

## RAPs & NAPs

Section 7.E. of our contract provides us with the applicable rest provisions incorporated from the previous pilot Part 121 of the Federal Aviation Regulations.

What exactly does this mean to a Flight Attendant who will be on Reserve?

On June 15, 1999, the FAA filed a Notice of Enforcement Policy stating that with respect to reserve time assignments for pilots the FAA would enforce the Agency's longstanding interpretation of FAR 121.471(b) and ensure that the rule is being correctly implemented. This enforcement is applicable to us as Envoy Flight Attendants because we negotiated to have the rest requirements from FAR 121.471(b).

FAR 121.471(b) establishes a 24-hour "look back" from the end of a flight assignment during which appropriate rest must be scheduled. Reserve time, while not defined in the FARs, is generally understood to be a period of time when a flight crewmember is not on duty but must be available to report upon notice for a duty period. Therefore, a Flight Attendant on Reserve could not be scheduled for or accept a flight assignment unless at the end of the flight assignment one could look back 24-hours and find the required amount of rest.

During a 24-hour period, a Flight Attendant must have a scheduled rest period of 9-hours, which can be reduced to no less than a period of 8 hours. This is also known as a NAP or "non availability period."

Flight Attendants can be assigned to an "availability" period that is scheduled for 15-hours in length but may not exceed a maximum period of 16-hours in length during a 24-hour period. This is known as a RAP or "Reserve Availability Period."

Simple math tells us if you add 8 (minimum reduced rest period) and 16 (maximum scheduled availability period) it totals 24 (the amount of hours in the look back period). These periods are examples of the bare minimum/maximum requirements.

When dealing with acceptance of a flight assignment the Flight Attendant must "look back" over 24 consecutive hours preceding the scheduled completion of the flight segment and find the required rest.

Let's say for example a Flight Attendant has been scheduled for a 16-hour "availability" period. If at hour 14, crew-scheduling calls to assign a flight, that flight segment must be completed by the 16<sup>th</sup> hour so that adequate rest has been accomplished during that 24-hour period.

While a RAP period (availability) may not exceed 16 hours in duration, this should not be confused with an "on duty" period. Duty periods are also found in Section 7 of the contract. A Flight Attendant may not be scheduled to be on-duty for more than fourteen (14) hours per duty period. Additionally a Flight Attendant may not be rescheduled or required to remain on duty in excess of sixteen hours.

Remember that RAPs may never exceed 16-hours in duration and on-duty period may never be scheduled for more than 14-hours in duration.

## Examples:

- 1) Scheduled RAP is 04:00-19:00 (15-hours in duration)  
Flight Assignment Scheduled Departure 18:00 & Scheduled Completion\* 20:00 (scheduled on-duty period 3 hours 15 minutes which includes check in and check out times)  
Acceptance of this flight assignment is legal, as the RAP has not exceeded the maximum of 16 hours and the scheduled on-duty period less than 14 scheduled hours.
- 2) Scheduled RAP is 04:00-19:00 (15-hours in duration)  
Flight Assignment Scheduled Departure 18:30 & Scheduled Completion\* 20:30 (Scheduled on-duty period 3 hours 15 minutes which includes check in and check out times)  
Acceptance of this flight assignment is not legal as the RAP has exceeded the maximum of 16 hours and is now at 16 hours and 30 minutes.
- 3) Scheduled RAP is 04:00-19:00 (15-hours in duration)  
Flight Assignment Scheduled Departure 05:00 & Scheduled Completion\* 19:30 (Scheduled on-duty period is 14 hours and 30 minutes including check in and check out times)  
Acceptance of this flight assignment is not legal. Although the RAP has not reached the maximum of 16 hours, the on-duty period has exceeded 14 scheduled hours in duration.
- 4) Scheduled RAP is 04:00-19:00 (15-hours in duration)  
While on RAP, first assigned to Standby Reserve beginning at 07:00. Then while on standby, given flight assignment departing at 07:30 and terminating at 20:15 (total on duty period is 13:30 including check in and check out times). Remember Standby Reserve time is duty time. Acceptance of this flight assignment is illegal. Even though the on duty period is scheduled for less than 14 hours, the RAP time is 16 hours and 30 minutes, which exceeds the sixteen hour maximum.

(\* includes debrief time)

Flight Attendants on reserve duty will be notified of a RAP for each day of reserve duty, except when assigned a multi-day pairing. Notification of such RAPs is done via AVRS after 6:00 PM each day. Once assigned a multi-day pairing, duty and rest periods are defined within that pairing.

There are three RAP schedules: 04:00-19:00, 10:00-01:00 or a CDO RAP that will vary by base. Late RAP may be assigned on the last day of reserve since assignment up to 02:00 is considered part of the previous day's assignment, unless you are on day six (6) of duty then, you must be completed by 23:59. RAP schedules however, may be altered to accommodate legalities.

If given a flight assignment while on a RAP, you must still call crew scheduling following the completion of that assignment. You may be given additional flying, you may have to complete the remainder of your RAP or you may be released.

Interruption during a NAP (Non Availability Period) is not permitted except to provide notification of flight assignment. Such notification may only be made two (2) hours prior to the start of the RAP (Reserve Availability Period). Further information regarding RAPs is available in your contract and IPM. If you believe your rights have been violated, please contact your AFA representative to report the infraction.