

## Standby Reserve Assignment Examples

The Association is pleased to notify you that a settlement has been reached on an MEC Grievance which was filed concerning "Assignments Past the Standby Reserve Shift". The Grievance arose as a result of the Company's action of assigning flying to Airport Standby Reserves which departed more than forty-five minutes past the end of their assigned Standby Reserve period. The Association maintained this was in violation of Section 9.F. of the Collective Bargaining Agreement.

Prior to the actual arbitration of the case, the parties were able to reach a settlement. To better assist you in understanding the terms of the settlement, we offer the following examples of legal and illegal assignments.

### Examples of Legal Assignments For a Standby Shift Beginning at 0530 and Ending at 1330

1. Flight Attendant is signed in for his/her standby reserve shift, is contacted by crew scheduling and receives the following two day trip in its entirety:

```
SEQ 8190   BASE ORD SEL 233 ORG SCH DOM EMJ
FA1 SMITH M           EMP NBR 123456
  DT EQ FLT STA DEP  STA ARR AC FLY  GTR GRD  ACT
SKD 04 EB 4159 ORD 0810  GSP 1053  1.43   0.34
SKD 04 EB 4362 GSP 1127  ORD 1217  1.50   1.05
SKD 04 EB 4261 ORD 1322  PIT 1548  1.26   0.33
SKD 04 EB 4344 PIT 1621  ORD 1655  1.34   0.42
SKD 04 EB 4217 ORD 1737  CMI 1830  0.53
D/P SKD 7.26   P/C 0.00 TL 7.26
HALF DAY COUNT CMI 4
      SKD TL 7.26 ACT TL 0.00
SKD ONDUTY 11.35 ODL 13.12
SKD 05 EB 4401 CMI 0842  ORD 0934  0.52   0.45
SKD 05 EB 4201 ORD 1019  LSE 1117  0.58   0.33
SKD 05 EB 4202 LSE 1150  ORD 1246  0.56
D/P SKD 2.46   P/C 0.00 TL 2.46
      SKD TL 2.46 ACT TL 0.00
SKD ONDUTY 5.04
SEQ SKD 10.12   P/C 0.00 TL 10.12 TAFB 29.51
```

This is a legal assignment. The Flight Attendant's duty day began at 0530 and was scheduled to end at 1845 for a total scheduled duty time of 13 hours 45 minutes. The "assigned trip" was scheduled to depart no later than forty-five minutes (:45) after the end of the standby period. Remember, we look at the departure time of the trip as a whole and not the individual legs contained within sequence in this case to determine if the "assigned trip" was given within the (:45) legal assignment window.

Additionally, Section 9 paragraph F.6. of the contract states “Assignment of trip(s) or complete trip sequences to Standby Reserves once on duty is within the Company’s discretion, without regard to the first-in, first-out procedures”.

2. The Flight Attendant is signed in for his/her standby reserve shift, is contacted by crew scheduling and receives the following work assignment:

```
SEQ 28217   BASE DFW           DOM EMJ
FA1 SMITH M       EMP NBR 123456
  DT EQ FLT STA DEP  STA ARR AC FLY  GTR GRD  ACT
SKD 02 E5 3533 DFW 0645  LIT 0754  1.09   0.31
SKD 02 E5 3534 LIT 0825  DFW 0944  1.19   1.16
```

The Flight Attendant completes this assignment and returns to domicile to sit the remainder of the standby reserve shift. At 1230 he/she is contacted by crew scheduling and receives the following new/additional work assignment:

```
SEQ 6506   BASE DFW           DOM EMJ
FA1 SMITH M       EMP NBR 123456
  DT EQ FLT STA DEP  STA ARR AC FLY  GTR GRD  ACT
SKD 01 E5 3621 DFW 1410  LBB 1518  1.08   0.41
SKD 01 E5 3620 LBB 1610  DFW 1715  1.05   1.31
```

This is a legal assignment. The Flight Attendant’s duty day began at 0530 and is scheduled to end at 1730 for a total scheduled duty time of 12 hours. The new/additional flying assigned departs 40 minutes after the scheduled end time of the standby reserve shift, therefore it is within the (:45) legal assignment window.

**Examples of Illegal Assignments For a Standby Shift Beginning at 0530 and Ending at 1330**

1. Flight Attendant is signed in for his/her standby reserve shift and is contacted by crew scheduling and receives the following work assignment:

```
SEQ 7207   BASE SJU SEL 245 ORG SCH INT ATR
FA1 SMITH M       EMP NBR 123456
  DT EQ FLT STA DEP  STA ARR AC FLY  GTR GRD  ACT
SKD 08 53 9564 SJU 1400  SDQ 1510  1.10   0.25
SKD 08 53 9844 SDQ 1535  SJU 1645  1.10   2.15
SKD 08 53 5384 SJU 1900  EIS 1942  0.42
D/P SKD 3.02     P/C 0.00 TL 3.02
HALF DAY COUNT EIS 3
      SKD TL 3.02 ACT TL 0.00
SKD ONDUTY 7.12 ODL 10.53
SKD 09 53 5379 EIS 0750  SJU 0831  0.41   1.29
```

The assignment is not legal. Although it's scheduled depart 30 minutes after the scheduled end time of the standby reserve shift which of course, is within the (:45) assignment window, the Flight Attendant's duty day is scheduled for over 14 hours. The Flight Attendant's duty day began when he/she signed in at 0530 and would be scheduled to end at 1957. This would be a total scheduled duty time of 14 hours and 27 minutes and would therefore not be legally assigned trip.

2. Flight Attendant is signed in for his/her standby reserve shift, is contacted by crew scheduling and receives the following work assignment:

```

SEQ 14104   BASE BOS           DOM EMJ
FA1 SMITH M   EMP NBR 123456
  DT EQ FLT STA DEP  STA ARR AC FLY  GTR GRD  ACT
SKD 04 EB 4638 BOS 0656  DCA 0830  1.34   2.30
SKD 04 E4 4546 DCA 1100  BOS 1215  1.15
D/P SKD 2.49   P/C 0.00 TL 2.49
          SKD TL 2.49 ACT TL 0.00
SKD ONDUTY 6.34
SEQ SKD 2.49   P/C 0.00 TL 2.49 TAFB 6.34
  
```

The Flight Attendant completes this assignment and returns to domicile to sit the remainder of the standby reserve shift. At 1300 he/she is contacted by crew scheduling and receives the following new/additional work assignment:

```

SEQ 14036/15227 BASE BOS           DOM EMJ
FA1 SMITH M   EMP NBR 123456
  DT EQ FLT STA DEP  STA ARR AC FLY  GTR GRD  ACT
SKD 04 E4 4644 BOS 1420  BGR 1515 CH 0.55   0.30
SKD 04 E4 4649 BGR 1545  BOS 1640 CH 0.55   2.20
  
```

The assignment is not legal. Although the Flight Attendant's total scheduled duty time for the day is at legal at 11 hours and 25 minutes, the new/additional flying is scheduled to depart 50 minutes past the end of the scheduled standby reserve shift and has therefore exceeded the (:45) legal assignment window.