

Alternative Flying Program (AFP)

Overview

An AFP is not a base, but rather a voluntary program which allows flight attendant participants to originate and terminate trips in the city in which they live. In order to be cost-effective, the amenities and facilities typically associated with a traditional In-Flight base, including IFS leadership presence and scheduling support, are not provided in AFPs. In addition, flight attendant commitment and qualification requirements and scheduling parameters are different when participating in an AFP. Flight attendants participating in AFPs are assigned to an existing In-Flight base for all administrative purposes.

A high level of reliability and self-sufficiency are required from all interested flight attendants wishing to participate in an AFP, and a file review is a necessary prerequisite for any flight attendant submitting a transfer request. In addition, AFPs are designed to give first preference of participation to current residents of the AFP city, and proof of residency may be requested.

Current Locations

Fort Lauderdale, FL (FLM)

Honolulu, HI (HLS)

San Diego, CA (SAS)

San Francisco, CA (SFS)

Seattle, WA (SWS)

Tampa, FL (TPM)

Washington, DC (DCN)

Entering an AFP

Qualities of a Participant

An AFP participant must be an independent person capable of performing in a self-sufficient environment, someone who:

- Can conduct daily briefings without a visible leader
- Is resourceful to find answers to questions and solutions to problems
- Can use networking skills to ensure trip coverage in the event of illness or emergency, without involving Scheduling
- Effectively responds to unforeseen operational issues
- Proactively seeks job-critical information on the IFS Portal
- Keeps up-to-date on current IFS news and events utilizing the IFS Portal and email
- Can bid without using a paper bid package

Commitment Requirement

A 1 year commitment to the AFP is required, from Jan. 31–Jan. 30.

Eligibility Criteria

Any flight attendant in any base may express his/her interest in joining an AFP. Only those flight attendants meeting the below eligibility criteria will have the opportunity to be awarded a position in and fly from an AFP location.

File Review

- Satisfactory Performance
- No Disciplinary Probations or Final Warnings within previous 4 years
- No Warning Letters related to any aspect of performance within previous 12 months
- No Failures to Cover within previous 12 months

A “year” for the purpose of file reviews is measured from Jan. 31–Jan. 30.

Residential Address

Priority for AFP slots will be given to those flight attendants who meet all eligibility criteria and have a residential address within a 75 mile radius of the (AFP) airport. Transfers will be awarded in the following order:

- 1 Flight attendants with a residential address within 75 miles of the AFP airport in system seniority order.
- 2 Flight Attendants who DO NOT have a residential address within 75 miles of the AFP airport in system seniority order.

Flight attendants may be required to provide proof of their residential address.

Flight Leader Qualification

Effective immediately, any flight attendant entering a new AFP location or transferring to an existing AFP will be required to obtain a Flight Leader qualification on or before Aug. 31, 2007. All flight attendants who entered an AFP prior to Jan. 31, 2007 and who are remaining in their current AFP location will be required to obtain a Flight Leader qualification on or before Jan. 30, 2008.

Transferring into an AFP**Annual Transfer-In Bid**

Bids are due in November for a commitment period beginning Jan. 31. Current AFP participants satisfying performance requirements will not need to re-bid for entry.

Monthly Transfer-In Bid

The normal base transfer process is utilized. All eligibility criteria must be met for a transfer to be successful. A flight attendant awarded a slot into an AFP mid-year must complete the remaining duration of the yearly commitment period before being eligible to transfer out.

Exiting an AFP**Voluntary Transfer-Out**

If a flight attendant desires to voluntarily exit the AFP, he/she will have an opportunity to submit a transfer request to an open base or AFP during the annual November re-bid period with an effective transfer date of Jan. 31. Regular transfer requests can also be submitted throughout the year. However, such transfers may be denied if the voluntary transfer would negatively impact the remaining AFP participants.

Performance-Based Transfer-Out

- If a flight attendant is removed from the AFP, Delta will assign the flight attendant to any In-Flight base at which there are openings.
- Receipt of administrative action within a rolling 12 month period could subject a flight attendant to a review for removal from the AFP. He/she may be required to fly the remainder of his/her bid AFP monthly schedule(s) before such a transfer is effective.

Reductions Due to Operational Requirements

- AFPs are staffed based on network schedule requirements.
- The size of an AFP may change in response to network changes and flight attendant performance. AFP size will be evaluated on a monthly basis and adjustments will be made as needed.
- AFP flying may be reduced based on operational requirements. In such a case, reductions in AFP participants would occur using the reverse of the entry criteria by seniority:
 - 1 Volunteers who reside outside the 75 mile radius
 - 2 Volunteers who reside within the 75 mile radius
 - 3 Involuntary - those who reside outside the 75 mile radius
 - 4 Involuntary - those who reside within the 75 mile radius
- In the event an AFP location is downsized or eliminated, Delta will make every effort consistent with the needs of the operation to assign as many of the affected AFP participants as possible to fly from their assigned In-Flight base. However, to the extent the assigned In-Flight base is unable to support some or all of such additional flying based on the then-existing operation, Delta will assign affected AFP participants to any other base at which there are openings.

Scheduling Parameters**CBS**

- No paper bid packages
- Each AFP location is worked separately
- CBS bidding options are the same as in a base
- Minimal to no Open Time

Schedule Flexibility

- AFP flight attendants may only swap AFP trips with flight attendants in their AFP location, and with local AFP Open Time.
- The eCrew Swap board is used for trip drops and swaps, and for posting Availability To Fly.
- Daily PPT will not be awarded.
- Time off should be managed by utilizing the pre-month PPT process, CBS and swapping with another flight attendant.

Trip Demographics

- Based on a continuously changing network schedule, the trips in each AFP may change from month to month. Trips vary city by city, and Flight Leader & Regular positions are available for bidding in all AFP locations. LOD positions will be available in AFP locations where there are flying segments with LOD requirements.

Trip Coverage

- AFP flight attendants self-manage their own flying.
- IFS Scheduling will only cover trips as a last resort, i.e., utilizing the FA Availability to Fly list.
- AFP leaders will be advised whenever IFS Scheduling is involved in trip coverage.
- IFS Scheduling involvement in AFP trip coverage will be used as a measurement component in determining the success of an AFP.
- Normal re-route guidelines apply.

Jetway Trades

- An AFP participant can jetway trade with any other AFP participant, regardless of AFP location.
- Jetway trades may only occur in an In-Flight base or AFP location, and must be requested 6 hours prior to the report time of the departing segment.

Vacations

- AFP flight attendants bid and are awarded vacation within their AFP.
- The annual vacation round and pick up/improvement process is utilized.
- For flight attendants entering or exiting the AFP mid-year, all previously awarded vacations are dropped and must be re-bid using the monthly pick up/improvement process.

Scheduling Tools**eCrew Post Availability to Fly**

AFP flight attendants are required to ensure coverage of trips without involving Scheduling. The Post Availability to Fly function allows flight attendants to:

- Indicate their willingness to pick-up a trip that isn't posted on the Swap Board
- Find out who's available to fly (and who might want to pick up a trip)

Administration**In-Flight Base Assignment**

Flight attendants participating in AFPs are assigned to an In-Flight base for all administrative purposes.

Delta may change the assigned In-Flight base designated for an AFP participant at any time, depending on operational and business considerations.

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|-------------|-------------|
| • DCN ➡ NYC | • SWS ➡ SLC |
| • FLM ➡ MCO | • SFS ➡ SLC |
| • SAS ➡ SLC | • TPM ➡ MCO |

Safety Reviews

Must be completed on-line 6 months prior to JR date.

OBM Revisions and Bulletins

OBM Revisions and Bulletins are distributed to each AFP location and flight attendants are required to keep their OBMs current at all times.

Airport Space

Each AFP provides a team room with eCrew computers, a phone line, and company mailboxes.

Parking

Click on the link for [AFP Parking Information](#).

End of Section