

June 19, 2015

15-06

Contract 2015 - Work Rules

This *Negotiators' Notepad* will discuss the details of various work rule changes in the Tentative Agreement recently approved for membership ratification by the MEC. This *Notepad* should be read in conjunction with the entire series of *Notepads* as you educate yourself in preparation to make an informed decision when the membership ratification window opens.

Reroute

Reroute, as we all know, is extremely important to the entire pilot group. Building on the recent grievance settlement in regard to reroutes under *Section 23 L. 4.* of the PWA, this agreement achieved additional enhancements to the triggering of reroute pay. This new language should help reduce reroutes and, when you are rerouted, ensure that you receive premium pay more often.

Reroute premium pay applies when a pilot's reroute meets the following conditions:

1. Scheduled release of the reroute exceeds the time limits set forth in *Section 23 L.* of the PWA, and
2. The reroute is due to circumstances *within* the Company's control.

Both of these circumstances have been improved in this agreement. When rerouted, the maximum time beyond the original release of your rotation to trigger premium pay has been reduced from the later of the same calendar day or four hours, to just four hours for domestic reroutes and for trans-oceanic operations to 25 hours from the current 30 hours. Additionally, and most importantly, a mechanical on the pilot's aircraft is now excluded from items beyond the Company's control. Meaning, that a reroute due to a mechanical delay on the pilot's aircraft that meets the other criteria will now result in premium pay.

Target Line Value (TLV) Increase/ RCC input

Rotation mix and line construction are critical to a pilot's quality of life. As flying and training levels have increased, the Company has been less able and willing to add credit time to the rotation mix in order to address the quality and type of rotations. The MEC Scheduling Committee, through the Rotation Construction Committee (RCC), has been able to provide some limited input on rotation construction, but the Company is not required to accept their solutions. This agreement provides the RCC with the ability to make quality of life improvements to the overall bid packages. Within the agreed upon metrics that the Scheduling Committee and RCC helped design, the Company will use these improved bid packages.

This system is designed to work as part of a test program that also allows the Company to increase the upper limit of the TLV from 80 to 81 hours. The agreed upon

duration of the test is 12 months, but it can be pulled down at any time by either party. The Company's access to the 81 hour TLV upper limit is tied to their acceptance of RCC recommendations as specified in the test program contained in *MOU #15-02*.

End-of-Month Carryover Trips

Currently, an end-of-month carryover trip can only be extended by one day. Under this agreement, that day is now paid at premium pay. *Section 23 G. 8.* is improved so that if an awarded carryover rotation is subsequently modified in the next month's bid package, and the modification moves the release one day after its originally scheduled release date, a regular pilot will receive single pay and credit for the rotation as flown, *plus* single pay, no credit for the additional duty period that the modification created. Since the additional duty period is the last duty period of the rotation, this additional pay, no credit will include any TAFB, ADG or other credit earned on the rotation.

FRMS Provisions

Section 23 S. 5. is modified to include an exception that allows a widebody category pilot to be assigned a Fatigue Risk Management System (FRMS) short call on the first on-call day following an off day block. This short call must be placed on his schedule no later than 1200 (pilot's base time) on the last on-call day prior to the beginning of the off day block. This pilot must be released at the time the pilot is assigned short call prior to the beginning of the off day block, and will be free from duty until the start of the FRMS short call.

The table in *Section 12 G. 2.* is modified to include an FRMS exception which allows for the minimum break-in-duty of a pilot for an FRMS duty period that follows the delay or cancellation of a prior FRMS duty period to be ten hours from the current 13 hours.

Note: Both of these changes only apply to FRMS flying, which is currently limited to the 777.

Rotations Withheld from PBS Award When Designated for OE/TOE

Language has been added to *Section 23* to allow the Company to withhold a percentage of rotations from the PBS award process to first officers when those rotations have been designated for OE or TOE. This process will occur as follows:

1. Captains' PBS awards will be processed as they are today.
2. From the pool of rotations awarded to Line Check Airmen via PBS, training planners will designate rotations to be used for OE/TOE. The planners will designate these rotations based on the expected simulator completion date of the trainees and the suitability of the rotations for use in OE/TOE. The number of rotations designated by the planners will be specifically limited based on the block hour numbers for the training required.
3. After the OE/TOE rotations are designated, first officer PBS bids are processed normally until specifically designated OE/TOE rotations comprised of block hours not less than 25% of the designated OE/TOE hours have been awarded.
4. The remaining rotations that have been designated for OE/TOE will be withheld from subsequent PBS awards.

This process can only be used if the trainee is conducting his OE in the same base as awarded. In other words, if a NYC 717B pilot has an OE conducted on an ATL 717B rotation, then that time must remain available to be awarded to any ATL 717B pilot as it is today. **Rotations can only be subject to the removal process if the pilot conducts his OE on a rotation in his awarded base.**

This TA does not change *Section 23 G. 5.* of the PWA. Therefore, pilots who are awarded rotations that are used for OE or TOE, at any time, are treated in the same manner as they are under the current contract. Additionally, the rotations that are withheld are included in the block and credit totals for the positions and do not change required staffing.

This change will have no impact on a Line Check Airman's ability to modify his schedule in PCS after the bid award process. The rules related to Line Check Airmen remain unchanged from current practice.

While there will be some impact on other first officers in the category when time is removed for OE/TOE, our analysis of 2014 OE/TOE data, a peak training year, shows that a large majority of categories have less than 3% of their trips being used for OE/TOE and most have less than 1%. Not surprisingly, more OE is concentrated in some of the 717 and M88 categories due to new hire training.

Reserve Pilots

There has been a significant concern over reserve pilots being flown into regular line off days when transitioning from a reserve bid period to a regular bid period. Under this agreement, depending on the circumstances and whether domestic or international, this will now trigger premium pay. A pilot that transitions from being a reserve pilot in the current bid period to a regular pilot in a subsequent bid period and is assigned a rotation as a reserve pilot that conflicts with his regular line days off, will receive premium pay for all duty periods flown into his regular line by more than 1-day domestic or 3-days if the rotation contained an ocean crossing.

There have also been several provisions that improve the short call obligations:

- Currently, a pilot who has been converted to short call on his first on-call day following a non-fly day may inform Crew Scheduling that he will be unavailable for contact during the first two hours of his short call period. Under this TA that rule applies to *any* pilot for *any* short call. The current provisions all still apply including that the pilot must be able to immediately report for a rotation with a report as early as two hours after the start of the short call period and an exception to allow additional time for pilots who must travel to a co-terminal.
- A pilot who has already been assigned two short call periods will not be involuntarily assigned to short call before a pilot, in the same days-of-availability grouping, has been assigned his second short call (assuming that the other pilot is not full for the bid period).
- A pilot who completes a short call assignment without being assigned to a rotation will receive one hour of pay and credit toward his reserve guarantee.

“Reserves Required” formula

The Reserves Required formula is critical to pilots’ ability to modify their schedules via PCS during the month. Swapping days, rotations or dropping time is tied to the difference between reserves available and reserves required. This formula has been modified to improve accuracy and to allow additional flexibility for pilots who want to manipulate their schedules.

The new formula reduces the look-back from 36 months to 24 months and bases that look-back on position (i.e., aircraft and seat, e.g. 73N/B) rather than the current widebody/narrowbody basis. This means that issues that impact reserves on one fleet like the B-777 will not be applied to the rest of the widebody fleet or vice versa. Nor will one narrowbody fleet’s reserve needs be considered when the formula is run for other positions. Additionally, only the amount in excess of an average open time component will be considered in the calculation and an open time buffer will be utilized for swap with the pot transactions.

Trip Coverage Sequence

Section 23 M. 3. is modified to provide that rotations with report times between 0000 and 0400 will be covered by scheduling on the second day prior to the day of report. Also, MAC rotations that begin with an off-line deadhead will be covered up to three days prior to the rotation, so long as the rotation has been available for at least four PCS runs.

Night Duty Period Credit

The night duty period credit has been improved to 1 for 1.5. Previously, this credit was 1 for 1.75. The credit applies from 2200 to 0600 (pilot’s base time) and from 2200 to release from a duty period that includes 0359 (pilot’s base time).

Conclusion

Please take the time to read the entire series of *Notepads* that will be provided to you in the coming days, share the material with your families, attend one of the road shows, and ask as many questions as you need to ask. The Delta Pilot Network call center will be manned throughout the pilot ratification process and DPN volunteers will have direct access to members of the Negotiating Committee to provide answers to all your questions in a timely manner.

We believe that significant value has been added to our contract with the improvements made in areas like reroute, rotation construction, reserve line provisions, and the reserves required formula. As such, *we recommend you vote in favor of ratifying C2015.*

Delta MEC Negotiating Committee
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