Company may replace the Value I/Value II plans with an alternative plan provided that the pilots currently enrolled in such plans are not denied enrollment in the alternative plan.
6. A pilot's applicable contribution to his monthly insurance premiums will be as follows:
- a. From March 2, 2007 to March 2, 2011, each pilot's applicable contribution to his monthly premium for medical, vision and prescription drug benefit plans paid by pilots shall not be increased by more than ten percent (10%) over the premiums in effect for each plan on January 1, 2007, that are as follows:

Semi-Monthly Premiums (24 Pay Periods)  
Premiums on January 1, 2007

<u>Plan</u>	<u>Primary Plan</u>	<u>Plus Plan</u>	<u>Value 1/Value 2</u>
Employee	\$18.11	\$25.70	\$10.83
Employee + 1	\$36.24	\$51.40	\$27.08
Family	\$59.79	\$84.80	\$37.92

Semi-Monthly Premiums (24 Pay Periods)  
Maximum Premiums

<u>Plan</u>	<u>Primary Plan</u>	<u>Plus Plan</u>	<u>Value 1/Value 2</u>
Employee	\$19.92	\$28.27	\$11.91
Employee + 1	\$39.86	\$56.54	\$29.79
Family	\$65.77	\$93.28	\$41.71

- b. Effective March 2, 2007 and thereafter, each pilot's applicable contribution to his monthly premium for dental benefit plans (including orthodontia) paid by pilots shall not be increased by more than for any other employee or employee group.
- c. The pilot's applicable contribution to his monthly premium will continue to be paid through payroll deduction.

### **C. Vision Insurance**

The Company's vision insurance plan that is available to other employee groups will be made available to pilots.

### **D. Orthodontia Insurance**

The Company's orthodontia insurance plan that is available to other employee groups will be made available to pilots.

### **E. Disability Insurance**

1. A pilot may, at his expense, participate in the Short-term Disability Insurance Plan under **Group Policy No. 594387, underwritten by Unum**, through payroll deduction.
2. The Company will continue the Loss of License/Long Term Disability insurance plan under **Group Policy No. 591035, underwritten by Unum**, for pilots with one (1) or more years of active service. For purpose of the plan, a pilots annual compensation will determined by multiplying his hourly rate of pay as of July 1 of each year times 960 hours. The Company will pay the premium for the plan up to a maximum of \$0.45 per \$100.00 of covered monthly earnings. If the rate should exceed \$0.45 per \$100.00 of covered monthly earnings, the Company will pay the amount up to and including \$0.45 per \$100.00 of covered monthly earnings and the pilot will pay, by payroll deduction, any amount in excess of \$0.45 per \$100.00 of covered monthly earnings.

### **F. Insurance Benefits for Retirees**

1. If the Company makes insurance benefits for retirees available to other employee groups, the same insurance benefits will be made available to retired pilots.
2. The Company will make COBRA benefits available, at pilot expense, to a pilot for twenty-four (24) months after he reaches mandatory retirement age.

### **G. Flexible Spending Accounts**

If the Company makes a flexible spending account plan available to other employee groups, the same flexible spending account plan will be made available to pilots.



### H. General

1. Except as otherwise provided in this Section, a pilot will be eligible for participation in the insurance plans described in this Section thirty (30) days after his date of hire.
2. A pilot who is covered under the Company's medical insurance plan and who is required to take a prescription medication that is not approved in its generic form by the FAA will be allowed to receive such medication and be covered for the expense of that medication as if it were the generic brand.
3. **The overall benefits described in this Section will remain substantially comparable for the duration of this Agreement. However, the Company may substitute another insurance carrier to administer or insure the insurance plans described in this Section. The final selection of the substitute carrier will be at the Company's sole discretion. Prior to making any changes other than nominal changes permitted by this Section, the Company will notify the Association in advance and provide the Association an opportunity to meet with the Company and the insurance carrier, if appropriate, to discuss such changes.**
4. "Other employee groups" as used in this Section does not include Company or subordinate officials.
5. **The Company will offer to pilots any improvements in the medical, dental, vision, or prescription drug programs, or cost reductions in such programs, made available to other employee groups.**
6. **Health and Retirement Benefits Committee**
  - a. **Within ninety (90) days of this Agreement, the Association and the Company shall establish a Health and Retirement Benefits Committee (the "Committee") consisting of two members appointed by the Company and two members appointed by the Association. The Committee shall meet on a quarterly basis to review retirement issues, plan designs, premiums, utilization, claims experience, and claims payment/processing issues with respect to the administration of the Retirement and Insurance benefit plans described in Sections 26 and 27. The Company shall make available to the Committee benefits consultants and providers during meetings, as appropriate.**
  - b. **The Company will provide positive space travel for the Association Committee members traveling to and from meetings in accordance with paragraph 6.a., above.**
  - c. **The Company shall review all instances of denial of claims or coverage's under the plans submitted by the Association concerning services or benefits a participant believes were covered under the plans.**
  - d. **The Company shall provide all Plan documents, amendments, and changes to the Committee in written form and electronic form, when available.**



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7. If the Company's Mechanics as represented by the I.A.M. or Flight Attendants as represented by the I.B.T. receive an increase in benefits prior to December 31, 2010 which is not currently contained within their respective Agreements, the pilots will receive an equivalent increase in benefits.



**Section 27 - Retirement**

**Table of Contents**

A. 401(k) Savings and Investment Plan..... 27-3

B. Retirement Plan ..... 27-4

C. Plan Modifications ..... 27-5

D. Health and Retirement Benefits Committee ..... 27-5

E. Stock Option Offering ..... 27-5



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**A. 401(k) Savings and Investment Plan**

1. A pilot may participate in the 401(k) portion of the Comair Savings and Investment Plan (the “Plan”) in effect on the date of signing of this Agreement, subject to the terms and conditions of the Plan. Subject to Internal Revenue Service limitations and the terms and conditions of the Plan, a pilot may contribute up to 15% of his eligible earnings to the Plan.
2. Effective March 2, 2007, the Company will:
  - a. Match forty percent (40%) of the pilot’s contribution to his 401(k) account up to five percent (5%) of his eligible earnings for pilots with 0-4 years of active service [effective January 1, 2011, the Company match for such a pilot will be increased to fifty percent (50%)].
  - b. Match forty percent (40%) of the pilot’s contribution to his 401(k) account up to five percent (5%) of his eligible earnings for pilots with 5-9 years of active service [effective January 1, 2011, the Company match for such a pilot will be increased to eighty percent (80%)].
  - c. Match sixty percent (60%) of the pilot’s contribution to his 401(k) account up to five percent (5%) of his eligible earnings for pilots with 10-14 years of active service [effective January 1, 2011, the Company match for such a pilot will be increased to one hundred percent (100%) of the pilot’s contribution to his 401(k) account up to six percent (6%) of his eligible earnings].
  - d. Match sixty percent (60%) of the pilot’s contribution to his 401(k) account up to five percent (5%) of his eligible earnings for pilots with 15 years of active service and thereafter [effective January 1, 2011, the Company match for such a pilot will be increased to one hundred percent (100%) of the pilot’s contribution to his 401(k) account up to seven percent (7%) of his eligible earnings].

Effective March 2, 2007 through December 31, 2010:

Years of Service	Matching Level	Percent Match	Company Match
0-4	40%	5%	2%
5-9	40%	5%	2%
10-14	60%	5%	3%
15+	60%	5%	3%

Effective January 1, 2011 and Beyond

Years of Service	Matching Level	Percent Match	Company Match
0-4	50%	5%	2½%
5-9	80%	5%	4%
10-14	100%	6%	6%
15+	100%	7%	7%

3. If the Company makes a “brokerage option” available to other employee groups, the same “brokerage option” will be made available to pilots. “Other employee groups” as used in this paragraph does not include Company or subordinate officials.

**B. Retirement Plan**

1. Effective March 1, 2007, the Company will not make any contribution to the Retirement Plan, other than as specified in paragraph A., above, for plan year 2006 and beyond.
2. A pilot will be vested in the Company’s contributions to his account in the Retirement Plan based on his length of active service with the Company in accordance with the following:

<u>Active Service</u>	<u>Vesting</u>
0-4 Years	0%
5 Years and thereafter	100%

3. Company contributions to the Retirement Plan for the previous calendar year will be made no later than March 1 of each year.
4. A pilot will be enrolled in the Retirement Plan on his date of hire and must be actively employed by the Company as of December 31 of a year in order to be eligible for the Company contribution to the Retirement Plan for that year. However, in accordance with paragraph B.2., above, the Company will make a contribution on behalf of a pilot in a year that he reaches the FAA – mandated age of retirement prior to December 31.
5. The Company will supply the Retirement Plan document to the MEC Chairman or his designee.



- C.** The Company will meet and confer with the MEC Chairman or his designee at least thirty (30) days prior to making any changes in the 401(k) Savings and Investment or Retirement Plans. The plans will remain substantially comparable with the plans in effect at the date of signing of this Agreement.

### **D. Health and Retirement Benefits Committee**

- 1.** Within ninety (90) days of this Agreement, the Association and the Company shall establish a Health and Retirement Benefits Committee (the “Committee”) consisting of two members appointed by the Company and two members appointed by the Association. The Committee shall meet on a quarterly basis to review retirement issues, plan designs, premiums, utilization, claims experience, and claims payment/processing issues with respect to the administration of the Retirement and Insurance benefit plans described in Sections 26 and 27. The Company shall make available to the Committee benefits consultants and providers during meetings, as appropriate.
  - 2.** The Company will provide positive space travel for the Association Committee members traveling to and from meetings in accordance with paragraph 1., above.
  - 3.** The Company shall review all instances of denial of claims or coverage’s under the plans submitted by the Association concerning services or benefits a participant believes were covered under the plans.
  - 4.** The Company shall provide all Plan documents, amendments, and changes to the Committee in written form and electronic form, when available.
- E.** The pilots will be offered the same stock option, stock grant, or any other equity plan(s) or discounted stock purchase plan(s) that are provided to any other employee group, not to include management, directors or officers.



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**Section 28 - Association Membership and Dues**

**Table of Contents**

A. Requirement to Pay Service Charge ..... 28-3

B. Notification of Delinquency ..... 28-3

C. Discharge of Pilot..... 28-3

D. Pilot Protest ..... 28-4

E. Stay of Discharge ..... 28-4

F. Effective Date ..... 28-4

G. Dues Check Off..... 28-5



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- A.** Each pilot of the Company covered by this Agreement (excluding management personnel) shall be required, as a condition of employment, beginning sixty (60) days after the signing of this agreement or sixty (60) days after the completion of his probationary period, whichever is later (1) to become a member of the Association, or (2) pay the Association a monthly service charge for the administration of this Agreement and representation of the pilot. Such monthly service charge shall be equal to the Association's regular and usual initiation fee, monthly dues, and CMR MEC uniform approved assessments (not including fines and penalties), which would be required to be paid by such pilot if a member; provided that neither membership nor the payment of a service charge shall be required with respect to any such pilot for whom membership is not available upon the same terms and conditions generally applicable to any other member or, as to whom membership was denied or terminated for any reason other than the failure to tender initiation fees or periodic dues, or other failure to tender CMR MEC uniform approved assessments (not including fines and penalties). The amount of such service charges shall be determined by the rules and procedures of the Association. The Association shall treat members and non-members alike in calculating the amounts due, in establishing the due date of the payments and in determining whether a pilot's account is delinquent.
- B.** If any employee of the Company covered by this Agreement becomes delinquent in the payment of such charges, the Association shall notify such pilot by registered mail, return receipt requested, copy to the Vice President Flight Operations, his successor or designee, that the pilot is delinquent in the payment of such charges as specified herein and the total amount of money due and the period for which he is delinquent and that he is subject to discharge as a pilot of the Company. Such letter shall also notify the pilot that he must remit the required payment within a period of fifteen (15) days or be discharged. The notice of delinquency required under this paragraph shall be deemed to be received by the pilot, whether or not it is personally received by him, when mailed by the Treasurer of the Association by registered mail, return receipt requested, postage paid to the pilot's last known address, or to any other address which has been designated by the pilot. It shall be the duty of every pilot covered by this Agreement to notify the Association's Membership Services Chairman of every change in his home address, or of an address where the notice required by this paragraph can be sent and received by the pilot, if the pilot's home address is at any time unacceptable for this purpose.
- C.** If, upon the expiration of the fifteen (15) day period provided in paragraph B. above the pilot still remains delinquent, the Association shall certify in writing to the Vice President Flight Operations of the Company, his successor or designee, copy to the pilot, both by registered mail, return receipt requested that the pilot has failed to make payment within the fifteen (15) day period allowed and is therefore to be discharged. The Vice President Flight Operations, his successor or designee, shall thereupon take proper steps, including notification to the pilot, to discharge such pilot from the service of the Company as soon as possible, but in no case later than twenty-one (21) days after receipt of the notice provided for herein.

- D.** A protest by a pilot who is discharged as the result of an interpretation or application of the provisions of this Agreement shall be subject to the following procedures:
1. A pilot who believes that the provisions have not been properly interpreted or applied as they pertain to him, may submit his request for review within ten (10) days after receipt of the notification from the Vice President Flight Operations, as provided in paragraph C. above. The request must be sent by registered mail, return receipt requested, to the Vice President Flight Operations, or his designee, who will review the protest and render a decision in writing, not later than ten (10) days following receipt of the protest.
  2. The Vice President Flight Operations, or his designee shall forward his decision to the pilot, with a copy to the Association, both by certified mail, return receipt requested. Said decision shall be final and binding on all interested parties, unless appealed as hereinafter provided. If the decision is not satisfactory to either the pilot or the Association, then either may appeal within ten (10) days from the receipt of the decision, by filing a notice of appeal. Such notice shall be sent to the other party and the Company, by registered mail, return receipt requested. Appeal shall be sent directly to a neutral referee who shall be agreed upon by the pilot and the Association within ten (10) days after the receipt of the notice of appeal. In the event the pilot and the Association fail to agree upon a neutral referee within the specified period, either the pilot or the Association may request the National Mediation Board to name such neutral referee. The hearing before the neutral referee shall be requested within thirty (30) days after the hearing. The decision of the neutral referee shall be final and binding. The fees and charges attendant to such hearing shall be borne equally by the pilot and the Association.
  3. The provisions of Sections 18-20 of this Agreement shall not apply to the discharge and appeal processes as outlined in this Section.
- E.** During the period a grievance is being handled under the provisions of this Section, and until final award by the Vice President Flight Operations, his designee or the neutral referee, the employee shall not be discharged from the Company nor lose any seniority rights because of non-compliance with the terms and provisions of this Section.
1. An employee discharged by the Company under the provisions of this Section shall be deemed to have been “discharged for cause” within the meaning of the terms and provisions of this Agreement.
  2. It is agreed that the Company shall not be liable for any time or wage claim of an employee discharged by the Company pursuant to a written order by an authorized Association representative under the terms of this Section.
- F.** This Section shall become effective as of the first day of the month following signature of the Agreement by all parties.



# Pilot Agreement



## G. Dues Check Off

1. During the life of this Agreement, the Company agrees to deduct from the pay of each employee covered by this Agreement and remit to the Association membership dues or service charge uniformly required by the Association, and in accordance with provisions of the Railway Labor Act, as amended, provided such employee voluntarily executes the following agreed upon form. This form also to be known as a "Service Charge and Dues Form" shall be prepared and furnished by the Association.

\*\*\*\*\*

ASSIGNMENT AND AUTHORIZATION  
 FOR PAYMENT OF  
 ASSOCIATION DUES AND SERVICE CHARGES

TO: Comair, Inc.

I, \_\_\_\_\_ (Print full name here), hereby authorize and direct the Company to deduct from my pay such monthly dues as are now or may thereafter be established in accordance with the Constitution and bylaws of the Association, or service charge in an amount equal to such dues, for remittance to the Association. I agree that this authorization shall be irrevocable for one (1) year from the date hereof or until termination of the check-off agreement between the Company and the Association, whichever occurs sooner.

In the absence of termination of the check-off agreement, this authorization may be revoked effective as of any anniversary date of the signing hereof by written notice given by me to the Company and Association by registered mail, return receipt requested, during the ten (10) days immediately preceding any such anniversary.

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Employee Number

\_\_\_\_\_  
Address of Employee

Date \_\_\_\_\_

\*\*\*\*\*

2. When a member of the Association properly executes such "Service Charge and Dues Form" the treasurer of the Association shall forward an original copy to the Company. Any "Service Charge and Dues Form" which is incomplete or improperly executed will be returned to the Treasurer.
3. Any notice of revocation as provided for in this Agreement or the Railway Labor Act, as amended, must be registered mail, return receipt requested, addressed to the Company with a copy to the Association. "Service Charge and Dues Form" and notices received by the Company with a copy to the Association will be stamp dated on the date received and not when mailed.

4. When a “Service Charge and Dues Form” as specified herein, is received by the Company, or before a given payday, deductions will begin with the first paycheck following said payday, and will continue thereafter until revoked or canceled as provided in this Section. The Company will remit to the Association a check in payment of all dues collected on a given payday, on or as soon after the payday as possible. These remittance will be subject to normal accounting practice with respect to adjustments necessary because of the methods involved in the deduction procedure. The Company remittance of Association membership dues and service charges to the Association will be accompanied by a list of names and domiciles of the employees for whom deductions have been made in that particular pay period. The MEC Chairman shall be furnished a copy of such list.
5. No deductions of Association dues will be made from the wages of any employee who has executed a “Service Charge and Dues Form” and who has been transferred to a job not covered by this Agreement, who is on furlough, or who is on leave without pay. Upon return to work within a classification covered by this Agreement, whether by transfer, termination of leave without pay, or recall from furlough, deductions shall be automatically resumed, provided the employee has not revoked the assignment in accordance with other appropriate provisions of this Section and of the Railway Labor Act, as amended.
6. An employee who has executed a “Service Charge and Dues Form” and who resigns or is otherwise terminated (other than by furlough) from the employ of the Company, shall be deemed to have automatically revoked his assignment, and if he is re-employed, further deductions of dues will be made only upon execution and receipt of a new “Service Charge and Dues Form.”
7. Collections of any back dues owed at the time of starting deductions for any employee will be the responsibility of the Association and will not be the subject of payroll deduction.
8. The Association shall notify the Company at ninety (90) days in advance of any change to be made in the percentage of individual earnings to be deducted as dues or service charge.



---

## Section 29 - New Equipment

Should the Company place into revenue service aircraft other than the aircraft for which rates are specified in this Agreement, the Association and the Company will meet, not later than sixty (60) days before the aircraft is to be placed in scheduled service, to agree upon rates of pay. **If the parties are not able to reach an agreement on new rates of pay within this time period, the parties will immediately (subject to arbitrator schedules) submit the issue(s) of rate of pay to binding arbitration.** The rates of pay agreed upon will be retroactive to the first day the aircraft was placed into revenue operation.



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**Section 30 - Effect of Prior Agreements, Status, and Duration**

**Table of Contents**

A. Effect of Prior Agreements ..... 30-3

B. Modifications Made Only With Association ..... 30-3

C. Right to Request Amendments ..... 30-3

D. Duration of Amendments ..... 30-3

E. Duration of Agreement ..... 30-3



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# Pilot Agreement



- A.** This Agreement supersedes any and all agreements now existing or previously executed between the Company and any union, association, or individual affecting the pilots covered by this Agreement.
- B.** No agreement, alteration, understanding, variation, waiver, or modification of any of the terms, conditions, or covenants contained in this Agreement will be made by any pilot or group of pilots within the Company other than those negotiated with the Association. All such agreements will be in writing.
- C.** Either party may, at any time, propose, in writing, any amendment that it may desire to make to this Agreement. If both parties agree to such amendment, it will be incorporated into this Agreement on its effective date.
- D.** All amendments will have the duration of the Agreement unless otherwise specified.
- E.** **This Agreement will become effective on March 2, 2007 and remain in full force and effect until March 1, 2011. It will continue in force without change unless written notice of intended change is served in accordance with Section 6, Title 1, of the Railway Labor Act, as amended, by either party, at least one hundred and fifty (150) days prior to March 1, 2011, or any anniversary of that date, thereafter. Conferences between the parties will commence at least one hundred and twenty (120) days prior to March 1, 2011, or any anniversary of that date thereafter..**

IN WITNESS WHEREOF, the parties hereto have signed this LOA #1-07 this 2nd day of March, 2007.

FOR COMAIR, INC.

FOR THE AIR LINE PILOTS IN THE SERVICE OF COMAIR, INC.

Mr. Donald Bornhorst  
President  
Comair, Inc.

Capt. John Prater  
President  
Air Line Pilots Association, Int'l.

Mr. David Soaper  
Sr. Vice President, Aircraft Operations  
Comair, Inc.

Capt. J.C. Lawson III  
Chairman  
Comair Master Executive Council

Capt. Cory Tennen  
Vice Chairman  
Comair Master Executive Council



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Letters of Agreement

Table of Contents

Emergency Operational Procedures Letter of Agreement..... I

Emergency Absences for Accident Investigation Letter of Agreement..... II

Agency Shop Letter of Agreement..... III

PBS Syntax Letter of Agreement ..... IV

PBS Control Parameters Letter of Agreement ..... V

PBS Testing Letter of Agreement ..... VI

SBS Track Commands Letter of Agreement..... VII

No Strike - No Lockout ..... VIII

October 2005 Scheduling Letter of Agreement ..... IX

Commitment Letter ..... X

Retroactive Wages Letter of Agreement ..... XI



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# Pilot Agreement



## Emergency Operational Procedures Letter of Agreement

### LETTER OF AGREEMENT

between  
COMAIR, INC.

and

THE AIR LINE PILOTS  
in the service of  
COMAIR, INC.

as represented by

THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

This LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between Comair, Inc. (hereinafter referred to as the "Company"), and the pilots in the service of the Company as represented by the Air Line Pilots Association, International. (hereinafter referred to as the "Association").

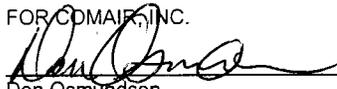
The following applies in the event of an emergency declared by the Vice-President Flight Operations, or his designee, relating to major disruptions to the Company's operations, e.g. devastating meteorological conditions, grounding of an aircraft type in operation by the Company, substantial reduction in aircraft availability due to FAA mandated actions, major disruptions to the Air Traffic Control System, etc.

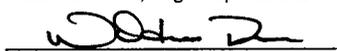
1. The Vice-President Flight Operations, or his designee, will promptly notify the MEC Chairman of the emergency, its anticipated duration, and the specific work rules in the Agreement being suspended in order to restore operations. The work rules specified by the Vice-President Flight Operations, or his designee, may be suspended for not more than a seventy-two (72) hour period without concurrence of the Association. Throughout the declared emergency there will be coordination between the parties concerning the work rules to be suspended. Within seventy-two (72) hours, the Company and the Association will meet and agree upon the scope of the work rules that will continue to be waived.
2. At the conclusion of the declared emergency the Vice-President Flight Operations, or his designee, will meet promptly with the MEC Chairman or his designee to review the actions taken.
3. The affected pilots will be credited and paid the greater of any scheduled time lost for the duration of the emergency or for all time actually flown, or the value of a reserve day, as applicable.
4. The F.A.R.'s will continue to be applicable during the declared emergency.

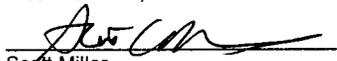
This LETTER OF AGREEMENT will become effective upon the date of signing and will run concurrently with the Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 22<sup>nd</sup> day of June, 2001.

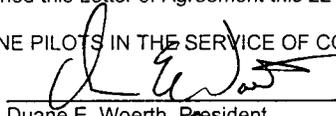
FOR COMAIR, INC.

  
Don Osmundson  
Vice President, Flight Operations

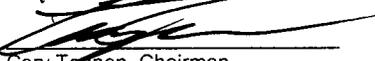
  
Walter Darr  
Vice President, Labor Relations

  
Scott Miller  
Business Analyst, Flight Operations

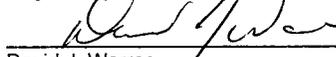
FOR THE AIR LINE PILOTS IN THE SERVICE OF COMAIR, INC.

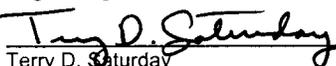
  
Duane E. Woerth, President  
Air Line Pilots Association, International

  
J. C. Lawson, Chairman  
Comair Master Executive Council

  
Cory Tennen, Chairman  
Negotiating Committee

  
Michael E. Greschopf  
Negotiating Committee

  
David J. Warras  
Negotiating Committee

  
Terry D. Saturday  
Contract Administrator



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# Pilot Agreement



## Emergency Absences For Accident Investigation Letter of Agreement

### LETTER OF AGREEMENT

between  
COMAIR, INC.  
and

THE AIR LINE PILOTS  
in the service of  
COMAIR, INC.

as represented by  
THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

This LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between COMAIR, INC., (hereinafter referred to as the "Company"), and the pilots in the service of the Company, as represented by the Air Line Pilots Association, International (hereinafter referred to as the "Association").

This LETTER OF AGREEMENT sets forth the understanding between the parties regarding emergency absences for Association safety personnel and the emergency leaves and notification and administrative procedures for the Association accident investigation team in the event of an accident or incident involving a Company aircraft.

The Association will provide the Company with an emergency notification list of "essential" pilots and their telephone numbers. In the event of an accident or incident involving a Company aircraft requiring notification of the N.T.S.B., the Company will promptly notify a pilot on the Association notification list.

To the extent possible, the Company will release those pilots deemed "essential" to the investigation from all duty as soon as practical.

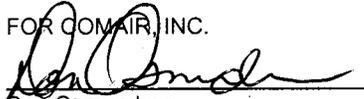
The Association will promptly contact and coordinate with the Vice-President Flight Operations, or his designee, regarding the number and names of those pilots to be released who are considered "essential," along with the duration of the absence.

To the extent permitted by law and Company policy, the Company agrees to provide transportation along Company lines for such pilots.

This LETTER OF AGREEMENT will become effective on date of signing and will run concurrently with the Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 22<sup>nd</sup> day of June, 2001.

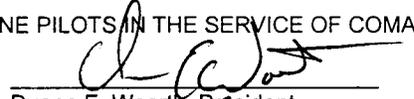
FOR COMAIR, INC.

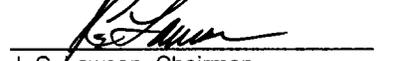
  
Don Osmundson  
Vice President, Flight Operations

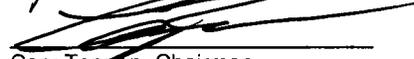
  
Walter Darr  
Vice President, Labor Relations

  
Scott Miller  
Business Analyst, Flight Operations

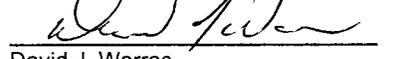
FOR THE AIR LINE PILOTS IN THE SERVICE OF COMAIR, INC.

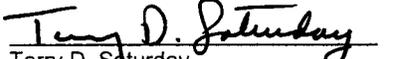
  
Duane E. Woerth, President  
Air Line Pilots Association, International

  
J. C. Lawson, Chairman  
Comair Master Executive Council

  
Cory Tennen, Chairman  
Negotiating Committee

  
Michael E. Groschopf  
Negotiating Committee

  
David J. Warras  
Negotiating Committee

  
Terry D. Saturday  
Contract Administrator



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# Pilot Agreement



## Agency Shop Letter of Agreement

LETTER OF AGREEMENT  
 between  
 COMAIR, INC.  
 and  
 THE AIR LINE PILOTS  
 in the service of  
 COMAIR, INC.  
 as represented by  
 THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

This LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between COMAIR, INC. (hereinafter referred to as the "Company"), and the pilots in the service of the Company, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

This LETTER OF AGREEMENT identifies those line pilots exempted from Section 28, Association Membership and Dues. Those pilots with a seniority date prior to August 1, 1984 and who have never joined the Association will be exempt from application of Section 28. Additionally, K. Michael Stuart and David Soaper will have the same rights as those pilots identified in this paragraph as being exempted from the application of Section 28.

This LETTER OF AGREEMENT will become effective on the date of signing and will run concurrently with the Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 22<sup>nd</sup> day of June, 2001.

FOR COMAIR, INC.

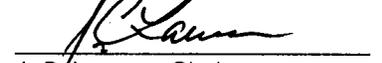
  
 Don Osmundson  
 Vice President, Flight Operations

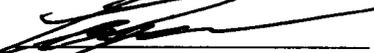
  
 Walter Darr  
 Vice President, Labor Relations

  
 Scott Miller  
 Business Analyst, Flight Operations

FOR THE AIR LINE PILOTS IN THE SERVICE OF COMAIR, INC.

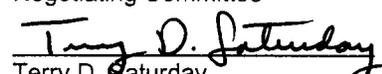
  
 Duane E. Woerth, President  
 Air Line Pilots Association, International

  
 J. C. Lawson, Chairman  
 Comair Master Executive Council

  
 Cory Tennen, Chairman  
 Negotiating Committee

  
 Michael E. Groschopf  
 Negotiating Committee

  
 David J. Warras  
 Negotiating Committee

  
 Terry D. Saturday  
 Contract Administrator



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# Pilot Agreement



## PBS Syntax Letter of Agreement

LETTER OF AGREEMENT  
 between  
 COMAIR, INC.  
 and  
 THE AIR LINE PILOTS  
 in the service of  
 COMAIR, INC.  
 as represented by  
 THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

This LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between COMAIR, INC. (hereinafter referred to as the "Company"), and the pilots in the service of the Company, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

The parties agree as follows:

1. The Association and the Company will train pilots in the use of the SBS Preferential Bidding System (PBS).
2. A list of PBS syntax for use by pilots in the bidding of lines of flying:

Dxx	Dxx(hh)	Dyy-xx	FTR
Dxx(hh)-yy	Dxx(hh)-yy(hh)	DWK	//
DCB(nn)	DCE(nn)	DCA(nn)	/ (slash)
PCLV	Pnnn	W	
Pnnndd-	Pnnn(n)	Pnnndd	
PD(nn-mm)	PA(nn-mm)	PnDt	
Lxxxdd	Lxxx(n)	Lxxx	
CYmn	WKY	Lxxxdd(n)	
PCLxdd	PCLx(N)	PCLx	
MDxx	RSV	BB	
.. (super comma)	prefix NO	, (comma)	

This Letter of Agreement will become effective on the date of signing and will run concurrently with the Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 22<sup>nd</sup> day of June, 2001.

FOR COMAIR, INC.

Don Osmondson  
 Vice President, Flight Operations

Walter Darr  
 Vice President, Labor Relations

Scott Miller  
 Business Analyst, Flight Operations

FOR THE AIR LINE PILOTS IN THE SERVICE OF COMAIR, INC.

Duane E. Woerth, President  
 Air Line Pilots Association, International

J. C. Lawson, Chairman  
 Comair Master Executive Council

Cory Teamen, Chairman  
 Negotiating Committee

Michael E. Groschopf  
 Negotiating Committee

David J. Warras  
 Negotiating Committee

Terry D. Saturday  
 Contract Administrator



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## PBS Control Parameters Letter of Agreement

LETTER OF AGREEMENT  
between  
COMAIR, INC.  
and  
THE AIR LINE PILOTS  
in the service of  
COMAIR, INC.  
as represented by  
THE AIR LINE PILOTS ASSOCIATION

This LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between COMAIR, INC. (hereinafter referred to as the "Company"), and the pilots in the service of the Company, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

This letter confirms the agreement concerning the PBS Control Parameters to be utilized by the Company. No parameters will be changed without the concurrence of the Association. The following parameters shall be set as indicated prior to each line build process:

- A. SBS Lines Program line control and related parameters not to be used.
  - 1. PAIRING MAX. ALLOCATION.
  - 2. CLASS Record.
- B. SL Record Parameters will be set as indicated prior to the line build process:
  - 1. SHORT LINE VALUE - Short Lines feature to be enabled during all line builds. The "reserve" option shall be in effect. (Cols. 12-15) In HHMM, this value is the absolute lowest credit value a regular line will have. The value shall not be set to less than 82 nor more than 90 credit hours. The MEC Scheduling Committee shall be advised of the setting for the following bid period in advance of the bid publication.
  - 2. MAXIMUM VALUE C/I LINES - Leave blank. (Cols. 16-19):
  - 3. MAXIMUM BLOCK HOURS WITH C/I - Currently set to 99. (Cols. 20-23). Maintain at this value but not less than 93.
  - 4. PRIORITY WEIGHTS - use priority weights of (12,8,6,4,2). (Cols. 24-37). Priority weights for the first 5 degrees of importance in a bid (each comma in a bid indicates a level of lesser importance).
  - 5. SWAP INCREMENT - set to: 30 minutes. Company to notify Scheduling Committee if changed, prior consent of the Association not required. (Cols.41-43)
  - 6. CARRY - IN INCLUDED - set to 1. (Col. 45)
  - 7. RESERVE OPTION - set to "R". (Col. 47) SLIC is to build the reserve lines. Enter 'R' for pure reserve lines.
  - 8. MANDATORY OPEN TIME - set to "0". (Cols. 51-53) The percent or the total credit which is to be left in open time. When this value is reached, no further trip assignments will be made. Therefore this value must be "zero".
  - 9. NUMBER OF ASSIGNABLE PAIRINGS - not to be used. (Col. 62) This forces poor trips to be assigned.



10. START OF ASSIGNMENT - not to be used.  
(Cols. 63-65) This controls the seniority level at which the forced pairings begin.
11. ATTRIBUTE FILE – not to be used.  
(Col. 66)
12. QUARTERLY CREDIT MAXIMUM - not to be used.  
(Cols. 70-74)
13. VIRTUAL CREDIT - appropriate to the absence  
(Col.29). If absence credit is virtual, enter 1, otherwise leave blank. Virtual credit is credit that applies for line construction only and does not appear in the pilot printouts. The virtual credit for specific absences will be as provided in Section 24.E. of the Agreement.

C. Records and files available for review by the MEC Scheduling Committee:

1. AB Record
2. DAY Record
3. Reserve Record
4. NAME FILE
5. Name Record
6. Absence Records
7. BID FILE - May be proofed, but not changed without consent of MEC Scheduling Committee. Enter the pilot's actual bid. If the pilot fails to enter a bid then enter the pilot's standing bid. When there is no standing bid on file enter PCLV [Ref. Section 24].
8. TRIP FILE

This Letter of Agreement will become effective on the date of signing and will run concurrently with the Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 22<sup>nd</sup> day of June, 2001.

FOR COMAIR, INC.

Don Osmundson  
Vice President, Flight Operations

Walter Darr  
Vice President, Labor Relations

Scott Miller  
Business Analyst, Flight Operations

FOR THE AIR LINE PILOTS IN THE SERVICE OF COMAIR, INC.

Duane E. Woerth, President  
Air Line Pilots Association, International

J. C. Lawson, Chairman  
Comair Master Executive Council

Cory Tornen, Chairman  
Negotiating Committee

Michael E. Groschopf  
Negotiating Committee

David J. Warras  
Negotiating Committee

Terry D. Saturday  
Contract Administrator



## PBS Testing Letter of Agreement

LETTER OF AGREEMENT  
between  
COMAIR, INC.  
and  
THE AIR LINE PILOTS  
in the service of  
COMAIR, INC.  
as represented by  
THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

This LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between COMAIR, INC. (hereinafter referred to as the "Company"), and the pilots in the service of the Company, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

### Preferential Bidding System (PBS) Testing and Implementation

1. The Company and the Association agree to expedite the conclusion of testing of new PBS software. The Company will authorize the release from flying of MEC personnel who participate in the process, taking staffing into consideration.
2. The Company agrees to provide a current copy of the software for independent testing by the MEC Scheduling Committee on MEC computers. The Company will also provide copies of existing software manuals to the MEC Scheduling Committee. The Association will protect the proprietary rights of the PBS vendor and the Company with respect to any software and manuals provided.
3. The Company authorizes direct interface between the MEC evaluation personnel and the vendor's personnel for the free exchange of technical information related to the software's capabilities without the need for Company supervision. The Company will use its good offices to encourage the vendor to participate in the process.
4. The parties will exercise their best effort to conclude the testing as soon as possible.
5. When, as mutually agreed, a functioning version of the software capable of generating regular and reserve lines of flying that comply with the Agreement is developed, the Association will agree to the use of the software to construct regular and reserve lines to schedule pilots, provided a mutual agreement governing the controlling parameters of the software can be reached prior to implementing the PBS software. The Company agrees to use its best effort, including required funding, to facilitate the development of the reserve line function.
6. The PBS must be capable of assigning all known flying to lineholders with a residual of unassigned flying, at the end of each bid run, that does not exceed two percent (2%) of the total allocated flying in each category. If this cannot be achieved by the software, the PBS software shall be considered as inadequate.
7. In the event the testing results are unsatisfactory and either party rejects the use of the program, or a mutual agreement for the use of the program cannot be reached, the Company and the Association agree to the joint selection of a different vendor to provide PBS software that is satisfactory to the parties, and the testing of that product. During the interim selection and testing period, the parties will continue the use of the then current PBS software until alternative software is implemented.



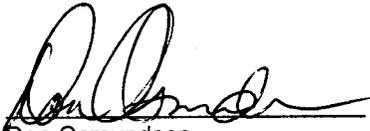
8. The Company recognizes that the "unstacking" feature of the SLIC PBS program does not honor pilot seniority while building schedules. The Company agrees that features or parameters of any PBS software used for the scheduling of pilots must be consistent with that pilot's bid, honor his seniority in the award of schedules, and will not be used unless they do, or are otherwise specifically agreed in writing.
9. At the point in time when mutually satisfactory PBS software is agreed, available and in demonstrated functional use, the Association will withdraw all grievances and System Board appeals currently on file with respect to the existing PBS software.

This LETTER OF AGREEMENT will become effective on the date of signing and will run concurrently with the Agreement.

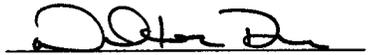
IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 22<sup>nd</sup> day of June, 2001.

FOR COMAIR, INC.

FOR THE AIR LINE PILOTS IN THE SERVICE OF COMAIR, INC.

  
\_\_\_\_\_  
Don Osmundson

Vice President, Flight Operations

  
\_\_\_\_\_  
Walter Darr

Vice President, Labor Relations

  
\_\_\_\_\_  
Scott Miller

Business Analyst, Flight Operations

  
\_\_\_\_\_  
Duane E. Woerth, President

Air Line Pilots Association, International

  
\_\_\_\_\_  
J. C. Lawson, Chairman

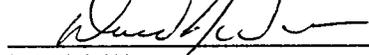
Comair Master Executive Council

  
\_\_\_\_\_  
Cory Tannen, Chairman

Negotiating Committee

  
\_\_\_\_\_  
Michael E. Groschopf

Negotiating Committee

  
\_\_\_\_\_  
David J. Warras

Negotiating Committee

  
\_\_\_\_\_  
Terry D. Saturday

Contract Administrator



## SBS Track Commands Letter of Agreement

LETTER OF AGREEMENT  
between  
COMAIR, INC.  
and  
THE AIR LINE PILOTS  
in the service of  
COMAIR, INC.  
as represented by  
THE AIR LINE PILOTS ASSOCIATION

This LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between COMAIR, INC. (hereinafter referred to as the "Company"), and the pilots in the service of the Company, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

The parties agree as follows:

1. The following SBS Track commands will be made available to all pilots:
  - a. DO (Display Original) – Causes both the originally awarded and the current line to be displayed when the CD command is used. Allows a quick visual display of changes in the line.
  - b. PDF (Pairing Display Format) – Changes the pairing display between the normal short form and the long or vertical form.
  - c. MM (Move Month) – Sets the month of operation for that terminal.
2. The MEC Scheduling Committee will have access from a Company provided computer terminal in each domicile to the following Track commands and records for the purpose of review and monitoring of the computerized bidding system. The Association agrees that the computer files involved may contain information or data of a proprietary or sensitive nature and will maintain the confidentiality of such data. These parameters will be "security protected" and may not be altered or modified in any way without the written consent of the Company. The MEC Scheduling Committee may take notes on specific scheduling related information. Proprietary data may not be copied or removed from the premises without prior written consent of the Company. Failure to comply with this procedure may result in denial of future access to the information.
3. The following SBS Track commands will be made available to the MEC Scheduling Committee:
  - a. ST(P) (Status Print) - Displays or prints the pilot status for the specified date and includes options ST-1 through ST-8.
  - b. PR (Print Lines) - Prints the lines by category in either long or short format.
  - c. LA (List All) – Provides access to the change log, which displays changes that were made to a pilot's line or a pairing and includes commands LA-2 through LA-9.
  - d. RC (Reserve Capability) - Provides a report of the reserve capability by category.
  - e. SU (Block-hour Summary) – Lists all pilots with their original block, projected block and variance.



- f. MO (Monthly Report) – Provides a summary of pilot activities during a specific bid period.
- g. LP (List Pay Protection) - Provides individual pilot pay protection information by date, time, reason, and amount.

This Letter of Agreement will become effective upon the date of signing and will run concurrently with the Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 22<sup>nd</sup> day of June, 2001.

FOR COMAIR, INC.

FOR THE AIR LINE PILOTS IN THE SERVICE OF COMAIR, INC.

Don Osmundson  
Vice President, Flight Operations

Walter Darr  
Vice President, Labor Relations

Scott Miller  
Business Analyst, Flight Operations

Duane E. Woerth, President  
Air Line Pilots Association, International

J. C. Lawson, Chairman  
Comair Master Executive Council

Cory Tennen, Chairman  
Negotiating Committee

Michael E. Groschopf  
Negotiating Committee

David J. Warras  
Negotiating Committee

Terry D. Saturday  
Contract Administrator



# Pilot Agreement



## No Strike - No Lockout Letter of Agreement

LETTER OF AGREEMENT

between

COMAIR, INC.

and

THE AIR LINE PILOTS

in the service of

COMAIR, INC.

as represented by

THE AIR LINE PILOTS ASSOCIATION

This LETTER OF AGREEMENT is made and entered into in accordance with Title I of the Railway Labor Act, as amended, by and between COMAIR, INC. (hereinafter referred to as the "Company"), and the pilots in the service of the Company, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

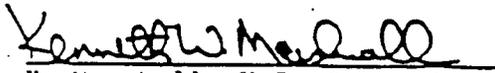
### WITNESSETH

WHEREAS, the Company and the Association are desirous of promoting a positive productive effort by management and the pilot group,

NOW, THEREFORE, it is mutually agreed that:

During the term of this Agreement and any extension thereof, whether by mutual agreement or by operation of law, there will be no strikes, handbilling or similar activities by the Association or the pilots. The Company agrees not to lockout.

IN WITNESS WHEREOF the parties have signed this Letter of Agreement this            day of            , 1988.

  
K. Marshall. V.P. Operations

  
M. C. Mitton, MEC Chairman, CMR



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The October 2005 Scheduling Letter of Agreement

Letter of Agreement October 2005 between ALPA and Comair Airlines, Inc.

LETTER OF AGREEMENT
between
COMAIR, INC.
and
THE AIR LINE PILOTS
in the service of
COMAIR, INC.
as represented by
THE AIRLINE PILOTS ASSOCIATION, INTERNATIONAL

This LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between COMAIR, INC. (hereinafter referred to as the "Company"), and the pilots in the service of the Company, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WITNESSETH:

WHEREAS the Company and the Association recognize the difficulties within the airline industry brought on by the continuing economic climate including the bankruptcy of Delta Airlines and all its subsidiaries including Comair; and

WHEREAS the Company and the Association recognize the difficulties that bankruptcy places upon the airline and the impact bankruptcy can have on its employees; and

WHEREAS the Company and the Association believe that a unified and cooperative effort provides the best opportunity to achieve a goal of minimizing negative impact to the employees as much as possible; and

WHEREAS the modifications to the Comair Agreement contained in this Letter of Agreement have been negotiated in good faith by the Company and the Association on the basis of the best information currently known to the Company and the Association and with the good intent and goal of enabling the Company to save costs;

NOW, THEREFORE, the Company and the Association agree as follows:

A. Agreement in Effect

Except as otherwise provided in this Letter of Agreement (hereinafter "this LOA"), the Agreement between the Association and the Company dated June 22nd, 2001 (hereinafter "the Agreement"), and the LOA dated February 2005 shall both continue in full force and effect according to their respective terms.

B. Extended Company Offered Leave Absence Provisions

- 1. Notwithstanding the provisions of Section 13.H. of the Agreement, the Company may offer an extended Company Offered Leave of Absence (COLA) for not less than two (2) to not more than six (6) complete bid periods. Notwithstanding the modifications contained herein, all remaining provisions within Section 13.H. of the Agreement remain applicable.

Letter of Agreement October 2005 between ALPA and Comair Airlines, Inc.

2. A pilot will bid and be awarded an extended COLA commensurate with the seniority and bidding rights contained within the Agreement.
3. A pilot on extended COLA will be required to attend training as follows;
  - a. A pilot requiring recurrent or requalification training will be scheduled to attend such training which will be scheduled to begin during the last week of the COLA or during the first week of the bid period in which the pilot returns to line flying.
  - b. The pilot will be notified prior to the beginning of the extended COLA of his projected training week to allow the pilot the ability to bid his schedule for the bid period in which he returns from COLA. The pilots bid award will include all applicable known absence values set forth in Section 24.E.1. A pilot training during the last week of COLA will be paid according to Section 3.F.1.
  - c. A pilot awarded an extended COLA who is displaced according to Section 23.R., will be subject to all the provisions of the displacement bid. Such pilot will be required to attend any required training as a result of the displacement award which might occur during the extended COLA. A pilot training during the COLA will be paid according to Section 3.F.1.
  - d. Should the Company fail to schedule the pilot as specified in paragraph a. above, the Company will displace the pilot from his line award as required to complete required training. In accordance with Section 3.E.2., the Company will (a) displace, (b) release from all responsibility other than any required training, and (c) pay protect the pilot for the value of any pairing missed due to required training.
4. Notwithstanding the provisions contained within Section 24.D.1.a.(3), of the Agreement, a pilot on an extended COLA will be considered current and qualified for the purpose of bidding his monthly schedule for the bid period in which he will return to service.
5. A pilot awarded an extended COLA who has a scheduled vacation period during the COLA may, at the pilots' option, (a) defer his vacation to a later open vacation period or (b) be paid for the vacation period.

### **C. Partial Month COLA**

1. Notwithstanding the provisions of Section 13.H. of the Agreement, the Company may offer a COLA in one (1) week or two (2) week increments. Notwithstanding the modifications contained herein, all remaining provisions within Section 13.H. of the Agreement continue to be applicable except that a pilot may be awarded a partial month COLA in a bid period in which he is scheduled for recurrent training.
2. A pilots' awarded line, credit and minimum guarantee while on a partial month COLA will be governed by Section 13.H.5. For example, a pilot awarded a line with two (2) weeks of COLA with two four (4) day pairings and a credit value of twenty (20) hours each will have a minimum line credit guarantee of forty (40) hours for that bid period.



Letter of Agreement October 2005 between ALPA and Comair Airlines, Inc.

## D. Reduced Line Values

Section 24.E.2.b.(1) of the Agreement will be superseded by the following paragraphs below:

- (1) Utilizing the PBS and the agreed upon line building parameters, the Company will construct as many regular lines as practical.
  - a. Lines of flying will contain no less than seventy-six (76) credit hours with an eleven (11) hour range to the maximum line credit value. When the minimum line credit value is eighty-two (82) or more hours, the maximum line credit value will not be more than ninety-three (93) hours. All lines of flying will contain no less than the minimum days off provided for in Section 12., unless prorated in accordance with this Agreement.
  - b. The parties agree to attempt to construct short lines of flying utilizing the PBS or the line award review process. In order to meet the minimum guarantee of seventy-five (75) hours, a short line may be built utilizing no more than two (2) available days. Available days will be governed by Section 7.F.2 through 7.F.6. All short lines of flying will contain no less than the minimum days off provided for in Section 12., unless prorated in accordance with this Agreement.

## E. SAW Window

Section 24.H.3.g.(1) will be amended as follows:

A lineholder may not increase the credit value of his line to more than ninety-three (93) credit hours. A lineholder may reduce the credit value of his line to less than the minimum credit value for the bid period. A trade between pilots is not subject to any credit value limitation.

## F. Voluntary Furlough

Notwithstanding the provisions of Section 1.E., or the provisions of paragraphs H. or M. of the February 2005 LOA and without prejudice to any rights the parties may have pursuant to the above referenced paragraphs, the parties agree that the Company may implement a voluntary furlough program at its discretion. In addition, the provisions of Section 22 of the Agreement will apply unless specifically modified by the provisions outlined below.

1. The Company will post for bid in seniority order a voluntary furlough. Such bid will be open for no less than two (2) weeks and will indicate the start date of the furlough and end date which will be no later than one (1) year. At the end of the voluntary furlough, a pilot may, subject to approval, extend his voluntary furlough with no additional benefits unless specifically stated herein. It is understood that end dates of voluntary furloughs may be reduced or extended by the Company dependant upon industry circumstances. A pilot awarded a voluntary furlough is subject to the provision of Section 22.F., of the Agreement.

Letter of Agreement October 2005 between ALPA and Comair Airlines, Inc.

2. Upon close of a voluntary furlough bid, the Company will notify, in writing, each pilot awarded such voluntary furlough. In addition the Company will supply to the MEC a list of all pilots awarded the voluntary furlough.
3. A pilot awarded a voluntary furlough will be given thirty (30) days written notification of the Company intent to recall. The Company will recall will occur in seniority order. A pilot will have the ability to by-pass such recall one (1) time for any reason. The second thirty (30) day written notification of recall must be accepted, except in cases of extenuating circumstances approved by the Company, a pilot who chooses not to accept the second recall will be assumed to have resigned from the Company.
4. It is understood that the Company may recall pilots at differing times, but in all cases subject to seniority order. The last pilot on voluntary furlough will not have the right to bypass a written recall notification.
5. The Company will continue group medical insurance, life insurance and disability insurance as applicable for each pilot on voluntary furlough for a period not to be less than three (3) complete consecutive back-to-back bid periods following the bid period in which the furlough is effective. At the start of the fourth (4<sup>th</sup>) consecutive bid period the Company will provide COBRA as required by applicable law.
6. A pilot on voluntary furlough will continue to accrue seniority and longevity. A pilot on voluntary furlough will retain and continue to accrue both sick bank hours and vacation bank hours during voluntary furlough. In addition, while on voluntary furlough pilots will have unlimited NRSA S3B travel for the furloughed employee, and yield fare travel for eligible pass riders. Electronic "family and friends" authorizations will be allocated while on voluntary furlough. Travel benefits will be subject to policies in effect at the time of travel. A career assistance workshop will also be offered to the employee.
7. The voluntary furlough provisions contained herein will remain in effect for a period of 18 months from the date of signing of this document; as this provision is designed to reduce the impact that the bankruptcy and current economic conditions may have on our workforce and company.

## G. Duration

This Letter of Agreement will become effective upon its date of signing and remain in full force and effect for the duration of the 2001 Agreement, as modified by the February 2005 LOA, and this LOA, including any status quo period, and shall remain and continue in full force and effect for the duration of any successor Agreement, or until January 31, 2009, (whichever comes first) to the extent that any of the terms herein have not been met and continue to be in effect.



# Pilot Agreement



I

Letter of Agreement October 2005 between ALPA and Comair Airlines, Inc.

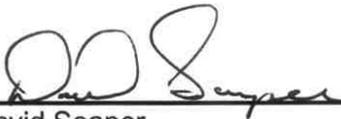
IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement the \_\_\_\_\_ day of October, 2005. The Company agrees that this LOA is an ordinary course of business transaction and does not require Bankruptcy Court approval.

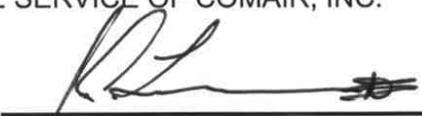
FOR COMAIR, INC.

FOR THE AIRLINE PILOTS IN  
THE SERVICE OF COMAIR, INC.

FOR COMAIR, INC.

FOR THE AIRLINE PILOTS IN  
THE SERVICE OF COMAIR, INC.

  
\_\_\_\_\_  
David Soaper  
Vice-President Air Operations  
Comair, Inc.

  
\_\_\_\_\_  
J.C. Lawson III  
Chairman  
Comair Master Executive Council

  
\_\_\_\_\_  
~~Fred Butrell~~ → DON BORNHORST  
President  
Comair, Inc.

  
\_\_\_\_\_  
Duane E. Woerth  
President  
Air Line Pilots Association, Int'l.



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## Commitment Letter

### COMMITMENTS

This LETTER OF AGREEMENT is made and entered into by and among Comair, Inc. ("Comair"), Delta Air Lines, Inc. ("Delta") and the pilots in the service of Comair, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL ("ALPA").

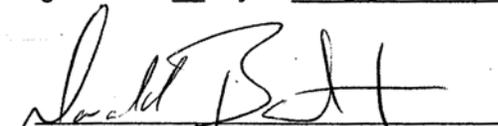
NOW, THEREFORE, Comair, Delta and ALPA hereby agree:

1. During the term of this Letter of Agreement Attachment B ("LOA"), Comair will maintain in its fleet the number of jet aircraft certificated for operation in the United States for up to seventy (70) passenger seats which were in its fleet as of February 12, 2007 (i.e., fifteen (15)) (the "Current 70-Seaters"), *provided that* Comair may reduce the number of Current 70-Seaters in its fleet (a) by up to the three (3) aircraft that are or are scheduled to be no longer subject to a mortgage, as reflected in the Delta Connection fleet plan of Delta dated January 12, 2007, or (b) if any Current 70-Seater in Comair's fleet is destroyed or damaged beyond economic repair.
2. During the term of this LOA, Comair will maintain in its fleet no fewer than the number of jet aircraft certificated for operation in the United States for fifty (50) or fewer passenger seats ("50-Seaters") calculated as follows: ninety percent (90%) of the number obtained by (i) starting with the number of 50-Seaters which were in Comair's fleet as of February 12, 2007, and (ii) subtracting the number of 50-Seaters the lease for which is scheduled to terminate or expire during the term of this LOA, as reflected in the lease schedule for such 50-Seaters as of the date of Comair's emergence from bankruptcy (with the timing of the subtraction of aircraft based on the release from commitment sixty (60) days before each applicable lease expiration date) (the "90% Requirement"), *provided that* Comair may meet the 90% Requirement with aircraft certificated for operation in the United States for seventy-six (76) or fewer passenger seats, other than Current 70-Seaters or aircraft that are added to meet the requirements of paragraph 3 hereof.
3. Delta will award for operation by Comair and without any qualification (other than compliance with Comair's obligations under the Delta Connection agreement between Delta and Comair) no less than: (a) forty percent (40%) of all jet aircraft that were not previously awarded (or previously designated for award pursuant to a Memorandum of Understanding) by Delta and are awarded by Delta (to provide revenue service by one or more Delta Connection carriers) between the Effective Date and March 1, 2008, even if delivery of such aircraft occurs subsequent to March 1, 2008, (b) thirty percent (30%) of all jet aircraft that were not previously awarded (or previously designated for award pursuant to a Memorandum of Understanding) by Delta and are awarded by Delta (to provide revenue service by one or more Delta Connection carriers) between March 2, 2008 and March 1, 2009, even if delivery of such aircraft occurs subsequent to March 1, 2009, and (c) twenty percent (20%) of all jet aircraft that were not previously awarded (or previously designated for award pursuant to a Memorandum of Understanding) by Delta and are awarded by Delta (to provide revenue service by one or more Delta Connection carriers) between March 2, 2009 and December 31, 2010, even if delivery of such aircraft occurs subsequent to December 31, 2010, *except that*, if a Comair Change of Control shall occur, then this paragraph 3 shall be of no further force or effect. A "Comair Change of Control" means (i) the direct or indirect sale, transfer, conveyance or other disposition, in one or a series of related transactions, of all or substantially all of Comair's properties and assets (other than any transaction in which Delta (or one or more of its Affiliates (as defined

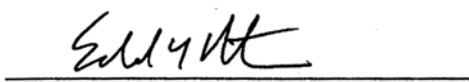
below)) is the entity acquiring all or substantially all of the properties and assets of Comair) or (ii) the consummation of any transaction (including, without limitation, any merger, consolidation, issuance of additional equity securities or spin-off) the result of which is that Delta (together with its Affiliates) does not own, directly or indirectly, at least 50% of the shares of capital stock of Comair having ordinary voting power for the election of directors and does not control Comair (that Delta and Comair are parties to the Delta Connection Agreement does not constitute control). "Affiliate" is any entity that controls, is controlled by or is under common control with Delta, and "control" means, with respect to any entity, possessing, directly or indirectly, the power to direct or cause the direction of the management or policies of such entity, whether by exercise of voting power or otherwise. During the term of this LOA, Comair will maintain in its fleet all aircraft awarded to Comair under this paragraph 3 (except for any aircraft destroyed or damaged beyond economic repair).

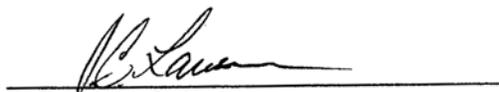
4. Delta (as Comair's corporate parent) shall be bound by all paragraphs in this LOA in the same manner as Comair so that every reference to Comair and its commitments in this LOA also expressly binds Delta, provided that if a Comair Change of Control shall occur, Delta's obligations under this paragraph 4 shall be limited to not taking any actions under the Delta Connection Agreement with Comair inconsistent with paragraphs 1 and 2.
5. Any disputes among ALPA and Comair that arise out of grievances or that concern the interpretation or application of this LOA will be determined through final and binding arbitration before the ALPA-Comair System Board of Adjustment pursuant to Section 20 of the collective bargaining agreement between Comair and ALPA (the "CBA"). Any disputes between or among ALPA and/or Comair, on the one hand, and Delta, on the other, that concern the interpretation or application of this LOA will be submitted to a three-person neutral arbitration panel, with the arbitrators selected by the parties involved.
6. This LOA will become effective when Letter of Agreement # 1-07 becomes effective and will terminate on January 1, 2011.

Agreed this 2<sup>nd</sup> day of March, 2007

  
Chief Executive Officer  
Comair, Inc.

  
Captain John Prater  
President, Air Line Pilots Association,  
International

  
Chief Financial Officer  
Delta Air Lines, Inc.

  
Captain J.C. Lawson  
Chairman, Comair MEC  
Air Line Pilots Association,  
International



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**Retroactive Wages Letter of Agreement**

LETTER OF AGREEMENT  
between  
COMAIR, INC.  
and  
THE AIR LINE PILOTS  
in the service of  
COMAIR, INC.  
as represented by  
THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

This LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor act, as amended, by and between COMAIR, INC. (hereinafter referred to as the "Company"), and the pilots in the service of the Company, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

The parties agree as follows:

1. As full and final settlement of all retroactive salary adjustments, the Company will pay the following percentages of each pilot's total W-2 wages:
  - A. Five percent (5%) for the period June 1, 1998 to May 31, 1999,
  - B. Five percent (5%) for the period June 1, 1999 to May 31, 2000, and
  - C. Seven and one-half percent (7½%) for the period June 1, 2000 to June 21, 2001.
2. Such payment will be made to pilots on the seniority list as of June 22, 2001 and December 1, 2001.
3. Fifty percent (50%) of a pilot's retroactive salary adjustment due will be paid no later than July 15, 2001. The remaining payment will be made no later than December 22, 2001.
4. A pilot retiring during the term of this Agreement will be paid a supplement equal to 100% of his retroactive salary adjustment reduced by 1% for each month from the date of signing of this Agreement until his retirement. In no case will such supplement be less than 50% of his retroactive salary adjustment. Payment of the supplement will be made to the retired pilot on the date of his mandatory retirement.



5. A pilot retiring between June 22, 2001 and June 21, 2002 who has completed twelve (12) to fourteen (14) years of service will be paid two percent (2%) of his total W-2 wages from June 23, 2001 until his retirement date. A pilot retiring between June 22, 2001 and June 21, 2002 who has completed fifteen (15) years of service will be paid four percent (4%) of his total W-2 wages from June 23, 2001 until his retirement date.

This LETTER OF AGREEMENT will become effective on the date of its signing and will run concurrently with the Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 22<sup>nd</sup> day of June, 2001.

FOR COMAIR, INC.

Don Osmundson  
Vice President, Flight Operations

Walter Darr  
Vice President, Labor Relations

Scott Miller  
Business Analyst, Flight Operations

FOR THE AIR LINE PILOTS IN THE SERVICE OF COMAIR, INC.

Duane E. Woerth, President  
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J. C. Lawson, Chairman  
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Cory Tennen, Chairman  
Negotiating Committee

Michael E. Groschopf  
Negotiating Committee

David J. Warras  
Negotiating Committee

Terry D. Saturday  
Contract Administrator



# Comair M.E.C Contingency Fund

## Assignment and Authorization For Designated Payroll Deductions and Distributions

To: Comair, Inc.

Effective immediately, I \_\_\_\_\_ (print full name), hereby authorize and direct the Comair Payroll Office to deduct from my pay \$ \_\_\_\_\_ (specify amount) **per pay period** as a repetitive and ongoing contribution to the:

### Comair M.E.C. Contingency Fund

I understand that all funds per this authorization will be deducted directly from my pay, beginning in the next full calendar month but not sooner than 10 days from the signing of this authorization, and distributed according to standard Comair payroll policy.

Further, if at any time I wish to discontinue this contribution, I am free to do so prior to the beginning of any calendar month by giving an appropriate 10-day advance written notice.

And, I understand that in addition to this authorization, I am free to make individual lump sum contributions directly to this fund by contacting and coordinating such actions through the appropriate fund administrator.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Employee Number

\_\_\_\_\_  
Employee Address

\_\_\_\_\_  
Date

-----  
-- Company Use Only --



## Pilot Agreement

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# Pilot Agreement



## System Seniority List (as of 03/02/07)

Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
80	1	MULLANE, TIM	CVG CR7	ACTIVE	01-Apr-78	14-Dec-47	01-Apr-79
79	2	MOORE, WILLIAM	CVG CR7	ACTIVE	14-Mar-79	24-Feb-53	13-Mar-80
68	3	GAINES, JIM	CVG CR7	ACTIVE	15-Apr-79	23-Jul-49	14-Apr-80
82	4	OKERSON, JOHN	CVG CR7	ACTIVE	27-Apr-80	07-Sep-56	27-Apr-81
89	5	STUART, MIKE	CVG CR7	ACTIVE	08-Jul-80	02-Aug-51	08-Jul-81
172	6	KIDDER, BOB	CVG CR7	ACTIVE	15-Mar-81	26-May-57	15-Mar-82
110	7	LARKIN, ED	CVG CR7	ACTIVE	06-Aug-79	31-Dec-52	05-Aug-80
94	8	ADAMS, DON	CVG CR7	ACTIVE	23-Apr-80	15-Dec-52	23-Apr-81
111	9	LEONHART, JOHN	CVG CR7	ACTIVE	15-Aug-80	18-Jul-58	15-Aug-81
104	10	GARRETT, KIM	CVG CR7	ACTIVE	12-Jan-81	25-Jul-51	12-Jan-82
159	11	WALKER, MIKE	CVG CRJ	ACTIVE	05-Feb-81	29-Sep-50	05-Feb-82
186	12	ERICKSON, JIM	CVG CR7	ACTIVE	26-Apr-81	24-May-54	26-Apr-82
224	13	WILLIAMS, RUSS	CVG CR7	ACTIVE	01-Aug-81	15-May-53	01-Aug-82
268	14	MOORE, THOMAS	CVG CR7	ACTIVE	30-Nov-81	16-Sep-58	30-Nov-82
292	15	WESTLUND, CHUCK	CVG CRJ	ACTIVE	18-Jan-82	31-May-58	18-Jan-83
377	16	LEMING, MARK	CVG CR7	ACTIVE	11-Aug-82	23-Nov-51	11-Aug-83
389	17	HOGAN, RICK	CVG CRJ	ACTIVE	23-Aug-82	11-Apr-57	23-Aug-83
403	18	HYDE, C.J.	CVG CR7	ACTIVE	10-Sep-82	07-Apr-55	10-Sep-83
407	19	BECKMAN, JIM	CVG CR7	ACTIVE	15-Sep-82	12-Nov-56	15-Sep-83
463	20	MATHER, TODD	CVG CR7	ACTIVE	10-Jan-83	01-Nov-61	10-Jan-84
512	21	LINDAUER, DENNIS	CVG CR7	ACTIVE	11-Apr-83	06-Nov-49	10-Apr-84
511	22	WILFORD, BOB	CVG CR7	ACTIVE	11-Apr-83	14-Apr-53	10-Apr-84
571	23	DAVIS, BRIAN	CVG CRJ	ACTIVE	03-Jun-83	11-Apr-60	02-Jun-84
575	24	HUDGINS, SCOTT	CVG CR7	ACTIVE	10-Jun-83	26-Mar-53	09-Jun-84
600	25	JOHNSEN, GENE	CVG CRJ	ACTIVE	15-Jul-83	31-Mar-51	14-Jul-84
747	26	HAMMONS, SANDI	CVG CR7	ACTIVE	14-Nov-83	29-Jan-61	13-Nov-84
779	27	GABBARD, MIKE	CVG CR7	ACTIVE	16-Jan-84	10-Apr-55	15-Jan-85
810	28	GROENEVELD, BART	CVG CR7	ACTIVE	20-Feb-84	09-Sep-53	19-Feb-85
811	29	BRINER, STEVE	CVG CR7	INACTIVE	20-Feb-84	17-Apr-60	20-Feb-84
841	30	MIHUTA, DALE	CVG CR7	ACTIVE	22-Mar-84	06-Oct-48	22-Mar-85
843	31	STEELMAN, JIM	CVG CR7	ACTIVE	22-Mar-84	01-Nov-51	22-Mar-85
832	32	RAFFLI, JENS	CVG CR7	ACTIVE	22-Mar-84	12-Nov-53	22-Mar-85
835	33	MILLER, GLADYS	CVG CR7	ACTIVE	22-Mar-84	17-Jun-54	22-Mar-85
836	34	BENZING, BEV	CVG CRJ	ACTIVE	22-Mar-84	08-Oct-57	22-Mar-85
844	35	McCLURE, MARK	CVG CR7	ACTIVE	22-Mar-84	28-Nov-57	22-Mar-85
872	36	PAQUETTE, NANCY	CVG CR7	ACTIVE	30-Apr-84	07-Oct-58	30-Apr-85
1029	37	RING, STEVE	CVG CR7	ACTIVE	10-Sep-84	07-Nov-56	10-Sep-85
1035	38	SCHWALLER, PETER	CVG CRJ	ACTIVE	10-Sep-84	18-Jul-59	10-Sep-85
1174	39	NEWMAN, MEL	CVG CRJ	ACTIVE	22-Oct-84	17-Aug-55	22-Oct-85
1183	40	NAPOLI, LEE	CVG CRJ	ACTIVE	22-Oct-84	13-Apr-56	22-Oct-85
1178	41	KELLER, KRAIG	CVG CRJ	ACTIVE	22-Oct-84	11-Dec-58	21-Nov-85
1177	42	PIPER, MIKE	CVG CR7	INACTIVE	22-Oct-84	26-Jan-62	22-Dec-84
1240	43	ENGBRETSSEN, DAVID	MCO CRJ	ACTIVE	12-Nov-84	08-Mar-55	12-Nov-85
1296	44	KONDRATOWICZ, JOHN	CVG CR7	ACTIVE	05-Dec-84	19-Jan-57	05-Dec-85
1358	45	PALMATEER, MARK	CVG CR7	ACTIVE	02-Jan-85	01-May-59	02-Jan-86
1419	46	STOCKUM, WILLIAM	CVG CRJ	ACTIVE	28-Jan-85	30-Jan-50	28-Jan-86
1420	47	LAUSSER, JOHN	CVG CR7	ACTIVE	28-Jan-85	06-May-57	28-Jan-86
1426	48	RODGERS, PAUL	CVG CRJ	ACTIVE	28-Jan-85	16-Feb-59	28-Jan-86
1422	49	DOBBINS, KENT	CVG CRJ	ACTIVE	28-Jan-85	10-Jun-59	28-Jan-86
1467	50	BRUNDAGE, WILLIAM	CVG CR7	ACTIVE	11-Feb-85	14-Sep-53	11-Feb-86
1488	51	ST. ONGE, RICK	CVG CR7	ACTIVE	18-Feb-85	30-Jul-61	21-Nov-85
1515	52	REIN, ANTHONY	CVG CRJ	ACTIVE	04-Mar-85	31-Mar-55	04-Mar-86
1513	53	LACHNER, PERRY	CVG CR7	ACTIVE	04-Mar-85	10-Mar-62	04-Mar-86
1562	54	SODAM, RON	CVG CR7	ACTIVE	04-Apr-85	30-Oct-52	04-Apr-86
1564	55	NITZEL, JEFFREY	CVG CR7	INACTIVE	04-Apr-85	29-Nov-59	04-Apr-85
1583	56	STALEY, JOHN	CVG CRJ	ACTIVE	23-Apr-85	07-Nov-55	23-Apr-86

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
1582	57	MESSENGER, ASHLEY	CVG CRJ	INACTIVE	23-Apr-85	31-Jul-56	23-Apr-85
1615	58	SERBER, MITCHELL	CVG CR7	ACTIVE	13-May-85	30-Nov-59	13-May-86
1672	59	POMEROY, THOMAS	CVG CR7	ACTIVE	24-Jun-85	10-Oct-52	24-Jun-86
1673	60	JOHNSON, STEPHEN	CVG CRJ	INACTIVE	24-Jun-85	07-Jan-57	24-Jun-85
1676	61	SCHIMP, BRIAN	CVG CR7	INACTIVE	24-Jun-85	19-May-59	24-Jun-85
1733	62	KOOPMANS, GLEN	CVG CRJ	ACTIVE	29-Jul-85	14-Mar-56	29-Jul-86
1734	63	TIMM, JEFF	CVG CRJ	ACTIVE	29-Jul-85	19-Jan-60	29-Jul-86
1731	64	SUTTON, TODD	CVG CR7	ACTIVE	29-Jul-85	08-Mar-61	29-Jul-86
1750	65	WINTER, EDWARD	CVG CRJ	ACTIVE	05-Aug-85	08-Dec-53	05-Aug-86
1744	66	GOSCHKE, KENT	CVG CR7	ACTIVE	05-Aug-85	20-Feb-54	05-Aug-86
1746	67	PAGE, ANGELA	CVG CRJ	ACTIVE	05-Aug-85	24-May-59	05-Aug-86
1782	68	PALAZZO, KEITH	CVG CRJ	ACTIVE	03-Sep-85	11-Jun-57	03-Sep-86
1781	69	CIRKSENA, MARK	CVG CR7	ACTIVE	03-Sep-85	30-Mar-64	03-Sep-86
1815	70	MELVILLE, IAN	CVG CRJ	ACTIVE	23-Sep-85	08-Feb-53	23-Sep-86
1825	71	QUANT, WILLIAM	CVG CRJ	ACTIVE	23-Sep-85	13-Feb-57	23-Sep-86
1851	72	PENDLETON, DANIEL	CVG CRJ	ACTIVE	07-Oct-85	22-Mar-60	07-Oct-86
2049	73	MAYLE, RICKY	CVG CR7	ACTIVE	28-Apr-86	09-Nov-56	28-Apr-87
2172	74	MITCHELL, EUGENE	CVG CR7	ACTIVE	04-Aug-86	10-Jul-54	04-Aug-87
2240	75	GRUA, DEAN	CVG CRJ	ACTIVE	06-Oct-86	27-Jun-52	06-Oct-87
2233	76	LAUDER, JEFFERY	CVG CR7	ACTIVE	06-Oct-86	03-Aug-58	06-Oct-87
2234	77	MCDONALD, THOMAS	CVG CRJ	ACTIVE	06-Oct-86	23-Aug-59	06-Oct-87
2270	78	WRIGHT, RENDELL	CVG CR7	INACTIVE	03-Nov-86	15-Dec-57	03-Nov-86
2447	79	PUGNET, RONALD	CVG CR7	ACTIVE	26-Jan-87	22-Mar-57	26-Jan-88
2445	80	SANCHEZ, GREGORY	CVG CR7	ACTIVE	26-Jan-87	30-Oct-59	26-Jan-88
2442	81	BREMER, BILL	CVG CRJ	ACTIVE	26-Jan-87	22-Nov-62	26-Jan-88
2491	82	KITZMAN, TIMOTHY	CVG CR7	ACTIVE	23-Feb-87	12-Jun-61	23-Feb-88
2572	83	CUNNINGHAM, ROY	MCO CRJ	ACTIVE	04-May-87	19-Jul-56	03-May-88
2577	84	OLESEN, DAVID	CVG CR7	ACTIVE	04-May-87	05-Feb-65	03-May-88
2673	85	MCKAIG, STEVE	CVG CRJ	ACTIVE	06-Jul-87	22-Jun-57	05-Jul-88
2722	86	RICHARD, ALAIN	CVG CRJ	ACTIVE	03-Aug-87	23-Jan-52	02-Aug-88
2731	87	CONLEY, LLOYD	CVG CRJ	ACTIVE	03-Aug-87	21-May-54	02-Aug-88
2737	88	MUKADAM, RICHARD	CVG CR7	ACTIVE	03-Aug-87	12-Apr-59	02-Aug-88
2764	89	CROSS, D.	CVG CRJ	ACTIVE	16-Aug-87	21-Nov-54	15-Aug-88
2762	90	WILLIAMS, MICHAEL	CVG CR7	ACTIVE	16-Aug-87	27-Jan-59	15-Aug-88
2796	91	CARACCILO, DON	CVG CRJ	ACTIVE	31-Aug-87	23-Mar-54	30-Aug-88
2846	92	GOODELL, SCOTT	CVG CR7	ACTIVE	14-Sep-87	14-Feb-55	13-Sep-88
2904	93	POLLAK, RICK	CVG CR7	ACTIVE	04-Oct-87	12-Jul-47	03-Oct-88
2907	94	ROYSTER, KENNY	CVG CR7	ACTIVE	04-Oct-87	13-Dec-48	04-Oct-88
2901	95	KAPLAN, KEITH	MCO CRJ	ACTIVE	04-Oct-87	05-Jul-53	03-Oct-88
2906	96	WYMAN, ANDREW	MCO CRJ	ACTIVE	04-Oct-87	15-Jul-55	03-Oct-88
2902	97	MORRIS, MATTHEW	CVG CRJ	INACTIVE	04-Oct-87	24-Mar-56	03-Oct-88
2900	98	HARVEY, JOHN	CVG CR7	ACTIVE	04-Oct-87	13-Oct-56	03-Oct-88
2899	99	ROTHELL, DAVE	MCO CRJ	ACTIVE	04-Oct-87	15-Dec-60	03-Oct-88
2982	100	COX, RANDY	CVG CRJ	ACTIVE	19-Oct-87	17-Oct-51	18-Oct-88
2979	101	DICKENS, STEPHEN	CVG CRJ	ACTIVE	19-Oct-87	25-Mar-52	18-Oct-88
2980	102	BISSINGER, WILLIAM	CVG CRJ	INACTIVE	19-Oct-87	17-Apr-53	19-Oct-87
3014	103	WALSH, MICHAEL	MCO CRJ	ACTIVE	02-Nov-87	06-Feb-57	01-Nov-88
3021	104	LEVY, ANDREW	MCO CRJ	ACTIVE	02-Nov-87	08-Jan-59	01-Nov-88
3016	105	NITTI, VINCENT	MCO CRJ	ACTIVE	02-Nov-87	20-Dec-63	01-Nov-88
3020	106	FORD, DAN	CVG CR7	ACTIVE	02-Nov-87	09-Dec-64	01-Nov-88
3090	107	CALKINS, WILLIAM	CVG CRJ	ACTIVE	30-Nov-87	27-Sep-50	29-Nov-88
3121	108	MARSHALL, STEPHEN	CVG CR7	ACTIVE	30-Nov-87	28-Dec-50	29-Nov-88
3125	109	BARRELL, ERIC	CVG CR7	INACTIVE	30-Nov-87	11-Jul-52	29-Nov-88
3119	110	SCHNAITTER, MICHAEL	CVG CRJ	ACTIVE	30-Nov-87	24-May-61	29-Nov-88
3097	111	GRIPPO, LARRY	CVG CRJ	ACTIVE	30-Nov-87	16-Jun-61	29-Nov-98
3198	112	O'NEAL, GREGORY	MCO CRJ	ACTIVE	28-Dec-87	09-Aug-51	27-Dec-88

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
3193	113	HINTON, WILLIAM	CVG CR7	ACTIVE	28-Dec-87	18-Jun-52	27-Dec-88
3194	114	WARNER, RICHARD	CVG CR7	ACTIVE	28-Dec-87	15-Feb-53	27-Dec-88
3201	115	KOWING, RICHARD	CVG CR7	ACTIVE	28-Dec-87	10-Oct-53	27-Dec-88
3197	116	ADAMES, FRED	CVG CR7	ACTIVE	28-Dec-87	10-Sep-56	27-Dec-88
3202	117	STARK, RUSSELL	CVG CR7	ACTIVE	28-Dec-87	20-May-57	27-Dec-88
3214	118	SNYDER, MARK	CVG CR7	ACTIVE	04-Jan-88	09-Apr-53	03-Jan-89
3285	119	CLARK, CHRIS	CVG CRJ	ACTIVE	01-Feb-88	22-Mar-57	31-Jan-89
3284	120	SALISBURY, MICHAEL	CVG CR7	ACTIVE	01-Feb-88	06-Jun-57	31-Jan-89
3278	121	KETZELMAN, GEORGE	CVG CR7	ACTIVE	01-Feb-88	13-Oct-62	31-Jan-89
3406	122	HOOVER, ARTHUR	CVG CR7	INACTIVE	07-Mar-88	16-Nov-52	07-Mar-88
3407	123	JERESKO, ANDREW	MCO CRJ	ACTIVE	07-Mar-88	05-May-58	07-Mar-89
3449	124	BRYSON, JEFFERY	CVG CR7	ACTIVE	28-Mar-88	22-Apr-55	28-Mar-89
3469	125	NORRIS, JODY	CVG CRJ	ACTIVE	04-Apr-88	22-Sep-59	04-Apr-89
3532	126	BRAUN, MATTHEW	MCO CRJ	ACTIVE	02-May-88	31-Mar-48	02-May-89
3585	127	PIERCE, GREG	CVG CRJ	ACTIVE	23-May-88	02-Apr-58	23-May-89
3577	128	BURWIG, WILLIAM	CVG CRJ	ACTIVE	23-May-88	19-Nov-61	23-May-89
3624	130	ESPINEL, HERMAN	CVG CR7	ACTIVE	06-Jun-88	30-Sep-50	06-Jun-89
3627	131	SNYDER, JEFFERY	CVG CR7	ACTIVE	06-Jun-88	17-Apr-56	06-Jun-89
3610	132	WOLKE, WAYNE	CVG CR7	ACTIVE	06-Jun-88	01-May-57	06-Jun-89
3611	133	RAYBORN, STEPHEN	MCO CRJ	ACTIVE	06-Jun-88	08-Aug-60	06-Jun-89
3708	134	CEPURAN, JEFF	CVG CR7	ACTIVE	05-Jul-88	14-Nov-53	05-Jul-89
3704	135	GRUNDHAUSER, DAVID	CVG CR7	ACTIVE	05-Jul-88	05-May-57	05-Jul-89
3698	136	PAYNTER, KENT	CVG CRJ	ACTIVE	05-Jul-88	18-Oct-64	05-Jul-89
3923	137	KIRKLAND, KENNETH	CVG CRJ	ACTIVE	14-Nov-88	06-Apr-48	14-Nov-89
3924	138	ANTRIM, WILLIAM	MCO CRJ	ACTIVE	14-Nov-88	01-Sep-48	14-Nov-89
3922	139	BELL, GREG	MCO CRJ	ACTIVE	14-Nov-88	01-Aug-59	14-Nov-89
3966	140	MITCHELL, DAVE	CVG CR7	ACTIVE	12-Dec-88	06-Oct-54	12-Dec-89
4089	141	DORWART, RICHARD	CVG CRJ	ACTIVE	06-Feb-89	09-Dec-57	06-Feb-90
4090	142	YASEEN, RAMI	CVG CR7	ACTIVE	06-Feb-89	01-Apr-64	06-Feb-90
5001	143	MCGREGOR, TODD	CVG CR7	ACTIVE	06-Feb-89	07-May-65	06-Feb-90
5010	144	JACKSON, SCOTT	CVG CR7	ACTIVE	13-Feb-89	08-Jul-52	13-Feb-90
4185	145	TEDROW, STEVEN	MCO CRJ	ACTIVE	27-Mar-89	26-Dec-59	27-Mar-90
4217	146	FLICK, RANDALL	CVG CR7	ACTIVE	10-Apr-89	01-Aug-50	10-Apr-90
4216	147	ELLSWORTH, SCOTT	JFK CRJ	ACTIVE	10-Apr-89	11-Apr-66	10-Apr-90
4258	148	PAXTON, GRAHAM	CVG CRJ	ACTIVE	24-Apr-89	03-Sep-61	24-Apr-90
4206	149	BOND, BRYAN	CVG CRJ	ACTIVE	29-Apr-89	11-Apr-57	29-Apr-90
4272	150	PERRY, RICHARD J.	CVG CRJ	ACTIVE	01-May-89	19-Feb-47	01-May-90
4270	151	TERLAU, TIMOTHY	CVG CRJ	ACTIVE	01-May-89	09-Aug-51	01-May-90
4268	152	HARGROVE, CHARLES	CVG CRJ	ACTIVE	01-May-89	06-Aug-56	01-May-90
4273	153	RENKO, ROBERT	CVG CRJ	ACTIVE	01-May-89	05-Dec-59	01-May-90
4274	154	TRACY, TED	CVG CRJ	ACTIVE	01-May-89	06-Oct-60	01-May-90
4284	155	MORETTA, PETER	CVG CRJ	ACTIVE	08-May-89	24-Aug-58	08-May-90
4385	157	WIDNER, JACK	CVG CRJ	ACTIVE	05-Jun-89	26-Oct-58	05-Jun-90
4382	158	GATES, DAN	CVG CR7	INACTIVE	05-Jun-89	04-Nov-58	05-Jun-89
4363	159	KEMPA, CLAUDIO	CVG CRJ	ACTIVE	05-Jun-89	21-Feb-60	05-Jun-90
4365	160	SANDBERG, BARRY	CVG CRJ	ACTIVE	05-Jun-89	25-Apr-61	05-Jun-90
4352	161	LEDANG, JAN	CVG CR7	ACTIVE	05-Jun-89	28-Nov-63	05-Jun-90
4367	162	SMART, THOMAS	CVG CRJ	ACTIVE	05-Jun-89	26-Jan-64	05-Jun-90
4370	163	THOMAS, BARTON	CVG CRJ	ACTIVE	05-Jun-89	31-Aug-64	05-Sep-90
4353	164	ANSTETT, JOHN	CVG CRJ	ACTIVE	05-Jun-89	06-Oct-64	05-Jun-90
4398	165	GUNNING, JAMES	CVG CR7	ACTIVE	12-Jun-89	26-Jan-50	12-Jun-90
4401	167	JEWELL, GREGORY	CVG CRJ	ACTIVE	12-Jun-89	31-Dec-58	12-Jun-90
4405	168	CARSON, WILLIAM	MCO CRJ	ACTIVE	12-Jun-89	04-Oct-62	12-Jun-90
4421	169	AYER, FORREST	CVG CR7	ACTIVE	19-Jun-89	27-May-54	19-Jun-90
4427	170	TURNER, ALLISON	CVG CRJ	ACTIVE	19-Jun-89	09-May-56	19-Jun-90
4428	171	RICHARDS, MARK	CVG CR7	ACTIVE	19-Jun-89	16-Oct-60	19-Jun-90

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
4423	172	LICHTENBERG, GORDON	CVG CR7	ACTIVE	19-Jun-89	04-Nov-66	19-Jun-90
4447	173	KINAL, WENCESLAUS	MCO CRJ	ACTIVE	26-Jun-89	05-Oct-47	26-Jun-90
4448	174	JOHNSON, DAVID T.	CVG CRJ	ACTIVE	26-Jun-89	16-Nov-47	26-Jun-90
4460	175	WHITE, TODD	CVG CRJ	ACTIVE	02-Jul-89	25-Jun-66	02-Jul-90
4483	176	OTTLINGER, ROBERT	CVG CRJ	INACTIVE	17-Jul-89	06-Apr-62	17-Jul-90
4533	177	ASHCRAFT, JESSE	CVG CR7	ACTIVE	07-Aug-89	08-Nov-49	07-Aug-90
4536	178	HINZ, ERIC	CVG CRJ	INACTIVE	07-Aug-89	22-May-52	07-Aug-89
4541	179	SIEBERT, KEVIN	CVG CRJ	ACTIVE	07-Aug-89	25-Sep-54	07-Aug-90
4534	180	DYE, JERRY	CVG CRJ	ACTIVE	07-Aug-89	14-Aug-57	07-Aug-90
4559	181	HOBBS, VERNON	MCO CRJ	ACTIVE	14-Aug-89	16-Feb-60	14-Aug-90
4560	182	HEGLE, MARC	CVG CRJ	ACTIVE	14-Aug-89	23-Mar-60	14-Aug-90
4605	183	SITAR, JOSEPH	MCO CRJ	ACTIVE	28-Aug-89	13-Jul-64	28-Aug-90
4604	184	MOORE, ALLAN	CVG CRJ	ACTIVE	28-Aug-89	18-May-65	28-Aug-90
4636	185	GJERDE, ALAN	CVG CRJ	ACTIVE	05-Sep-89	11-Mar-48	05-Sep-90
4629	186	PARKER, DALE	CVG CR7	INACTIVE	05-Sep-89	16-Mar-49	05-Sep-90
4641	187	HOLTHUS, GREGG	CVG CR7	INACTIVE	05-Sep-89	27-May-53	05-Sep-89
4646	188	RAMSEY, WILLIAM	CVG CR7	ACTIVE	05-Sep-89	09-Jul-54	05-Sep-90
4638	189	HILER, BRIAN	CVG CR7	INACTIVE	05-Sep-89	08-May-55	05-Sep-89
4643	190	GREINER, JOHN	CVG CRJ	ACTIVE	05-Sep-89	14-Jan-56	05-Sep-90
4624	191	BRUMFIELD, LLOYD	CVG CRJ	ACTIVE	05-Sep-89	31-Oct-56	05-Sep-90
4637	192	ALLETAG, GWEN	CVG CRJ	ACTIVE	05-Sep-89	30-Aug-57	05-Sep-90
4645	193	HOUSEMAN, STEVE	CVG CRJ	INACTIVE	05-Sep-89	25-Apr-61	05-Sep-89
4628	194	THOMAS, RODNEY	CVG CRJ	ACTIVE	05-Sep-89	28-Sep-61	05-Sep-90
4633	195	SCHMIDT, LANCE	CVG CRJ	ACTIVE	05-Sep-89	10-Oct-65	05-Sep-90
4673	196	BROWN, KERRY	CVG CRJ	ACTIVE	18-Sep-89	20-Sep-59	18-Sep-90
4674	197	STASIK, PHILIP	MCO CRJ	ACTIVE	18-Sep-89	11-Oct-59	18-Sep-90
4675	198	EARNHART, THOMAS	CVG CR7	ACTIVE	18-Sep-89	12-Apr-61	18-Sep-90
4712	199	MARSHALL, DANIEL	MCO CRJ	ACTIVE	02-Oct-89	21-Oct-55	02-Oct-90
4706	200	WOODLOCK, JAMES	CVG CRJ	ACTIVE	02-Oct-89	01-Sep-56	02-Oct-90
4711	201	GRIFFIS, TODD	CVG CRJ	ACTIVE	02-Oct-89	23-May-61	02-Oct-90
4744	202	DOYLE, PAT	CVG CRJ	ACTIVE	09-Oct-89	18-Jun-51	09-Oct-90
4808	203	DAVIS, RUSSELL	CVG CRJ	ACTIVE	06-Nov-89	12-Jun-49	06-Nov-90
4812	204	BRIGGS, CHARLES	CVG CRJ	ACTIVE	06-Nov-89	12-May-60	06-Nov-90
4815	205	MURRAY, SHAUN	CVG CRJ	ACTIVE	06-Nov-89	06-Dec-64	06-Nov-90
4880	206	LAWSON, J.C.	CVG CR7	ACTIVE	04-Dec-89	11-May-52	04-Dec-90
4883	207	LINABURY, JOHN	CVG CR7	ACTIVE	04-Dec-89	26-Feb-56	04-Dec-90
4921	208	BEARSS, DAVID	CVG CR7	ACTIVE	26-Dec-89	13-Feb-56	26-Dec-90
4922	209	HUFFINES, JOHN	MCO CRJ	ACTIVE	26-Dec-89	22-Sep-57	26-Dec-90
4923	210	TENNEN, CORY	CVG CR7	ACTIVE	26-Dec-89	24-Dec-57	26-Dec-90
4925	211	SMITH, MICHAEL	CVG CRJ	ACTIVE	26-Dec-89	04-May-61	26-Dec-90
4024	212	FORT, W.	CVG CRJ	ACTIVE	08-Jan-90	20-Apr-50	08-Jan-91
4949	213	NES, RICHARD	CVG CRJ	ACTIVE	08-Jan-90	05-May-56	08-Jan-91
4963	214	WEILEIN, KEVIN	CVG CRJ	ACTIVE	08-Jan-90	14-May-57	08-Jan-91
4954	215	MCDOWELL, JOHN	CVG CRJ	ACTIVE	08-Jan-90	07-Sep-61	08-Jan-91
4955	216	JACOBS, MATTHEW	CVG CRJ	INACTIVE	08-Jan-90	23-Dec-63	08-Jan-90
4945	217	DOSIER, RANDY	CVG CRJ	ACTIVE	08-Jan-90	26-Jul-66	08-Jan-91
5053	218	DETTA, JOHN	CVG CRJ	ACTIVE	29-Jan-90	26-Feb-57	29-Jan-91
5055	219	FRANCIS, RUDOLPH	CVG CR7	ACTIVE	29-Jan-90	05-Aug-61	29-Jan-91
5110	220	SCHULTZ, ARTHUR	CVG CRJ	ACTIVE	02-Feb-90	18-Sep-58	02-Feb-91
5090	221	WALLWORK, JOSEPH	CVG CR7	ACTIVE	02-Feb-90	18-Mar-59	04-Mar-91
5124	222	HERM, STACY	CVG CRJ	INACTIVE	02-Feb-90	29-Mar-64	05-Feb-90
5095	223	SANDERSON, MATT	CVG CRJ	ACTIVE	02-Feb-90	07-Oct-66	02-Feb-91
5195	224	HELD, MARTINA	CVG CRJ	ACTIVE	05-Mar-90	16-Dec-53	05-Mar-91
5199	225	OURADA, MICHAEL	CVG CRJ	ACTIVE	05-Mar-90	25-Jan-55	05-Mar-91
5196	226	CARTER, HENRIK	CVG CRJ	ACTIVE	05-Mar-90	06-Jan-62	05-Mar-91
5193	227	THOMAS, BRUCE	CVG CRJ	ACTIVE	05-Mar-90	20-Aug-62	05-Mar-91

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
5197	228	WOODROOF, DAVE	CVG CRJ	ACTIVE	05-Mar-90	19-May-63	05-Mar-91
5203	229	BOSMA, ROBERT	CVG CRJ	ACTIVE	05-Mar-90	24-Jun-63	05-Mar-91
5219	230	WELLS, RICHARD	CVG CRJ	ACTIVE	12-Mar-90	18-Dec-50	12-Mar-91
5220	231	REEDER, ROBERT	CVG CRJ	ACTIVE	12-Mar-90	19-Jan-54	12-Mar-91
5221	232	IGNACZAK, ANDY	JFK CRJ	ACTIVE	12-Mar-90	01-Mar-58	12-Mar-91
5281	233	NEUMANN, RICHARD	CVG CRJ	ACTIVE	02-Apr-90	11-Dec-48	02-Apr-91
5284	234	ACEVEDO, LUIS	CVG CR7	ACTIVE	02-Apr-90	09-Nov-54	02-Apr-91
5278	235	BROWN, F.L.	GSO CRJ	ACTIVE	02-Apr-90	13-Aug-58	02-Apr-91
5282	236	COOK, KENNETH	CVG CR7	INACTIVE	02-Apr-90	19-Jan-59	02-Apr-90
5275	237	DUDAR, DOUGLAS	CVG CRJ	ACTIVE	02-Apr-90	22-Sep-60	02-Apr-91
5274	238	SUDENGA, JAMES	CVG CRJ	ACTIVE	02-Apr-90	14-Dec-62	02-Apr-91
5368	239	JOHNSON, LOUIS	CVG CRJ	ACTIVE	23-Apr-90	12-Oct-54	23-Apr-91
5369	240	POOLE, DERROL	CVG CRJ	ACTIVE	23-Apr-90	19-Apr-56	23-Apr-91
5370	241	MCCUE, BRIAN	CVG CR7	ACTIVE	23-Apr-90	29-Aug-56	23-Apr-91
5371	242	SCHOCH, STEPHEN	CVG CRJ	ACTIVE	23-Apr-90	08-Dec-56	23-Apr-91
5373	243	INOUYE, ARTHUR	CVG CRJ	ACTIVE	23-Apr-90	28-Mar-59	23-Apr-91
5411	244	GILBERT, STUART	CVG CRJ	ACTIVE	04-May-90	24-Nov-48	04-May-91
5414	245	NOBLE, ROBERT	CVG CRJ	ACTIVE	04-May-90	23-Dec-54	04-May-91
5418	246	ABLE, TERRY	CVG CRJ	ACTIVE	04-May-90	04-Aug-59	04-May-91
5416	247	HOXMEIER, JOHN	CVG CRJ	ACTIVE	04-May-90	19-Jan-65	04-May-91
5426	248	MCGINNIS, AUBREY	CVG CRJ	ACTIVE	07-May-90	26-Dec-60	07-May-91
5490	249	GLUTH, GARY	CVG CRJ	ACTIVE	04-Jun-90	07-Mar-48	04-Jun-91
5489	250	RAGER, DANIEL	CVG CRJ	ACTIVE	04-Jun-90	06-Oct-49	04-Jun-91
5515	251	STURGEON, JOHN	CVG CRJ	ACTIVE	11-Jun-90	12-Dec-65	11-Jun-91
5549	252	LOFTICE, JOHN	CVG CRJ	ACTIVE	25-Jun-90	24-Dec-47	25-Jun-91
4341	253	JORGENSEN, THOMAS	MCO CRJ	ACTIVE	25-Jun-90	19-Oct-48	25-Jun-91
5574	254	MORGAN, MORRIS	CVG CRJ	ACTIVE	02-Jul-90	19-Jan-49	04-Apr-91
5566	255	MACVEY, TROY	CVG CRJ	INACTIVE	02-Jul-90	11-Apr-62	02-Jul-90
5572	256	STAMPER, KEITH	CVG CRJ	INACTIVE	02-Jul-90	28-Mar-66	02-Jul-90
5665	257	WOODWARD, DENIS	CVG CRJ	ACTIVE	30-Jul-90	16-Mar-52	30-Jul-91
5666	258	FAUERBACH, BILL	CVG CRJ	ACTIVE	30-Jul-90	30-Jan-58	30-Jul-91
5725	259	GRUBER, STEVE	CVG CRJ	ACTIVE	27-Aug-90	27-Nov-48	27-Aug-91
5741	260	CIESLA, TED	CVG CR7	ACTIVE	27-Aug-90	30-Mar-51	27-Aug-91
5729	261	BISHOP, JOHN	CVG CRJ	ACTIVE	27-Aug-90	11-May-58	27-Aug-91
5734	262	JAMES, GOREE	CVG CRJ	ACTIVE	27-Aug-90	06-Dec-58	27-Aug-91
5723	263	ROGERS, JAMES	CVG CRJ	ACTIVE	27-Aug-90	20-Aug-60	23-Jun-91
5732	264	SMADI, MAHMOUD	CVG CR7	ACTIVE	27-Aug-90	16-May-61	26-Sep-91
5736	265	RUSHING, JAMES	CVG CR7	ACTIVE	27-Aug-90	17-Nov-62	27-Aug-91
5731	266	MCMULLEN, DANIEL	CVG CR7	INACTIVE	27-Aug-90	29-Jul-63	27-Aug-90
5737	267	JORDAN, BERNARD	CVG CRJ	ACTIVE	27-Aug-90	29-Jun-64	27-Aug-91
5908	268	MILLER, GREG	CVG CRJ	ACTIVE	26-Nov-90	15-Oct-48	26-Nov-91
5912	269	EDDY, BROCK	CVG CRJ	ACTIVE	26-Nov-90	09-Sep-51	26-Nov-91
5985	270	LYONS, LEONARD	CVG CR7	ACTIVE	28-Dec-90	23-Oct-48	28-Dec-91
5987	271	MOE, ROBERT	MCO CRJ	ACTIVE	28-Dec-90	13-Feb-61	28-Dec-91
5994	272	DOWNING, DENNIS	MCO CRJ	ACTIVE	29-Dec-90	06-Dec-47	29-Dec-91
5997	273	BERGER, WILLIAM	CVG CRJ	ACTIVE	02-Jan-91	19-Dec-47	02-Jan-92
6043	274	CURRAN, JAMES	CVG CRJ	ACTIVE	28-Jan-91	26-Sep-47	28-Jan-92
6044	275	SHINN, NORMAN	CVG CRJ	ACTIVE	28-Jan-91	12-Apr-51	28-Jan-92
6094	277	MILLER, KENT	GSO CRJ	ACTIVE	25-Feb-91	19-Aug-63	25-Feb-92
6133	278	MCWHORTER, RALPH	CVG CRJ	ACTIVE	25-Mar-91	18-Jun-60	24-Mar-92
4280	279	TREMAYNE, JERMEY	CVG CR7	ACTIVE	25-Mar-91	10-Jun-61	24-Mar-92
6132	280	BALKIN, JAMES	CVG CRJ	ACTIVE	25-Mar-91	16-Aug-63	24-Mar-92
6182	281	WARRAS, DAVID	CVG CRJ	ACTIVE	29-Apr-91	03-Aug-66	28-Apr-92
6231	282	GONZALES, JESSE	CVG CRJ	ACTIVE	27-May-91	04-Sep-51	26-May-92
6227	283	ALFORD, GREGORY	CVG CRJ	ACTIVE	27-May-91	25-Nov-66	26-May-92
6229	284	BAUMGARDNER, GARY	CVG CR7	ACTIVE	27-May-91	25-Apr-67	26-May-92

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
6257	285	ZANARDELLI, GERALD	CVG CRJ	ACTIVE	24-Jun-91	19-Nov-49	23-Jun-92
6255	286	VAN BRED A, ARELIS	CVG CRJ	ACTIVE	24-Jun-91	25-Jun-55	23-Jun-92
6263	287	BARTRUFF, MICHAEL	CVG CRJ	ACTIVE	24-Jun-91	11-May-56	23-Jun-92
6259	288	BARROW, GUY	CVG CRJ	ACTIVE	24-Jun-91	20-Aug-56	23-Jun-92
6261	289	JOHNSON, CLIFF	CVG CRJ	ACTIVE	24-Jun-91	14-Aug-62	23-Jun-92
6258	290	PLELI, JOSEF	CVG CRJ	ACTIVE	24-Jun-91	23-Apr-63	27-Aug-92
6341	291	BUTSCH, JOHN	CVG CRJ	ACTIVE	29-Jul-91	19-Apr-57	28-Jul-92
6351	292	WAGNER, SCOTT	CVG CR7	ACTIVE	29-Jul-91	03-May-57	28-Jul-92
6350	293	HALVORSEN, GORDON	CVG CR7	ACTIVE	29-Jul-91	29-Aug-59	28-Jul-92
6348	294	FORT, JOHN	CVG CRJ	ACTIVE	29-Jul-91	13-Aug-61	28-Jul-92
6337	296	JOHNSON, WILLIAM	CVG CRJ	ACTIVE	29-Jul-91	31-Aug-63	28-Jul-92
6347	297	PECK, ROBERT	CVG CRJ	ACTIVE	29-Jul-91	11-Jan-66	28-Jul-92
6349	298	ROBERTSON, RUSSELL	CVG CRJ	ACTIVE	29-Jul-91	10-Apr-67	28-Jul-92
6504	299	RUEHL, HANS	CVG CRJ	ACTIVE	23-Aug-91	26-Jan-48	22-Aug-92
6872	300	MILLER, MARK	CVG CRJ	ACTIVE	21-Feb-92	14-Aug-60	20-Feb-93
7143	301	VAUGHAN, BERT	CVG CRJ	ACTIVE	02-Nov-92	30-Apr-62	02-Nov-93
7144	302	WORTMAN, ZAC	CVG CRJ	ACTIVE	02-Nov-92	17-Nov-64	02-Nov-93
7319	303	ROBERTS, MAX	CVG CRJ	INACTIVE	04-Mar-93	02-Oct-55	04-Mar-94
7336	304	BEAR, DORENE	MCO CRJ	ACTIVE	12-Mar-93	24-Mar-57	12-Mar-94
7337	305	BRANDENBURG, TODD	MCO CRJ	ACTIVE	12-Mar-93	27-Feb-60	12-Mar-94
7368	306	COBLE, ROBERT	CVG CR7	ACTIVE	24-Mar-93	14-Sep-59	24-Mar-94
7398	307	GOKEY, JAMES	CVG CR7	ACTIVE	09-Apr-93	13-Apr-48	09-Apr-94
7400	308	BANNER, BERNIE	CVG CRJ	ACTIVE	09-Apr-93	19-Dec-52	09-Apr-94
7403	309	SELBY, MARK	JFK CRJ	ACTIVE	09-Apr-93	23-Aug-62	09-Apr-94
7420	310	MILLER, BEN	CVG CRJ	ACTIVE	19-Apr-93	18-May-64	19-Apr-94
7523	311	DARDEN, HEATH	CVG CRJ	ACTIVE	14-Jun-93	24-Dec-69	14-Jun-94
378	312	SOAPER, DAVID	CVG CRJ	INACTIVE	15-Jul-93	26-Apr-61	09-Aug-82
7591	313	DAVIS, MATHEW	CVG CRJ	ACTIVE	15-Jul-93	05-Oct-62	15-Jul-94
7594	314	PARKER, JONATHAN	CVG CRJ	ACTIVE	15-Jul-93	19-Mar-65	15-Jul-94
7595	315	CIESLIK, RICK	CVG CR7	ACTIVE	15-Jul-93	26-Jul-65	15-Jul-94
5536	316	DUNN, PATRICK	CVG CRJ	ACTIVE	15-Jul-93	09-Mar-68	15-Jul-94
7639	317	KRISTENSEN, HENRIK	CVG CRJ	ACTIVE	16-Aug-93	30-Dec-65	16-Aug-94
7709	318	VEST, RICHARD	CVG CRJ	ACTIVE	13-Sep-93	09-Jul-63	13-Sep-94
7711	319	KENT, CHRISTOPHER	CVG CRJ	INACTIVE	13-Sep-93	10-Aug-65	13-Sep-93
7713	320	BARRIOS, ALRIN	CVG CRJ	INACTIVE	13-Sep-93	28-Jun-66	13-Sep-93
7784	321	BAKER, WILLIAM	CVG CR7	ACTIVE	13-Oct-93	02-Jun-48	13-Oct-94
7785	322	VIADEMONTE, ALEX	CVG CRJ	ACTIVE	13-Oct-93	12-Feb-61	13-Oct-94
7788	323	ROVNO, STEPHEN	CVG CRJ	ACTIVE	13-Oct-93	01-Oct-66	13-Oct-94
7796	324	BARROWS, TODD	CVG CRJ	ACTIVE	18-Oct-93	12-Feb-62	18-Oct-94
7801	325	HANENKAMP, TAMMO	CVG CRJ	ACTIVE	18-Oct-93	22-Jul-67	18-Oct-94
7855	326	ALBANO, MICHAEL	CVG CRJ	ACTIVE	15-Nov-93	30-Oct-64	15-Nov-94
7963	327	RICHMOND, THOMAS	CVG CRJ	ACTIVE	12-Jan-94	25-May-62	12-Jan-95
7964	328	COULTAS, RANDALL	CVG CRJ	ACTIVE	12-Jan-94	14-Nov-62	12-Jan-95
7968	329	ROGERS, CRAIG	CVG CRJ	ACTIVE	12-Jan-94	31-Oct-65	12-Jan-95
7970	330	REZELJ, MARTIN G.	CVG CRJ	ACTIVE	12-Jan-94	18-Aug-68	12-Jan-95
8059	331	EASTERLY, RICHARD	CVG CRJ	INACTIVE	14-Feb-94	14-May-51	14-Feb-94
8061	332	WEBER, STEPHEN	CVG CRJ	ACTIVE	14-Feb-94	14-Aug-58	14-Feb-95
8063	333	YATES, PETER	CVG CRJ	ACTIVE	14-Feb-94	30-Jan-65	14-Feb-95
8069	334	DEBUS, JAMES	CVG CRJ	ACTIVE	14-Feb-94	11-Jan-70	14-Feb-95
8175	335	SWENSON, MICHAEL	CVG CRJ	ACTIVE	21-Apr-94	14-May-61	21-Apr-95
8179	336	HEEKIN, LORI	CVG CRJ	ACTIVE	21-Apr-94	13-Sep-65	20-Jul-95
8181	337	KNOLL, MATTHEW	CVG CRJ	ACTIVE	21-Apr-94	10-Oct-67	21-Apr-95
8183	338	PALAZZARI, ANDREW	CVG CRJ	ACTIVE	21-Apr-94	01-Apr-69	21-Apr-95
8185	339	JAROCKI, MARK	CVG CRJ	ACTIVE	21-Apr-94	18-Apr-70	21-Apr-95
8255	340	GAJDOS, MARIAN	CVG CRJ	ACTIVE	18-May-94	30-Jun-55	18-May-95
6890	341	PATRICK, TIMOTHY	CVG CRJ	ACTIVE	18-May-94	22-Aug-72	18-May-95

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
8342	342	LACKIE, PAUL	CVG CRJ	ACTIVE	20-Jun-94	11-Apr-65	20-Jun-95
8409	343	SURASKI, EDWARD	CVG CRJ	ACTIVE	14-Jul-94	28-Nov-69	14-Jul-95
8486	344	LABELLE, RICHARD	CVG CRJ	ACTIVE	15-Aug-94	26-Dec-60	15-Aug-95
8487	345	POLOMOSCANIK, RON	CVG CRJ	INACTIVE	15-Aug-94	23-Jun-61	15-Aug-94
8488	346	HERRIOTT, PAUL	CVG CRJ	ACTIVE	15-Aug-94	26-Oct-64	15-Aug-95
8726	347	QUESNEL, ERIC	CVG CRJ	ACTIVE	17-Oct-94	10-Aug-65	17-Oct-95
8731	348	SHUE, JEFFERY	CVG CRJ	ACTIVE	17-Oct-94	24-Jun-70	17-Oct-95
8904	349	UNDERWOOD, JOSEPH	CVG CRJ	ACTIVE	14-Nov-94	04-Dec-59	14-Nov-95
8905	350	CHILDRESS, EDWARD	CVG CRJ	ACTIVE	14-Nov-94	26-Apr-63	14-Nov-95
9202	351	MILLER, MICHAEL	CVG CRJ	ACTIVE	16-Feb-95	13-Apr-67	16-Feb-96
9289	352	STRANSKY, RICHARD	CVG CRJ	ACTIVE	12-Apr-95	25-Jul-47	12-Apr-96
9290	353	LUFKIN, GREGORY	JFK CRJ	ACTIVE	12-Apr-95	23-Jun-61	12-Apr-96
9308	354	BROTHERSON, BRIAN	CVG CR7	ACTIVE	17-Apr-95	30-May-73	12-Apr-96
9430	355	GROSCOPF, MICHAEL	MCO CRJ	ACTIVE	12-Jun-95	09-Aug-54	11-Jun-96
9422	356	WILLIAMS, SCOTT	CVG CRJ	ACTIVE	12-Jun-95	15-Jul-65	11-Jun-96
9424	357	THORNTON, STEVE	CVG CRJ	ACTIVE	12-Jun-95	15-Apr-66	11-Jun-96
9425	358	MOELLER, WALT	CVG CRJ	ACTIVE	12-Jun-95	05-May-66	11-Jun-96
9426	359	HOWARD, BOB	CVG CRJ	ACTIVE	12-Jun-95	06-May-66	11-Jun-96
9432	360	MEYER, WAYNE (JR)	CVG CRJ	ACTIVE	12-Jun-95	23-Jul-71	11-Jun-96
9513	361	STASSEL, DAVID	JFK CRJ	ACTIVE	11-Jul-95	03-Jun-60	10-Jul-96
9514	362	MECH, NICHOLAS	CVG CRJ	ACTIVE	11-Jul-95	18-Apr-62	10-Jul-96
9608	363	SCHMIDT, KRISTIN	CVG CRJ	ACTIVE	21-Aug-95	03-Mar-70	20-Aug-96
9681	364	DEAN, ALAN	CVG CRJ	INACTIVE	18-Sep-95	20-Jul-65	18-Sep-95
9720	365	ARMSTRONG, WILLIAM	CVG CR7	ACTIVE	02-Oct-95	15-Oct-68	01-Oct-96
9722	366	ALLISON, REGGIE	CVG CRJ	ACTIVE	02-Oct-95	17-Dec-73	01-Oct-96
9745	367	ARCHER, LANCE	CVG CRJ	ACTIVE	16-Oct-95	28-Jul-59	15-Oct-96
9783	368	WILLE, WILLIAM	CVG CRJ	ACTIVE	16-Oct-95	28-Mar-65	15-Oct-96
9748	369	PERSICHETTI, RICK	CVG CRJ	ACTIVE	16-Oct-95	03-Dec-66	15-Oct-96
9784	370	MYERS, DAVID	CVG CRJ	ACTIVE	16-Oct-95	22-Apr-69	15-Oct-96
10161	371	SCHMIDT, BRADLEY	CVG CRJ	ACTIVE	14-Mar-96	15-Jul-66	14-Mar-97
10274	372	YETLEY, DAVID	CVG CRJ	ACTIVE	16-Apr-96	02-Mar-56	16-Apr-97
10275	373	BUNTING, GARY	JFK CRJ	ACTIVE	16-Apr-96	17-Jul-56	16-Apr-97
8776	374	STIVALETTI, ANTHONY	CVG CRJ	ACTIVE	16-Apr-96	20-Apr-67	16-Apr-97
10276	375	EIDE, STEVE	CVG CRJ	ACTIVE	16-Apr-96	07-Dec-68	16-Apr-97
10277	376	KELLEY, DAVID	CVG CRJ	ACTIVE	16-Apr-96	08-Apr-69	16-Apr-97
10281	377	TRULLEY, RICHARD	CVG CRJ	ACTIVE	16-Apr-96	23-Nov-70	16-Apr-97
10431	378	SPRINGER, KEVIN	CVG CRJ	ACTIVE	28-May-96	24-Apr-60	28-May-97
10432	379	HARMS, DAN	CVG CRJ	ACTIVE	28-May-96	19-Jan-61	28-May-97
10433	380	VOLLMERS, MARK	CVG CRJ	ACTIVE	28-May-96	12-Feb-64	28-May-97
10434	381	NORD, ANDREW	CVG CRJ	INACTIVE	28-May-96	24-Dec-64	28-May-96
10392	383	LANDER, BRIAN	CVG CRJ	ACTIVE	28-May-96	24-Jun-70	28-May-97
10477	384	VELLOTTI, WALTER	CVG CRJ	ACTIVE	17-Jun-96	31-Mar-57	17-Jun-97
10478	385	PATE, JOHN	CVG CRJ	ACTIVE	17-Jun-96	28-Sep-57	17-Jun-97
10479	386	RIDEOUT, GEORGE	CVG CRJ	ACTIVE	17-Jun-96	11-Apr-59	17-Jun-97
10480	387	FIRARI, SCOTT	CVG CRJ	ACTIVE	17-Jun-96	16-Jun-62	17-Jun-97
10483	388	MAIATO, JAMES	JFK CRJ	ACTIVE	17-Jun-96	29-Mar-68	17-Jun-97
10485	389	ZAHNEIS, JOHN	CVG CRJ	ACTIVE	17-Jun-96	28-Oct-69	17-Jun-97
10879	390	GISH, MARVIN	CVG CRJ	ACTIVE	08-Oct-96	10-Jan-62	08-Oct-97
10881	391	MCMILLAN, TRENTON	CVG CRJ	ACTIVE	08-Oct-96	24-Dec-64	08-Oct-97
10884	392	WALZ, ROBERT	CVG CRJ	ACTIVE	08-Oct-96	17-Mar-69	08-Oct-97
5250	393	WEBER, GREGORY	CVG CRJ	ACTIVE	08-Oct-96	28-Oct-69	08-Oct-97
10954	395	COLLUM, ROBERT	CVG CR7	ACTIVE	28-Oct-96	15-Apr-59	28-Oct-97
10955	396	SIMON, DENNIS	CVG CRJ	ACTIVE	28-Oct-96	20-Apr-59	01-Feb-98
10957	397	WYNSMA, KEITH	CVG CRJ	ACTIVE	28-Oct-96	02-Dec-63	28-Oct-97
11011	398	BURLING, MARK	CVG CRJ	ACTIVE	05-Nov-96	11-Jan-66	05-Nov-97
11020	400	CLUXTON, ROBERT	CVG CRJ	ACTIVE	05-Nov-96	13-Oct-70	05-Nov-97

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
11061	401	OSOWSKI, DANIEL	CVG CRJ	ACTIVE	12-Nov-96	12-Jan-62	12-Nov-97
11063	402	KAMINSKY, PAUL	CVG CRJ	ACTIVE	12-Nov-96	25-May-65	12-Nov-97
11064	403	SMITH, HOWARD	JFK CRJ	ACTIVE	12-Nov-96	13-Aug-66	12-Nov-97
11065	404	EVANS, JAMES	CVG CRJ	ACTIVE	12-Nov-96	04-Jun-69	12-Nov-97
9394	405	CHILDERS, CRAIG	CVG CRJ	ACTIVE	12-Nov-96	07-Sep-70	12-Nov-97
11068	406	WRIGHT, CHARLES	CVG CRJ	ACTIVE	12-Nov-96	14-Oct-70	12-Nov-97
11132	407	JOHNSON, BRADFORD	CVG CRJ	ACTIVE	02-Dec-96	07-Oct-72	02-Dec-97
11166	408	MCCALL, ALEX	CVG CRJ	INACTIVE	09-Dec-96	04-Nov-65	09-Dec-96
11167	409	DINGUS, JAMES	CVG CRJ	ACTIVE	09-Dec-96	15-Jan-69	09-Dec-97
9945	410	MANNING, GENE	CVG CRJ	INACTIVE	16-Dec-96	24-Jun-47	16-Dec-97
11321	411	TEMPLE, MARK	CVG CRJ	ACTIVE	13-Feb-97	06-Nov-53	13-Feb-98
11327	413	BLASE, JAMES	GSO CRJ	ACTIVE	13-Feb-97	25-Mar-66	13-Feb-98
8541	414	SEFRANEK, JAMES	CVG CRJ	INACTIVE	13-Feb-97	24-Aug-71	13-Feb-97
11471	416	ISNER, WILLIAM	MCO CRJ	ACTIVE	20-Mar-97	03-Jan-50	20-Mar-98
11475	417	ELEMENT, DEAN	CVG CRJ	ACTIVE	20-Mar-97	12-Mar-65	20-Mar-98
11481	419	MCIVER, BRIAN	CVG CRJ	ACTIVE	20-Mar-97	16-Jul-71	20-Mar-98
11482	420	FRYKMAN, WILLIAM	CVG CRJ	INACTIVE	20-Mar-97	15-Sep-71	20-Mar-97
11483	421	SHAMEY, NATHAN	GSO CRJ	ACTIVE	20-Mar-97	10-Mar-72	20-Mar-98
11484	422	ETCHER, SHAWN	CVG CRJ	ACTIVE	20-Mar-97	08-Jul-72	20-Mar-98
11596	423	WAKEFORD, JAMES	CVG CRJ	ACTIVE	24-Apr-97	18-Jan-63	24-Apr-98
11602	424	SMITH, KENNETH	GSO CRJ	ACTIVE	24-Apr-97	21-May-71	24-Apr-98
11607	425	CZEROK, ADAM	CVG CRJ	ACTIVE	24-Apr-97	08-Feb-74	24-Apr-98
11678	426	THOMPSON, JAMES	CVG CRJ	ACTIVE	29-May-97	27-Feb-56	29-May-98
11679	427	RAUNIKAR, CHARLES	CVG CRJ	ACTIVE	29-May-97	27-Dec-62	29-May-98
11680	428	BROADDUS, ANDREW	GSO CRJ	ACTIVE	29-May-97	09-May-63	29-May-98
11681	429	TRIPP, LEO	CVG CRJ	ACTIVE	29-May-97	09-Aug-63	29-May-98
11682	430	DALHOLT, PAUL	CVG CRJ	ACTIVE	29-May-97	04-May-65	29-May-98
11683	431	SHIRAZI, FOAD	JFK CRJ	ACTIVE	29-May-97	26-Feb-69	28-Jun-98
11684	432	BAUER, EDWARD	CVG CRJ	ACTIVE	29-May-97	25-Jul-70	29-May-98
11687	433	GURWELL, CHRIS	CVG CRJ	ACTIVE	29-May-97	21-Feb-72	29-May-98
11688	434	KAUFMANN, BRYAN	CVG CRJ	ACTIVE	29-May-97	29-Apr-72	29-May-98
11768	435	THOMPSON, JEFFREY	CVG CRJ	ACTIVE	26-Jun-97	25-Jul-60	26-Jun-98
11772	436	SWEDENKLEF, MATTIAS	CVG CRJ	ACTIVE	26-Jun-97	19-Jan-70	26-Jun-98
11773	437	MAUK, JON	CVG CRJ	ACTIVE	26-Jun-97	16-Feb-73	26-Jun-98
11907	438	REYNOLDS, SEAN	CVG CRJ	ACTIVE	30-Jul-97	14-Nov-68	30-Jul-98
11910	439	MILLWOOD, JEREMY	CVG CRJ	ACTIVE	30-Jul-97	22-Feb-72	30-Jul-98
12036	440	WHITMAN, ROBERT	CVG CRJ	ACTIVE	05-Sep-97	24-Jul-56	05-Sep-98
12037	441	TREESH, KEITH A.	CVG CRJ	ACTIVE	05-Sep-97	18-Sep-56	05-Sep-98
12038	442	HOLM-BERTELSEN, GARY	CVG CRJ	ACTIVE	05-Sep-97	25-Jun-60	05-Sep-98
12043	443	TARTER, ROD	CVG CRJ	ACTIVE	05-Sep-97	31-Jan-71	05-Sep-98
12154	444	KELLEY, DOUGLAS	CVG CRJ	ACTIVE	02-Oct-97	09-May-62	02-Oct-98
12548	445	LEACH, STEVEN	CVG CRJ	ACTIVE	08-Jan-98	02-Apr-58	08-Jan-99
12549	446	WHITAKER, BRENT	CVG CRJ	ACTIVE	08-Jan-98	12-Oct-61	08-Jan-99
12550	447	RHODE, CHRISTOPHER D.	CVG CRJ	ACTIVE	08-Jan-98	19-Jan-65	08-Jan-99
12551	448	TIDWELL, BRET	CVG CRJ	ACTIVE	08-Jan-98	15-Apr-67	08-Jan-99
12553	449	WRIGHT, RANDALL L.	CVG CRJ	ACTIVE	08-Jan-98	21-Apr-70	08-Jan-99
12556	450	KOPPLIN, CHAD	GSO CRJ	ACTIVE	08-Jan-98	05-Jun-72	08-Jan-99
12600	451	SMITH, DANNY	CVG CRJ	ACTIVE	26-Jan-98	14-Aug-68	26-Jan-99
12601	452	HARRILL, EDWARD	CVG CRJ	ACTIVE	26-Jan-98	16-Dec-68	26-Jan-99
12603	453	LAMPARTER, MATTHEW	CVG CRJ	ACTIVE	26-Jan-98	14-Jun-69	26-Jan-99
12604	454	MILTENBERGER, DAVID	CVG CRJ	ACTIVE	26-Jan-98	21-Jan-72	26-Jan-99
12703	455	DILLON, ANDREW	CVG CRJ	ACTIVE	19-Feb-98	13-Feb-60	19-Feb-99
12706	457	ROBLES, DAVID M.	CVG CR7	ACTIVE	19-Feb-98	25-May-64	19-Feb-99
12707	458	BARDEN, CARL	MCO CRJ	ACTIVE	19-Feb-98	27-Nov-64	19-Feb-99
12708	459	HARRIS, GENEGUE G.	CVG CRJ	ACTIVE	19-Feb-98	13-Apr-66	19-Feb-99
12736	460	BRUDER, MARK W.	CVG CRJ	ACTIVE	26-Feb-98	20-Sep-65	26-Feb-99

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
12738	461	ELLZEY, BRAD	CVG CRJ	ACTIVE	26-Feb-98	18-Mar-68	26-Feb-99
12739	462	PORTER, ROBERT	CVG CRJ	ACTIVE	26-Feb-98	20-Nov-68	26-Feb-99
12740	463	DONALD, DOUGLAS	GSO CRJ	ACTIVE	26-Feb-98	01-Jan-69	26-Feb-99
12744	465	DONNAHOE, MATTHEW	CVG CRJ	ACTIVE	26-Feb-98	02-Feb-71	26-Feb-99
12788	466	STOVER, RANDY	CVG CRJ	ACTIVE	09-Mar-98	05-Aug-59	09-Mar-99
12789	467	UHLS, KEITH	CVG CRJ	ACTIVE	09-Mar-98	05-Jun-63	09-Mar-99
12790	468	OLSON, JAN-ERICK	CVG CRJ	ACTIVE	09-Mar-98	23-Apr-65	09-Mar-99
12791	469	MOHNEN, CHARLES	CVG CRJ	ACTIVE	09-Mar-98	21-Sep-66	09-Mar-99
12797	470	COLOMBATTO, RICHARD D.	CVG CRJ	ACTIVE	16-Mar-98	10-Apr-70	16-Mar-99
12799	471	JENSEN, ROBERT W.	CVG CRJ	ACTIVE	16-Mar-98	26-Oct-70	16-Mar-99
12800	472	WILLIAMS, DAVID	CVG CRJ	ACTIVE	16-Mar-98	01-Jun-71	16-Mar-99
12872	473	GIACCONE, ROBERT	CVG CRJ	INACTIVE	30-Mar-98	21-Aug-48	30-Mar-98
12864	474	HALL, JAMES R.	CVG CRJ	ACTIVE	02-Apr-98	16-Jul-64	02-Apr-99
12866	475	SOFET, MERRIE	CVG CRJ	ACTIVE	02-Apr-98	09-Nov-64	02-Apr-99
12917	476	PENZES, SCOTT	CVG CRJ	ACTIVE	20-Apr-98	19-Jun-70	20-Apr-99
12918	477	KNOX, CRAIG	CVG CRJ	ACTIVE	20-Apr-98	02-Mar-72	20-Apr-99
12919	478	CONTI, MICHAEL T.	JFK CRJ	ACTIVE	20-Apr-98	08-Jun-72	20-Apr-99
12921	479	KRAKENBERG, JONATHAN	GSO CRJ	ACTIVE	20-Apr-98	10-Aug-72	20-Apr-99
12922	480	ANDERSSON, ALFRED R.	CVG CRJ	ACTIVE	20-Apr-98	15-Oct-73	20-Apr-99
12925	481	RICH, CHRIS G.	CVG CRJ	ACTIVE	20-Apr-98	07-Nov-74	20-Apr-99
13001	482	SLOAN, PEGGY	CVG CRJ	ACTIVE	11-May-98	02-Mar-52	11-May-99
13006	483	BUCK, DAVID R.	CVG CRJ	ACTIVE	11-May-98	24-Oct-64	11-May-99
13008	484	WEXLER, ALAN J.	CVG CRJ	ACTIVE	11-May-98	27-Jun-69	11-May-99
13009	485	HOLLAND, MICHAEL E.	CVG CRJ	ACTIVE	11-May-98	17-Dec-69	11-May-99
13012	486	JENSEN, ERIK	CVG CRJ	ACTIVE	11-May-98	24-Oct-71	11-May-99
13024	487	STARK, CHAD	CVG CRJ	ACTIVE	13-May-98	13-May-72	13-May-99
13025	488	BOHINSKI, FRANK	JFK CRJ	ACTIVE	13-May-98	16-Jul-72	13-May-99
13026	489	JOHNSON, DEREK	CVG CRJ	ACTIVE	13-May-98	21-Dec-72	13-May-99
13028	490	DAVIS, JEFFREY M.	CVG CRJ	ACTIVE	13-May-98	27-Apr-73	13-May-99
13030	491	STEWART, GRAHAM	CVG CRJ	ACTIVE	13-May-98	11-Apr-74	13-May-99
13132	492	SNEAD, BRADLEY T.	CVG CRJ	ACTIVE	17-Jun-98	26-Apr-66	17-Jun-99
13134	493	ARRILLAGA, JOAQUIN	CVG CRJ	ACTIVE	17-Jun-98	07-Jul-67	17-Jun-99
13137	494	GILPIN, TIM	CVG CRJ	ACTIVE	17-Jun-98	15-Apr-68	17-Jun-99
13138	495	RODIN, YURI	JFK CRJ	ACTIVE	17-Jun-98	30-Apr-68	17-Jun-99
13157	496	THOMASSON, GALEN	CVG CR7	ACTIVE	22-Jun-98	30-Oct-68	22-Jun-99
13180	497	COLGLAZIER, SEAN	JFK CRJ	ACTIVE	22-Jun-98	15-May-70	22-Jun-99
13181	498	BRYAN, BARON	CVG CRJ	ACTIVE	22-Jun-98	12-Jun-70	22-Jun-99
3537	499	WISER, ALAN	CVG CRJ	ACTIVE	09-Jul-98	15-Jun-57	09-Jul-99
13243	500	IZZO, GERARD	CVG CRJ	ACTIVE	09-Jul-98	02-Nov-59	09-Jul-99
13247	501	KIERSTEAD, CHRISTOPHER	JFK CRJ	ACTIVE	09-Jul-98	19-Apr-68	09-Jul-99
10105	502	AURIANA, ROBERT	CVG CRJ	ACTIVE	09-Jul-98	09-Oct-69	09-Jul-99
13300	503	GILBERT, ETHAN A.	JFK CRJ	ACTIVE	09-Jul-98	20-Nov-69	09-Jul-99
13303	504	MILES, TIMOTHY A.	CVG CRJ	ACTIVE	09-Jul-98	03-Jul-72	09-Jul-99
13312	505	CUTHBERT, TIMOTHY S.	CVG CRJ	ACTIVE	13-Jul-98	04-Mar-71	13-Jul-99
13313	506	WIDICK, CHRIS	CVG CRJ	ACTIVE	13-Jul-98	28-Jun-72	13-Jul-99
13342	507	BRAG, THOMAS A.	CVG CRJ	ACTIVE	20-Jul-98	20-Dec-75	20-Jul-99
13415	508	HEYNS, REX	CVG CRJ	ACTIVE	03-Aug-98	16-Sep-66	03-Aug-99
13416	509	BICKLEY, CHARLES	CVG CR7	ACTIVE	03-Aug-98	16-Oct-66	03-Aug-99
13417	510	LAMOTTE, BRUCE	CVG CRJ	ACTIVE	03-Aug-98	18-Nov-66	03-Aug-99
13418	511	FULLER, SCOTT	CVG CRJ	ACTIVE	03-Aug-98	08-May-68	03-Aug-99
13447	512	ELOVICH, JOHN	CVG CRJ	INACTIVE	10-Aug-98	06-Apr-60	10-Aug-98
13438	513	ZACCARELLI, ANTONIO	CVG CRJ	ACTIVE	11-Aug-98	24-Feb-70	11-Aug-99
13440	514	LEGGAT, KEVIN	CVG CRJ	ACTIVE	11-Aug-98	26-Nov-70	11-Aug-99
13441	515	CARSON, JEFFREY	CVG CRJ	ACTIVE	11-Aug-98	17-Jan-72	11-Aug-99
13442	516	PRAY, STEVEN	CVG CRJ	ACTIVE	11-Aug-98	16-May-72	11-Aug-99
13445	517	CARLSON, ADAM	CVG CRJ	ACTIVE	11-Aug-98	21-Feb-75	11-Aug-99

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
13446	518	VANDERWEL, JEFF	CVG CRJ	INACTIVE	11-Aug-98	14-Apr-76	11-Aug-98
13520	519	WILLIAMS, SANDRA W.	CVG CRJ	ACTIVE	26-Aug-98	02-Apr-57	26-Aug-99
13522	520	LAZIO, PHILIP	CVG CRJ	ACTIVE	26-Aug-98	23-Oct-60	26-Aug-99
13524	521	MEYER, DAVID	CVG CRJ	ACTIVE	26-Aug-98	08-May-63	26-Aug-99
13525	522	WILLIAMS, DWIGHT	CVG CRJ	ACTIVE	26-Aug-98	18-Apr-67	26-Aug-99
13622	523	MORGAN, DAVID,E	CVG CRJ	ACTIVE	09-Sep-98	15-Sep-52	09-Sep-99
13624	524	TURNER, CLIFFORD	JFK CRJ	ACTIVE	14-Sep-98	01-Dec-69	14-Sep-99
13625	525	SPARTZ, DANIEL	CVG CRJ	ACTIVE	14-Sep-98	06-Jul-70	14-Sep-99
13627	526	CHADD, MICHAEL	CVG CRJ	ACTIVE	14-Sep-98	23-Sep-70	14-Sep-99
13628	527	MATHIS, MICHAEL	CVG CRJ	ACTIVE	14-Sep-98	03-Apr-72	14-Sep-99
13631	528	PAUL, BRADLEY	GSO CRJ	ACTIVE	14-Sep-98	30-Jan-73	14-Sep-99
13694	529	MACKENZIE, ROBERT	CVG CRJ	ACTIVE	05-Oct-98	06-Sep-49	05-Oct-99
13695	530	GUNDLING, CORTLAND	CVG CRJ	ACTIVE	05-Oct-98	01-Nov-54	05-Oct-99
13697	531	WOISCHKE, JAMES	JFK CRJ	ACTIVE	05-Oct-98	30-Jun-58	05-Oct-99
13745	532	ABRAHAM, EDWARD	CVG CRJ	ACTIVE	12-Oct-98	03-Aug-64	12-Oct-99
13748	533	SOTH, KEITH	CVG CRJ	ACTIVE	12-Oct-98	18-Feb-68	12-Oct-99
13749	534	MATTINGLY, MATHEW	GSO CRJ	ACTIVE	12-Oct-98	04-Jul-68	12-Oct-99
13750	535	EDWARDS, TIMOTHY	CVG CRJ	ACTIVE	12-Oct-98	22-Nov-68	12-Oct-99
13753	536	NICHOLS, NATHAN	CVG CRJ	ACTIVE	12-Oct-98	25-Jan-72	12-Oct-99
13756	537	DARGO, MARK	CVG CR7	ACTIVE	12-Oct-98	09-Apr-74	12-Oct-99
13829	539	STEGALL, JAMES	CVG CR7	ACTIVE	03-Nov-98	30-Dec-63	03-Nov-99
13832	540	MCGEE, MICHAEL	GSO CRJ	ACTIVE	03-Nov-98	15-Oct-64	03-Nov-99
13833	541	GALBRAITH, DAVID	CVG CRJ	ACTIVE	03-Nov-98	14-Aug-66	03-Nov-99
13834	542	GERALD, JASON	CVG CRJ	ACTIVE	03-Nov-98	04-Aug-69	03-Nov-99
13835	543	MANN, SCOTT	CVG CRJ	ACTIVE	03-Nov-98	05-Sep-69	03-Nov-99
13852	544	HALL, DARREN	CVG CRJ	INACTIVE	11-Nov-98	12-Apr-70	11-Nov-98
13853	545	BACON, KEVIN	CVG CRJ	ACTIVE	11-Nov-98	12-Jul-70	11-Nov-98
13992	546	DONEGAN, ED	CVG CRJ	ACTIVE	30-Nov-98	06-Jun-51	30-Nov-99
13933	547	WALSH, JOHN	CVG CRJ	ACTIVE	30-Nov-98	10-May-60	30-Nov-99
13935	548	HILL, DENNIS	JFK CRJ	ACTIVE	30-Nov-98	21-Feb-62	30-Nov-99
13936	549	NELSON, PAUL	CVG CRJ	ACTIVE	30-Nov-98	22-Feb-62	30-Nov-99
13937	550	ABBOTT, DEYVOS	JFK CRJ	INACTIVE	30-Nov-98	22-Sep-63	30-Nov-99
13938	551	RIVARD, MARK	CVG CRJ	ACTIVE	30-Nov-98	15-Jul-67	30-Nov-99
13978	553	HOOGERHEIDE, DAVID	CVG CRJ	ACTIVE	10-Dec-98	03-Mar-69	10-Dec-99
13980	554	SONECHA, HARISH	CVG CRJ	ACTIVE	10-Dec-98	24-Apr-69	10-Dec-99
13981	555	HUBER, ERIC	CVG CR7	ACTIVE	10-Dec-98	16-Oct-69	10-Dec-99
13982	556	GARDNER, DAVID	CVG CRJ	ACTIVE	10-Dec-98	14-Jun-73	10-Dec-99
13984	558	WEDDLE, MELANIE	CVG CRJ	ACTIVE	10-Dec-98	11-Sep-75	10-Dec-99
14033	559	WAGNER-ERDMANN, LINDA	CVG CRJ	ACTIVE	21-Dec-98	14-Jun-55	21-Dec-99
14035	560	BURGESS, ROBERT	CVG CRJ	ACTIVE	21-Dec-98	27-Jan-59	21-Dec-99
14053	561	BRUCCELLARIA, JOHN E.	CVG CRJ	ACTIVE	05-Jan-99	15-Apr-63	05-Jan-00
14054	562	WHITE, PATRICK	CVG CRJ	ACTIVE	05-Jan-99	17-Apr-66	05-Jan-00
14056	563	SLAYBACK, ERIC	CVG CR7	ACTIVE	05-Jan-99	18-Jun-68	05-Jan-00
14057	564	HENRICKSON, CHRIS	CVG CRJ	ACTIVE	05-Jan-99	25-Jul-69	05-Jan-00
14060	565	MEAD, TERENCE	CVG CRJ	ACTIVE	05-Jan-99	13-Dec-70	05-Jan-00
8007	566	LOKEY, STEVE	CVG CRJ	ACTIVE	05-Jan-99	20-Nov-73	05-Jan-00
14140	567	LIST, ADAM	CVG CRJ	ACTIVE	13-Jan-99	23-Sep-64	13-Jan-00
14142	568	JONES, BRIAN	CVG CRJ	ACTIVE	13-Jan-99	09-May-67	13-Jan-00
14145	569	NEIS, CHRIS	CVG CRJ	ACTIVE	13-Jan-99	09-Sep-69	13-Jan-00
14146	570	MEAD, JULIE	CVG CRJ	ACTIVE	13-Jan-99	01-Nov-69	13-Jan-00
14065	571	GREER, EDWARD	CVG CR7	ACTIVE	21-Jan-99	05-Dec-59	21-Feb-00
14156	572	HACKETT, DAVID	CVG CR7	ACTIVE	21-Jan-99	29-Nov-71	21-Jan-00
14158	573	BURGHART, JASON	CVG CRJ	ACTIVE	21-Jan-99	06-Oct-72	21-Feb-00
14159	574	LUNDBORG, JEFF	CVG CRJ	ACTIVE	21-Jan-99	07-Mar-73	21-Jan-00
14219	575	KOPPLIN, ROBYN	GSO CRJ	ACTIVE	01-Feb-99	23-Feb-74	01-Feb-00
14293	576	O'BRIEN, THOMAS	CVG CRJ	INACTIVE	15-Feb-99	19-Apr-62	15-Feb-99

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
14296	577	COHEN, MIKE	JFK CRJ	ACTIVE	15-Feb-99	10-Mar-69	15-Feb-00
14297	578	CURRAN, CHRISTIAN	CVG CRJ	ACTIVE	15-Feb-99	24-Jul-69	15-Feb-00
14298	579	SETHNESS, PETER	CVG CRJ	ACTIVE	15-Feb-99	18-Jun-70	15-Feb-00
14299	580	SESCO, DAWN	CVG CRJ	ACTIVE	15-Feb-99	28-Sep-70	15-Feb-00
14250	581	HESS, TERRY	CVG CR7	ACTIVE	22-Feb-99	13-Jan-75	22-Feb-00
14366	582	POLITO, EMIL	CVG CRJ	ACTIVE	23-Feb-99	01-May-65	23-Feb-00
14367	583	WALTER, CHRISTOPHER	CVG CRJ	ACTIVE	23-Feb-99	20-Apr-71	23-Feb-00
14369	585	VACCARO, JEFFREY	JFK CRJ	ACTIVE	23-Feb-99	04-Apr-72	23-Feb-00
14370	586	DESIATI, SERGIO	CVG CR7	ACTIVE	23-Feb-99	01-Aug-72	23-Feb-00
14371	587	THOMAS, ERICK	GSO CRJ	ACTIVE	23-Feb-99	05-Sep-73	23-Feb-00
14374	588	COVER, ANTHONY	CVG CRJ	ACTIVE	02-Mar-99	11-Oct-73	01-Mar-00
14377	590	KREBS, DANIEL E.	CVG CRJ	ACTIVE	02-Mar-99	16-Dec-74	01-Mar-00
14379	591	TAYLOR, MICHAEL	JFK CRJ	ACTIVE	02-Mar-99	19-Jun-75	01-Mar-00
14515	592	CROFT, THOMAS J.	CVG CRJ	ACTIVE	15-Apr-99	23-Apr-57	14-Apr-00
14519	593	PRUCHNICKI, SHAWN	CVG CRJ	ACTIVE	15-Apr-99	11-Sep-66	14-Apr-00
14549	595	MOUNGER, STEVE	CVG CRJ	ACTIVE	28-Apr-99	15-Feb-73	27-Apr-00
14551	596	CANTRIL, KEVIN	CVG CRJ	ACTIVE	28-Apr-99	07-Jun-73	27-Apr-00
14552	597	SHORT, SHANNON	CVG CRJ	ACTIVE	28-Apr-99	30-Apr-74	27-Apr-00
14599	598	SCHAROLD, THOMAS	JFK CRJ	ACTIVE	12-May-99	15-Aug-56	11-May-00
14600	599	COMSTOCK, D	CVG CRJ	ACTIVE	12-May-99	18-Oct-57	11-May-00
14602	600	TRAMMELL, CRAIG	JFK CRJ	ACTIVE	12-May-99	29-May-62	11-May-00
14603	601	HEIDE, STEVEN	CVG CRJ	ACTIVE	12-May-99	22-Jun-63	11-May-00
14604	602	KREBS, DANIEL	CVG CRJ	ACTIVE	12-May-99	16-Oct-63	11-May-00
14607	603	BAELL, KENNETH	GSO CRJ	INACTIVE	12-May-99	02-Apr-70	12-May-99
14606	604	BONNER, MICHAEL	CVG CRJ	INACTIVE	17-May-99	26-Feb-70	17-May-99
14628	605	SCHULTZ, ROBBY	CVG CRJ	ACTIVE	27-May-99	17-Apr-71	26-May-00
14631	606	MURPHY, BRIAN	JFK CRJ	ACTIVE	27-May-99	13-Mar-73	26-May-00
14634	608	FINLEY, R	CVG CRJ	ACTIVE	27-May-99	03-Aug-75	26-May-00
14737	609	MILLER, GARRIE	CVG CRJ	ACTIVE	14-Jun-99	25-Sep-54	13-Jun-00
14720	610	DUNCAN, CHARLES K.	CVG CRJ	ACTIVE	14-Jun-99	20-Jan-55	13-Jun-00
14721	611	BARDES, CLAYTON P.	CVG CRJ	ACTIVE	14-Jun-99	18-May-55	13-Jun-00
14722	612	WOOD, ROBERT F.	JFK CRJ	ACTIVE	14-Jun-99	13-Sep-56	13-Jun-00
14723	613	LAY, BOBBY	CVG CR7	ACTIVE	14-Jun-99	01-Sep-58	13-Jun-00
14724	614	BRYANT, BETSY	CVG CRJ	ACTIVE	14-Jun-99	01-Nov-62	13-Jun-00
14725	615	JANNING, MICHAEL R.	GSO CRJ	ACTIVE	14-Jun-99	03-Apr-63	13-Jun-00
14727	616	SEEDORFF, ANTHONY	CVG CRJ	ACTIVE	14-Jun-99	09-Sep-66	13-Jun-00
14730	617	HEGGEN, LEE	CVG CRJ	ACTIVE	14-Jun-99	16-Dec-67	13-Jun-00
14731	618	ANGHELIS, MICHAEL K.	JFK CRJ	ACTIVE	14-Jun-99	01-Oct-68	13-Jun-00
14755	619	PRUS, RONALD	JFK CRJ	ACTIVE	22-Jun-99	30-May-73	21-Jun-00
14872	620	MCCANN, TERRY L.	CVG CRJ	ACTIVE	14-Jul-99	17-Feb-58	13-Jul-00
14880	621	CAREY, ROBERT P. JR.	JFK CRJ	ACTIVE	19-Jul-99	17-Nov-59	18-Jul-00
14881	622	HUTCHES, JOHN	CVG CRJ	ACTIVE	19-Jul-99	28-Mar-60	18-Jul-00
14883	623	FOSTER, PATRICK D.	JFK CRJ	ACTIVE	19-Jul-99	01-Jul-67	19-Jul-00
14884	624	KELLEY, LORI M.	CVG CRJ	ACTIVE	19-Jul-99	03-Feb-69	18-Jul-00
15046	625	KNOX, MARSHALL SCOTT	CVG CRJ	ACTIVE	12-Aug-99	13-Jun-64	11-Aug-00
15095	626	SORRENTINO, MARK	CVG CRJ	ACTIVE	17-Aug-99	18-Dec-55	16-Aug-00
15096	627	DODD, RORY	CVG CRJ	ACTIVE	17-Aug-99	02-Mar-62	16-Aug-00
15098	628	THROPP, CHRIS	JFK CRJ	ACTIVE	17-Aug-99	07-Dec-67	16-Aug-00
15099	629	DAY, MICHAEL	CVG CRJ	ACTIVE	17-Aug-99	27-Jan-68	16-Aug-00
15048	631	LIMOR, JANINE	CVG CRJ	ACTIVE	17-Aug-99	11-Feb-68	16-Aug-00
15100	632	DAHL, BRADLEY	CVG CRJ	ACTIVE	17-Aug-99	14-Aug-70	16-Aug-00
15101	633	LEWIS, JEREMY	CVG CRJ	ACTIVE	17-Aug-99	15-Oct-70	16-Aug-00
15103	634	GIBSON, DONALD	GSO CRJ	ACTIVE	17-Aug-99	19-Dec-72	16-Aug-00
15104	635	LAYMAN, OLIVER	JFK CRJ	ACTIVE	17-Aug-99	28-Jun-77	16-Aug-00
15135	636	MILLER, KEVIN	CVG CRJ	ACTIVE	23-Aug-99	23-Apr-62	22-Aug-00
6783	637	MUENZENMAIER, WILLIAM	JFK CRJ	ACTIVE	26-Aug-99	25-Mar-69	25-Aug-00

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
15310	638	MCCURDY, WILLIAM	JFK CRJ	ACTIVE	28-Sep-99	28-Feb-68	27-Sep-00
15311	639	PROFFITT, VINCE	CVG CRJ	ACTIVE	28-Sep-99	13-Dec-68	27-Sep-00
15312	640	ARMSTRONG, ROBERT	CVG CRJ	ACTIVE	28-Sep-99	27-Jul-70	27-Sep-00
15313	641	FREEMAN, ROBERT	CVG CRJ	ACTIVE	28-Sep-99	13-Aug-70	27-Sep-00
15377	642	PETRIE, MATTHEW	CVG CRJ	ACTIVE	28-Sep-99	13-Feb-71	27-Sep-00
15379	643	BECKMEYER, PETER	CVG CRJ	ACTIVE	28-Sep-99	01-Nov-71	27-Sep-00
15380	644	FAULKENBERRY, JON	CVG CRJ	ACTIVE	28-Sep-99	16-May-73	27-Sep-00
15483	645	PETERSON, SCOTT	MCO CRJ	ACTIVE	29-Sep-99	04-Aug-54	28-Sep-00
15485	646	ABELN, PAUL	CVG CRJ	ACTIVE	29-Sep-99	17-Mar-61	28-Sep-00
15487	647	LUU, DUC Q.	CVG CRJ	ACTIVE	29-Sep-99	01-Apr-67	28-Sep-00
15488	648	BENNETT, PAUL	CVG CRJ	ACTIVE	29-Sep-99	15-Apr-69	28-Sep-00
15492	650	CABELKA, DAVID	CVG CRJ	ACTIVE	29-Sep-99	17-Dec-74	28-Sep-00
15495	651	MARONEY, PATRICK	CVG CRJ	ACTIVE	30-Sep-99	02-Apr-55	29-Sep-00
15496	652	CRUMP, FRED	CVG CRJ	ACTIVE	30-Sep-99	11-Oct-56	29-Sep-00
15498	653	AUDETTE, RICHARD	CVG CRJ	ACTIVE	30-Sep-99	14-Dec-59	29-Sep-00
15501	654	SHIROCKY, DEAN	JFK CRJ	ACTIVE	30-Sep-99	17-Feb-68	29-Sep-00
15502	655	SEELEY, LISA	CVG CRJ	ACTIVE	30-Sep-99	28-Aug-68	29-Sep-00
15503	656	EDINBORO, CHRIS	CVG CRJ	ACTIVE	30-Sep-99	18-Jul-69	29-Sep-00
15563	657	CUPOLO, MICHAEL	CVG CRJ	ACTIVE	30-Sep-99	07-Apr-70	29-Sep-00
15565	658	HARDIN, WILLIAM H.	JFK CRJ	ACTIVE	30-Sep-99	01-Feb-72	29-Sep-00
15566	659	ORTEGREN, BRIAN	CVG CRJ	ACTIVE	30-Sep-99	15-Jan-73	29-Sep-00
15568	660	JENSEN, SHAUNA B.	CVG CRJ	ACTIVE	30-Sep-99	24-Dec-74	29-Sep-00
15408	662	TERYEK, TODD G.	JFK CRJ	ACTIVE	01-Oct-99	27-Jan-63	30-Sep-00
15409	663	BURNETT, GREG	CVG CR7	ACTIVE	01-Oct-99	14-Apr-64	30-Sep-00
15410	664	WEBER, PAUL L.	CVG CRJ	ACTIVE	01-Oct-99	15-Dec-64	30-Sep-00
15412	665	EMMETT, BRIAN C.	CVG CRJ	INACTIVE	01-Oct-99	08-Aug-70	01-Oct-99
11254	666	LEE, MICHAEL	JFK CRJ	ACTIVE	01-Oct-99	11-Nov-72	30-Sep-00
15419	667	DENKE, PAUL	CVG CR7	ACTIVE	04-Oct-99	10-Jan-64	03-Oct-00
15422	668	DRAKE, JEFFREY	CVG CRJ	ACTIVE	04-Oct-99	25-Feb-67	03-Oct-00
15424	669	LOVE, SCOTT	CVG CRJ	ACTIVE	04-Oct-99	14-Jul-68	03-Oct-00
15426	670	RODRIGUEZ, GABRIEL	CVG CRJ	INACTIVE	04-Oct-99	30-Jul-70	03-Oct-00
15427	671	BIRDSALL, SCOTT	CVG CRJ	ACTIVE	04-Oct-99	19-Feb-71	03-Oct-00
15429	672	WU, ALEX	CVG CRJ	ACTIVE	04-Oct-99	08-Apr-73	03-Oct-00
15431	673	STARK, BRIAN	CVG CRJ	ACTIVE	04-Oct-99	22-Nov-74	03-Oct-00
15432	674	DREAS, JOSEPH	CVG CRJ	ACTIVE	04-Oct-99	16-Jan-75	03-Oct-00
15433	675	JOHNSON, BARRET	CVG CRJ	ACTIVE	04-Oct-99	16-Apr-75	03-Oct-00
15434	676	COOK, ALLEN	CVG CRJ	ACTIVE	04-Oct-99	04-Nov-75	03-Oct-00
15600	677	ANDERSON, MARK	CVG CRJ	ACTIVE	01-Nov-99	03-Mar-58	31-Oct-00
15601	678	DAVIS, JESSE	CVG CRJ	ACTIVE	01-Nov-99	05-Oct-58	01-Nov-00
15603	679	ETSCHIED, DALE	CVG CRJ	ACTIVE	01-Nov-99	07-Sep-62	31-Oct-00
15604	680	ROYSE, MICHAEL	CVG CRJ	ACTIVE	01-Nov-99	14-Feb-63	31-Oct-00
15609	681	ELLIS, LOWELL	CVG CRJ	ACTIVE	01-Nov-99	21-Jan-67	31-Oct-00
15612	682	MORGAN, RICHARD	CVG CRJ	ACTIVE	01-Nov-99	20-Apr-69	31-Oct-00
15613	683	GOPSILL, ANDREW	JFK CRJ	ACTIVE	01-Nov-99	07-Feb-70	31-Oct-00
15614	684	CHANDARANA, BHAVESH	CVG CR7	ACTIVE	01-Nov-99	10-Sep-70	31-Oct-00
15616	685	KOLAN, JAMES	CVG CRJ	ACTIVE	01-Nov-99	21-Jan-71	31-Oct-00
15617	686	WIGINTON, JOHN	CVG CRJ	ACTIVE	01-Nov-99	11-Aug-71	31-Oct-00
15618	687	HANSMAN, MALCOLM	CVG CRJ	ACTIVE	01-Nov-99	22-Aug-71	31-Oct-00
15619	688	PROOPS, GRANT	JFK CRJ	ACTIVE	01-Nov-99	01-Jul-72	31-Oct-00
15620	689	COSTA, WILSON	CVG CRJ	ACTIVE	01-Nov-99	25-Sep-72	31-Oct-00
15621	690	LERVICK, TODD	CVG CRJ	ACTIVE	01-Nov-99	04-Dec-73	29-Apr-01
15622	691	DUNHAM, WESLEY	CVG CRJ	ACTIVE	01-Nov-99	19-Feb-74	31-Oct-00
15623	692	SPENCE, BRAD	CVG CRJ	ACTIVE	01-Nov-99	04-Jul-74	31-Oct-00
15624	693	SMITH, SPENCER	GSO CRJ	ACTIVE	01-Nov-99	14-Jul-74	31-Oct-00
15626	694	REYNOLDS, JAMES	CVG CRJ	ACTIVE	01-Nov-99	13-Aug-74	31-Oct-00
15627	695	HAHNICHEN, DANIEL	CVG CR7	ACTIVE	01-Nov-99	16-Aug-74	01-Nov-00

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
15628	696	VAN DYKEN, ERIC	CVG CRJ	ACTIVE	01-Nov-99	30-Sep-74	31-Oct-00
15699	697	LOGAN, JARONICA L	CVG CR7	ACTIVE	29-Nov-99	10-Apr-59	28-Nov-00
15705	698	MICOCCI, ANTHONY J.	JFK CRJ	ACTIVE	29-Nov-99	29-Oct-64	28-Nov-00
15706	699	LEMAY, RICHARD D.	GSO CRJ	ACTIVE	29-Nov-99	10-Apr-65	28-Nov-00
15714	701	FRAZIER, STEPHEN G.	CVG CRJ	ACTIVE	29-Nov-99	22-Jun-70	28-Nov-00
15719	702	KELLEHER, JOHN E	CVG CR7	ACTIVE	29-Nov-99	04-Apr-72	28-Nov-00
15720	703	BYERS, JULIE R	CVG CRJ	ACTIVE	29-Nov-99	31-Oct-72	28-Nov-00
15722	704	LARSON, SEAN T	CVG CRJ	ACTIVE	29-Nov-99	05-Sep-73	28-Nov-00
15724	705	SULLIVAN, MICHAEL J	CVG CRJ	ACTIVE	29-Nov-99	26-Jun-74	28-Nov-00
15725	706	VOGELHEIM, CHAD A	CVG CR7	ACTIVE	29-Nov-99	30-Jan-75	28-Nov-00
15906	707	PACELLI, STEPHEN	JFK CRJ	ACTIVE	29-Dec-99	27-Apr-56	28-Dec-00
15907	708	MACDONALD, MIKE	CVG CRJ	ACTIVE	29-Dec-99	20-Aug-57	28-Dec-00
15916	709	CASAD, WILLIAM NEIL	JFK CRJ	ACTIVE	29-Dec-99	06-Jul-58	28-Dec-00
15917	710	PEPER, TODD	CVG CRJ	ACTIVE	29-Dec-99	15-Jun-64	28-Dec-00
15908	711	CARNELL, DAVID M	GSO CRJ	ACTIVE	29-Dec-99	25-Aug-64	28-Dec-00
15919	712	SKRZYCKI, DONALD L.	CVG CRJ	ACTIVE	29-Dec-99	20-Aug-67	28-Dec-00
15911	713	PERRY, CHRISTOPHER	MCO CRJ	ACTIVE	29-Dec-99	11-Jul-69	28-Dec-00
15914	714	OBERTIN, CHRISTOPHER	CVG CRJ	ACTIVE	29-Dec-99	29-Apr-73	28-Dec-00
15921	715	DOBYNS, STEVEN L	CVG CRJ	ACTIVE	29-Dec-99	05-Oct-73	28-Dec-00
15923	716	MOSCONA, ERAN S	CVG CR7	ACTIVE	29-Dec-99	28-Jan-75	28-Dec-00
15922	717	FAIRLESS, DEAN	JFK CRJ	ACTIVE	29-Dec-99	30-May-75	28-Dec-00
15915	718	EVANS, RYAN GLYN	CVG CRJ	ACTIVE	29-Dec-99	06-Sep-75	28-Dec-00
15925	719	LEDONNE, GENE A.	JFK CRJ	ACTIVE	29-Dec-99	22-Jul-78	28-Dec-00
15997	720	SWINDELL, TODD	CVG CRJ	ACTIVE	14-Jan-00	10-Jan-59	13-Jan-01
15998	721	MARTIN, MARK	CVG CRJ	ACTIVE	14-Jan-00	04-May-61	13-Jan-01
2074	723	CAHILL, TODD	CVG CRJ	ACTIVE	14-Jan-00	19-Apr-67	13-Jan-01
16002	724	BROOMALL, JEFFREY W.	CVG CRJ	ACTIVE	14-Jan-00	17-Apr-69	13-Jan-01
16004	725	RIPLEY, CHRIS	CVG CRJ	ACTIVE	14-Jan-00	31-Jul-73	13-Jan-01
16001	727	HOCK, LESLIE KEVIN	CVG CRJ	ACTIVE	14-Jan-00	16-Nov-76	13-Jan-01
16049	728	BOYINGTON, WILLIAM E	GSO CRJ	ACTIVE	26-Jan-00	05-Jun-57	25-Jan-01
16056	729	OSIEK, JAMES	CVG CRJ	ACTIVE	26-Jan-00	27-May-64	25-Jan-01
16057	730	LYONS, TODD	GSO CRJ	ACTIVE	26-Jan-00	20-Oct-66	25-Jan-01
16058	731	COOKE, KEVIN	GSO CRJ	ACTIVE	26-Jan-00	19-Dec-67	25-Jan-01
16059	732	WISE, BRIAN ANTHONY	GSO CRJ	ACTIVE	26-Jan-00	01-Sep-68	25-Jan-01
16060	733	WILLUMS, PETER H.	JFK CRJ	ACTIVE	26-Jan-00	17-Sep-68	25-Jan-01
16061	734	HITCHCOCK, TIMOTHY S.	CVG CRJ	ACTIVE	26-Jan-00	30-Oct-68	25-Jan-01
16062	735	BRUDER, KATHERINE	CVG CRJ	ACTIVE	26-Jan-00	04-Jul-69	25-Jan-01
16063	736	MURRAY, JAMES	CVG CRJ	INACTIVE	26-Jan-00	23-Oct-71	25-Jan-01
16064	737	SARNA, CHRISTIAN	MCO CRJ	ACTIVE	26-Jan-00	25-Aug-72	25-Jan-01
16067	738	COOKSON, CHRISTOPHER S	JFK CRJ	ACTIVE	26-Jan-00	30-Dec-74	25-Jan-01
16068	739	CIPRIONI, MARC	JFK CRJ	ACTIVE	26-Jan-00	29-Apr-77	25-Jan-01
16070	740	KARNES, GREGORY D	CVG CR7	ACTIVE	03-Feb-00	02-Oct-67	02-Feb-01
16071	741	HONG, SONG I.	CVG CR7	ACTIVE	03-Feb-00	07-Aug-69	12-May-01
16072	742	HOBOK, MICHAEL	MCO CRJ	ACTIVE	03-Feb-00	07-Aug-70	02-Feb-01
16073	743	GALBREATH, JAMES A	CVG CRJ	ACTIVE	03-Feb-00	09-Sep-70	02-Feb-01
16074	744	KRAUKLIS, ROBERT J	MCO CRJ	ACTIVE	03-Feb-00	17-Jan-74	02-Feb-01
16076	745	BRUNE, NICHOLAS R.	GSO CRJ	ACTIVE	03-Feb-00	04-Feb-78	02-Feb-01
16121	746	LEEMAN, OLAV	CVG CR7	ACTIVE	15-Feb-00	29-Apr-67	14-Feb-01
16123	747	DAVIS, JEFFREY	CVG CRJ	ACTIVE	15-Feb-00	21-Jul-69	14-Feb-01
16124	748	DAILEY, TIMOTHY M.	GSO CRJ	ACTIVE	15-Feb-00	23-Jan-70	14-Feb-01
16126	750	SENKARIK, ANGELA H.	CVG CRJ	ACTIVE	15-Feb-00	20-Apr-72	14-Feb-01
16127	751	COMPTON, MITCHELL	GSO CRJ	ACTIVE	15-Feb-00	24-Jul-72	14-Feb-01
16128	752	DELVY, STEVEN M.	MCO CRJ	ACTIVE	15-Feb-00	18-Jan-73	14-Feb-01
16223	753	ERDMAN, CHAD	CVG CRJ	ACTIVE	28-Feb-00	15-Nov-65	27-Feb-01
16224	754	BENSTON, JONATHAN	CVG CRJ	ACTIVE	28-Feb-00	03-Mar-67	27-Feb-01
16226	755	WILDE, CHRIS	CVG CRJ	ACTIVE	28-Feb-00	05-Apr-70	27-Feb-01

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
16227	756	DOYLE, PATRICK J.	CVG CRJ	ACTIVE	28-Feb-00	01-Nov-70	27-Feb-01
16228	757	SALERNO, STEPHEN	GSO CRJ	ACTIVE	28-Feb-00	03-Sep-71	27-Feb-01
16230	758	JOHNSON, JASON	JFK CRJ	ACTIVE	28-Feb-00	27-Feb-73	27-Feb-01
16232	759	THREADGILL, JAMES M.	CVG CRJ	ACTIVE	28-Feb-00	17-Jul-73	27-Feb-01
16236	760	PEPER, ROBERT CARL	JFK CRJ	ACTIVE	28-Feb-00	28-Sep-75	27-Feb-01
16237	761	PROCTOR, GARRICK	CVG CRJ	ACTIVE	28-Feb-00	28-Jan-76	27-Feb-01
16239	763	SHAW, STEPHEN J.	JFK CRJ	ACTIVE	28-Feb-00	31-Jul-76	27-Feb-01
16240	764	FESSEL, DARRYN A.	CVG CRJ	ACTIVE	28-Feb-00	19-Feb-79	27-Feb-01
16288	765	BALL, TRENTON R.	CVG CRJ	ACTIVE	29-Feb-00	02-Aug-76	28-Feb-01
16291	766	GILBERT, CHRISTOPHER	GSO CRJ	ACTIVE	01-Mar-00	21-Jul-66	01-Mar-01
16281	767	RHODES, PATRICK K.	JFK CRJ	ACTIVE	01-Mar-00	19-Jan-68	01-Mar-01
16282	768	BEERY, CHARLES B.	CVG CRJ	ACTIVE	01-Mar-00	08-Jan-69	01-Mar-01
16283	769	KRISTENSEN, STEIN	GSO CRJ	ACTIVE	01-Mar-00	22-Feb-70	01-Mar-01
16284	770	GERALD, TANYA H.	CVG CRJ	ACTIVE	01-Mar-00	06-Aug-70	01-Mar-01
16285	771	CHAVEZ, JUAN C.	JFK CRJ	ACTIVE	01-Mar-00	14-Oct-74	01-Mar-01
16364	772	DODGE, CHRISTOPHER	JFK CRJ	ACTIVE	15-Mar-00	25-Sep-59	15-Mar-01
16365	773	DEBOER, DALE N.	CVG CRJ	ACTIVE	15-Mar-00	28-Jun-62	15-Mar-01
16368	774	DEMOSS, DALE	CVG CRJ	ACTIVE	15-Mar-00	27-Feb-68	15-Mar-01
16369	775	WATTS, TIM	CVG CR7	ACTIVE	15-Mar-00	19-Oct-68	15-Mar-01
16370	776	SEVER, TIM	CVG CRJ	ACTIVE	15-Mar-00	04-Sep-69	15-Mar-01
16393	777	HARWARD, DONALD	CVG CR7	ACTIVE	29-Mar-00	19-Apr-54	29-Mar-01
16394	778	MCLELLAN, DENNIS	CVG CRJ	ACTIVE	29-Mar-00	24-Nov-55	29-Mar-01
16400	780	MCKENNA, JEFFREY J.	CVG CRJ	ACTIVE	29-Mar-00	30-Mar-69	29-Mar-01
16401	781	ACKERMAN, JAMES	CVG CRJ	ACTIVE	29-Mar-00	30-Jul-69	29-Mar-01
16403	782	STEWART, DAN S.	JFK CRJ	ACTIVE	29-Mar-00	24-Jul-70	29-Mar-01
16404	783	RHEA, BRETT	CVG CRJ	ACTIVE	29-Mar-00	23-Sep-70	29-Mar-01
16405	784	ASHTON, THOMAS G.	CVG CRJ	ACTIVE	29-Mar-00	27-Nov-70	29-Mar-01
16406	785	MCCOY, DOUGLAS V.	CVG CRJ	ACTIVE	29-Mar-00	24-Jun-71	29-Mar-01
16407	786	WILSON, PHILIP	CVG CRJ	ACTIVE	29-Mar-00	01-Jul-71	29-Mar-01
16408	787	JOHNSON, BRENT A.	JFK CRJ	ACTIVE	29-Mar-00	01-Aug-71	29-Mar-01
10430	788	LADY, STEVE	CVG CRJ	ACTIVE	12-Apr-00	11-Feb-56	12-Apr-01
16485	789	SLAUGHTER, STEPHEN	GSO CRJ	ACTIVE	12-Apr-00	25-Mar-58	12-Apr-01
16486	790	STOTT, EDWARD M.	GSO CRJ	ACTIVE	12-Apr-00	25-Feb-61	12-Apr-01
16487	791	DELAVEGA, RICARDO	GSO CRJ	ACTIVE	12-Apr-00	16-Jun-64	12-Apr-01
16488	792	MCDANIEL, SCOTT M.	CVG CRJ	ACTIVE	12-Apr-00	27-Oct-68	12-Apr-01
16490	793	MOORE, MATTHEW S.	JFK CRJ	ACTIVE	12-Apr-00	24-Nov-69	12-Apr-01
16491	794	BURGER, DARREN	CVG CRJ	ACTIVE	12-Apr-00	08-Jul-73	12-Apr-01
16492	795	KASTRATI, MUSA	CVG CRJ	ACTIVE	12-Apr-00	15-Jul-75	12-Apr-01
16533	796	FARAGO, ANDREW	JFK CRJ	ACTIVE	27-Apr-00	01-Jul-64	27-Apr-01
16534	797	KUERTZ, GREGORY D.	CVG CRJ	ACTIVE	27-Apr-00	23-Aug-64	27-Apr-01
16532	798	WOLSHIRE, TIMOTHY D.	CVG CRJ	ACTIVE	27-Apr-00	07-Jul-65	27-Apr-01
16535	799	WAECHTER, PAUL	CVG CRJ	ACTIVE	27-Apr-00	30-Oct-65	27-Apr-01
16536	800	GAULT, ROBERT A.	GSO CRJ	ACTIVE	27-Apr-00	14-Jan-67	27-Apr-01
16542	801	FERRE, D. SCOTT	JFK CRJ	ACTIVE	27-Apr-00	17-Mar-72	27-Apr-01
16545	802	SWARTZENDRUBER, RYAN	JFK CRJ	ACTIVE	27-Apr-00	18-May-75	27-Apr-01
16546	803	LIVINGSTON, JOHN H.	CVG CRJ	ACTIVE	27-Apr-00	11-Jul-76	27-Apr-01
16645	804	LOGAN, JAMES S.	GSO CRJ	ACTIVE	17-May-00	10-Sep-55	17-May-01
16646	805	VERVILLE, EDMOND W.	CVG CR7	ACTIVE	17-May-00	17-Sep-55	17-May-01
16648	806	EDWARDS, CHRIS K.	JFK CRJ	ACTIVE	17-May-00	07-Oct-63	17-May-01
16650	807	HENRIQUES, STEPHEN	CVG CRJ	ACTIVE	17-May-00	05-Sep-66	17-May-01
16651	808	DUCHETTE, MARC R.	CVG CRJ	ACTIVE	17-May-00	16-Jun-68	17-May-01
16652	809	TRITTSCHUH, JOHN	GSO CRJ	ACTIVE	17-May-00	30-Aug-73	17-May-01
16691	811	JORGENSEN, LANCE R.	GSO CRJ	ACTIVE	06-Jun-00	04-Jul-70	06-Jun-01
16692	812	SIMPSON, SCOTT C.	CVG CRJ	ACTIVE	06-Jun-00	01-Sep-71	06-Jun-01
16693	813	AGUILAR, MARCELO	MCO CRJ	ACTIVE	06-Jun-00	30-Sep-71	06-Jul-01
16695	814	MCKERNAN, MARY ANN	CVG CRJ	ACTIVE	06-Jun-00	03-Oct-71	06-Jun-01

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
16697	815	JEDLINSKI, ROBERT	JFK CRJ	ACTIVE	06-Jun-00	07-Aug-77	06-Jun-01
16765	816	PANOS, PETER T.	CVG CRJ	ACTIVE	14-Jun-00	23-Oct-58	14-Jun-01
16766	817	BYRD, DAVID ALAN	CVG CRJ	ACTIVE	14-Jun-00	28-Jul-63	14-Jun-01
16767	818	ROSS, CHRISTOPHER P.	CVG CR7	ACTIVE	14-Jun-00	29-Sep-64	14-Jun-01
16768	819	GUERRA, ADAM DALE	JFK CRJ	ACTIVE	14-Jun-00	03-Mar-65	14-Jun-01
16769	820	ANDERSON, STEPHEN	CVG CR7	ACTIVE	14-Jun-00	17-Apr-69	14-Jun-01
16771	821	ANDERSON, ERIC	JFK CRJ	ACTIVE	14-Jun-00	30-Jun-70	14-Jun-01
16772	822	GROSS, ROGER S	JFK CRJ	ACTIVE	14-Jun-00	04-Oct-70	14-Jun-01
16774	823	SITTS, SHANE	JFK CRJ	ACTIVE	14-Jun-00	25-Aug-76	14-Jun-01
16810	824	BUHLIG, MYLES A.	CVG CRJ	ACTIVE	06-Jul-00	13-Jul-56	06-Jul-01
16812	825	REININGER, DONALD G.	JFK CRJ	ACTIVE	06-Jul-00	09-Sep-57	06-Jul-01
16813	826	KELLAMS, JON S.	MCO CRJ	ACTIVE	06-Jul-00	21-Dec-59	06-Jul-01
16814	827	CASTAGNARO, MICHAEL A.	CVG CR7	ACTIVE	06-Jul-00	06-Dec-65	06-Jul-01
16815	828	MOYER, MICHAEL R.	GSO CRJ	ACTIVE	06-Jul-00	19-Oct-67	06-Jul-01
16816	829	COSMETIS, JAMES A.	CVG CRJ	ACTIVE	06-Jul-00	10-Sep-69	06-Jul-01
16817	830	WALTERS, DONALD C.	GSO CRJ	ACTIVE	06-Jul-00	30-Oct-70	06-Jul-01
16818	831	CUMMINGS, TIMOTHY E.	GSO CRJ	ACTIVE	06-Jul-00	05-Jan-72	06-Jul-01
16819	832	JACOB, BINOY O.	MCO CRJ	ACTIVE	06-Jul-00	18-Jul-72	06-Jul-01
17020	833	WITTMAYER, JAMIE O.	GSO CRJ	ACTIVE	16-Aug-00	17-Apr-64	16-Aug-01
17021	834	OLMEDA, ANGEL I.	CVG CR7	ACTIVE	16-Aug-00	03-Nov-68	16-Aug-01
17022	835	NELSON, RONALD L.	GSO CRJ	ACTIVE	16-Aug-00	15-Oct-70	16-Aug-01
17023	836	POORE, MICHAEL F.	JFK CRJ	ACTIVE	16-Aug-00	12-Jan-71	16-Aug-01
17024	837	GRUNWALD, KEVIN	GSO CRJ	ACTIVE	16-Aug-00	04-Feb-71	16-Aug-01
17026	838	WASEN, KJ	CVG CR7	ACTIVE	16-Aug-00	09-May-72	16-Aug-01
17027	839	SMITH, SEAN P.	JFK CRJ	ACTIVE	16-Aug-00	15-Apr-74	16-Aug-01
17032	841	BAKER, DAVID G.	CVG CR7	ACTIVE	17-Aug-00	24-Oct-60	17-Aug-01
17067	842	WELLS, JOHN F.	CVG CRJ	ACTIVE	25-Aug-00	24-Nov-48	25-Aug-01
17069	843	NIRO, PIETRO	CVG CRJ	ACTIVE	25-Aug-00	29-Nov-66	25-Aug-01
17072	844	PETERSON, TY C.	GSO CRJ	ACTIVE	25-Aug-00	28-Jun-71	25-Aug-01
17074	845	BOWERS, KEITH	CVG CR7	ACTIVE	25-Aug-00	31-May-76	25-Aug-01
17075	846	STEICHEN, PAUL	CVG CRJ	ACTIVE	25-Aug-00	08-Jul-76	25-Aug-01
17076	847	ADAMS, COREY W.	GSO CRJ	ACTIVE	25-Aug-00	24-Feb-77	25-Aug-01
17192	848	TRAXLER, JOHN M.	CVG CR7	ACTIVE	19-Sep-00	20-Mar-53	19-Sep-01
17194	849	SHORES, JAMES M.	CVG CRJ	ACTIVE	19-Sep-00	08-Jun-62	19-Sep-01
17195	850	CHRISTENSEN, CRAIG	CVG CR7	ACTIVE	19-Sep-00	21-Jun-67	19-Sep-01
17196	851	MARLOWE, BILLY M. III	JFK CRJ	ACTIVE	19-Sep-00	19-Oct-69	19-Sep-01
17197	852	RAVER, KENNETH PAUL	CVG CR7	ACTIVE	19-Sep-00	20-Sep-72	19-Sep-01
17199	853	LASSETER, JASON T.	CVG CRJ	ACTIVE	19-Sep-00	23-Nov-74	19-Sep-01
17201	854	VOYETSKIY, ANDRIY	CVG CRJ	ACTIVE	19-Sep-00	12-Mar-76	19-Sep-01
17340	855	SMELLER, MATTHEW C.	JFK CRJ	ACTIVE	29-Sep-00	18-Dec-68	29-Sep-01
17527	856	HENDERSON, CHRISTOPHER	CVG CRJ	ACTIVE	24-Oct-00	09-Sep-65	24-Oct-01
17528	857	LANCASTER, JERE R.	CVG CRJ	ACTIVE	24-Oct-00	25-Jan-67	24-Oct-01
17529	858	INMAN, STEPHEN T.	CVG CRJ	ACTIVE	24-Oct-00	11-Aug-67	24-Oct-01
17531	859	HEATH, MATTHEW	GSO CRJ	ACTIVE	24-Oct-00	30-Nov-70	24-Oct-01
17532	860	SNIDER, SCOTT P.	CVG CRJ	ACTIVE	24-Oct-00	05-Jun-71	24-Oct-01
11051	861	NAZARIO, RAFAEL	JFK CRJ	ACTIVE	24-Oct-00	02-Oct-71	24-Oct-01
17534	862	JAMES, MARIO M.	CVG CRJ	ACTIVE	24-Oct-00	13-May-73	24-Oct-01
17611	863	CROFT, CLIFFORD E.	CVG CRJ	ACTIVE	27-Nov-00	12-May-70	27-Nov-01
17613	864	GARCIA-GALAN, JOSE M.	JFK CRJ	ACTIVE	27-Nov-00	16-Aug-73	27-Nov-01
17614	865	LEONE, MICHAEL R.	GSO CRJ	ACTIVE	27-Nov-00	16-Feb-76	27-Nov-01
17615	866	NOWAK, CHRISTOPHER M.	CVG CRJ	ACTIVE	27-Nov-00	19-Jul-76	27-Nov-01
17617	867	PETERSEN, STEVEN G.	JFK CRJ	ACTIVE	27-Nov-00	22-Feb-78	27-Nov-01
17618	868	SCHNEIDER, STEPHEN E.	CVG CRJ	ACTIVE	27-Nov-00	24-Mar-79	27-Nov-01
17736	869	MCKENNA, ANDREW J.	CVG CR7	ACTIVE	11-Dec-00	31-Aug-65	09-Jan-02
17737	870	FOUCHARD, FADRICE	JFK CRJ	ACTIVE	11-Dec-00	27-Nov-66	11-Dec-01
17738	871	KRUMPELMAN, JOHN T.	CVG CRJ	ACTIVE	11-Dec-00	29-Dec-70	11-Dec-01

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
17739	872	KELLEY, CAROLYN M.	CVG CRJ	ACTIVE	11-Dec-00	09-Dec-71	11-Dec-01
17789	873	DORTCH, SUZANNE V.	CVG CRJ	ACTIVE	15-Dec-00	17-Jun-62	15-Dec-01
17790	874	MORRELL, DAVID J.	CVG CRJ	ACTIVE	15-Dec-00	30-Aug-62	15-Dec-01
17793	875	KELLEY, MICHAEL D.	CVG CRJ	ACTIVE	15-Dec-00	31-Oct-71	15-Dec-01
17795	876	ELLIOTT, BRIAN P.	JFK CRJ	ACTIVE	15-Dec-00	18-Aug-72	15-Dec-01
17798	877	PASCAZIO, ANTHONY V.	JFK CRJ	ACTIVE	15-Dec-00	05-Jun-76	13-Jan-02
17885	878	JAKLITSCH, FREDERICK L	CVG CR7	ACTIVE	10-Jan-01	29-Dec-55	10-Jan-02
17888	879	PACIARONI, GIANLUCA	CVG CRJ	ACTIVE	10-Jan-01	24-Aug-68	10-Jan-02
17889	880	SMITH, MATTHEW S.	CVG CRJ	ACTIVE	10-Jan-01	09-Jun-70	10-Jan-02
17890	881	KOTT, MATTHEW J.	JFK CRJ	ACTIVE	10-Jan-01	18-Sep-73	10-Jan-02
17891	882	GILLMOR, JUSTIN R.	JFK CRJ	ACTIVE	10-Jan-01	29-Dec-73	10-Jan-02
17892	883	WILSON, MATTHEW M.	JFK CRJ	ACTIVE	10-Jan-01	09-Jul-76	10-Jan-02
17893	884	BLACK, JAMES L.	CVG CRJ	ACTIVE	10-Jan-01	16-Jul-76	10-Jan-02
17886	885	VAHEY, MARK A.	CVG CRJ	ACTIVE	11-Jan-01	28-Dec-69	11-Jan-02
17923	886	GALLAHER, JAMES G.	GSO CRJ	ACTIVE	24-Jan-01	20-Nov-70	24-Jan-02
17925	887	BELLAVANCE, MARK J.	CVG CRJ	ACTIVE	24-Jan-01	07-Aug-74	24-Jan-02
17926	888	HARRIS, SONYA E.	MCO CRJ	ACTIVE	24-Jan-01	06-Sep-74	24-Jan-02
17976	889	CHANLEY, JAMES L. JR.	CVG CRJ	ACTIVE	07-Feb-01	08-Dec-62	07-Feb-02
17978	890	MARANO, ANTHONY	JFK CRJ	ACTIVE	07-Feb-01	14-Nov-66	07-Feb-02
11510	891	SULLIVAN, BRADFORD P.	CVG CR7	ACTIVE	07-Feb-01	27-Mar-67	07-Feb-02
17980	892	MADDOX, GEORGE C.	CVG CRJ	ACTIVE	07-Feb-01	10-Jun-69	07-Feb-02
17981	893	KOETH, DAVID TIMOTHY	CVG CRJ	ACTIVE	07-Feb-01	08-Feb-74	07-Feb-02
17984	894	SMITH, GREGORY L.	CVG CRJ	ACTIVE	07-Feb-01	06-Jan-77	07-Feb-02
18062	895	LANDOLT, GREGG	CVG CRJ	ACTIVE	26-Feb-01	31-Aug-52	26-Feb-02
18067	896	ARGENBRIGHT, ETHAN	CVG CRJ	ACTIVE	26-Feb-01	12-May-71	26-Feb-02
18068	897	WATSON, JEFFREY	CVG CRJ	ACTIVE	26-Feb-01	29-Jun-71	26-Feb-02
10133	898	BROWN, JAMES	CVG CR7	ACTIVE	26-Feb-01	07-Dec-75	26-Feb-02
18071	899	RATHBUN, MATTHEW	CVG CR7	ACTIVE	26-Feb-01	25-Apr-77	26-Feb-02
17364	900	MCMASTER, ROBERT	CVG CRJ	ACTIVE	27-Feb-01	22-Nov-74	27-Feb-02
18103	901	MEDLER, ANDREW	CVG CR7	ACTIVE	12-Mar-01	08-Mar-48	12-Mar-02
18107	902	BOERUM, PHILIP	CVG CRJ	ACTIVE	12-Mar-01	07-Dec-64	12-Mar-02
18108	903	ELLEDGE, MICHAEL	CVG CR7	ACTIVE	12-Mar-01	20-Jul-65	12-Mar-02
18111	904	RAWE, RYAN	CVG CRJ	ACTIVE	12-Mar-01	04-Nov-74	12-Mar-02
18105	906	MCMAKIN, GEORGE	CVG CRJ	ACTIVE	13-Mar-01	28-Apr-71	12-Mar-02
18139	907	EVSQUE, MICHAEL	CVG CR7	ACTIVE	30-Mar-01	01-Jul-60	30-Mar-02
18140	908	GEISELMAN, ERIC	CVG CRJ	ACTIVE	30-Mar-01	16-Mar-66	30-Mar-02
18143	909	MEDINA, NELSON	MCO CRJ	ACTIVE	30-Mar-01	28-Aug-69	30-Mar-02
18144	910	CONDE, ALEXANDER	CVG CRJ	ACTIVE	30-Mar-01	30-Mar-70	30-Mar-02
18146	911	COULTER, ADAM	CVG CRJ	ACTIVE	30-Mar-01	18-Jan-72	30-Mar-02
18290	912	STERNBERG, NICHOLAS	CVG CRJ	ACTIVE	23-Aug-01	15-Feb-76	23-Aug-02
14793	913	HARDY, THOMAS	CVG CRJ	INACTIVE	30-Aug-01	03-Nov-74	30-Aug-01
18298	914	HENDRIX, GARY	CVG CRJ	ACTIVE	05-Sep-01	22-Dec-47	05-Sep-02
18299	915	HURST, STEPHEN	CVG CRJ	ACTIVE	05-Sep-01	21-Aug-58	05-Sep-02
18300	916	MULAC, ROBERT	CVG CR7	ACTIVE	05-Sep-01	30-Sep-63	05-Sep-02
18301	917	ALATORRE, JORGE	CVG CRJ	ACTIVE	05-Sep-01	09-Oct-63	05-Sep-02
18303	918	SCHUMANN, THOMAS	JFK CRJ	ACTIVE	05-Sep-01	27-Oct-67	05-Sep-02
18304	919	RIDDLE, STEVE	CVG CRJ	ACTIVE	05-Sep-01	10-Jan-69	05-Sep-02
18305	920	LAGERGREN, SINCLAIR	CVG CRJ	ACTIVE	05-Sep-01	02-Nov-70	05-Sep-02
18306	921	WRIGHT, ROBERT	CVG CRJ	ACTIVE	05-Sep-01	27-May-72	05-Sep-02
18307	922	LINK, JOHN	CVG CRJ	ACTIVE	05-Sep-01	21-Sep-72	05-Sep-02
18309	923	COLLIER, BRIAN	CVG CRJ	ACTIVE	05-Sep-01	24-Sep-74	05-Sep-02
18310	924	LUDWIG, TRAVIS	JFK CRJ	ACTIVE	05-Sep-01	06-Feb-77	05-Sep-02
18322	925	GRIFFIN, ROBERT	CVG CR7	ACTIVE	12-Sep-01	01-Feb-51	12-Sep-02
18323	926	COCHRAN, BARBARA	MCO CRJ	ACTIVE	12-Sep-01	05-Jan-60	12-Sep-02
18326	927	MARTENSEN, CHRIS	CVG CRJ	ACTIVE	12-Sep-01	06-Sep-64	12-Sep-02
18327	928	MEYER, JOHANNES	CVG CRJ	ACTIVE	12-Sep-01	12-Apr-66	12-Sep-02

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
18329	929	ROMUALD, THOMAS	CVG CR7	ACTIVE	12-Sep-01	12-Jan-69	12-Sep-02
18331	930	HONDERICK, CHRISTOPHER	MCO CRJ	ACTIVE	12-Sep-01	13-Feb-72	12-Sep-02
18332	931	DAEGER, CHRISTOPHER	CVG CR7	ACTIVE	12-Sep-01	17-Oct-76	12-Sep-02
18333	932	GIDDENS, LANCE	JFK CRJ	ACTIVE	12-Sep-01	04-Jul-78	12-Sep-02
18345	933	MILLER, MICHAEL	CVG CRJ	ACTIVE	19-Sep-01	31-Mar-58	19-Sep-02
18350	934	SEWELL, DAVID	CVG CRJ	ACTIVE	19-Sep-01	15-Aug-64	19-Sep-02
18354	935	SERVELLO, RANDY	CVG CRJ	ACTIVE	19-Sep-01	03-Jun-71	19-Sep-02
18356	936	FRECHETTE, ANDREW	CVG CRJ	ACTIVE	19-Sep-01	13-Mar-72	19-Sep-02
18357	937	CLARK JR., THOMAS	JFK CRJ	ACTIVE	19-Sep-01	19-Feb-73	19-Sep-02
18359	938	ANDREWS, ERIC	JFK CRJ	ACTIVE	19-Sep-01	23-May-76	19-Sep-02
18360	939	DUNHAM, LINDSAY	CVG CR7	ACTIVE	19-Sep-01	04-Mar-77	19-Sep-02
18362	940	VIA, LAURA	CVG CRJ	ACTIVE	19-Sep-01	04-Jan-80	19-Sep-02
18363	941	STERNBERG, JEREMY	JFK CRJ	ACTIVE	19-Sep-01	12-Feb-80	19-Sep-02
18515	942	VISLOSKY, PAUL	CVG CRJ	INACTIVE	28-Nov-01	28-Mar-64	28-Nov-02
18517	943	GORDON, SEAN	JFK CRJ	ACTIVE	28-Nov-01	11-Oct-66	28-Nov-02
18522	944	CARRION, JOSE	CVG CRJ	ACTIVE	28-Nov-01	02-Jul-69	28-Nov-02
18524	945	WALTERS, JEFFREY	MCO CRJ	ACTIVE	28-Nov-01	24-May-70	28-Nov-02
18525	946	BRIONEZ, ERIC	CVG CR7	ACTIVE	28-Nov-01	29-Aug-70	28-Nov-02
18526	947	WILSON, CHRIS	JFK CRJ	ACTIVE	28-Nov-01	22-Sep-70	28-Nov-02
18529	948	MASSARO, MATTHEW	CVG CRJ	ACTIVE	28-Nov-01	23-Dec-72	28-Nov-02
18531	949	SIMON, MICHAEL	JFK CRJ	ACTIVE	28-Nov-01	03-May-73	28-Nov-02
18532	950	SAWYER, JUSTIN	GSO CRJ	ACTIVE	28-Nov-01	15-Mar-74	28-Nov-02
18534	951	WILLIAMS, DARREN	CVG CRJ	ACTIVE	28-Nov-01	03-Aug-74	28-Nov-02
18516	954	YOUNG, JOHN	JFK CRJ	ACTIVE	28-Nov-01	02-Feb-78	28-Nov-02
18577	955	HODGE, JAY W.	CVG CRJ	ACTIVE	14-Dec-01	28-Apr-65	14-Dec-02
18581	956	HUGHES, MARK J.	JFK CRJ	ACTIVE	14-Dec-01	29-May-66	14-Dec-02
18578	957	MC GEE, JODY R.	GSO CRJ	ACTIVE	14-Dec-01	04-Jun-67	14-Dec-02
18580	958	HOWEY, WILLIAM A.	CVG CR7	ACTIVE	14-Dec-01	13-Jan-68	14-Dec-02
18583	959	WINN, RANDALL S.	CVG CRJ	ACTIVE	14-Dec-01	19-Apr-72	14-Dec-02
18584	960	RODRIGUEZ, DAMIAN	JFK CRJ	ACTIVE	14-Dec-01	26-Sep-73	14-Dec-02
18585	961	RICHARDSON, THOMAS P.	CVG CRJ	ACTIVE	14-Dec-01	05-Oct-75	14-Dec-02
18586	962	LOURO, LUIS M.	JFK CRJ	ACTIVE	14-Dec-01	21-Feb-76	14-Dec-02
18668	963	LASSEN, JOSEPH G.	CVG CRJ	ACTIVE	02-Jan-02	05-Feb-60	02-Jan-03
18671	964	ARNETT, ROBERT C.	JFK CRJ	ACTIVE	02-Jan-02	24-Apr-65	02-Jan-03
18673	965	EDMOND, DAVID G.	CVG CRJ	ACTIVE	02-Jan-02	26-Jul-68	02-Jan-03
18674	966	REESE, ANDREW B.	CVG CRJ	ACTIVE	02-Jan-02	22-Dec-70	02-Jan-03
18676	967	STEWART, BRUCE A.	CVG CRJ	ACTIVE	02-Jan-02	01-Jul-71	02-Jan-03
18677	968	PITNER, DEREK L.	CVG CR7	ACTIVE	02-Jan-02	24-Apr-73	02-Jan-03
18678	969	CROUCH, JEB T.	CVG CRJ	ACTIVE	02-Jan-02	03-Feb-78	02-Jan-03
18686	970	BROWN, BARRY B.	CVG CR7	ACTIVE	09-Jan-02	10-Apr-55	09-Jan-03
18687	971	HIGHFILL, ROBERT H.	CVG CRJ	ACTIVE	09-Jan-02	10-Nov-55	09-Jan-03
18688	972	MCGRATH, ROBERT M	CVG CR7	ACTIVE	09-Jan-02	22-Dec-63	09-Jan-03
18692	974	MORGAN, JOHN T.	GSO CRJ	ACTIVE	09-Jan-02	06-Apr-70	09-Jan-03
18696	975	SIMMONS, ANDREW B.	CVG CRJ	ACTIVE	09-Jan-02	18-Dec-76	09-Jan-03
4626	976	IDDINGS, ROBERT G.	CVG CRJ	ACTIVE	16-Jan-02	19-Dec-49	16-Jan-03
18708	977	WITZ, SCOTT C.	CVG CRJ	ACTIVE	16-Jan-02	01-Feb-64	16-Jan-03
18709	978	RYAN, WILLIAM T.	CVG CRJ	ACTIVE	16-Jan-02	17-Mar-64	16-Jan-03
18711	979	WALKER, ANTHONY D.	CVG CRJ	ACTIVE	16-Jan-02	14-Nov-68	16-Jan-03
18712	980	HARKIN, BRENDAN F.	CVG CRJ	ACTIVE	16-Jan-02	19-Jul-69	16-Jan-03
18713	981	ROGERS, TRAVIS	CVG CRJ	ACTIVE	16-Jan-02	25-Mar-70	16-Jan-03
18714	982	CAZIMERO, CLARENCE K.	CVG CR7	ACTIVE	16-Jan-02	01-Apr-71	16-Jan-03
18715	983	LOGAN, CHRISTOPHER	CVG CRJ	ACTIVE	16-Jan-02	10-Dec-73	16-Jan-03
18716	984	AIKEN, SARA E.	CVG CRJ	ACTIVE	16-Jan-02	14-Jan-74	16-Jan-03
18718	986	PARENTEAU, JAMES P.	JFK CRJ	ACTIVE	16-Jan-02	08-Sep-75	16-Jan-03
18727	987	SANDERS RAND M.	CVG CRJ	ACTIVE	23-Jan-02	28-Aug-56	23-Jan-03
18729	988	JONES, GARY R.	JFK CRJ	ACTIVE	23-Jan-02	23-Oct-63	23-Jan-03

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
18730	989	MOHR, AXEL O.	CVG CRJ	ACTIVE	23-Jan-02	04-Feb-64	23-Jan-03
18731	990	PIEROTTI, STEPHEN R.	CVG CRJ	ACTIVE	23-Jan-02	24-Apr-67	23-Jan-03
18732	991	MANKAMYER, DAVID A.	CVG CR7	ACTIVE	23-Jan-02	27-May-67	23-Jan-03
12148	992	GLADWELL, CHRIS S.	CVG CR7	ACTIVE	23-Jan-02	26-Jun-71	23-Jan-03
18736	993	RODRIGUEZ, ERIC M.	CVG CRJ	ACTIVE	23-Jan-02	10-Oct-73	23-Jan-03
18738	994	JACOBS, BENJAMIN A.	CVG CRJ	ACTIVE	23-Jan-02	05-Mar-78	23-Jan-03
18739	995	MACDOUGAL, STEVEN J.	CVG CRJ	ACTIVE	30-Jan-02	19-Oct-58	30-Jan-03
18741	996	WELBORN, ROBERT L.	CVG CR7	ACTIVE	30-Jan-02	02-Aug-65	30-Jan-03
18742	997	KENDRICK, MICHAEL T.	CVG CRJ	ACTIVE	30-Jan-02	05-Oct-68	30-Jan-03
18743	998	HUTTER, KENNETH R.	JFK CRJ	ACTIVE	30-Jan-02	01-Jun-70	30-Jan-03
18744	999	GOLDHAMMER, CRAIG D.	JFK CRJ	ACTIVE	30-Jan-02	29-Jun-71	30-Jan-03
18745	1000	BROWN, FREDDIE L.	CVG CRJ	ACTIVE	30-Jan-02	09-Oct-71	30-Jan-03
18747	1001	BOYLE, DARREN M.	CVG CRJ	ACTIVE	30-Jan-02	09-May-75	30-Jan-03
18788	1002	GRANGER, SCOTT C.	CVG CRJ	ACTIVE	06-Feb-02	17-Jul-56	06-Feb-03
18789	1003	GOMEZ, SERVANDO	CVG CRJ	ACTIVE	06-Feb-02	23-Oct-59	06-Feb-03
18790	1004	BURCHETT, TERRY A.	CVG CRJ	ACTIVE	06-Feb-02	13-Sep-61	06-Feb-03
18791	1005	SCHAEFFER, KENNETH B.	JFK CRJ	ACTIVE	06-Feb-02	08-Jun-62	06-Feb-03
18793	1006	PLACK, PAUL W.	CVG CR7	ACTIVE	06-Feb-02	29-Jun-65	06-Feb-03
18794	1007	MCHUGH, BARRY T.	CVG CRJ	ACTIVE	06-Feb-02	02-Sep-66	08-Feb-03
18797	1008	BALTZER, PAUL A.	MCO CRJ	ACTIVE	06-Feb-02	24-Apr-68	06-Feb-03
18799	1009	SEELY, SCOTT H.	JFK CRJ	ACTIVE	06-Feb-02	20-Sep-68	08-Mar-03
18800	1010	MILLER, THOMAS E.	CVG CRJ	ACTIVE	06-Feb-02	06-Nov-68	06-Feb-03
18802	1011	DWYER, PAUL R.	CVG CRJ	ACTIVE	06-Feb-02	23-Feb-71	06-Feb-03
18803	1012	FULLER, CHRISTOPHER J.	JFK CRJ	ACTIVE	06-Feb-02	17-Jul-71	06-Feb-03
18810	1013	DOBSON, KEVIN S.	CVG CRJ	ACTIVE	06-Feb-02	06-Nov-72	06-Feb-03
18807	1015	EDER, MICHAEL S.	CVG CRJ	ACTIVE	06-Feb-02	10-Jan-75	06-Feb-03
18811	1016	ERWIN, ANTHONY G.	CVG CRJ	ACTIVE	06-Feb-02	28-Sep-75	06-Feb-03
18798	1018	BARRETT, ANDREW B.	CVG CRJ	ACTIVE	06-Feb-02	02-Feb-79	06-Feb-03
18845	1019	FOX, DARYL B.	MCO CRJ	ACTIVE	13-Feb-02	24-Jul-70	13-Feb-03
18853	1020	LEWANDOWSKI, PETER	JFK CRJ	ACTIVE	13-Feb-02	19-Feb-71	13-Feb-03
9107	1021	REYNOLDS, KATHERINE J.	CVG CR7	ACTIVE	13-Feb-02	11-Feb-74	13-Feb-03
18847	1022	PIPER, RYAN D.	CVG CRJ	ACTIVE	13-Feb-02	17-Aug-75	13-Feb-03
18848	1023	POLSON, JEREMY O.	MCO CRJ	ACTIVE	13-Feb-02	19-Nov-75	13-Feb-03
18849	1024	CUBBON, GREGORY T.	CVG CR7	ACTIVE	13-Feb-02	18-Jun-76	13-Feb-03
18852	1025	INOUE, KOICHI	JFK CRJ	ACTIVE	13-Feb-02	08-Feb-80	13-Feb-03
18895	1026	WATTS, EUGENE	GSO CRJ	ACTIVE	20-Feb-02	10-Oct-63	20-Feb-03
18896	1027	LINDFORS, RICHARD S.	GSO CRJ	ACTIVE	20-Feb-02	27-Jan-67	20-Feb-03
18901	1028	SHATTLS, DAVID J.	JFK CRJ	ACTIVE	20-Feb-02	02-Jun-75	20-Feb-03
18902	1029	BRUCKNER, RADHA	CVG CRJ	ACTIVE	20-Feb-02	12-Oct-76	20-Feb-03
18898	1030	RAY, JUSTIN D.	CVG CR7	ACTIVE	20-Feb-02	10-May-77	20-Feb-03
18903	1031	HILDRETH, BRIAN P.	CVG CRJ	ACTIVE	20-Feb-02	03-Jun-77	20-Feb-03
18942	1032	POLEHINKE, JAMES M.	JFK CRJ	ACTIVE	06-Mar-02	20-Jul-62	06-Mar-03
18943	1033	APOLLONIO, GEORGE A.	CVG CRJ	ACTIVE	06-Mar-02	19-Apr-67	06-Mar-03
18947	1034	HALLEE, PAULA A	CVG CR7	ACTIVE	06-Mar-02	08-Jun-69	06-Mar-03
18948	1035	OTT, CHRISTIAN R.	CVG CRJ	ACTIVE	06-Mar-02	04-Aug-70	06-Mar-03
18949	1036	OHM, REBECCA A.	CVG CRJ	ACTIVE	06-Mar-02	13-Apr-73	06-Mar-03
18950	1037	INSALACO, JAY M.	CVG CRJ	ACTIVE	06-Mar-02	27-Dec-77	06-Mar-03
18957	1038	TATEM, RICHARD W.	CVG CRJ	ACTIVE	13-Mar-02	20-Dec-65	13-Mar-03
18958	1039	HILL, JOHN H.	CVG CR7	ACTIVE	13-Mar-02	29-Nov-66	13-Mar-03
18959	1040	MAHER, JAMES J.	CVG CRJ	ACTIVE	13-Mar-02	28-Mar-68	13-Mar-03
18960	1041	SPEDDEN, MARC D.	GSO CRJ	ACTIVE	13-Mar-02	03-Mar-69	13-Mar-03
19324	1043	SNEAD, ROBERT W.	CVG CRJ	ACTIVE	17-Jun-02	06-Sep-56	17-Jun-03
19327	1044	HAYMAKER, TINA D.	CVG CRJ	ACTIVE	17-Jun-02	17-Jul-69	17-Jun-03
19329	1045	PRIMC, RANDY T.	CVG CR7	ACTIVE	17-Jun-02	22-Aug-73	17-Jun-03
19330	1046	THURMBUCHLER, THOMAS M	GSO CRJ	ACTIVE	17-Jun-02	07-Apr-76	17-Jun-03
19355	1047	ANDERSSON, STEVEN D.	CVG CRJ	ACTIVE	18-Jun-02	25-Oct-75	18-Jun-03

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
19384	1048	MICKELSON, MICHAEL J.	CVG CR7	ACTIVE	24-Jun-02	12-Jan-63	24-Jun-03
19385	1049	COONEY, BERNADETTE A.	CVG CRJ	ACTIVE	24-Jun-02	07-Feb-67	24-Jun-03
19388	1050	STAPLES, BRIAN M.	GSO CRJ	ACTIVE	24-Jun-02	16-Apr-75	24-Jun-03
19445	1051	MEYER, CARL F.	CVG CRJ	ACTIVE	08-Jul-02	30-Aug-64	08-Jul-03
19448	1052	NICKSON, PHIL J.	CVG CRJ	ACTIVE	08-Jul-02	30-Jun-70	08-Jul-03
19449	1053	BARRONTON, CRAIG J.	CVG CRJ	ACTIVE	08-Jul-02	29-Oct-73	08-Jul-03
19450	1054	HAMILTON, CURT A.	CVG CRJ	ACTIVE	08-Jul-02	07-Feb-74	08-Jul-03
19451	1055	GUBRUD, AARON M.	CVG CRJ	ACTIVE	08-Jul-02	09-Jun-74	08-Jul-03
19452	1056	MERLE, SEAN P.	CVG CRJ	ACTIVE	08-Jul-02	24-Jul-77	08-Jul-03
19454	1057	PERGANDE, PETER S.	CVG CRJ	ACTIVE	08-Jul-02	11-May-80	08-Jul-03
19464	1058	SMITH, ROBERT C.	CVG CRJ	ACTIVE	15-Jul-02	18-Sep-63	15-Jul-03
19465	1059	DIFRANCESCO, DOUGLAS J	CVG CRJ	ACTIVE	15-Jul-02	27-Dec-67	15-Jul-03
19467	1060	KENNING, BRANDON W.	CVG CRJ	ACTIVE	15-Jul-02	31-Jul-72	15-Jul-03
19468	1061	DUGAN, TRAVIS	CVG CR7	ACTIVE	15-Jul-02	12-Feb-73	15-Jul-03
19469	1062	RICHARDS, MICHAEL L.	CVG CRJ	ACTIVE	15-Jul-02	07-Aug-74	15-Jul-03
19471	1063	BASILEO, MICHAEL F.	GSO CRJ	ACTIVE	15-Jul-02	23-Dec-76	15-Jul-03
19472	1064	RAYMOND, REBECCA A.	CVG CRJ	ACTIVE	15-Jul-02	21-Apr-77	15-Jul-03
19640	1065	RADO, MARK	CVG CRJ	ACTIVE	19-Aug-02	15-Jul-70	19-Aug-03
19641	1066	MARSH, JAMES	CVG CRJ	ACTIVE	19-Aug-02	20-Jul-70	19-Aug-03
19644	1067	ELDRIDGE, DAVID W.	CVG CRJ	ACTIVE	19-Aug-02	27-Apr-76	19-Aug-03
19665	1068	LEVERETT, NEIL G.	CVG CRJ	ACTIVE	26-Aug-02	02-Feb-64	26-Aug-03
19669	1069	SIMMONDS, ERIC N.	CVG CRJ	ACTIVE	26-Aug-02	20-Jul-71	26-Aug-03
19670	1070	BROST, KRISTIAN C.	CVG CRJ	ACTIVE	26-Aug-02	01-Aug-73	26-Aug-03
19671	1071	PAMPREEN, JEREMY R.	CVG CRJ	ACTIVE	26-Aug-02	24-Jun-74	26-Aug-03
19672	1072	EVANS, JOSHUA M.	CVG CRJ	ACTIVE	26-Aug-02	02-Nov-78	26-Aug-03
19829	1073	SMITH, MICHAEL D.	GSO CRJ	ACTIVE	14-Oct-02	15-Sep-54	14-Oct-03
19830	1074	LONG, CHARLES A.	GSO CRJ	ACTIVE	14-Oct-02	24-Jun-56	14-Oct-03
19831	1075	DE LA CABADA, RAMON	CVG CRJ	ACTIVE	14-Oct-02	15-Jan-67	14-Oct-03
19833	1076	KALAJZICH, ALEX M.	JFK CRJ	ACTIVE	14-Oct-02	19-Jul-73	14-Oct-03
19835	1077	AHMED, IMRAN A.	CVG CRJ	ACTIVE	14-Oct-02	02-Aug-75	14-Oct-03
19836	1078	FIEARRETTO, JOSEPH R.	GSO CRJ	ACTIVE	14-Oct-02	12-Nov-77	14-Oct-03
19837	1079	BELL, WILLIAM F.	GSO CRJ	ACTIVE	14-Oct-02	02-Aug-78	14-Oct-03
19839	1081	BLASS, AARON M.	CVG CRJ	ACTIVE	14-Oct-02	23-Jan-79	14-Oct-03
19850	1082	CARTER, JOHN R.	MCO CRJ	ACTIVE	21-Oct-02	01-Jun-65	21-Oct-03
19852	1083	GLENN, CHARLES A.	GSO CRJ	ACTIVE	21-Oct-02	16-Dec-67	21-Oct-03
19853	1084	BOOK, JOHN B.	CVG CRJ	ACTIVE	21-Oct-02	05-Aug-68	21-Oct-03
19855	1085	STEFFEN, BRIAN	CVG CRJ	ACTIVE	21-Oct-02	02-Jun-72	21-Oct-03
19856	1086	REDWITZ, ERIC R.	CVG CR7	ACTIVE	21-Oct-02	19-Jul-74	21-Oct-03
19858	1088	HIGGINS, ERIC R.	CVG CRJ	ACTIVE	21-Oct-02	23-Aug-77	21-Oct-03
19859	1089	MONTGOMERY, NATHAN G.	CVG CRJ	ACTIVE	21-Oct-02	14-Dec-77	21-Oct-03
19924	1090	GONZALEZ, JOSE R.	CVG CR7	ACTIVE	28-Oct-02	20-Feb-65	28-Oct-03
19925	1091	GUILLEN, DAVID M.	MCO CRJ	ACTIVE	28-Oct-02	03-Jan-67	28-Oct-03
19926	1092	ZUESLI, ROLAND	CVG CRJ	ACTIVE	28-Oct-02	15-Feb-67	28-Oct-03
19927	1093	GIZA, MARKUS	CVG CRJ	ACTIVE	28-Oct-02	04-Nov-70	28-Oct-03
19928	1094	ORAHOOD, MATTHEW	CVG CRJ	ACTIVE	28-Oct-02	18-Jul-76	28-Oct-03
19980	1095	DAWSON, JOHN	CVG CR7	ACTIVE	11-Nov-02	28-Sep-66	11-Nov-03
10727	1096	LABNY, MICHAEL S.	CVG CR7	ACTIVE	11-Nov-02	13-Dec-66	11-Nov-02
19982	1097	KIRIN, CHRISTOPHER J.	CVG CRJ	ACTIVE	11-Nov-02	27-Jan-69	11-Nov-03
19983	1098	MORRISSEY, STEPHEN L.	CVG CRJ	ACTIVE	11-Nov-02	28-Jan-69	11-Nov-03
19985	1099	REMY, EMMANUEL A.	CVG CRJ	ACTIVE	11-Nov-02	06-Dec-70	11-Nov-03
19989	1101	THOMPSON, LEN W.	CVG CR7	ACTIVE	11-Nov-02	18-Dec-74	11-Nov-03
19990	1102	BUCHAR, BRIAN J.	CVG CRJ	ACTIVE	11-Nov-02	01-Mar-77	11-Nov-03
20046	1103	MERK, GERALD E.	CVG CR7	ACTIVE	11-Nov-02	13-May-80	11-Nov-03
20056	1104	MARZULLO, MATTHEW J.	CVG CRJ	ACTIVE	18-Nov-02	27-Oct-66	18-Nov-03
20057	1105	DREWITZ, MICHAEL A.	CVG CRJ	ACTIVE	18-Nov-02	16-Dec-66	18-Nov-03
20061	1106	MCPEEK, GEORGE	CVG CRJ	ACTIVE	18-Nov-02	17-Feb-72	18-Nov-03

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
20062	1107	TOLER, DARREN G.	GSO CRJ	ACTIVE	18-Nov-02	26-Mar-74	18-Nov-03
20123	1108	SHEPHERD, RONALD	GSO CRJ	ACTIVE	25-Nov-02	22-Jan-52	25-Nov-03
20125	1109	AMELANG, DIETMAR	CVG CRJ	ACTIVE	25-Nov-02	21-Feb-59	25-Nov-03
20130	1110	DUSEAU, STEPHEN K.	JFK CRJ	ACTIVE	25-Nov-02	08-Dec-71	25-Nov-03
20131	1111	VALK, KRIS W.	GSO CRJ	ACTIVE	25-Nov-02	20-Jan-72	25-Nov-03
20133	1112	ROBLES, VICTOR R.	CVG CR7	ACTIVE	25-Nov-02	27-Sep-74	25-Nov-03
20135	1113	COOPER, MICHELLE L.	CVG CRJ	ACTIVE	25-Nov-02	01-Jul-77	25-Nov-03
20164	1114	THOMAS, TIMOTHY L.	CVG CR7	ACTIVE	02-Dec-02	03-Apr-63	02-Dec-03
20165	1115	DOUGHERTY, TIMOTHY	CVG CRJ	ACTIVE	02-Dec-02	14-May-69	02-Dec-03
20166	1116	ELLIOTT, MARK A.	CVG CRJ	ACTIVE	02-Dec-02	21-Oct-69	02-Dec-03
20167	1117	LAW, NATHANIEL	MCO CRJ	ACTIVE	02-Dec-02	27-Oct-70	02-Dec-03
20168	1118	COSTAS, JOHN	CVG CRJ	ACTIVE	02-Dec-02	27-Jul-71	02-Dec-03
20170	1119	POWELL, SCOTT	CVG CRJ	ACTIVE	02-Dec-02	22-Dec-72	02-Dec-03
20172	1120	DAGES, MICHAEL R.	CVG CRJ	ACTIVE	02-Dec-02	07-Aug-75	02-Dec-03
20217	1121	KAHN, GARY V.	CVG CR7	ACTIVE	09-Dec-02	08-Mar-55	09-Dec-03
20219	1122	MONSALVE, JAMIE H	CVG CR7	ACTIVE	09-Dec-02	31-May-64	09-Dec-03
20223	1123	BETTS III, CHARLES C.	CVG CRJ	ACTIVE	09-Dec-02	15-May-69	09-Dec-03
20225	1124	REID, SHAWN K.	CVG CRJ	ACTIVE	09-Dec-02	25-Aug-71	09-Dec-03
20227	1125	DZIADKOWIEC, MAREK A.	CVG CR7	ACTIVE	09-Dec-02	28-Nov-72	09-Dec-03
20229	1126	SCHOENAUER, TIMOTHY M.	MCO CRJ	ACTIVE	09-Dec-02	24-Sep-75	09-Dec-03
20230	1127	SQUIRE, MICHAEL C.	CVG CRJ	ACTIVE	09-Dec-02	12-Aug-76	09-Dec-03
20231	1128	SCHULTZ, BRYAN T.	CVG CR7	ACTIVE	09-Dec-02	21-Jul-80	09-Dec-03
20232	1129	COOMBS, TIMOTHY M.	JFK CRJ	ACTIVE	09-Dec-02	05-Dec-80	09-Dec-03
20261	1130	GUNDERSON, DEAN E.	CVG CRJ	ACTIVE	27-Dec-02	25-Jul-64	27-Dec-03
20262	1131	PACKHAM, KARL D.	CVG CRJ	ACTIVE	27-Dec-02	24-Oct-64	27-Dec-03
20263	1132	CALLEY, JOHN D.	JFK CRJ	ACTIVE	27-Dec-02	14-Oct-65	27-Dec-03
20266	1133	ARABIA, ANTON	CVG CRJ	ACTIVE	27-Dec-02	02-Jul-75	27-Dec-03
20267	1134	QUINLAN, MONICA E.	CVG CRJ	ACTIVE	27-Dec-02	09-Feb-76	27-Dec-03
20268	1135	GORDON, JOSEPH T.	CVG CR7	ACTIVE	27-Dec-02	03-May-79	27-Dec-03
20269	1136	CAMPBELL, MATTHEW E.	MCO CRJ	ACTIVE	27-Dec-02	26-Mar-80	27-Dec-03
20282	1138	DAVIS, EDGAR B.	CVG CRJ	ACTIVE	06-Jan-03	21-May-70	06-Jan-04
20285	1139	VAN TASSEL, KEVIN J.	CVG CR7	ACTIVE	06-Jan-03	11-Feb-78	06-Jan-04
20287	1140	BLACK, JOE B.	CVG CR7	ACTIVE	06-Jan-03	01-Oct-79	06-Jan-04
20329	1141	SMITH, ERIC W.	CVG CRJ	ACTIVE	08-Jan-03	09-Sep-65	08-Jan-04
20330	1142	JACKSON, JEFFREY F.	CVG CRJ	ACTIVE	08-Jan-03	09-Aug-70	08-Jan-04
20331	1143	RAYNETT, ROBERT W.	CVG CR7	ACTIVE	08-Jan-03	08-Nov-72	08-Jan-04
20332	1144	WEAVER, DEAN A.	CVG CRJ	ACTIVE	08-Jan-03	11-Nov-72	08-Jan-04
20333	1145	RYBA, THOMAS A.	CVG CRJ	ACTIVE	08-Jan-03	05-Jul-73	08-Jan-04
20335	1146	BATES, GARRETT R.	CVG CR7	ACTIVE	08-Jan-03	07-Jul-75	08-Jan-04
20346	1147	GARDNER, WENDY	CVG CRJ	ACTIVE	20-Jan-03	12-May-62	20-Jan-04
20348	1148	BREEDLOVE, KIMBERLY A.	CVG CRJ	ACTIVE	20-Jan-03	19-Jul-66	20-Jan-04
20351	1149	HINKLE, JEFFREY R.	CVG CRJ	ACTIVE	20-Jan-03	21-Apr-71	20-Jan-04
20353	1150	ASCHERMANN, ERIK M.	CVG CR7	ACTIVE	20-Jan-03	27-Sep-74	20-Jan-04
20354	1151	ROZSONITS, RUSTY D.	CVG CR7	ACTIVE	20-Jan-03	09-Aug-75	20-Jan-04
20355	1152	BAGATO, LUKE	CVG CRJ	ACTIVE	20-Jan-03	08-May-76	20-Jan-04
20364	1153	BELL, GEORGE S.	CVG CRJ	ACTIVE	27-Jan-03	23-Apr-50	27-Jan-04
20366	1154	RABE, DAVID L.	CVG CRJ	ACTIVE	27-Jan-03	05-Oct-59	27-Jan-04
20368	1155	SCHMID, JEFFREY J.	MCO CRJ	ACTIVE	27-Jan-03	27-Jul-64	27-Jan-04
20369	1156	FREY, ANDREW R.	CVG CRJ	ACTIVE	27-Jan-03	06-Dec-68	27-Jan-04
20372	1157	LADNER, ANTHONY J.	CVG CR7	ACTIVE	27-Jan-03	22-Apr-73	27-Jan-04
20374	1158	FARINACCI, CHAD F.	CVG CRJ	ACTIVE	27-Jan-03	24-Apr-75	27-Jan-04
20375	1159	RESKIN, JASON H.	CVG CRJ	ACTIVE	27-Jan-03	11-Aug-75	27-Jan-04
20405	1160	REED, ROBEY R.	CVG CRJ	ACTIVE	03-Feb-03	13-Jul-64	03-Feb-04
20406	1161	REZZONICO, MARC C.	CVG CR7	ACTIVE	03-Feb-03	19-Dec-65	03-Feb-04
20409	1162	STENCIL-JOHNSON, ROSAN	CVG CR7	ACTIVE	03-Feb-03	09-Oct-68	03-Feb-04
10158	1163	STOFFREGEN, RICHARD J.	CVG CRJ	ACTIVE	03-Feb-03	31-Aug-71	06-Nov-03

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
20413	1164	FRAZIER, LANCE E.	CVG CRJ	ACTIVE	03-Feb-03	01-May-78	03-Feb-04
20453	1165	NICHOLS, MICHAEL A.	CVG CRJ	ACTIVE	10-Feb-03	05-Aug-68	10-Feb-04
20454	1166	HARRIS, JAMES M.	CVG CRJ	ACTIVE	10-Feb-03	17-Oct-68	10-Feb-04
20459	1167	RUSSELL, BUZ T.	CVG CRJ	ACTIVE	10-Feb-03	27-Dec-77	10-Feb-04
20460	1168	TRUCHOT, RYAN L.	CVG CRJ	ACTIVE	10-Feb-03	22-Jan-79	10-Feb-04
20473	1169	MANTHORNE, JAY E.	CVG CRJ	ACTIVE	17-Feb-03	24-Mar-54	17-Apr-04
20475	1170	COX, RICHARD H.	CVG CRJ	ACTIVE	17-Feb-03	26-Oct-68	17-Feb-04
20476	1171	MONROE, KENNETH J.	CVG CRJ	ACTIVE	17-Feb-03	30-Jun-69	17-Feb-04
20480	1172	LARSEN, RYAN B.	CVG CRJ	ACTIVE	17-Feb-03	30-Jan-75	17-Feb-04
20481	1173	JASANY, JOHN C.	CVG CRJ	ACTIVE	17-Feb-03	14-Apr-75	17-Feb-04
20483	1175	HEREDIA, JAVIER	CVG CRJ	ACTIVE	17-Feb-03	15-Mar-77	17-Feb-04
20484	1176	MCCLANAHAN, KEITH E.	GSO CRJ	ACTIVE	17-Feb-03	15-Apr-79	17-Feb-04
20508	1177	HATFIELD, DOUGLAS I	CVG CR7	ACTIVE	24-Feb-03	02-Jul-56	24-Feb-04
20510	1178	VAZQUEZ, ROBERT J.	CVG CRJ	ACTIVE	24-Feb-03	24-Jun-66	24-Feb-04
20514	1179	DETWILER, JOSHUA R.	CVG CRJ	ACTIVE	24-Feb-03	10-Dec-74	24-Feb-04
20515	1180	ZUNDEL, JOSEPH M.	CVG CRJ	ACTIVE	24-Feb-03	19-Oct-76	24-Feb-04
20517	1181	LAINIZ, MIRIAM A.	JFK CRJ	ACTIVE	24-Feb-03	17-Dec-78	24-Feb-04
20565	1182	SARKER, DAVID P.	CVG CRJ	ACTIVE	17-Mar-03	21-Feb-75	16-Mar-04
20511	1183	RASMUSSEN, STIG O.	CVG CRJ	ACTIVE	17-Mar-03	05-Jul-75	16-Mar-04
20513	1184	JABAR, SHAHABUDEEN M.	JFK CRJ	ACTIVE	17-Mar-03	24-Aug-76	16-Mar-04
20569	1185	VONRABENAU, SEAN	MCO CRJ	ACTIVE	19-Mar-03	20-Mar-70	18-Mar-04
20570	1186	KALEN, KURT S.	CVG CR7	ACTIVE	19-Mar-03	10-Jan-71	18-Mar-04
20571	1187	FITCH, JAMES D.	CVG CR7	ACTIVE	19-Mar-03	06-Oct-71	18-Mar-04
20572	1188	GORANT, SAMUEL C.	CVG CRJ	ACTIVE	19-Mar-03	06-Jun-72	18-Mar-04
20574	1189	CAMERON, DAVID W.	CVG CRJ	ACTIVE	19-Mar-03	03-Sep-76	18-Mar-04
20576	1191	PHILPOT, SCOTT R.	CVG CRJ	ACTIVE	19-Mar-03	29-Nov-78	18-Mar-04
20662	1192	WHITAKER, STEPHEN P.	CVG CRJ	ACTIVE	31-Mar-03	24-Apr-60	30-Mar-04
20663	1193	HUNDLEY, DAVID E.	CVG CRJ	ACTIVE	31-Mar-03	12-Mar-64	30-Mar-04
20666	1194	STEFFENS, AMY L.	CVG CRJ	ACTIVE	31-Mar-03	11-Oct-69	30-Mar-04
20668	1195	CLARK, LAURIE A.	CVG CRJ	ACTIVE	31-Mar-03	10-Jun-72	30-Mar-04
20669	1196	HEUERTZ, JERRY E.	CVG CRJ	ACTIVE	31-Mar-03	08-Sep-72	30-Mar-04
20671	1197	MUELLER, KARL E.	CVG CRJ	ACTIVE	31-Mar-03	18-Dec-76	30-Mar-04
20672	1198	KAMAL, RONNY B.	CVG CRJ	ACTIVE	31-Mar-03	31-May-78	30-Mar-04
20690	1199	WHITEHEAD, GEORGE S.	CVG CRJ	ACTIVE	07-Apr-03	24-Nov-60	06-Apr-04
20691	1200	STACKPOLE, THOMAS M.	CVG CRJ	ACTIVE	07-Apr-03	31-Oct-65	06-Apr-04
20693	1201	BELCHER, BRIAN E.	CVG CR7	ACTIVE	07-Apr-03	22-Dec-68	06-Apr-04
20695	1202	SULLIVAN, JOSEPH T.	JFK CRJ	ACTIVE	07-Apr-03	06-Nov-73	06-Apr-04
20717	1203	PARKER, TERESA C.	CVG CRJ	ACTIVE	21-Apr-03	12-Dec-68	20-Apr-04
20719	1205	ALBERS, SCOTT R.	CVG CRJ	ACTIVE	21-Apr-03	30-May-78	20-Apr-04
20720	1206	PELTZ, MATTHEW J.	CVG CRJ	ACTIVE	21-Apr-03	13-Jun-79	20-Apr-04
20749	1207	CRAWFORD, ROBERT M.	CVG CRJ	ACTIVE	28-Apr-03	23-May-61	27-Apr-04
20751	1208	LEE, ERROL M.	JFK CRJ	ACTIVE	28-Apr-03	08-Nov-71	27-Apr-04
20752	1209	STANISH, JOSEPH S.	GSO CRJ	ACTIVE	28-Apr-03	10-Feb-74	27-Apr-04
20753	1210	BUTLER, STEPHEN M.	JFK CRJ	ACTIVE	28-Apr-03	26-Oct-74	27-Apr-04
20754	1211	FUCHS, SHARON R.	CVG CRJ	ACTIVE	28-Apr-03	06-Sep-80	27-Apr-04
20795	1213	DUKES, ALBERT S.	CVG CRJ	ACTIVE	30-Apr-03	08-Jun-73	29-Apr-04
20796	1214	KERSTEN, JEROME P.	CVG CRJ	ACTIVE	30-Apr-03	21-Jun-75	29-Apr-04
20797	1215	GOULD, DANIEL J.	GSO CRJ	ACTIVE	30-Apr-03	11-Nov-75	29-Apr-04
20798	1216	ROGERS, MICHAEL L.	CVG CRJ	ACTIVE	30-Apr-03	11-Feb-77	29-Apr-04
20799	1217	NORVELL, MARK	GSO CRJ	ACTIVE	30-Apr-03	31-Jan-78	29-Apr-04
20844	1218	HARPGER, ROBERT R.	CVG CRJ	ACTIVE	12-May-03	07-May-63	11-May-04
20850	1219	UHLES, DAVID B.	CVG CR7	ACTIVE	12-May-03	31-May-73	11-May-04
20866	1220	POTTS, GREGORY W.	CVG CR7	ACTIVE	19-May-03	13-Jul-67	18-May-04
20868	1221	WISE, DANIEL E.	CVG CRJ	ACTIVE	19-May-03	09-Aug-73	18-May-04
20893	1222	WITT, JOHN E.	CVG CRJ	ACTIVE	27-May-03	08-Dec-53	26-May-04
20897	1223	DECKER, MICHAEL H.	CVG CRJ	ACTIVE	27-May-03	18-Mar-72	26-May-04

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
20899	1224	SPALDING, STANLEY D.	CVG CRJ	ACTIVE	27-May-03	07-Dec-74	26-May-04
20900	1225	BACON, DANIEL J.	CVG CR7	ACTIVE	27-May-03	23-Jan-78	26-May-04
20960	1226	GRACE, ALAN W.	JFK CRJ	ACTIVE	02-Jun-03	26-Sep-61	01-Jun-04
20962	1227	GARRETT, PATRICK W.	CVG CRJ	ACTIVE	02-Jun-03	17-Aug-70	01-Jun-04
20964	1228	MAGRATH, JAMES P.	CVG CRJ	ACTIVE	02-Jun-03	22-Apr-73	01-Jun-04
20966	1229	PALMER, JOHN A.	CVG CRJ	ACTIVE	02-Jun-03	15-Oct-75	01-Jun-04
21000	1230	LEWIS, ROBERT E.	CVG CRJ	ACTIVE	09-Jun-03	05-Jun-69	08-Jun-04
21021	1231	SOUKHOME, SOMKHIT F.	CVG CRJ	ACTIVE	16-Jun-03	05-Oct-63	15-Jun-04
21022	1232	MICALE, PAUL J.	CVG CR7	ACTIVE	16-Jun-03	30-Jun-65	15-Jun-04
21023	1233	FOX, KEVAL S.	CVG CR7	ACTIVE	16-Jun-03	24-Nov-65	15-Jun-04
21024	1234	MORGAN, TED M.	GSO CRJ	ACTIVE	16-Jun-03	03-Aug-67	15-Jun-04
21028	1236	SHOLKOVITZ, NATHAN L.	CVG CRJ	ACTIVE	16-Jun-03	09-May-75	15-Jun-04
21054	1237	SCHOETMER, DWAYNE	CVG CRJ	ACTIVE	25-Jun-03	21-Oct-62	24-Jun-04
21055	1238	WARD, RAY C.	GSO CRJ	ACTIVE	25-Jun-03	08-Feb-67	24-Jun-04
21056	1239	HARVEY, STACIE L.	CVG CR7	ACTIVE	25-Jun-03	23-Jun-72	24-Jun-04
21058	1241	WILLIAMS, JACOB C.	CVG CRJ	ACTIVE	25-Jun-03	26-Jul-76	24-Jun-04
21059	1242	OSWALT, KEVIN R.	CVG CR7	ACTIVE	25-Jun-03	24-Jul-78	24-Jun-04
21092	1244	O'BRIEN, MICHAEL P.	CVG CRJ	ACTIVE	07-Jul-03	05-Sep-69	06-Jul-04
21094	1245	MURRAY, DIRK D.	CVG CRJ	ACTIVE	07-Jul-03	02-Jan-75	06-Jul-04
21095	1246	SHARMA, MANU	JFK CRJ	ACTIVE	07-Jul-03	16-Oct-75	06-Jul-04
21107	1247	COUNTRYMAN, CHRIS	CVG CR7	ACTIVE	14-Jul-03	12-Jan-59	13-Jul-04
21124	1249	JACKSON, RYAN P.	CVG CRJ	ACTIVE	21-Jul-03	31-Aug-77	20-Jul-04
21126	1250	BONADDIO, VINCENT J.	JFK CRJ	ACTIVE	21-Jul-03	06-Jan-79	20-Jul-04
21127	1251	TAYLOR, DAVID A.	CVG CRJ	ACTIVE	21-Jul-03	12-Mar-79	20-Jul-04
21136	1252	FOLEY, DANIEL C.	CVG CRJ	ACTIVE	28-Jul-03	07-Jun-61	27-Jul-04
21137	1253	COYLE, DAVID W.	CVG CRJ	ACTIVE	28-Jul-03	01-Sep-68	27-Jul-04
21140	1254	CLOUSE, KENT A.	JFK CRJ	ACTIVE	28-Jul-03	11-Nov-70	27-Jul-04
21141	1255	EDSALL, JAMES D.	CVG CRJ	ACTIVE	28-Jul-03	17-Jan-71	27-Jul-04
21142	1256	BUTLER, JENNA L.	CVG CRJ	ACTIVE	28-Jul-03	05-Oct-73	727/04
21189	1257	PUHL, JOHN C.	GSO CRJ	ACTIVE	06-Aug-03	01-Feb-53	05-Aug-04
21190	1258	COX, SETH A.	CVG CRJ	ACTIVE	06-Aug-03	11-Sep-70	05-Aug-04
21192	1259	CASE, JOHN P.	GSO CRJ	ACTIVE	06-Aug-03	13-Aug-73	05-Aug-04
21194	1260	HURLEY, NEIL D.	CVG CRJ	ACTIVE	06-Aug-03	08-Oct-77	05-Aug-04
21332	1261	SARFF, MATTHEW B.	CVG CRJ	ACTIVE	15-Sep-03	28-Dec-72	14-Sep-03
21334	1262	LARSON, BRETT W.	CVG CRJ	ACTIVE	15-Sep-03	23-Aug-73	14-Sep-03
21333	1263	RIAZ, TONY	JFK CRJ	ACTIVE	15-Sep-03	08-Apr-78	14-Sep-03
21362	1264	NORSWORTHY, REGINALD G	CVG CRJ	ACTIVE	24-Sep-03	18-Jan-68	23-Sep-04
21365	1265	ANDREU, RICARDO A.	CVG CRJ	ACTIVE	24-Sep-03	05-Jul-73	23-Sep-04
21367	1266	CHILSON, SHAUN C.	GSO CRJ	ACTIVE	24-Sep-03	25-Jul-78	23-Sep-04
21429	1268	HEMPHILL, JAMES E.	CVG CRJ	ACTIVE	15-Oct-03	26-Sep-76	14-Oct-04
21511	1269	PARNELL, CHARLES R.	GSO CRJ	ACTIVE	10-Nov-03	27-Mar-55	09-Nov-04
21504	1270	STOFFA, CHARLES M	JFK CRJ	ACTIVE	10-Nov-03	19-Jan-71	09-Nov-04
21506	1271	FILOSA, SALVATORE M.	JFK CRJ	ACTIVE	10-Nov-03	24-Jan-72	09-Nov-04
21507	1272	WESTRICH, DAVID M.	CVG CRJ	ACTIVE	10-Nov-03	15-May-72	09-Nov-04
21508	1273	MEDDERS, CHADWICK T.	JFK CRJ	ACTIVE	10-Nov-03	23-Jan-76	09-Nov-04
21509	1274	SMITH, WESLEY A.	CVG CRJ	ACTIVE	10-Nov-03	14-Jan-77	09-Nov-04
21544	1275	COX, DREW	CVG CRJ	ACTIVE	17-Nov-03	16-Apr-81	16-Nov-04
21545	1276	RUTHERFORD, ANDREW J.	CVG CR7	ACTIVE	17-Nov-03	02-Sep-82	16-Nov-04
21580	1277	VAZQUEZ, MARK A.	JFK CRJ	ACTIVE	01-Dec-03	20-Dec-59	30-Nov-04
21581	1278	HOLLEY, FRANK O.	CVG CR7	ACTIVE	01-Dec-03	12-Feb-63	30-Nov-04
21585	1279	CARROLL, MARTIN E.	CVG CR7	ACTIVE	01-Dec-03	01-Oct-75	30-Nov-04
21586	1280	SATTLER, LEE E.	CVG CR7	ACTIVE	01-Dec-03	07-Feb-77	30-Nov-04
21587	1281	BACHMANN, MICHAEL H.	MCO CRJ	ACTIVE	01-Dec-03	15-Apr-77	30-Nov-04
21588	1282	BYARS, TERRY	GSO CRJ	ACTIVE	01-Dec-03	20-Apr-77	30-Nov-04
21628	1283	CANUP, KELLI M.	GSO CRJ	ACTIVE	15-Dec-03	13-Oct-70	14-Dec-04
21629	1284	MELFI, NICHOLAS J.	CVG CRJ	ACTIVE	15-Dec-03	05-Mar-71	14-Dec-04

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
21632	1285	MIDDENFORD, STEPHEN D.	CVG CRJ	ACTIVE	15-Dec-03	12-Jan-74	14-Dec-04
21634	1286	WOODS, JEREMY M.	CVG CRJ	ACTIVE	15-Dec-03	20-Jul-77	14-Dec-04
21726	1287	STINSON, JEFFREY P.	CVG CRJ	ACTIVE	29-Dec-03	31-Jul-63	28-Dec-04
21728	1288	THOMPSON, ROBERT B.	MCO CRJ	ACTIVE	29-Dec-03	28-Jun-69	28-Dec-04
21730	1289	GEHLHOFF, SCOTT D.	CVG CRJ	ACTIVE	29-Dec-03	05-Oct-73	28-Dec-04
21732	1290	COSTAS, KELLY L.	CVG CRJ	ACTIVE	29-Dec-03	13-Nov-74	28-Dec-04
21731	1291	FLORES, NANDO V.	CVG CR7	ACTIVE	29-Dec-03	23-Jun-78	28-Dec-04
21733	1292	SEUBERT, BRIAN R.	CVG CRJ	ACTIVE	29-Dec-03	06-Dec-78	28-Dec-04
21767	1293	JONES, JONATHAN A.	GSO CRJ	ACTIVE	19-Jan-04	31-Oct-73	18-Jan-05
15549	1294	LAVELLE, NANCY J.	JFK CRJ	ACTIVE	19-Jan-04	31-Mar-74	18-Jan-05
21819	1295	JOHNSON, ROBERT H.	CVG CRJ	ACTIVE	02-Feb-04	12-Dec-76	01-Feb-05
21845	1296	BARRETT, J V.	JFK CRJ	ACTIVE	16-Feb-04	07-Jul-68	15-Feb-05
21846	1297	JOHNSON, BRETT A.	CVG CRJ	ACTIVE	16-Feb-04	25-Mar-69	15-Feb-05
21850	1298	WILSON, BRENT L.	GSO CRJ	ACTIVE	16-Feb-04	19-Nov-72	15-Feb-05
21871	1300	HERMAN, FREDRICK T.	CVG CR7	ACTIVE	23-Feb-04	13-Nov-70	22-Feb-05
21874	1301	DANNEELS, STEVEN M.	CVG CR7	ACTIVE	23-Feb-04	24-Nov-76	22-Feb-05
21890	1302	HAAS, JAMES A.	CVG CRJ	ACTIVE	25-Feb-04	14-May-64	24-Feb-05
21870	1303	MOHSIN, AHMAD	CVG CRJ	ACTIVE	01-Mar-04	25-Sep-66	01-Mar-05
21908	1304	OGDEN, DALE G.	CVG CRJ	ACTIVE	01-Mar-04	06-Apr-68	01-Mar-05
21907	1305	CANUP, ERIC D.	GSO CRJ	ACTIVE	01-Mar-04	29-Feb-72	01-Mar-05
21912	1306	GIBBS, GARETT S.	CVG CRJ	ACTIVE	01-Mar-04	09-Nov-77	01-Mar-05
21909	1307	WALLS, AMBER E.	CVG CRJ	ACTIVE	01-Mar-04	18-Apr-78	01-Mar-05
21910	1308	DEBBAN, BRYCE D.	CVG CRJ	ACTIVE	01-Mar-04	13-Jul-78	01-Mar-05
21905	1309	ROBERTS, KENJA Z.	JFK CRJ	ACTIVE	01-Mar-04	28-Mar-79	01-Mar-04
22183	1310	DETWILER, MARK G.	CVG CRJ	ACTIVE	21-Jun-04	15-Dec-69	21-Jun-04
22185	1311	WEAVER, DAVID S.	CVG CRJ	ACTIVE	21-Jun-04	25-Apr-72	21-Jun-04
22186	1312	SCOTT, DAVID L.	CVG CRJ	ACTIVE	21-Jun-04	21-Oct-72	21-Jun-04
22188	1313	GARNER, JAMES C.	CVG CRJ	ACTIVE	21-Jun-04	18-Jan-77	21-Jun-04
22189	1314	LARKIN, JONAS H.	CVG CRJ	ACTIVE	21-Jun-04	14-Jul-77	21-Jun-04
22190	1315	THOMAS, STEVEN M.	JFK CRJ	ACTIVE	21-Jun-04	23-Jan-78	21-Jun-04
22191	1316	ORTMAYER, SCOTT D.	JFK CRJ	ACTIVE	21-Jun-04	22-May-78	21-Jun-04
22192	1317	SPRINGER, DANIEL J.	CVG CRJ	ACTIVE	21-Jun-04	19-Feb-80	21-Jun-04
22366	1318	BURROWS, DWIGHT L.	CVG CRJ	ACTIVE	26-Jul-04	12-Feb-66	26-Jul-04
22368	1319	KEYS, MATTHEW J.	CVG CRJ	ACTIVE	26-Jul-04	28-Mar-70	26-Jul-04
22369	1320	DISSSELKAMP, NICHOLAS H	CVG CR7	ACTIVE	26-Jul-04	23-Apr-70	26-Jul-04
22371	1321	GILDBERG, BENJAMIN R.	CVG CRJ	ACTIVE	26-Jul-04	01-Sep-78	26-Jul-04
22372	1322	VERWEST, DONALD J.	CVG CRJ	ACTIVE	26-Jul-04	14-Oct-78	26-Jul-04
22377	1323	SIEGRIST, JEFFREY M.	CVG CRJ	ACTIVE	09-Aug-04	25-Mar-68	09-Aug-04
22378	1324	MACK, KEVIN C.	JFK CRJ	ACTIVE	09-Aug-04	17-Sep-77	09-Aug-04
22379	1325	THOMAS, RICHARD J.	JFK CRJ	ACTIVE	09-Aug-04	09-Jul-81	09-Aug-04
22646	1326	ROGERS, DANNY	CVG CR7	ACTIVE	20-Sep-04	08-Feb-61	20-Sep-04
22645	1327	THELIN, TODD C.	GSO CRJ	ACTIVE	20-Sep-04	08-Jul-61	20-Sep-04
22650	1328	PASCUALE, SALVATORE	CVG CRJ	ACTIVE	20-Sep-04	27-Nov-73	20-Sep-04
22647	1329	GIFFORD, PATRICIA E.	CVG CRJ	ACTIVE	20-Sep-04	30-Jul-74	20-Sep-04
22648	1330	SMITH, ERIC J.	CVG CRJ	ACTIVE	20-Sep-04	21-Apr-77	20-Sep-04
22641	1331	SMIRENSKI, DMITRI S.	CVG CR7	ACTIVE	20-Sep-04	14-Apr-78	20-Sep-04
22649	1332	KNOX, CHRISTOPHER S.	CVG CRJ	ACTIVE	20-Sep-04	12-Mar-79	20-Sep-04
22643	1333	VANN, BRANDON R.	GSO CRJ	ACTIVE	20-Sep-04	20-Jun-79	20-Sep-04
22682	1335	HUGHES, DEREK B.	CVG CRJ	ACTIVE	04-Oct-04	07-Nov-74	04-Oct-04
22686	1336	STEINKERCHNER, LORAIN	CVG CRJ	ACTIVE	04-Oct-04	17-Sep-77	04-Oct-04
22683	1337	WILLIAMS, CLAYTON E.	CVG CRJ	ACTIVE	04-Oct-04	02-Mar-79	04-Oct-04
22681	1338	STANLEY, SCOTT W.	CVG CRJ	ACTIVE	04-Oct-04	24-Jul-79	04-Oct-04
22679	1339	BUCKEL, AMANDA	CVG CRJ	ACTIVE	04-Oct-04	25-Mar-80	04-Oct-04
22685	1340	MARTIN, DARIN	GSO CRJ	ACTIVE	04-Oct-04	25-Aug-80	04-Oct-04
22678	1341	SOROTSKY, DUSTIN J.	JFK CRJ	ACTIVE	04-Oct-04	07-Oct-82	04-Oct-04
22687	1342	NAULT, ALICIA M.	CVG CRJ	ACTIVE	04-Oct-04	09-Mar-83	04-Oct-04

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
22786	1343	DAVIS, RODNEY C.	CVG CRJ	ACTIVE	25-Oct-04	24-May-69	25-Oct-04
22790	1344	DEY, JUSTIN R.	GSO CRJ	ACTIVE	25-Oct-04	06-Jul-73	25-Oct-04
22787	1345	BISS, KEVIN L.	GSO CRJ	ACTIVE	25-Oct-04	20-Mar-75	25-Oct-04
22793	1346	TVETEN, CHRIS A.	CVG CRJ	ACTIVE	25-Oct-04	29-Jan-78	25-Oct-04
19006	1347	THAKER, RITESH P.	CVG CR7	ACTIVE	25-Oct-04	24-Mar-81	25-Oct-04
22789	1348	STERLING, RYAN J.	CVG CRJ	ACTIVE	25-Oct-04	03-Sep-82	25-Oct-04
23196	1349	ADAMS, RANDY L.	CVG CRJ	ACTIVE	03-Jan-05	13-Apr-68	03-Jan-05
15920	1350	WRATSCHKO, ARNOLD K.	CVG CR7	ACTIVE	03-Jan-05	29-Dec-70	03-Jan-05
23197	1351	EDWARDS, CALVIN J.	CVG CRJ	ACTIVE	03-Jan-05	28-Aug-72	03-Jan-05
19197	1352	FRAME, MARK D.	JFK CRJ	ACTIVE	07-Feb-05	10-May-69	07-Feb-05
23325	1353	TAMBELLINI, DAVID E.	CVG CRJ	ACTIVE	07-Feb-05	05-Dec-72	07-Feb-05
23378	1354	YARNELL, BENJAMIN T.	CVG CRJ	ACTIVE	07-Feb-05	10-Aug-75	07-Feb-05
23532	1355	DEITZ, SCOTT	CVG CRJ	ACTIVE	21-Feb-05	09-Jul-77	21-Feb-05
23531	1356	DEVEAU, MARK	JFK CRJ	ACTIVE	21-Feb-05	25-Sep-78	21-Feb-05
23534	1357	BALLERINI, JAMIE	JFK CRJ	ACTIVE	21-Feb-05	14-Feb-79	21-Feb-05
23528	1358	TAKVORIAN, MARK	CVG CRJ	ACTIVE	21-Feb-05	09-Apr-79	21-Feb-05
23649	1359	MAYHEW, JONATHAN	CVG CRJ	ACTIVE	14-Mar-05	28-Aug-59	14-Mar-05
23641	1360	LIGON, ROBERT	CVG CRJ	ACTIVE	14-Mar-05	22-May-62	14-Mar-05
23699	1361	MALDONADO, ALFRED	CVG CR7	ACTIVE	14-Mar-05	28-Jul-71	14-Mar-05
23706	1364	NEUNSINGER, PATRICK	CVG CRJ	ACTIVE	21-Mar-05	10-Jul-67	21-Mar-05
23704	1365	HARRIS, KERWIN	JFK CRJ	ACTIVE	21-Mar-05	09-May-68	21-Mar-05
12573	1366	HEDGER, MARION	CVG CRJ	ACTIVE	21-Mar-05	18-Oct-74	21-Mar-06
23702	1367	CRESSMAN, RACHEL	CVG CRJ	ACTIVE	21-Mar-05	18-Dec-76	21-Mar-05
23698	1368	DILKEY, JOHN	JFK CRJ	ACTIVE	21-Mar-05	22-Mar-77	21-Mar-05
23705	1369	VILLELLA, JAMES	CVG CRJ	ACTIVE	21-Mar-05	14-Apr-78	21-Mar-05
23697	1370	LIPP, JOEL	CVG CRJ	ACTIVE	21-Mar-05	16-Jul-79	21-Mar-05
23777	1372	DALECCIO, EDWIN JAVIER	CVG CRJ	ACTIVE	04-Apr-05	29-Dec-76	04-Apr-05
23775	1373	TRETER, JOSHUA DOUGLAS	CVG CR7	ACTIVE	04-Apr-05	17-Feb-77	04-Apr-05
23751	1374	VOLTZ, CURTIS	CVG CRJ	ACTIVE	04-Apr-05	19-May-78	04-Apr-05
23788	1375	NOE, FRANK	CVG CR7	ACTIVE	11-Apr-05	28-Oct-67	11-Apr-05
23787	1376	COMER, JAMES	CVG CR7	ACTIVE	11-Apr-05	11-Nov-69	11-Apr-05
23789	1377	BURTELSON, CHAD	CVG CR7	ACTIVE	11-Apr-05	10-Mar-72	11-Apr-05
23786	1378	POWNALL, CHACE	CVG CR7	ACTIVE	11-Apr-05	01-Dec-76	11-Apr-05
23792	1379	LANIER, CHRISTOPHER	CVG CRJ	ACTIVE	11-Apr-05	11-Dec-77	11-Apr-05
23785	1380	SELLERS, JOEL	CVG CR7	ACTIVE	11-Apr-05	19-Feb-78	11-Apr-05
23784	1381	HART, BRADLEY	JFK CRJ	ACTIVE	11-Apr-05	15-Nov-81	11-Apr-05
23790	1382	ANDERSON, KEITH	JFK CRJ	ACTIVE	11-Apr-05	06-Mar-82	11-Apr-05
21755	1383	ATTARD, MICHAEL	CVG CRJ	ACTIVE	11-Apr-05	23-Mar-82	11-Apr-05
23996	1384	DAVIS, ROBERT	JFK CRJ	ACTIVE	25-Apr-05	26-Dec-63	25-Apr-05
23999	1385	McALLISTER, KEVIN	GSO CRJ	ACTIVE	25-Apr-05	21-Oct-64	25-Apr-05
24002	1386	WALKER, TYSON	CVG CRJ	ACTIVE	25-Apr-05	16-Feb-73	25-Apr-05
23997	1387	KRULL, JESSE	JFK CRJ	ACTIVE	25-Apr-05	24-Apr-79	25-Apr-05
20824	1388	BARKWELL, AARON	CVG CRJ	ACTIVE	25-Apr-05	24-Apr-83	25-Apr-05
24066	1389	MANNING, BRIAN	CVG CR7	ACTIVE	02-May-05	27-Apr-70	02-May-05
24061	1390	DVORAK, ANDREW	MCO CRJ	ACTIVE	02-May-05	18-Dec-71	02-May-05
24062	1391	FINK, LANCE	GSO CRJ	ACTIVE	02-May-05	10-Mar-72	02-May-05
24014	1392	RADFORD, WILLIAM	JFK CRJ	ACTIVE	02-May-05	05-Jan-75	02-May-05
24063	1393	HAMPTON, RYAN	GSO CRJ	ACTIVE	02-May-05	31-Oct-78	02-May-05
24068	1394	WINSLOW, RYAN	GSO CRJ	ACTIVE	02-May-05	28-Feb-80	02-May-05
24067	1395	WILSON, TYLER	GSO CRJ	ACTIVE	02-May-05	22-Apr-81	02-May-05
24100	1396	GULLEY, STEPHANIE	CVG CRJ	ACTIVE	09-May-05	29-Mar-73	09-May-05
24105	1397	WILLIAMS, SHAWN	CVG CRJ	ACTIVE	09-May-05	07-Oct-75	09-May-05
24103	1398	PRAHL, SCOTT	CVG CR7	ACTIVE	09-May-05	22-May-77	09-May-05
24104	1399	SMITH, DALLAS	CVG CRJ	ACTIVE	09-May-05	22-Jun-77	09-May-05
24134	1400	UTLEY, CHRISTOPHER	CVG CR7	ACTIVE	10-May-05	02-May-82	10-May-05
24133	1401	BAKER, ANJA	CVG CRJ	ACTIVE	11-May-05	12-Feb-72	11-May-05

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
24145	1402	HURLEY, RODNEY	CVG CR7	ACTIVE	16-May-05	05-Sep-68	16-May-05
24147	1403	LASTORIA, JOSEPH	JFK CRJ	ACTIVE	16-May-05	07-Sep-71	16-May-05
24144	1404	GABOVITZ, JOSEPH	JFK CRJ	ACTIVE	16-May-05	23-Oct-71	16-May-05
24143	1405	DECHTER, ANDREW	CVG CRJ	ACTIVE	16-May-05	03-Jan-72	16-May-05
24149	1406	McLIN, RONALD	JFK CRJ	ACTIVE	16-May-05	25-Aug-72	16-May-05
17927	1407	SMITH, MEREDITH	CVG CR7	ACTIVE	16-May-05	06-Oct-74	16-May-05
24142	1408	COPPOCK, CAMERON	CVG CR7	ACTIVE	16-May-05	10-May-76	16-May-05
24154	1409	ELLIOTT, JEFFREY	CVG CR7	ACTIVE	16-May-05	28-Feb-78	16-May-05
24151	1410	MULDER, GREGG	CVG CR7	ACTIVE	16-May-05	05-Mar-78	16-May-05
24243	1412	MCNUTT, MATTHEW	JFK CRJ	ACTIVE	27-May-05	13-Feb-66	27-May-05
24245	1413	PORTER, RUDY	GSO CRJ	ACTIVE	27-May-05	11-Jul-67	27-May-05
24238	1414	FELDEISEN, DAVID	GSO CRJ	ACTIVE	27-May-05	02-May-77	27-May-05
24244	1415	PAN, ADAM	CVG CR7	ACTIVE	27-May-05	17-Dec-77	27-May-05
24246	1416	VANNIS, JASON	CVG CR7	ACTIVE	27-May-05	09-Feb-80	27-May-05
24239	1417	HANSEN, ANDREW	GSO CRJ	ACTIVE	27-May-05	25-Mar-81	27-May-05
24296	1418	VANDENBERG, JEFFREY	CVG CR7	ACTIVE	06-Jun-05	30-May-67	06-Jun-05
24287	1419	FREEMON, STUART	GSO CRJ	ACTIVE	06-Jun-05	03-Jan-68	06-Jun-05
24293	1420	MINOR, CHAD	CVG CRJ	ACTIVE	06-Jun-05	14-Feb-72	06-Jun-05
24285	1421	CLARY, STEVE	CVG CR7	ACTIVE	06-Jun-05	12-Feb-73	06-Jun-05
24288	1422	HAYDEN, ZACHARY	CVG CRJ	ACTIVE	06-Jun-05	24-Feb-76	06-Jun-05
24294	1423	ORR, NEILL	CVG CRJ	ACTIVE	06-Jun-05	09-Oct-76	06-Jun-05
24292	1424	MILLER, CHRISTOPHER	JFK CRJ	ACTIVE	06-Jun-05	09-Jan-82	06-Jun-05
21161	1425	SCHULKER, COURTNEY	CVG CRJ	INACTIVE	06-Jun-05	09-Feb-82	06-Jun-05
24345	1426	McLEAN, CHARLES	JFK CRJ	ACTIVE	13-Jun-05	16-Sep-69	13-Jun-05
24341	1427	DURDEN, WILLIAM	CVG CR7	ACTIVE	13-Jun-05	26-May-71	13-Jun-05
24344	1428	GEIST, CRAIG	JFK CRJ	ACTIVE	13-Jun-05	13-Sep-71	13-Jun-05
24346	1429	MEEKS, CHRISTOPHER	CVG CRJ	ACTIVE	13-Jun-05	22-Oct-75	13-Jun-05
24343	1431	GEETING, JOHN	CVG CR7	ACTIVE	13-Jun-05	09-Sep-79	13-Jun-05
24342	1432	GAINES, JASON	JFK CRJ	ACTIVE	13-Jun-05	01-Nov-80	13-Jun-05
24351	1433	THOMPSON, DANIEL	CVG CRJ	ACTIVE	13-Jun-05	06-Sep-82	13-Jun-05
24492	1434	DALL, JAMES	CVG CRJ	ACTIVE	20-Jun-05	09-Jan-70	20-Jun-05
24489	1435	WILEY, CHRIS	CVG CR7	ACTIVE	20-Jun-05	26-Jan-71	20-Jun-05
24495	1436	FIORE, GREGORY	CVG CRJ	ACTIVE	20-Jun-05	15-Nov-71	20-Jun-05
24486	1437	LARGE, CHRISTOPHER	GSO CRJ	ACTIVE	20-Jun-05	22-Aug-74	20-Jun-05
24497	1438	WOLKE, MATTHEW	CVG CRJ	ACTIVE	20-Jun-05	10-Dec-75	20-Jun-05
24485	1439	HO, GEOFFREY	CVG CRJ	ACTIVE	20-Jun-05	20-Feb-76	20-Jun-05
24496	1440	DEPASQUALE, SHAWN	JFK CRJ	ACTIVE	20-Jun-05	17-Apr-78	20-Jun-05
24491	1441	CRESSMAN, KYLE	CVG CRJ	ACTIVE	20-Jun-05	01-Dec-79	20-Jun-05
24529	1442	DIAZ, LEONARD	GSO CRJ	ACTIVE	11-Jul-05	03-Feb-67	11-Jul-05
24534	1443	SHEPARD, CHRISTOPHER	CVG CRJ	ACTIVE	11-Jul-05	23-Feb-69	11-Jul-05
24530	1444	GIRARD, GRADY	CVG CRJ	ACTIVE	11-Jul-05	06-May-76	11-Jul-05
24533	1445	SEEGER, SCOTT	JFK CRJ	ACTIVE	11-Jul-05	01-Feb-78	11-Jul-05
24531	1446	MCGUIRE, ANDREW	CVG CRJ	ACTIVE	11-Jul-05	14-Aug-79	11-Jul-05
24542	1447	PYLES, JIMMY	CVG CRJ	ACTIVE	18-Jul-05	23-Sep-73	18-Jul-05
24539	1448	HERR, MELISSA	GSO CRJ	ACTIVE	18-Jul-05	13-Nov-76	18-Jul-05
22116	1449	CUSTER, TRAVIS	CVG CR7	ACTIVE	18-Jul-05	11-Apr-82	18-Jul-05
24749	1450	McCORMICK, MIKE R	CVG CR7	ACTIVE	08-Aug-05	01-Jul-63	08-Aug-05
24745	1451	BROWN, KRISTEN	GSO CRJ	ACTIVE	08-Aug-05	03-Sep-71	08-Aug-05
24751	1452	NOWELL, DANA	JFK CRJ	ACTIVE	08-Aug-05	30-Mar-78	08-Aug-05
24748	1453	GIRARDOT, JAMES	CVG CRJ	ACTIVE	08-Aug-05	01-Feb-79	08-Aug-05
24752	1454	PIKULA, KEITH	CVG CRJ	ACTIVE	08-Aug-05	21-Apr-80	08-Aug-05
24818	1455	TURNER, MICHAEL E.	CVG CRJ	ACTIVE	22-Aug-05	18-May-62	22-Aug-05
24810	1456	CORNELIO, ANTHONY J.	JFK CRJ	ACTIVE	22-Aug-05	29-Aug-67	22-Aug-05
24811	1457	CUSTER, BRIAN E.	JFK CRJ	ACTIVE	22-Aug-05	18-Nov-67	22-Aug-05
24820	1458	WIERZBA, DORIAN R.	JFK CRJ	ACTIVE	22-Aug-05	01-Apr-71	22-Aug-05
24815	1459	HAYWOOD, LONNIE L.	CVG CRJ	ACTIVE	22-Aug-05	11-Aug-74	22-Aug-05

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
24808	1460	BERMAN, NATALIE S.	CVG CRJ	ACTIVE	22-Aug-05	25-Oct-74	22-Aug-05
24821	1461	ZIEMBA, BRENDEN A.	JFK CRJ	ACTIVE	22-Aug-05	11-Dec-76	22-Aug-05
24814	1462	FARMER, JASON S.	CVG CRJ	ACTIVE	22-Aug-05	02-Jul-79	22-Aug-05
24813	1463	EVANS, RICHARD J.	CVG CRJ	ACTIVE	22-Aug-05	15-Oct-79	22-Aug-05
24874	1464	JONES, CURTIS	MCO CRJ	ACTIVE	29-Aug-05	10-Apr-70	29-Aug-05
23384	1465	COHOLICH, ANDREW	CVG CRJ	ACTIVE	29-Aug-05	05-Oct-81	29-Aug-05
24940	1466	MCMAHON, BRYAN	MCO CRJ	ACTIVE	02-Sep-05	24-Jun-65	02-Sep-05
24943	1467	WRIGHT, CHRISTOPHER	CVG CRJ	ACTIVE	02-Sep-05	11-Aug-75	02-Sep-05
24942	1468	SPEER, JASON	CVG CRJ	ACTIVE	02-Sep-05	11-Nov-80	02-Sep-05
23837	1469	POULSEN, NISSA	CVG CRJ	ACTIVE	26-Jun-06	24-Dec-74	26-Jun-06
26009	1470	REQUARTH, JOHN	CVG CRJ	ACTIVE	26-Jun-06	31-Jul-67	26-Jun-06
26010	1471	ARE, JAMES	CVG CRJ	ACTIVE	26-Jun-06	15-Jan-68	26-Jun-06
26011	1472	DRAPEAU, SCOTT	CVG CRJ	ACTIVE	26-Jun-06	20-Oct-69	26-Jun-06
26012	1473	TORRES, CARLOS	CVG CRJ	ACTIVE	26-Jun-06	23-Mar-70	26-Jun-06
26013	1474	ENGELHARDT, DAVID	CVG CRJ	ACTIVE	26-Jun-06	21-Oct-72	26-Jun-06
26014	1475	KUNISCH, BRIANA	CVG CRJ	ACTIVE	26-Jun-06	17-Aug-77	26-Jun-06
26015	1476	LAWSON, SEAN	MCO CRJ	ACTIVE	26-Jun-06	03-Oct-80	26-Jun-06
26016	1477	NORAS, ANASTASIA	CVG CRJ	ACTIVE	26-Jun-06	14-Feb-81	26-Jun-06
26155	1478	BLATT, STEVEN R.	CVG CRJ	ACTIVE	24-Jul-06	31-May-52	24-Jul-06
26158	1479	SPARKS, BRADLEY A.	JFK CRJ	ACTIVE	24-Jul-06	01-May-70	24-Jul-06
26159	1480	SPENCER, JAMES C.	CVG CRJ	ACTIVE	24-Jul-06	30-May-73	24-Jul-06
26163	1481	COON, JENNIFER	JFK CRJ	ACTIVE	24-Jul-06	25-Mar-74	24-Jul-06
26157	1483	HERZBERG, HARLEY L.	MCO CRJ	ACTIVE	24-Jul-06	14-Oct-79	24-Jul-06
23944	1484	KICERA, HENRY E.	CVG CRJ	ACTIVE	24-Jul-06	26-Jan-84	24-Jul-06
22486	1485	COOPER, NICHOLAS S.	GSO CRJ	ACTIVE	24-Jul-06	05-May-84	24-Jul-06
26270	1486	CASIMIR, CHARLES P.	JFK CRJ	ACTIVE	14-Aug-06	15-Dec-61	14-Aug-06
26269	1487	DENDY, BRIAN S.	MCO CRJ	ACTIVE	14-Aug-06	23-Apr-76	14-Aug-06
26268	1489	LEWIS, DANIELLE N.	JFK CRJ	ACTIVE	14-Aug-06	05-Dec-77	14-Aug-06
26388	1490	STABERG, PER	CVG CRJ	ACTIVE	11-Sep-06	03-Jul-62	11-Sep-06
26391	1491	FARQUHAR, JEFFREY	JFK CRJ	ACTIVE	11-Sep-06	28-Nov-71	11-Sep-06
26392	1492	FAILLA, CHARLES	CVG CRJ	ACTIVE	11-Sep-06	20-Dec-71	11-Sep-06
26394	1493	DEWEES, THOMAS	CVG CRJ	ACTIVE	11-Sep-06	05-Mar-73	11-Sep-06
26395	1494	COPELAND, JARED	CVG CRJ	ACTIVE	11-Sep-06	12-Dec-76	11-Sep-06
22201	1495	HALE, JOHN	CVG CRJ	ACTIVE	11-Sep-06	19-Dec-78	11-Sep-06
26396	1496	KING, JOSHUA	CVG CRJ	ACTIVE	11-Sep-06	03-Mar-82	11-Sep-06
22165	1497	BROWN, BRYAN	CVG CRJ	ACTIVE	11-Sep-06	09-Mar-84	11-Sep-06
25542	1498	ERSKINE, JOHN K	CVG CRJ	ACTIVE	25-Sep-06	13-Oct-65	25-Sep-06
26461	1499	HIKHENA, BARRET O	CVG CRJ	ACTIVE	25-Sep-06	24-Nov-69	25-Sep-06
26462	1500	HEERDEGEN, MARCUS J	CVG CRJ	ACTIVE	25-Sep-06	04-Mar-71	25-Sep-06
26463	1501	CHERWIN, TIMOTHY J	CVG CRJ	ACTIVE	25-Sep-06	08-Nov-78	25-Sep-06
26464	1502	MURPHY, PATRICK M	CVG CRJ	ACTIVE	25-Sep-06	19-Sep-79	25-Sep-06
26467	1504	SCOTCH, PETER R	JFK CRJ	ACTIVE	25-Sep-06	10-Jul-80	25-Sep-06
26468	1505	GROTEKE, SUSAN E	CVG CRJ	ACTIVE	25-Sep-06	10-Aug-80	25-Sep-06
13947	1506	VALZ, TAMME	CVG CRJ	ACTIVE	09-Oct-06	17-Aug-73	09-Oct-06
21395	1507	CRABTREE, BROCK J.	JFK CRJ	ACTIVE	09-Oct-06	05-Jan-76	09-Oct-06
21522	1508	CHRISTOPHER, CHARLES W	JFK CRJ	ACTIVE	09-Oct-06	20-Apr-68	09-Oct-06
26530	1509	MCBLAIR, DAVID D.	CVG CRJ	ACTIVE	09-Oct-06	21-Sep-68	09-Oct-06
26533	1510	GRAY, COREY L.	CVG CRJ	ACTIVE	09-Oct-06	19-Sep-77	09-Oct-06
26599	1511	VODJANSKY, DAVID A.	CVG CRJ	ACTIVE	23-Oct-06	08-Jun-64	23-Oct-06
26595	1513	WHITE, VINCENT W.	JFK CRJ	ACTIVE	23-Oct-06	13-Jan-73	23-Oct-06
26594	1514	STEPHENS, JASON	GSO CRJ	ACTIVE	23-Oct-06	28-Sep-80	23-Oct-06
26731	1515	WRIGHT, TARA	CVG CRJ	ACTIVE	06-Nov-06	06-Jun-67	06-Nov-06
26732	1516	VIKRE, CHRISTIAN	CVG CRJ	ACTIVE	06-Nov-06	17-Mar-71	06-Nov-06
26733	1517	FADEM, JUSTIN	CVG CRJ	ACTIVE	06-Nov-06	18-Jan-80	06-Nov-06
26734	1518	WILLIAMS, TRAVIS	CVG CRJ	ACTIVE	06-Nov-06	18-Aug-81	06-Nov-06
26735	1519	POLK, JOHN	CVG CRJ	ACTIVE	06-Nov-06	04-Jul-82	06-Nov-06

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
26736	1520	JORGENSEN, SHANE	CVG CRJ	ACTIVE	06-Nov-06	18-Apr-85	06-Nov-06
26868	1521	WILSON, JOHN T	GSO CRJ	ACTIVE	20-Nov-06	16-Sep-62	20-Nov-06
26869	1522	WARFEL, DANIEL E	CVG CRJ	ACTIVE	20-Nov-06	01-Nov-72	20-Nov-06
26870	1523	BROWN, RYAN I	CVG CRJ	ACTIVE	20-Nov-06	29-Aug-75	20-Nov-06
26940	1524	HINSHAW, GARY	JFK CRJ	ACTIVE	04-Dec-06	27-Oct-54	04-Dec-06
26941	1525	SULTZBACH, ROBERT	JFK CRJ	ACTIVE	04-Dec-06	15-Apr-55	04-Dec-06
26942	1526	O'CONNOR, LINN	JFK CRJ	ACTIVE	04-Dec-06	02-Jun-60	04-Dec-06
26943	1527	SEARCY, KELLEY-JEAN	GSO CRJ	ACTIVE	04-Dec-06	18-Jan-72	04-Dec-06
26944	1528	MATTHEWS, JOSHUA	JFK CRJ	ACTIVE	04-Dec-06	12-Jul-73	04-Dec-06
26946	1530	HARRIS, CHRISTOPHER	JFK CRJ	ACTIVE	04-Dec-06	19-Sep-73	04-Dec-06
26947	1531	HELM, TYLER	JFK CRJ	ACTIVE	04-Dec-06	11-May-75	04-Dec-06
26948	1532	CAPDEVIELLE, ALFREDO	JFK CRJ	ACTIVE	04-Dec-06	05-Jun-76	04-Dec-06
26949	1533	BOND, KENT	JFK CRJ	ACTIVE	04-Dec-06	07-Jul-79	04-Dec-06
26950	1534	REARDON, MARC	JFK CRJ	ACTIVE	04-Dec-06	01-Dec-79	04-Dec-06
26951	1535	KUPRESIN, SAM	JFK CRJ	ACTIVE	04-Dec-06	25-Nov-82	04-Dec-06
26952	1536	HOCK, WILLIAM	JFK CRJ	ACTIVE	04-Dec-06	13-Feb-83	04-Dec-06
26969	1538	STROMBACK, JOHN	JFK CRJ	ACTIVE	07-Dec-06	06-May-60	04-Dec-06
26970	1539	BRAACK, DAVID	JFK CRJ	ACTIVE	07-Dec-06	18-Jun-68	07-Dec-06
26971	1540	GORDON, ORVILLE	JFK CRJ	ACTIVE	07-Dec-06	09-Nov-70	07-Dec-06
26972	1541	WARFEL, RICHARD	JFK CRJ	ACTIVE	07-Dec-06	27-May-76	07-Dec-06
26973	1542	ERWIN, MICHAEL	JFK CRJ	ACTIVE	07-Dec-06	25-May-78	07-Dec-06
26974	1543	FILIPIAK, RONALD	JFK CRJ	ACTIVE	07-Dec-06	17-Jan-79	07-Dec-06
26975	1544	BOWLING, COY	JFK CRJ	ACTIVE	07-Dec-06	05-May-79	07-Dec-06
26976	1545	MOJDEH, NIMA	JFK CRJ	ACTIVE	07-Dec-06	14-Apr-81	07-Dec-06
26977	1546	SCHRAMPFER, NICHOLAS	JFK CRJ	ACTIVE	07-Dec-06	08-Apr-83	07-Dec-06
26978	1547	MARTIN, ANTHONY	JFK CRJ	ACTIVE	07-Dec-06	06-Jul-83	07-Dec-06
26979	1548	YOUNG, SCOTT	JFK CRJ	ACTIVE	07-Dec-06	03-Dec-83	07-Dec-06
26980	1549	MALONEY, KEVIN	JFK CRJ	ACTIVE	07-Dec-06	20-Dec-83	07-Dec-06
26981	1550	HARTMEYER, JORDAN	JFK CRJ	ACTIVE	07-Dec-06	12-Jan-85	07-Dec-06
27097	1551	RUIZ, SIDNEI	JFK CRJ	ACTIVE	14-Dec-06	20-Jul-67	14-Dec-06
27098	1552	JONES, ANTHONY	JFK CRJ	ACTIVE	14-Dec-06	07-Jun-68	14-Dec-06
27099	1553	MENOZZI, ANDREA	JFK CRJ	ACTIVE	14-Dec-06	12-Dec-68	14-Dec-06
27100	1554	CHILADZE, ILIA	JFK CRJ	ACTIVE	14-Dec-06	13-Apr-75	14-Dec-06
27101	1555	CHU, AMY	JFK CRJ	ACTIVE	14-Dec-06	24-Dec-79	14-Dec-06
27103	1556	NAGY, DANIEL	JFK CRJ	ACTIVE	14-Dec-06	27-Sep-82	14-Dec-06
27105	1557	HEINZ, GARRETT	JFK CRJ	ACTIVE	14-Dec-06	24-May-83	14-Dec-06
27106	1558	OLDENBROOK, FLORIS	JFK CRJ	ACTIVE	14-Dec-06	18-Aug-84	14-Dec-06
27107	1559	WYATT, KERRY	JFK CRJ	ACTIVE	14-Dec-06	02-Mar-85	14-Dec-06
27138	1560	DRUMMOND, STEPHEN	JFK CRJ	ACTIVE	08-Jan-07	29-Mar-60	08-Jan-07
27139	1561	HAYNES, BURL	JFK CRJ	ACTIVE	08-Jan-07	03-Nov-70	08-Jan-07
27141	1562	UEDA, TAMIKO	JFK CRJ	ACTIVE	08-Jan-07	30-Jan-73	08-Jan-07
27142	1563	BRUNER, LARRY	JFK CRJ	ACTIVE	08-Jan-07	07-Apr-75	08-Jan-07
27143	1564	REINHART, STEPHEN	JFK CRJ	ACTIVE	08-Jan-07	24-Apr-76	08-Jan-07
27144	1565	WALLACE, JAMES	JFK CRJ	ACTIVE	08-Jan-07	23-Feb-77	08-Jan-07
27166	1566	TURNER, RICHARD	JFK CRJ	ACTIVE	08-Jan-07	27-Dec-78	08-Jan-07
27145	1567	DAVIS, MATTHEW	JFK CRJ	ACTIVE	08-Jan-07	09-Apr-79	08-Jan-07
27146	1568	CARVER, TIMOTHY	JFK CRJ	ACTIVE	08-Jan-07	29-Mar-80	08-Jan-07
27147	1569	REESE, RANDALL	JFK CRJ	ACTIVE	08-Jan-07	30-Sep-80	08-Jan-07
27148	1570	DONAHUE, MICHAEL	JFK CRJ	ACTIVE	08-Jan-07	09-Oct-80	08-Jan-07
27149	1571	HERNANDEZ, CARLOS	JFK CRJ	ACTIVE	08-Jan-07	30-Apr-81	08-Jan-07
27150	1572	RIVERA, PATRICK	JFK CRJ	ACTIVE	08-Jan-07	08-Jul-81	08-Jan-07
27151	1573	TAYLOR, ANDREW	JFK CRJ	ACTIVE	08-Jan-07	10-Mar-82	08-Jan-07
27152	1574	SEIP, PARKER	JFK CRJ	ACTIVE	08-Jan-07	19-Aug-82	08-Jan-07
27153	1575	SHEFFIELD, CHRISTOPHER	JFK CRJ	ACTIVE	08-Jan-07	05-Nov-83	08-Jan-07
27154	1576	LUM, CHRISTOPHER	JFK CRJ	ACTIVE	08-Jan-07	11-Nov-83	08-Jan-07
27155	1577	SHELDON, JEFFREY	JFK CRJ	ACTIVE	08-Jan-07	18-Apr-84	08-Jan-07

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
27266	1578	ZUNIGA, STEPHEN	JFK CRJ	ACTIVE	15-Jan-07	28-Oct-77	15-Jan-07
27267	1579	BATIZ, WILLIAM	JFK CRJ	ACTIVE	15-Jan-07	01-Apr-78	15-Jan-07
27268	1580	MCDONALD, KEVIN	JFK CRJ	ACTIVE	15-Jan-07	29-Oct-78	15-Jan-07
27269	1581	INMAN, ADAM	JFK CRJ	ACTIVE	15-Jan-07	10-Nov-78	15-Jan-07
27270	1582	HINT, BRIAN	JFK CRJ	ACTIVE	15-Jan-07	29-May-79	15-Jan-07
27271	1583	ARNZEN, PATRICK	JFK CRJ	ACTIVE	15-Jan-07	28-Dec-80	15-Jan-07
27272	1584	DAMSCHRODER, ALEXANDER	JFK CRJ	ACTIVE	15-Jan-07	16-Jul-83	15-Jan-07
27273	1585	BOETTGER, AARON	JFK CRJ	ACTIVE	15-Jan-07	24-Jan-84	15-Jan-07
27274	1586	WOLNIEWICZ, MARK	JFK CRJ	ACTIVE	15-Jan-07	12-Jan-85	15-Jan-07
27275	1587	WILSON, KYLE	JFK CRJ	ACTIVE	15-Jan-07	19-Apr-85	15-Jan-07
27276	1588	THOMAS, CHAD	JFK CRJ	ACTIVE	15-Jan-07	11-Nov-85	15-Jan-07
27318	1589	RUSSELL, STEVEN	JFK CRJ	ACTIVE	22-Jan-07	24-Jun-67	22-Jan-07
27319	1590	GREEN, MARK	JFK CRJ	ACTIVE	22-Jan-07	08-Mar-68	22-Jan-07
27320	1591	HENDRICKS, CHAD	JFK CRJ	ACTIVE	22-Jan-07	09-Mar-72	22-Jan-07
9406	1592	CHALFANT, JOHN	JFK CRJ	ACTIVE	22-Jan-07	05-Sep-73	22-Jan-07
27322	1593	HARRIS, JWYANZA	JFK CRJ	ACTIVE	22-Jan-07	04-May-74	22-Jan-07
27323	1594	DODD, DARREN	JFK CRJ	ACTIVE	22-Jan-07	02-Oct-75	22-Jan-07
27324	1595	MOHAMED, MOUSTAFA	JFK CRJ	ACTIVE	22-Jan-07	01-Jan-77	22-Jan-07
27325	1596	MEDAKOVICH, MARK	JFK CRJ	ACTIVE	22-Jan-07	15-Dec-77	22-Jan-07
27326	1597	HOUSTON, DAVID	JFK CRJ	ACTIVE	22-Jan-07	12-Apr-79	22-Jan-07
27327	1598	SPENCER, ZACHARY	JFK CRJ	ACTIVE	22-Jan-07	09-Jan-82	22-Jan-07
27328	1599	BASHAM, THOMAS	JFK CRJ	ACTIVE	22-Jan-07	29-Mar-82	22-Jan-07
27329	1600	HAGENSEN, JOHN	JFK CRJ	ACTIVE	22-Jan-07	27-Feb-83	22-Jan-07
27330	1601	PORTER, MATTHEW	JFK CRJ	ACTIVE	22-Jan-07	11-Sep-83	22-Jan-07
27331	1602	JOHANNSEN, RYAN	JFK CRJ	ACTIVE	22-Jan-07	22-Jun-85	22-Jan-07
27349	1603	ROTHAAR, DANIEL	JFK CRJ	ACTIVE	29-Jan-07	21-Dec-54	22-Jan-07
27351	1604	DUPONT, ROB	JFK CRJ	ACTIVE	29-Jan-07	13-Dec-71	22-Jan-07
27352	1605	GUTIERREZ, SILVER	JFK CRJ	ACTIVE	29-Jan-07	11-Mar-73	22-Jan-07
27353	1606	PRESTON, MATTHEW	JFK CRJ	ACTIVE	29-Jan-07	26-Dec-73	29-Jan-07
27354	1607	KESSLER, LLOYD	JFK CRJ	ACTIVE	29-Jan-07	08-Nov-74	29-Jan-07
27355	1608	MATHES, DAVID	JFK CRJ	ACTIVE	29-Jan-07	22-Oct-76	29-Jan-07
27356	1609	ROSS, DUSTIN	JFK CRJ	ACTIVE	29-Jan-07	08-Nov-78	29-Jan-07
27357	1610	MCGUIRE, JOHN	JFK CRJ	ACTIVE	29-Jan-07	18-Aug-81	29-Jan-07
27358	1611	BRADLEY, ELSEE	JFK CRJ	ACTIVE	29-Jan-07	10-Oct-81	29-Jan-07
27359	1612	GRAHAM, LOUIS	JFK CRJ	ACTIVE	29-Jan-07	13-Jan-82	29-Jan-07
27360	1613	GABEL, JAYME	JFK CRJ	ACTIVE	29-Jan-07	27-Apr-83	29-Jan-07
27361	1614	COPLAND, CHRISTOPHER	JFK CRJ	ACTIVE	29-Jan-07	02-Dec-83	29-Jan-07
27408	1615	VASQUEZ, RICARDO	JFK CRJ	ACTIVE	05-Feb-07	26-Mar-71	05-Feb-07
27409	1616	SCHUT, ALEXANDER	JFK CRJ	ACTIVE	05-Feb-07	29-Mar-75	05-Feb-07
27410	1617	CUTLER, BRIAN	JFK CRJ	ACTIVE	05-Feb-07	03-Jan-77	05-Feb-07
27411	1618	KEYES, JEREMY	JFK CRJ	ACTIVE	05-Feb-07	22-Apr-77	05-Feb-07
27412	1619	CHESTER, NATHAN	JFK CRJ	ACTIVE	05-Feb-07	04-Jan-78	05-Feb-07
18388	1620	KERN, JEFFREY	JFK CRJ	ACTIVE	05-Feb-07	04-Aug-78	05-Feb-07
27414	1621	CHABANOV, FELIKS	JFK CRJ	ACTIVE	05-Feb-07	08-Feb-80	05-Feb-07
25825	1622	ARNONI, DAVID	JFK CRJ	ACTIVE	05-Feb-07	10-May-80	05-Feb-07
27415	1623	MILLS, CRAIG	JFK CRJ	ACTIVE	05-Feb-07	15-May-80	05-Feb-07
27416	1624	ALBURY, CHAD	JFK CRJ	ACTIVE	05-Feb-07	07-Jan-82	05-Feb-07
27417	1625	EVERETT, BRIAN	JFK CRJ	ACTIVE	05-Feb-07	23-Aug-82	05-Feb-07
27452	1626	FOSNOT, BRIAN	JFK CRJ	ACTIVE	12-Feb-07	19-Nov-71	12-Feb-07
27453	1627	YURISTA, PETER	JFK CRJ	ACTIVE	12-Feb-07	26-Sep-74	12-Feb-07
27454	1628	CROPPER, PATRICK	JFK CRJ	ACTIVE	12-Feb-07	20-Oct-77	12-Feb-07
27455	1629	TSHIMANGA, MAKABU	JFK CRJ	ACTIVE	12-Feb-07	09-Feb-79	12-Feb-07
27456	1630	ROUSE, JAMES	JFK CRJ	ACTIVE	12-Feb-07	01-Apr-80	12-Feb-07
27457	1631	COPELAND, GEOFFREY	JFK CRJ	ACTIVE	12-Feb-07	24-Jan-81	12-Feb-07
27458	1632	PHIPPS, JUSTIN	JFK CRJ	ACTIVE	12-Feb-07	04-Feb-81	12-Feb-07
27459	1633	COSLETT, CASEY	JFK CRJ	ACTIVE	12-Feb-07	03-Apr-81	12-Feb-07

## SYSTEM SENIORITY LIST



# Pilot Agreement



Employee Number	Seniority Number	Name	Current Category	Status	Date of Hire	Date of Birth	Longevity
27460	1634	GLOER, ZACHARY	JFK CRJ	ACTIVE	12-Feb-07	19-Apr-81	12-Feb-07
27461	1635	MOULTON, ROBERT	JFK CRJ	ACTIVE	12-Feb-07	22-Jul-81	12-Feb-07
27462	1636	GHAFFARI, VAHID	JFK CRJ	ACTIVE	12-Feb-07	27-Dec-82	12-Feb-07
27463	1637	MCCREIGHT, COLIN	JFK CRJ	ACTIVE	12-Feb-07	31-Jan-83	12-Feb-07
27464	1638	HOFFMAN, DUSTIN	JFK CRJ	ACTIVE	12-Feb-07	19-Oct-83	12-Feb-07
27465	1639	DUVARNAY, JASON	JFK CRJ	ACTIVE	12-Feb-07	31-Mar-84	12-Feb-07
27466	1640	WARE, RICHARD	JFK CRJ	ACTIVE	12-Feb-07	02-Sep-85	12-Feb-07

## A. Management and Administration Non-Flying Pilots (as of 03/02/07)

Employee Number	Name	Current Category	Status
378	SOAPER, DAVID	FO CL65 CVG	Inactive Pilot
811	BRINER, STEVE	CA CL70 CVG	Inactive Pilot
1177	PIPER, MIKE	CA CL70 CVG	Inactive Pilot
1564	NITZEL, JEFFREY	CA CL70 CVG	Inactive Pilot
1582	MESSENGER, ASHLEY	CA CL65 CVG	Inactive Pilot
1673	JOHNSON, STEPHEN	CA CL65 CVG	Inactive Pilot
1676	SCHIMP, BRIAN	CA CL70 CVG	Inactive Pilot
2270	WRIGHT, RENDELL	CA CL70 CVG	Inactive Pilot
2902	MORRIS, MATTHEW	CA CL65 CVG	Inactive Pilot
2980	BISSINGER, WILLIAM	CA CL65 CVG	Inactive Pilot
3125	BARRELL, ERIC	CA CL70 CVG	Inactive Pilot
3406	HOOVER, ARTHUR	CA CL70 CVG	Inactive Pilot
4382	GATES, DAN	CA CL70 CVG	Inactive Pilot
4483	OTTLINGER, ROBERT	CA CL65 CVG	Inactive Pilot
4536	HINZ, ERIC	CA CL65 CVG	Inactive Pilot
4629	PARKER, DALE	CA CL70 CVG	Inactive Pilot
4638	HILER, BRIAN	CA CL70 CVG	Inactive Pilot
4641	HOLTHUS, GREGG	CA CL70 CVG	Inactive Pilot
4645	HOUSEMAN, STEVE	CA CL65 CVG	Inactive Pilot
4955	JACOBS, MATTHEW	CA CL65 CVG	Inactive Pilot
5124	HERM, STACY	CA CL65 CVG	Inactive Pilot
5282	COOK, KENNETH	CA CL70 CVG	Inactive Pilot
5566	MACVEY, TROY	CA CL65 CVG	Inactive Pilot
5572	STAMPER, KEITH	CA CL65 CVG	Inactive Pilot
5731	MCMULLEN, DANIEL	CA CL70 CVG	Inactive Pilot
7319	ROBERTS, MAX	CA CL65 CVG	Inactive Pilot
7711	KENT, CHRISTOPHER	CA CL65 CVG	Inactive Pilot
7713	BARRIOS, ALRIN	CA CL65 CVG	Inactive Pilot
8059	EASTERLY, RICHARD	CA CL65 CVG	Inactive Pilot
8487	POLOMOSCANIK, RON	CA CL65 CVG	Inactive Pilot
8541	SEFRANEK, JAMES	CA CL65 CVG	Inactive Pilot
9681	DEAN, ALAN	CA CL65 CVG	Inactive Pilot
9945	MANNING, GENE	CA CL65 CVG	Inactive Pilot
10434	NORD, ANDREW	CA CL65 CVG	Inactive Pilot
11166	MCCALL, ALEX	CA CL65 CVG	Inactive Pilot
11482	FRYKMAN, WILLIAM	CA CL65 CVG	Inactive Pilot
12872	GIACCONE, ROBERT	CA CL65 CVG	Inactive Pilot
13446	VANDERWEL, JEFF	CA CL65 CVG	Inactive Pilot
13447	ELOVICH, JOHN	CA CL65 CVG	Inactive Pilot
13852	HALL, DARREN	CA CL65 CVG	Inactive Pilot
13937	ABBOTT, DEYVOS	CA CL65 JFK	Inactive Pilot
14293	O'BRIEN, THOMAS	CA CL65 CVG	Inactive Pilot
14606	BONNER, MICHAEL	CA CL65 CVG	Inactive Pilot
14607	BAELL, KENNETH	CA CL65 GSO	Inactive Pilot
14793	HARDY, THOMAS	FO CL65 CVG	Inactive Pilot
15412	EMMETT, BRIAN C.	CA CL65 CVG	Inactive Pilot
15426	RODRIGUEZ, GABRIEL	CA CL65 CVG	Inactive Pilot
16063	MURRAY, JAMES	CA CL65 CVG	Inactive Pilot
18515	VISLOSKY, PAUL	FO CL65 CVG	Inactive Pilot
21161	SCHULKER, COURTNEY	FO CL65 CVG	Inactive Pilot



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## Memorandums of Understanding (MOUs)

### Table of Contents

The following is a list of the MOUs in this section.

September 4, 2003 ..... Aviation Safety Action Program Intent



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# Memorandum of Understanding

## *Aviation Safety Action Program Intent*

Captain JC Lawson  
Comair ALPA MEC Chairman  
COMAIR ALPA Master Executive Council  
3940 Olympic Blvd., Ste. 120  
Erlanger, KY 41018

September 4, 2003

JC:

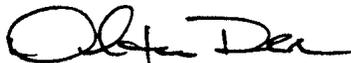
This letter is to confirm our understanding of the intent of the Aviation Safety Action Program Memorandum of Understanding (the "ASAP MOU") for pilots executed by the Air Line Pilots Association (the "Association"), Comair, Inc. (the "Company") and the Federal Aviation Administration (the "FAA") on September 19, 2003.

We agree that such ASAP MOU is not part of the collective bargaining agreement between the Company and the Association (the "Agreement"), and is not subject to any of the limitations, procedures or terms contained in the Agreement. Hence, actions taken pursuant to the ASAP MOU will not be a subject of any grievance nor relied upon in any hearing or other adjudication. Additionally, we agree that the Association will not attempt to memorialize the ASAP program in the current or any future Agreement.

We also agree that the ASAP program is "self governing;" therefore, it is not subject to the terms and conditions of the collective bargaining agreement.

If you concur with this understanding, please sign below.

Regards,



Walter L. Darr  
Vice President, Labor Relations  
Comair, Inc.



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Captain JC Lawson  
Comair ALPA MEC Chairman

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