

SECTION 14 - INTERNATIONAL FLYING

A. All applicable provisions of this Agreement and any related Side Letters included in this Agreement shall apply to International flying, except as specifically modified in Section 14.

B. DEFINITIONS

1. **“International”** is defined as any operating or deadheading flight outside the forty-eight (48) contiguous United States with the exception of Canada and Alaska. This exception does not apply if a flight originates outside the contiguous forty-eight (48) United States and proceeds non-stop to Canada, or Alaska and vice versa.
2. **“International Premium Destination” (IPD)** is defined as any operating or deadheading flight to/from Europe, Asia, and destinations in Deep South America, e.g., Rio de Janeiro, Sao Paulo, Santiago, Chile and Buenos Aires etc., that have a premium level of service comparable to European destinations. Hawaii and other destinations will also be considered International Premium Destinations if the routes include a premium level of service.
3. **“Non-International Premium Destination” (NIPD)** is International flying that does not meet the definition of International Premium Destination Flying.
4. **“Non-Long Range Flying”** is defined as any International duty period which does not contain flying in excess of twelve (12) hours block. The on-duty period will not be scheduled or rescheduled to exceed fourteen (14) hours.
5. **“Mid-Range Flying”** is defined as any International duty period which does not contain flying in excess of twelve (12) hours block. The on-duty period will be scheduled or rescheduled for more than fourteen (14) hours, but not to exceed fifteen (15) hours.
6. **“Long-Range Flying”** is defined as any International duty period which has a scheduled International segment in excess of twelve (12) hours block but not more than fourteen (14) hours and fifteen (15) minutes block.
7. **“Extended-Long-Range Flying”** is defined as any International duty period which has a scheduled International segment in excess of fourteen (14) hours and fifteen minutes (15) block.

C. INTERNATIONAL PAY

A Flight Attendant will receive International Pay as specified in Compensation, Section 3.

D. INTERNATIONAL DUTY TIME LIMITATIONS

| Duty Type | On-Duty | | Max Block <i>excluding deadhead</i> | Segment Restrictions |
|---------------------|---|-----------------------------------|--|---|
| | <i>Max Scheduled</i> | <i>Max Actual</i> | | |
| Non-Long Range | 14:00 | 16:00 | 12:00 | A duty period may include any mix of International or International and Domestic segments. |
| Mid-Range | 15:00 | 17:00 | 12:00 | A duty period may include either one (1) Domestic segment and one (1) IPD segment or a one-day turn (2 NIPDs) |
| Long Range | 16:00 | 18:00 | 14:15 | A duty period may include one (1) IPD segment (only). |
| Extended Long Range | Flt time plus sign-in/de-brief, max 20:00 | Original scheduled duty plus 3:00 | NA | A duty period may include one (1) IPD segment (only). |

Note: The total number of mid-range duty periods will be limited to no more than five percent (5%) of all International duty periods system wide.

No more than fifteen percent (15%) of all duties which operate between such crew base and Hawaii shall be scheduled in the Mid-Range category.

Mid-Range duties scheduled between any crew base and Hawaii shall not span the duty hours beginning at 0100 and ending at 0400 (HBT).

1. Non-Long Range Duty Period

- a. An on-duty period, containing an International segment(s) or International and Domestic segments, shall not be scheduled or rescheduled to remain on-duty in excess of fourteen (14) consecutive hours and, in no case, shall a Flight Attendant be required to remain on duty in excess of sixteen (16) hours during any such on-duty period. A Flight Attendant shall not be required to remain on-duty beyond the maximum flight duty limits as specified in this Paragraph.
- b. If the combination of a delayed departure time and scheduled flight time(s) projects the Flight Attendant's duty to exceed the maximum duty of sixteen (16) hours, Crew Scheduling may electronically offer, and the Flight Attendant may voluntarily agree electronically to continue working. The Company will electronically offer VE to each Flight Attendant and each Flight Attendant will respond with an accept or reject. The Lead/Number 1 Flight Attendant will be the contact to follow up on the responses regarding the offer to extend. Any crewmember(s) who wishes to extend may call Crew Scheduling to request initiation of the process provided maximum duty limitation is expected to be exceeded. A Flight Attendant who voluntarily agrees to work past sixteen (16) hours may be required to work up to a maximum of twenty (20) hours and shall receive pay as detailed below. Once the Flight Attendant has agreed to extend up to four (4) hours, such agreement may not be rescinded.
 - i. A Flight Attendant who voluntarily agrees to remain on duty for more than sixteen (16) hours shall receive pay at a rate of two hundred percent (200%) including premiums and credit at one hundred percent (100%) for the entire duty period. If the Flight

Attendant remains on duty in excess of nineteen (19) hours up to a maximum of twenty (20) hours, the Flight Attendant shall receive pay at the rate of three hundred percent (300%) including premiums and credit at one hundred percent (100%) for the duty period, instead of two hundred percent (200%) including premiums and credit at one hundred percent (100%). The flight can operate with the FAR-required minimum crew if some of the crew chooses not to fly.

- ii. Once a Flight Attendant agrees to exceed the maximum duty limitations, the Flight Attendant will receive the two hundred percent (200%) pay specified above, even if the duty limitations are not exceeded. In such circumstances, the rest provisions contained in Paragraph H and I, will apply at the end of the extended duty period.

2. Mid-Range Duty Period

- a. An on-duty period containing either one (1) Domestic segment and one (1) IPD segment, or a one-day turn consisting of two (2) NIPD segments, may be scheduled up to twelve (12) hours block. A Mid-Range duty period must be scheduled over fourteen (14) duty hours. A Flight Attendant may be scheduled or rescheduled to remain on-duty up to fifteen (15) consecutive hours; however, in no case shall a Flight Attendant be required to remain on-duty in excess of seventeen (17) hours during any such on-duty period. A Flight Attendant required to remain on-duty for more than sixteen (16) hours in actual operations shall receive pay for the duty period at a rate of two hundred percent (200%) including premiums and credit at one hundred percent (100%). If the Flight Attendant operates or deadheads on a mid-range duty period flight segment that touches 0300 HBT, the Flight Attendant shall be released for legal rest at the termination of such flight segment.
- b. Such flight requiring an operational fuel landing shall be operated using the eighteen (18) hour on-duty limitation.

3. Long Range Duty Period

- a. An on-duty period containing one (1) scheduled international segment up to fourteen (14) hours and fifteen (15) minutes block, may be scheduled or rescheduled to remain on duty up to sixteen (16) consecutive hours, however, in no case shall a Flight Attendant be required to remain on duty in excess of eighteen (18) hours during any such on-duty period.
- b. If the combination of a delayed departure time and scheduled flight time(s) projects the Flight Attendant's duty to exceed the maximum duty of eighteen (18) hours, Crew Scheduling may electronically offer, and the Flight Attendant may voluntarily agree electronically to continue working. The Company will electronically offer VE to each Flight Attendant, and each Flight Attendant will respond with an accept or reject. The Lead/Number 1 Flight Attendant will be the contact to follow up on responses regarding the offer to extend. Any crewmember(s) who wishes to extend may call Crew Scheduling to request initiation of the process provided maximum duty limitation is expected to be exceeded. A Flight Attendant who voluntarily agrees to work past eighteen (18) hours may be required to work up to a maximum of nineteen (19) hours and shall receive pay as detailed below. Once the Flight Attendant has agreed to extend up to one (1) hour, such agreement may not be rescinded.
 - i. A Flight Attendant who voluntarily agrees to remain on duty for more than eighteen (18) hours shall receive pay for the duty period at a rate of two hundred percent (200%) including premiums and credit at one hundred percent (100%) for the entire duty period. The flight can operate with the FAR-required minimum crew if some of the crew chooses not to fly.
 - ii. Once a Flight Attendant agrees to exceed the maximum duty limitations, the Flight

Attendant will receive the two hundred percent (200%) pay specified above, even if the duty limitations are not exceeded. In such circumstances, the rest provisions contained in Paragraph H and I, will apply at the end of the extended duty period.

- c. Such flight requiring an operational fuel landing shall be operated using the eighteen (18) hour on-duty limitation.

4. Extended Long Range Duty Period

In any on-duty period containing one (1) scheduled International segment of over fourteen (14) hours and fifteen (15) minutes block, a Flight Attendant may be scheduled to remain on-duty for a period not to exceed sign-in time, plus the scheduled flight time of the trip, plus de-brief, with a maximum scheduled on-duty time of twenty (20) hours. In no case will a Flight Attendant be required to remain on duty in excess of an amount of time equal to the originally scheduled duty period maximum plus three (3) hours.

A duty period containing International flying will consist of no more than one (1) scheduled non-stop flight leg. The flight is considered "non-stop" even if a stop is made for operational reasons.

Example: A duty period containing an extended-long-range International flight leg of sixteen (16) hours will have:

- a. A scheduled on-duty period (including sign-in and de-brief) of seventeen (17) hours and forty-five (45) minutes;
- b. An actual on-duty limit duty-period of seventeen (17) hours and forty-five (45) minutes plus three (3) hours (includes any operational fuel landing).

- 5. An electronic method will be provided for processing the voluntary extension of the duty period contained in Paragraph D.1 and 3.

E. INTERNATIONAL FLYING - REPORT AND RELEASE FROM DUTY

1. IPD Report to Release Period

IPD flights require a report for duty of one (1) hour and fifteen (15) minutes prior to scheduled departure and continuing until such Flight Attendant is released from duty thirty (30) minutes after block-in time of the last flight segment, or scheduled arrival, or actual release time, whichever is later. If the originating flight is a Domestic or NIPD segment, the report time for duty is reduced to one (1) hour and if the terminating flight is a Domestic or NIPD segment, the release from duty is fifteen (15) minutes after block-in for Domestic and thirty (30) minutes after block-in for NIPD.

Example:

| <u>Report For Duty</u> | <u>Routing Path</u> | <u>Release From Duty</u> |
|------------------------|-----------------------|--------------------------|
| 1:15 | DFW-LGW-DFW | :30 |
| 1:00 | PHL-CLT-LGW-CLT-PHL | :15 |
| 1:00 | ORD-DFW-LGW-CLT-(RON) | :30 |

2. NIPD Report to Release Period

NIPD flights require a report for duty of one (1) hour prior to scheduled departure and continuing until such Flight Attendant is released from duty thirty (30) minutes after block-in time of the last flight segment, or scheduled arrival, or actual release time, whichever is later. If the

terminating flight is a Domestic segment, the release from duty is reduced to fifteen (15) minutes after block-in.

Example:

| <u>Report For Duty</u> | <u>Routing Path</u> | <u>Release From Duty</u> |
|------------------------|-----------------------|--------------------------|
| 1:00 | DFW-CUN-DFW | :30 |
| 1:00 | PHL-CLT-SJU-CLT-PHL | :15 |
| 1:00 | ORD-DFW-SJO-CLT-(RON) | :30 |

F. INTERNATIONAL ON-BOARD REQUIREMENTS

1. On an IPD segment, a Flight Attendant will be required to be onboard the aircraft ready to receive the passengers at fifty (50) minutes prior to scheduled departure.
 - a. The Company may decrease the above time to a minimum of forty-five (45) minutes provided the Company provides sixty (60) days' notice to the APFA and Flight Attendants.
 - b. Once decreased, the Company may subsequently increase the on-board requirement to a maximum of fifty (50) minutes. The Company must provide sixty (60) days' notice to the APFA and Flight Attendants.
2. On an NIPD segment, a Flight Attendant will be required to be onboard the aircraft ready to receive the passengers at forty-five (45) minutes.
 - a. The Company may decrease the above time to a minimum of forty (40) minutes provided the Company provides sixty (60) days' notice to the APFA and Flight Attendants.
 - b. Once decreased, the Company may subsequently increase the on-board requirement to a maximum of forty-five (45) minutes. The Company must provide sixty (60) days' notice to the APFA and Flight Attendants.
3. The Company will publish and maintain any changes to on-board requirements as specified above in a location readily accessible to Flight Attendants, such as the monthly bid sheet.

G. DUTY PERIODS

On a Domestic segment, a Flight Attendant will be required to be onboard the aircraft ready to receive the passengers pursuant to Hours of Service, Section 11.M.

A duty period containing IPD flying shall be limited to:

IPD flying only; or

IPD flying plus one (1) additional operating or deadheading segment of any type preceding or following the IPD segment.

H. REST PERIODS AT HOME BASE STATION (Calculated from release from duty to report for duty)

1. A Flight Attendant shall be scheduled for no less than twelve (12) hours rest at their home crew base immediately following a non-IPD duty period. This twelve (12) hour rest period may be reduced by the Company two (2) hours in actual operations.
2. A Flight Attendant shall be provided no less than fourteen (14) hours and thirty (30) minutes rest at their home crew base immediately following an IPD duty period*, except as follows:

- a. A Flight Attendant shall be provided no less than thirty-six (36) hour rest at their home crew base immediately following a trip sequence containing one International segment with a duration in excess of twelve (12) hours, but not more than fourteen (14) hours and fifteen (15) minutes.
- b. A Flight Attendant shall be provided no less than forty-eight (48) hours at their home crew base immediately following a trip sequence containing one International segment with a duration in excess of fourteen (14) hours and fifteen (15) minutes.

*A Flight Attendant shall be provided no less than fourteen (14) hours and thirty (30) minutes rest at their home crew base immediately following a duty period that includes a segment to/from Hawaii which exceeds six (6) hours block.

3. A Flight Attendant may, at the Flight Attendant's option, waive the rest provisions of Section 14 in home base subject to the flight time limitations of the FARs and to Scheduling, Section 10. The rest provided for in Paragraph H.2.b may only be waived to a minimum of twenty- four (24) hours.

I. LAYOVER REST PERIODS

1. A Flight Attendant on a non-IPD duty period shall be scheduled for no less than ten (10) hours of rest (calculated from release from duty to report for duty) while on a layover which may not be reduced. In actual operations eight (8) hours "behind the door" minimum rest is required. If the minimum rest of eight (8) hours "behind the door" cannot be met in the actual operation of a trip sequence, the crew upon reaching the layover hotel should contact the Company directly to reschedule the crew.
2. A Flight Attendant on an IPD duty period shall be provided no less than fourteen (14) hours layover rest (calculated from release from duty to report). A Flight Attendant who reports for duty and fails to depart the station will be scheduled for no less than ten (10) hours rest. A Flight Attendant on a duty period which exceeds six (6) hours block with a layover in Hawaii shall be provided fourteen (14) hours layover, calculated from release to report.
3. As an exception to the layover rest specified in Section 14, the APFA and the Company may agree to shorter layover rest to allow certain high value sequences, e.g., DFW-EZE, MIA-CNF, and JFK-GRU 'rockets.'

J. FOREIGN CREW BASE

1. Definition

A foreign crew base is a Flight Attendant base located outside of the fifty (50) United States. All foreign crew bases shall be common crew bases for Flight Attendants and Pilots unless the Company establishes a cargo-only foreign pilot base that does not operate passenger revenue flights.

2. Written Notice

The Company will give the APFA at least ninety (90) days written notice of its intent to open a foreign crew base. Foreign crew base positions will be available for bid and awarded by system seniority. Flight Attendants awarded and/or assigned to foreign crew bases shall be covered by all terms of the Agreement and the Railway Labor Act. The Company shall not claim in any arbitration or court proceeding that the Flight Attendants are not covered by the Agreement and the Railway Labor Act.

3. Foreign Crew Base Allowance

In the event the Company seeks to establish a foreign crew base, the parties recognize that the establishment of a foreign crew base raises important issues of housing allowances, tax protection, cost of living differentials, currency exchange rates and other matters which are extremely technical. Therefore, in view of the importance of such issues to Flight Attendants who may consider submitting bids for a foreign crew base, the parties agree:

- a. to mutually explore elements to be included in a foreign crew base allowance, taking into consideration the experience of other Flight Attendant groups;
- b. that, if possible, a foreign crew base allowance, to include the agreed elements will be mutually agreed to prior to the posting of a crew base bid for such foreign crew base. In the event of failure to agree, the issue will be decided by expedited interest arbitration pursuant to Dispute Resolution and Grievance Procedures, Section 30;
- c. that the foreign crew base allowance, once established, will be retroactive and will be updated regularly to account for changed conditions.

K. TRAINING

1. A Flight Attendant must be trained for IPD Flying and current in such training to fly IPD trips. A Flight Attendant must attend required IPD training on the dates such training has been scheduled. Notwithstanding the above, if a Flight Attendant is unable to attend such training, such Flight Attendant will be scheduled for different training dates.
2. If the Flight Attendant completes training prior to the start of the bid period, the Flight Attendant shall be eligible for International premium pay, if applicable, at the start of the bid period. **2022**
3. If the Flight Attendant is available to attend training prior to the start of the bid period and the Flight Attendant has IPD trips scheduled in their line but the Company cannot offer IPD training and/or training on the Company's IPD aircraft prior to the start of the bid period, such Flight Attendant will be eligible for all international premiums, if applicable, for the Domestic flying the Flight Attendant does after the start of the bid period.
4. If the Flight Attendant is not available to attend training until after the start of the bid period and the Flight Attendant has IPD trips scheduled in their line, the Flight Attendant may be required to fly Domestic sequences until awarded/assigned IPD training and/or training on the Company's IPD aircraft. Such Flight Attendant shall be eligible for all international premiums, if applicable, after the earlier of the completion of training or the sixteenth (16th) day after becoming available to attend training.
5. A Flight Attendant awarded or assigned a position on an IPD sequence(s) via PBS, TTS, or ETB shall be required to successfully complete the initial IPD service and procedure training and any required aircraft training. Premiums will be paid as outlined in Paragraph K.3 or K.4.

L. PURSER

The Lead/Number 1 position Flight Attendant shall be designated as the Purser on IPD flights.

1. In addition to regular Flight Attendant duties, a Flight Attendant holding the position of Purser shall be responsible to Inflight Management to ensure compliance among their crew for relevant Company policies and procedures during all phases of flight including:
 - a. Leading and directing in-flight crews in the proper delivery of all scheduled in-flight services;

- b. Communicating and coordinating with appropriate support service departments and Flight Attendants, e.g., act as a liaison between Premium Services and customers;
- c. Attempting to ensure prompt and correct compliance with management's instructions;
- d. Conducting pre-flight briefings for all Flight Attendants in the crew at the beginning of each trip sequence and as necessary thereafter;
- e. Coordinating and directing pre-flight and in-flight duties of all Flight Attendants assigned to the flight, including the reassignment of a crew member's working position as needed to accomplish a required service;
- f. Completing forms, reports and other paperwork as required;
- g. Communicating safe work habits to the Flight Attendants assigned to the flight;
- h. Immediately reporting hazardous conditions, unsafe practices, and improperly functioning tools and equipment to the captain and/or management as appropriate;
- i. Ensuring customer needs, concerns and requests are met;
- j. Actively participating in the resolution of in-flight problems or concerns reported by customers and/or Flight Attendants; and,
- k. The Purser will not issue discipline, conduct uniform checks or perform any duties normally performed by a supervisor.

2. Filling of Purser Vacancies

In order to provide coverage for flights on which Purser are required, the Company shall determine the number of Flight Attendants required to be qualified as Purser at each base, as follows:

- a. On a yearly basis, operational requirements shall be determined by dividing the projected number of aircraft hours for the flights on which Purser are required by the average line value.
- b. The Flight Attendants qualified as Purser shall include a minimum of one hundred and fifty percent (150%) above the operational requirements.
- c. In addition to the requirements specified in Paragraph L.2.b, the Company agrees to offer Purser training classes to accommodate a minimum of one hundred (100) Flight Attendants per year. This annual training class requirement is in addition to any base-specific Purser training classes needed to meet the operational requirements during the year pursuant to Paragraphs L.2.a-b above.
- d. The Purser position will not create a vacancy in a base. To bid into the Purser program a Flight Attendant must be in the base of the Purser position or transferring into the base, pursuant to Filling of Vacancies, Section 22, concurrently with the Purser posting.
- e. A Flight Attendant awarded a Purser vacancy must remain in the Purser program for a minimum of six (6) months. A Flight Attendant will remain in the Purser program until they opt out of the program. A Flight Attendant may resign from the Purser program by providing a three (3) month advance notice. Such resignation shall become effective if not rescinded by the Purser during the first thirty (30) days following the written notice.

3. Eligibility and Selection Criteria

To be eligible to bid into the Purser program, a Flight Attendant, including a qualified foreign language speaker, must meet the following criteria:

- a. Have a minimum of eighteen (18) months of active service as a Flight Attendant; and,
- b. Be projected to be available for active flight status by the commencement of the training process; and,
- c. Have completed or be willing to complete all required qualification training specific to IPD flying; and,
- d. A Flight Attendant who is on the second stage of discipline will be ineligible to bid into the Purser program until the second stage of the discipline is removed from their file pursuant to General, Section 37.O; and,
- e. Must successfully complete an objective examination/assessment developed by the Company and reviewed by the APFA, and may include other objective components, e.g., leadership assessment testing.

4. Training and Maintaining Qualifications

- a. The Company shall offer Purser qualification training to those individual Flight Attendants who have been awarded Purser positions pursuant to the provisions for scheduling training specified in this Agreement. All Purser training shall be conducted in accordance with Training, Section 29.
- b. The Company will design and administer the Purser qualification training and will set the standards for completion of training with review and input from the APFA. The Company may, from time to time, revise the training program and standards for completion.
- c. Training for Flight Attendants selected for the Purser position will be provided at reasonable intervals, but not less than once a year.
- d. A Flight Attendant who does not successfully complete the Purser qualification training shall be eligible to bid for Purser qualification training concurrent with the next cycle of Purser training, provided such training date is no sooner than six (6) months from the Flight Attendant's original date of the Purser qualification training.
- e. In order to maintain Purser qualifications a Flight Attendant must:
 - i. As required, successfully complete any required Purser Recurrent training;
 - ii. Complete any other training associated with a Purser flight assignment successfully;
 - iii. A Flight Attendant who is on the final stage of discipline prior to termination will be ineligible to remain in the Purser program until the discipline is removed from their file pursuant to General, Section 37.O;
 - iv. Must accumulate at least one hundred and fifty (150) paid Purser hours, exclusive of vacation and sick pay, each calendar year. A Flight Attendant who fails to achieve this requirement at no fault of their own (i.e., adequate bidding but insufficient seniority to hold Purser monthly bid position) will be considered to have met their obligation. A Purser who does not achieve the participation level will lose their Purser qualification

effective the first day of the contractual month of March. Such Purser will be eligible to reapply to the program effective one (1) year following the date of disqualification.

- f. When more than one (1) Purser qualification or requalification class is being offered in a year, the classes shall be offered in a minimum of two (2) months.
5. Scheduling
- a. Monthly Bid and Award Process
 - i. The PBS bidding process shall be utilized in the determination of a Purser qualified Flight Attendant's bid and award. Such award shall be made on the basis of the Flight Attendant's seniority at their base, subject to the following:
 - (a) The PBS system shall ensure that all Purser flying is awarded or assigned in the monthly bid process;
 - (b) Purser flying will be awarded to Purser qualified Flight Attendants who bid for such sequence(s) in the PBS system on the basis of seniority and the global constraints of the PBS system. If insufficient Purser qualified Flight Attendants bid for Purser designated sequences, the PBS system will assign to junior Purser qualified Flight Attendants on the basis of seniority and the global constraints of the PBS system.
 - ii. No Purser specific Reserve lines will be awarded.
 - b. Line Adjustments
 - i. In the event a Purser designated sequence becomes available after the PBS award, such sequence shall be posted in open time as a Purser designated sequence available for pick-up or trade by a Purser qualified Flight Attendant.
 - ii. Such Purser designated sequence shall remain in Open Time until it has been awarded to a Purser qualified Flight Attendant through TTS. In the event the sequence is not awarded through TTS or the Post-TTS Daily process to a Purser qualified Flight Attendant, such sequence will be processed as a non-Purser designated sequence through Post-TTS Daily Processing or Reserve Processing. However, if such sequence is awarded to a Purser qualified Flight Attendant during this process, the Flight Attendant shall be entitled to the Purser premium.
 - iii. Position determination for a Purser designated sequence awarded through Post-TTS Daily Processing or Reserve Processing, shall be offered as follows:
 - (a) In the event there are no Purser qualified Flight Attendants on the flight, the Purser position shall be changed to a Lead/Number 1 Flight Attendant position and filled in accordance of Scheduling, Section 10; and the Flight Attendant working the Purser position shall receive Purser pay;
 - (b) In the event there is one (1) Purser qualified Flight Attendant on the flight, they shall fill the Purser position;
 - (c) In the event there are two (2) or more Purser qualified Flight Attendants on the flight, the Purser position shall be offered first in seniority order and then assigned in reverse seniority order;
 - (d) A probationary Flight Attendant shall not be assigned to the Purser position. When the entire crew of Flight Attendants is probationary Flight Attendants, the most

senior Flight Attendant shall assume the Lead/Number 1 Flight Attendant position.

- c. The provisions of TTS, ETB and Sequence Trades through Crew Scheduling as found in Scheduling, Section 10, shall apply to Purser qualified Flight Attendants except that a Purser qualified Flight Attendant may not trade a Purser designated sequence for a non-Purser designated sequence unless the Flight Attendant is trading a Purser designated sequence with another Purser qualified Flight Attendant. The Flight Attendant may drop a Purser sequence into open time assuming the transactions meets the TTS processing rules specified in Scheduling, Section 10.
- d. Rescheduling of Flight Attendants shall be made in accordance with the provisions of Scheduling, Section 10.J.

6. Vacations

A Purser qualified Flight Attendant shall be eligible to bid in accordance with their seniority at their base from the base's general vacation allocation pool in accordance with the provisions of Vacation, Section 8.

M. GENERAL

1. Deadheading

- a. Flight Attendants on International flights shall deadhead as specified in Deadheading, Section 16.
- b. When a Flight Attendant is deadheading on a flight at the commencement or termination of an International service, the Company will provide the Flight Attendant a connect time no less than the minimum connect time required for revenue customers, plus fifteen (15) minutes.

2. Passports

The Company will reimburse a Flight Attendant for the cost of passport renewal, passport photos, visas, inoculations and the charge for expediting service for passports and visas in those crew bases where passports and visas may be required. The Company will provide positive space travel or reimburse for mileage for a Flight Attendant who drives to a passport office provided such location is the closest in proximity to the Flight Attendant's crew base or residence. The Company shall reimburse any necessary cab fare between an airport or layover hotel and a passport/visa office. Any other associated expenses will be reviewed on an individual basis.

3. Duty Free

In the event the duty free commissions are not paid, Flight Attendants shall not be required to sell duty free items.

4. Medical Care

- a. A Flight Attendant who becomes sick or injured on an International trip shall be provided positive space travel in accordance with Sick Leave, Section 9.F. If necessary, the Company will provide and pay for layover accommodations until the Flight Attendant is able to travel. Transportation will be provided between the hotel and the airport. The terms and conditions of such positive space travel shall be in accordance with Company policy. The policy regarding travel for ill or injured Flight Attendants shall be no less favorable than the policy afforded to pilots.

- b. A Flight Attendant, covered under American Airlines benefit plans, who requires emergency medical care while traveling on a sequence or Company business outside of the United States will receive the same level of coverage as if the care occurred in the United States. Medical treatment should be obtained in accordance with established policies and procedures and coordinated through the Flight Attendant's International medical coordinator. If the illness or injury is determined to be occupational in nature, medical treatment should be obtained in accordance with established policies and procedures and coordinated through the Workers' Compensation provider. The medical benefits provider will provide an international toll-free telephone number and such number shall be listed on the health insurance card. The Flight Attendant shall not be required to advance payment for the medical treatment except to the extent there are co-payments, deductibles or co-insurance amounts that may apply. The Company shall provide such Flight Attendant transportation between the hotel or airport and the recommended medical facility. Emergency medical transportation, i.e., ambulance, will be provided in accordance with the Flight Attendant's applicable medical benefits.

5. Hostilities

Unless prohibited by a governmental agency, the Company shall promptly notify the APFA National President upon receipt of information regarding hostilities, terror threats, political disruptions or natural disasters that may present a danger to the safety of Flight Attendants at stations into which they are required to fly. At the request of the APFA National President, the Company shall meet and review the impact that such hostilities or disruptions may have on Flight Attendants and notify the affected Flight Attendants.

6. Luggage

If a Flight Attendant checked luggage is lost or damaged while they are on an International sequence, the Flight Attendant shall be subject to the policy regarding lost luggage applicable to revenue passengers. An advance of up to two hundred and fifty dollars (\$250.00) will promptly be made available to a Flight Attendant under these circumstances. Such advance will be converted to the equivalent foreign currency applicable to the location. Should the Flight Attendant's luggage be recovered, the Flight Attendant will return such advance funds less any amounts expended to replace their lost property while such property was lost.

7. Location Delay Incentive

When a Flight Attendant is delayed departing from an IPD station for more than ten (10) hours from the scheduled departure time for reasons such as mechanical or failure of an inbound aircraft to arrive, the Flight Attendant shall receive an incentive of an additional five (5) hours of pay and credit, including all premiums in addition to the value of the trip. Once the delay is twenty-four (24) hours or greater, an additional five (5) hours, including all premiums, will apply for each subsequent twenty-four (24) hours or fraction thereof. Once the crew reports for a delayed departure of twenty-four (24) hours or greater and the flight departs early or the door closes prior to the twenty-four (24) hours, the five (5) hours will not be rescinded. Should greater pay protection be provided through Illegal Through No Fault, Last Trip of the Month or Crew Substitution, the provisions of Paragraph M.7 may be waived to accept the greater pay protection.