

Envoy Air – Duty & Rest Requirements for Flight Attendants

Trying to determine the amount of rest is one of the more difficult topics to explain and understand. Flight Attendant Duty/Rest requirements are found in FAR 121.467. These are the minimum requirements a carrier must follow. Here at Envoy however, AFA has negotiated rest protections that exceed those minimum requirements (refer to Section 7.E.). Under our collective bargaining agreement, Flight Attendants are entitled to receive the same rest requirements as that of the current FARs for pilots (not flight time restrictions). Part of that regulation reads that no certificate holder shall assign and no crew member shall accept duty in excess of the following numbers states below:

Scheduled Flight Time in 24 Consecutive Hours	Normal Rest Time Required In Same 24 Consecutive Hours	Rest Time Can Be Reduced to:	Compensatory Rest During The Next Rest Period Of:
<8	9	8	10*
8<9	10	8	11*
9>	11	9	12*

*Compensatory Rest is the next rest period following the reduced rest period. It must begin no later than 24Hours after the START TIME of the reduced rest period. Example: Flight Attendant begins an 8:00 hour reduced rest period (Release time to Report time) in MQT at 20:00 CT on Friday. The Compensatory Rest Period must begin no later than 20:00 CT on Saturday. This is an absolute/actual time, not a scheduled time.

*Deadheading is not considered to be flight time.

Schedule Limitations

- You must always remember to “look back”. At any given moment within the trip, look back over the past 24 hours. (Note: It may be necessary to “look back” from tomorrow. The look back does not only deal with time already flown.)
IF A FLIGHT IS DELAYED DUE TO WEATHER OR MECHANICAL PROBLEMS, the **SCHEDULED** flight time(s) are still the number(s) used to calculate the appropriate amount of rest provided the schedule remains on the original routing. A diversion to an alternate location is included in this concept if the remaining flights scheduled on the trip remain unchanged.
- CHANGE OF SCHEDULE CALCULATION** – add up the **ACTUAL** flight time to the point of the schedule change and then add on the proposed new **SCHEDULED** flight time. The result must conform to the rest chart above.

In the following pages, we’ve provide some examples of a single trip to illustrate how the amount of rest required changes dependent upon when the change to the schedule is made.

Original Sequence

SEQ 13184 BASE ORD SEL
QUALS REQUIRED
 DIV
 NAV
ORIG S EFF 06JAN13 THRU 27JAN13
 DT EQ FLT STA DEP STA ARR AC FLY GTR GRD ACT
SKD EA 3848 ORD 1030 SAT 1320 2.50 1.00
SKD EA 3784 SAT 1420 ORD 1655 2.35 1.30
SKD EA 3682 ORD 1825 EWR 2125 2.00
D/P SKD 7.25 P/C 0.00 TL 7.25
HALF DAY COUNT EWR 4
SKD ONDUTY 10.55 ODL 18.10
SKD EA 3695 EWR 1635 ORD 1810 2.35 0.50
SKD EA 3712 ORD 1900 XNA 2040 1.40
D/P SKD 4.15 P/C 0.00 TL 4.15
HALF DAY COUNT XNA 1
SKD ONDUTY 6.05 ODL 10.00
SKD EA 3802 XNA 0740 ORD 0925 1.45 1.05
SKD EA 3788 ORD 1030 PHL 1320 1.50
D/P SKD 3.35 P/C 0.00 TL 3.35
HALF DAY COUNT PHL 3
SKD ONDUTY 5.40 ODL 15.40
SKD EA 3892 PHL 0600 ORD 0715 2.15 0.40 ¥
SKD EA 3844 ORD 0755 ATL 1045 1.50 0.35
SKD EA 3876 ATL 1120 ORD 1230 2.10
D/P SKD 6.15 P/C 0.00 TL 6.15
SKD ONDUTY 8.30
SEQ SKD 21.30 P/C 0.00 TL 21.30 TAFB 75.00



Example #2 - Schedule Changed @ 1800 on the 27th

SEQ	DT	EQ	FLT	STA	DEP	STA	ARR	AC	FLY	GTR	GRD	ACT
SEQ 13184												
FA2	SMITHE	NL										
SKD 27	EA	3848	ORD	1030	SAT	1320			2.50		1.00	
ACT 27	EA	3848	ORD	1028	SAT	1313			2.45	2.50	1.01	
SKD 27	EA	3784	SAT	1420	ORD	1655			2.35		0.00	
ACT 27	EA	3784	SAT	1414	ORD	1743			3.29	3.29	0.00	
SKD 27	EA	3682	ORD	1825	EWR	2125			2.00		0.00	
RSK 27	DE	3682	ORD	1825	EWR	2125			2.00		0.00	
ACT	DE	3682	ORD		EWR				0.00			CXLD
SKD 27	EA	3767	ORD	2100	ATL	2350	RA	1.50				
D/P	GTR	9.53			P/C	0.00	TL	9.53				
HALF DAY COUNT	ATL	3										
SKD ONDUTY	13.35	ODL	10.50									
ACT ONDUTY	15.38	ODL	8.47									
SKD 28	EA	4668	ATL	1140	LGA	1359	RA	2.19				
SKD 28	XX	337	LGA	1455	ORD	1645	RA	1.25AA				
SKD	EA	3712	ORD	1900	XNA	2040		1.40				
D/P	SKD	4.15			P/C	0.00	TL	4.15				
HALF DAY COUNT	XNA	1										
SKD ONDUTY	6.05	ODL	10.00									
SKD	EA	3802	XNA	0740	ORD	0925		1.45			1.05	
SKD 29	EA	3788	ORD	1030	PHL	1320		1.50				
ACT 29	EA	3788	ORD	1048	PHL	1333		1.45		1.50		
D/P	GTR	1.50			P/C	0.00	TL	1.50				
HALF DAY COUNT	PHL	3										
SKD ONDUTY	2.50	ODL	15.40									
ACT ONDUTY	3.03	ODL	15.27									
SKD 30	EA	3892	PHL	0600	ORD	0715		2.15			0.40	
RSK 30	DE	3892	PHL	0600	ORD	0715		2.15			0.40	
SKD 30	EA	3844	ORD	0755	ATL	1045		1.50			0.35	
RSK 30	DE	3844	ORD	0755	ATL	1045		1.50			0.35	
SKD 30	EA	3876	ATL	1120	ORD	1230		2.10				
RSK 30	DE	3876	ATL	1120	ORD	1230		2.10				
D/P	SKD	6.15			P/C	0.00	TL	6.15				
SKD ONDUTY	8.30											
SEQ EST	20.17				P/C	1.25	TL	21.42	TAFB	75.15		

For purposes of this example, we are once again going to look backwards 24-hours, from flight # 4668 on the 28th. There are three flights scheduled within this time frame but because at the time the trip was changed, some of the flight had already been flown, we will be using an ACTUAL flight time in our calculation; flight #4668 at 2.19 hours (SKD), flight #3767 at 1.50 hours (SKD) and flight #3784 at 3.29 hours (ACT). The total scheduled time equals 7.38 hours. Using the chart on page one as a guideline, we can see that the ODL (on duty layover) scheduled for 8.47 hours is considered reduced rest but is still legal since the flight time was less than 8 hours. The next rest period will be Compensatory and must be a minimum of 10 hours.

However if we used a different 24-hour calculation, this time looking backwards from flight #3767 on the 27th, we still have three flights contained within this time frame.; flight #3767 at 1.50 hours (SKD), flight #3784 at 3.29 hours (ACT) and flight #3848 at 2:45 hours (ACT). The total of this time equals 8.04 hours. Using the chart on page one as a guideline, we can see that the ODL (on duty layover) scheduled for 8.47 hours is considered reduced rest but is still legal since the flight time was greater than 8 but less than 9 hours. The next rest period will be Compensatory and must be a minimum of 11 hours.

We will always use the greater amount of flight hours to calculate rest. In this instance, the greater amount of flight time from the two 24-hours look back listed above, is 8.04 hours. The correct amount of compensatory rest for this sequence would be 11:00 hours scheduled between the 28th and the 29th.

Example #3 - Schedule Changed @ 02:00 on the 28th

```

FA2 SMITHE NL                EMP NBR 123456
DT EQ FLT STA DEP          STA ARR AC FLY  GTR  GRD  ACT
SKD 27 EA 3848 ORD 1030    SAT 1320  2.50      1.00
ACT 27 EA 3848 ORD 1028    SAT 1313  2.45  2.50  1.01
SKD 27 EA 3784 SAT 1420    ORD 1655  2.35      0.00
ACT 27 EA 3784 SAT 1414    ORD 1743  3.29  3.29  0.00
SKD 27 EA 3682 ORD 1825    EWR 2125  2.00      0.00
RSK 27 DE 3682 ORD 1825    EWR 2125  2.00      0.00
ACT  DE 3682 ORD          EWR          0.00    CXLD
SKD 27 EA 3767 ORD 2100    ATL 2350 RA 1.50
ACT 27 EA 3767 ORD 2119    ATL 0153 RA 3.34  3.34
D/P GTR 9.53              P/C 0.00 TL 9.53
HALF DAY COUNT ATL 3
SKD ONDUTY 13.35 ODL 10.50
ACT ONDUTY 15.38 ODL 8.47
SKD 28 EA 4668 ATL 1140    LGA 1359 RA 2.19      0.56
SKD 28 XX 337 LGA 1455    ORD 1645 RA 1.25AA
SKD EA 3712 ORD 1900      XNA 2040  1.40
D/P SKD 4.15              P/C 0.00 TL 4.15
HALF DAY COUNT XNA 1
SKD ONDUTY 6.05 ODL 10.00
SKD EA 3802 XNA 0740      ORD 0925  1.45      1.05
SKD 29 EA 3788 ORD 1030    PHL 1320  1.50
ACT 29 EA 3788 ORD 1048    PHL 1333  1.45  1.50
D/P GTR 1.50              P/C 0.00 TL 1.50
HALF DAY COUNT PHL 3
SKD ONDUTY 2.50 ODL 15.40
ACT ONDUTY 3.03 ODL 15.27
SKD 30 EA 3892 PHL 0600    ORD 0715  2.15      0.40
RSK 30 DE 3892 PHL 0600    ORD 0715  2.15      0.40
SKD 30 EA 3844 ORD 0755    ATL 1045  1.50      0.35
RSK 30 DE 3844 ORD 0755    ATL 1045  1.50      0.35
SKD 30 EA 3876 ATL 1120    ORD 1230  2.10
RSK 30 DE 3876 ATL 1120    ORD 1230  2.10
D/P SKD 6.15              P/C 0.00 TL 6.15
SKD ONDUTY 8.30
SEQ EST 20.17            P/C 1.25 TL 21.42 TAFB 75.15
  
```

9.48 ACT Hours

Minimum required rest is 9:00 on the first layover followed by no less than 12 of compensatory rest on the next layover.

For purposes of this example, we are once again going to look backwards 24-hours from flight #3767 on the 27th. There are three flights scheduled within this time frame but because at the time the trip was changed, all of the flights had already been flown, we will be using an ACTUAL flight times in our calculation; flight #3767 at 3.34 hours (ACT), flight #3784 at 3.29 hours (ACT) and flight #3848 at 2:45 hours (ACT). The total of this time equals 9.48 hours. Using the chart on page one as a guideline, we can see that the ODL (on duty layover) scheduled for 8.47 hours is not legal because the flight time was greater than 9 hours. Minimum rest in this example must be at least 9:00. The next rest period will be Compensatory and must be a minimum of 12 hours.



Legal to Start – Legal to Finish?

You may hear this phrase but you may be surprised by its proper application. If a crew and/or Envoy expect, **prior to take-off**, that any contractual or FAR required legalities will be violated or that the required start of a compensatory rest period will be infringed upon, the crew may not legally depart. However, if the original schedule met the necessary requirements, deviations due to weather or other unforeseen delays would be permitted. The key to the applicability of such an exception is the **unforeseen** weather conditions or other **unforeseen** delays disrupting an otherwise properly scheduled flight.

In Domicile Rest

Section 7 of our contract requires lines of time for the month to be built with a minimum of ten hours (10:00) of rest in domicile and a minimum of eight and one-half hours (8:30) of rest in out stations.

Section 7 further requires a Flight Attendant holding a line of time to be given a minimum of ten hours (10:00) of rest prior to duty on the next calendar day. Reserves placed into rest in domicile that will end on the next calendar day, will receive a minimum of ten hours (10:00) rest between: trip sequences; an Airport Reserve assignment and a trip sequence; a trip sequence and an Airport Reserve assignment; or within a sequence prior to the duty on the next calendar day. The ten hour minimum rest does not apply between RAPs; RAPs and trips sequences; and RAPs and Airport Reserve assignments. In instances where you've not been provided at least 10 hours of minimum rest in domicile, it is important to note that you must call Crew Scheduling within one hour (1:00) of being released in order to receive it,