

**PBS SUPPORT TEAM QUARTERLY MEETING
3Q2009
23SEP09**

INTRODUCTION OF NEW MEMBERS/ROLL CALL

AFA MEC

Janette Rook
Daniel Grey

MSP NWA SCHEDULING

Brian Moreau
Jiva Ahrens
Adrian Rivero

HNL

FA Rep: Mario Bahri
FAM: Tommy Wilks
AFA: Michelle Foley

SFO

FA Rep: Brett Clark
FAM: Gary Baker

MSP

FAM: Jeanenne Brown

DTW

FA Rep: Frank Slitti
FAM: Jonwaine Collins

NYC

FAM: Rohan Thomas

LAX

FA Rep: Lori Lampert
FAM: Jim Rodriguez
AFA: Elisabeth Joyce

MEM

FAM: Stephen Weathersby

SEA

FA Rep: Lovey Offerle
FAM: Gina Petrucelli

BOS

FA Rep: Nancy Wheeler

ATL

AFA: Joseph Mendoza

DESIGNATION OF ROTATING CHAIR & NOTE TAKER

Lovey Offerle appointed rotating chair; Elisabeth Joyce appointed note taker

OPENING QUESTIONS & COMMENTS

No comments, questions prior to agenda items.

Lovey composed feedback form for future PBS Support Team meetings, which she distributed for use during/after today's session.

FOLLOW UP – PREVIOUS ACTION ITEMS

1. EXPLORATION OF OPENING GENERIC BIDDING BEFORE PATTERNS ARE LOADED

Could be helpful for people who are absent during the relatively short bidding window.

Jiva explains that when the master pattern file (MPF) is inserted, that's when all items like credit, EBLA, etc. are also loaded. Without SIGNIFICANT OVERHAUL of the interface, there's no way for Jeppesen to figure parameters without NWA inputting patterns. System is not set up to accept generic bids prior to loading the MPF.

Brian asks why FAs couldn't bid *AT THEIR OWN RISK* using the previous MPF? He said we should push Jeppesen to allow that. Also, updating FA qualifications is not possible without the MPF.

2. PBS STATIONS AT BASES; and

3. POSTERS WITH CONTACTS AND TIPS FOR BIDDING ROOMS

Jiva says it has been left up to individual base mgmt/PBS Support; in HNL for example, all information is kept in single area; if demand requires it, could explore having something system wide, and asks if there is demand in the field.

Michelle says that during the last PBS run, FA reported rude support staff at PBS Call Center.

Jiva changed the "away" message to include "...please call your Field Service Manager..." Toll-free phone that bidders can call during bidding/resolutions, but FA can always call FSMs or scheduling with questions.

Suggestion to add hours of service on the 800#; Brian says the VRU msg is not updatable with hours of service, only "all lines are busy..."

In LAX, Jim gets PBS/CBS questions coming in from FAs about which system we'll be using; suggests that we wait on education until that decision has been made.

PBS Awarding Engine is based on work rules, so Jiva says we need to figure out which rules will be used before the decision is made.

As long as Collective Bargaining Agreement is in place, there are no changes; if representation continues, Brian notes there will be negotiations, creating new rules for everyone. If there's no representation, the DL rules will apply and we'd likely be using the DL bidding "engine."

There WILL be some additional trainings that could effect future bidding but nothing has been set.

4. MORE SPECIFIC INFO GIVEN IN RESOLUTION PROCESS

When FA doesn't get days off, patterns, incomplete bid, Jiva et al. try to be more detailed in why the FA's bid was not satisfied. Frank asks if incompletes are still high, and Jiva says they're going down; most have to do with something like "HI/LO" options; some (around 10-15 per month) are due to insufficient targets; some are about the "soft target" points against bidders; feasibility issues have been reduced; FAs seem better educated and the resolution process is becoming more informative for future bidding; there are days off violations because of feasibility, some training issues and RSV issues. There was one RSV resolution that resulted in a line award. PBS resolutions can be more specific for RSV if the FA provides more information.

Lovey asks about company errors, and Jiva says with VAC donations or something like that, but there aren't many.

Joseph wants to know how FAs are finding the information to put in the resolution, since in SLIC, they used to be able to see how other FAs bid.

How everyone else bid doesn't necessarily effect individual awards, but they can look at the PBS Award run available on ATLAS; if a trip went junior, FA can look that up.

Jim would like most common resolution requests for each base, so we could address these issues at individual bases for base newsletters. All agreed that would be a good idea and Janette wants to make sure entire team gets the information.

Brian would like to proof it before it goes out.

If we do base updates, we can get more specific and not bury information that might be valuable to FAs in a global PBS Update.

The resolution name field was a carry-over field when we transitioned from SLIC to PBS. When resolutions were done by many different people, the field was needed. Now that there is just Tim, Adrian, and Jiva doing resolutions; they use the field to ensure that a resolution has gotten a final review from Jiva. You should see Jiva's employee number (251501) in the bottom of each resolution which is just to confirm that he has made a final review of the resolution before it goes out.

Lovey states that the contractual PBS Support Team will be responsible for Split Line program details, something we'll get to in more detail later in the meeting

5. COMPANY STILL LOOKING AT STAGGERING HOURS FOR LONGER COVERAGE FOR PBS CALL CENTER

With limited resources to staff the center, we'd have to staff it with one person late in the evening (mostly for HNL calls), Jiva is not sure that it's worth it unless there are a lot of calls.

It's very difficult for HNL to contact MSP given the time change. Jiva will look at the list of calls and see when would be a good time to staff for HNL.

6. OPEN TIME RESIDUAL TESTING/BRAINSTORMING

Every base (except S-ATL) has been able to drop whatever trips they've wanted lately, according to Brian, which makes for open time. 98% of those trips are flown by RSVs, only 2% by lineholders.

When we leave open time with the higher EBLAs, Jiva says there was more desire for people to fly those trips; now, when the EBLA is around 80-83, there are more incompletes than open time. This would make PBS drive feasibility higher.

When looking at the possibility of more open time, which gives the FA the opportunity to adjust schedules, Brian says usually the open time flying is "the worst of the worst," nothing anyone wants to fly. Now what drives feasibility is "incompletes" that FAs need to complete a line -- PBS adds a trip to that line.

Currently 316 open patterns for SEP; 191 open patterns for OCT. These were trips that were dropped.

When there's UB, CB, FMLA, Jiva says it creates open time. There would be more incompletes with more open time.

One piece of allowing more open time is that there would be more restricted days; for the most part there has been more satisfaction b/c there are more pattern drops being awarded.

Janette says she believes one of the only ways to fix open time issues is through negotiations, like changing unlimited Upward Adjustments that are now processed at Category 9. Could explore a fix like if FA reaches 110:00 hours, we could change the Category of Assignment for any additional upward adjustments, so more people can pick up trips. Otherwise, the open board is very minimal for most of the smaller bases and it is very difficult to trade when in the higher categories of assignment.

Lovey said that unlimited upward adjustments were negotiated during BK so that the union could meet the \$ amount needed to "buy back" other things like ground time, etc. Lovey says we need to understand that all of these things were negotiated so that the company could cover open time and the union could buy back other items.

Brian says it would have created more RSVs if there was more open time, so we tried to balance FAs being able to pick up time to recover lost income.

7. PBS MANUAL - PRINTING UPDATE/COPIES AT BASES, ETC.

At last quarter's meeting, there was some discussion about economy/ecology of this project.

It will cost about \$34 for a FA to order a copy of the manual, but Brian agreed to make it available in same place as monthly bid packet for purchase.

If we continue updating, we can get more specific about single issues without adding that to the original manual. Jiva says we can update the manual, recreate the pdf, then put it on ATLAS. It's a faster process and we don't have to worry about a hard copy being updated and whose responsibility that would be.

UNANIMOUS DECISION to update the manual on ATLAS and create a for-purchase option for those who need or want a printed manual

8. COPY FUNCTION STILL DOESN'T WORK WELL

Jiva and Lori discuss what about it isn't working, Joseph says it does work, so Jiva will test it out with Lori's bid next month. There have been complaints about that from several FAs, but Jiva can't tell yet if there's a specific item that can be diagnosed as the cause of the copy function not working.

If a FA changes h/h bid to "MON-SUN" it works. PBS needs to know when to apply this generic request, and will put dates like "01-31," which for some reason doesn't work. Until we get this "fixed," Support Team should advise FAs to **enter MON-SUN as a generic.**

PBS SUPPORT TEAM FEEDBACK FORM INTRODUCED

Lovey wants us to determine what's important to each base, what are people asking about, and this form is a way to be able to put down our thoughts and concerns, then collect these at the end of the day. FAs can visit www.nwaafa.org to submit a PBS feedback form to the union and FA members of the PBS Support Team.

PBS TEST RUNS REQUESTED IN LAST MEETING

Jiva handed out some completed tests that were requested in the last meeting, using different parameters, discussion follows:

REMOVING CREDIT PENALTY POINTS

In MSP, PBS created an extra trip (PQ) because there were no point penalties. (RSV numbers remained the same b/c the test was run only on lineholders.) Bidder satisfaction was increased, however, feasibility was adversely affected, especially in MSP.

Next page is showing a "difference plot," where above the zero line, the bid got better by that many points, and below the zero line, the bid got worse by that many points. For ex., one FA dropped by -40,000 points.

In general, FAs have higher bidder satisfaction b/c they have fewer days off violated, but also will have LESS FLYING. With a credit point penalty, FA can be assigned more flying before PBS moves down the line to more junior bidders.

There is always a "pendulum effect," where some bidders will get more flexibility creating a greater difference at the lower end of the bid spectrum (junior bidders).

REMOVING SOFT CREDIT PENALTY

PBS can still assign trips when the soft credit penalty is removed. This test went as expected, w/o much change at the top but bigger change at the bottom of the bidder list.

With 4:00 buffer, changes were about the same.

CONCLUSION FROM JIVA: these tests aren't that hard to run, ultimately the changes and reeducation required if we move on this may not be worth it.

Lovey expected more from this, to move feasibility and bidder satisfaction, to make things better for FAs, but feasibility is mostly driven NOT by penalties and availability, but by LINE COMPLETION, regardless of penalty points.

Negative points do have some impact on bidder satisfaction but not much on feasibility. Tightening the constraints will negatively impact the upper ranks and improve feasibility at the bottom-- a give-and-take

Frank curious about LOD lines, whether we have the right number of trips/length to move feasibility. Jiva says there wouldn't be much change.

Brian reminds us that LODs ultimately are getting trips they wouldn't normally get at their seniority.

Scheduling will always look at the most senior person affected by feasibility and see *why that FA?* Usually, there's a good reason (special assignment, etc.) why this person couldn't be completed.

****TEST SUGGESTION FROM FRANK PRIOR TO NEXT MEETING****

LOD Line Completion Test to see if feasibility is affected allowing incomplete lines after assigning LOD trips. The idea to allow Short Lines was brought up again as well.

BASE-RELATED ISSUES

BOS

- some difficulty understanding HI/LO and STANDARD
- "how do I slash bid?"
- no more major complaints about days off
- junior bidders no longer being able to hold lines
- if feasibility is the answer to every question, why bother bidding?!
- RSV: month 1 to month 2 bidding of days off (*Jiva explains the RSV "block" system*)
- Holiday bidding: used to be there would be 10 per 100 getting the holiday off, so what now? (*Brian/Jiva explain that there's a contractual restraint that hasn't been removed for PBS; since PBS blocks are pre-built, but can actually improve upon contractual mins for RSV holidays off since there's less open time*)

SFO

- there are some months when PQs are forced to work 8DPs only, which isn't what they want; would like greater bidder satisfaction with shorter trips
- resolutions were too vague but now FAs are getting more information
- "HI/LO" questions (*Jiva doesn't think he's ever seen anyone use the tab correctly*) and some get concerned when the warning pop-up shows before submitting the bid
- most people bid pretty much the same and know what they can hold

S-ATL

- fewer questions about the functionality
- feasibility issues will be easier to explain after this quarterly meeting

NYC

- no known PBS issues

DTW

- some questions about vacation shifting
- fewer questions direct result of better education
- syntax to avoid "sits" or no flying through MSP with greater than xx:xx hours (*Jiva explains the "avoid flying through airport" doesn't apply to sit hours;*

there's no Pattern Class identifying that and it would be a substantial programming change)

- "target" questions (*Jiva says most issues are on the hard target; using the targets can be a good thing if the FA knows what s/he can hold*)
- resolutions are decreasing
- RSV not getting days off is the highest resolution investigation (*Jiva describes all of the pre-assignments with AQ/IQ which will affect days off requests; also if there just is **no RSV block available** at the FA's seniority, even if the bid looks "legal," there might not be a block of on-call days that will work; best case is to bid days off and let PBS award correct blocks*)
- question about RSV blocks splitting weekends (*most are built through the weekend, but there are some that are built every day of every size*)
- even if there's a company error, without a valid resolution there is no fix

MSP

- Jeanenne doesn't hear many complaints about PBS in MSP
- copy function was one concern
- question about whether INT'L flying will remain, CDG coming back, pattern construction (NRT) getting longer, change of equipment
- RSV resolution requests from JUL read by Janette (*Brian will look into these one*)

Q: IS THERE A CHANCE THE BID RUN WILL BE QUICKER?

Jiva says scheduling has gotten better at the process, spot-checking during the run, making sure that the awards are correct. We need to lower the expectations for NOV/DEC since those will take longer.

FEASIBILITY and CREW IMPROVE are the two things that effect the award run the most, so Jiva explains that the lower the feasibility, the shorter the process.

LAX

- unique issues because of our combined base office
- FAs don't know about the Trip Points Summary or using the Credit Value correctly; could be time for a refresher for those returning after SLIP
- variety of issues is narrowing down but training required rest concerns (*Jiva says that when bidding for something in CENTRY, you are requesting that your rest is lowered, whereas in PBS we could be forcing lower rest without AQ/IQ pre-blocking; FAs can change training if the date is available--we're trying to prevent ASSIGNING a day during rest, but it is okay to REQUEST that training*)
- month 1/month 2 conflicts for training? (*Brian says the per diem of the training events can't overlap if the FA wants to go from SLC to MSP immediately for two training events*)
- Credit Range questions and "how do I slash bid?"
- misunderstanding "monthly max buffer," FAs think that will extend the credit range, so maybe there's a chance to send out a reminder

SEA

- would like the bid deadline earlier for some FAs who fly longer trips
- why the long time between deadline/award?

- RSVs can't get the PDOs they want and can't trade days; then can't get days dropped
- more hours for staffed PBS support line
- people coming back from SLIP leaves, etc. and need more help with bidding
- optional re-training for clarifications on what they've learned?
- new hires took SLIP so some have never flown/bid

HNL

- bid results came out very quickly
- between training assignments and patterns there were some questions, one resolution filed (*Jiva said this FA will get higher bidder satisfaction thanks to this resolution*)
- FAs like the Trip Points Summary
- Global Parameters (the "set..." choices) should be able to be weighted
- "slash bidding" for those who want RSV if they can't hold their choice of trips (*Brian says that wouldn't work with PBS; beyond the limits of the program; Jiva describes line completion/crew improve needing to be completely overhauled for something like this*)
- "HI/LO" vs. "STANDARD" - is there a way to "tweak" the bid by copying and adding or changing in the HI/LO bid?
- RSV blocks - in HNL, RSVs aren't allowed 2 on-call days (*Jiva says there's ALWAYS a block of each length on each day*)
- some RSVs were released on Labor Day (*company pre-planned a few more on call b/c the SKs were high in JUN/JUL; most RSV releases are granted in HNL*)

S-ATL has at least 3-day blocks for RSV, like in HNL, due to the length of scheduled trips; S-CHI has only about 9 RSVs, or 3-4 per day – there's no need for 4-day blocks b/c there are no 4DPs and a FA can always be used out of DTW or MSP for coverage

Janette says that RSVs aren't using **open trades** (CBA Section 7.I.4.) also for their RSV day trades, and maybe aren't aware of this feature, and that we could improve days off requests after the awards by letting RSVs know there are options like this. This is NOT the same as RSV Mutual Trades. If more RSVs used this option, this could dramatically improve day off trade satisfaction. The more who use it, the more viable of a resource it is.

REMAINING PBS AND AQ/IQ HANDLING & ISSUES

Jiva - it's just harder to complete a line with these added requirements

Brian - CQ in 2010 will be POST-AWARD, which is easier

IS PBS PROGRAMMABLE W/DL A-DAY SYSTEM?

In theory, it's a "trip" that can be assigned in many different ways (like making it a "PCAA" for example) but there are many rules that will be attached to it; the 3 days are credited at 4:15/day at DL.

If a FA puts in a bid during the "refresh" time in MSP, the bid may not show up as recorded; also, there could be a problem with cookies being refreshed in the Interbids system, so people who have Microsoft OS and not the superior MAC OS need to take this extra frustrating step. ☺

UPDATE ON SYSTEMS INTEGRATION

Brian asks for clarification on which systems are being referenced. Janette asks Brian to cover how PARS, CMS, etc. are being integrated.

- ALPA moving into DL's system (DBMS);
- inventory migration is in process and between 24-31JAN10 there will no longer be anything in PARS, it will all be in DeltaMatic;
- Delta dispatch systems in FLEET MIGRATION now, with our patterns and schedules; "OSS" programming with CMS now working behind the scenes
- if the work rules remain the same, the systems have to "talk" to one another
- PBS integration does not exist; as long as PMNW contract provisions remain we will stay with PBS
- PMDL using old version of Interbids (version 2.5)
- DeltaMatic flight loads aren't "real time" but since NW's SCEPTRE is being adopted that information will be more accurate in the future
- Bookings for YT/DH will be moved to the new system; NRSA already listed will have to be re-entered after transition

ADRIAN'S SEGMENT RE: BIDS IN PACIFIC REGION

The system works like ours, but the bases are very small so feasibility goes very high. Each base has a different set of work rules. The point system was hard to learn since they have been using paper bidding, but they're catching on.

There's no "PBS SUPPORT TEAM," but there are meetings in the region, and FSMs have a variety of roles that extend to this area.

SPLIT LINE PROGRAM

Letter of Agreement 41 signed re: LOA 21. In process of being signed by all parties.

"Review and Oversight..." language says that it shall be the PBS Support Team's task.

Split Line name comes from the original concept of two FAs bidding one line and splitting it. Now, there will be a pre-determined # of lines. For bidding purposes, there will be a blind credit showing ½ the EBLA.

Bidder will have that credit and still be bidding either HI/LO/STANDARD, can set all global parameters, all credit values, etc. Compared to the original genesis of split lines, with each bidder being restricted by the other, the program will be simple to bid.

There may be month-to-month SL's offered but the company's preference is to make longer "blocks" of split lines. FA will pay 50% of the company-paid premium for health care.

EX: if the company is paying \$300 and the FA is paying \$100, now the split line bidder will pay \$100 + \$150 = \$250.

Lori wants clarification on whether the lines be restricted to first half/second half of the month. (No.)

If the bidder can hold a certain trip, regardless of when the trip is in the month, that is what will be awarded – no restriction. As for RSV blocks, the PDOs will be reduced by the number of hours required by crediting ½ of EBLA.

Janette said CMS credit will be carried over so that FAs can't pick up trips over and above what would normally be allowed for regular lineholders. (e.g. Blind credit counts toward OWT, Mutual Trade etc. mins and max)

Tommy would like to know if someone can opt out. Brian explains there has never been an opt out for leaves; they are non-cancellable (at least by the FA).

Gina asks if there is a reduction of VAC, SK accrual, and Janette says that, like any other regular lineholder, on a look-back basis, the FA has to fly min. 70:00 each month not to have accrual affected.

Brian explains that with programming and FA education, it could mean that we'll try for JAN 2010 as a one-month offer; in FEB/MAR maybe there will be longer Split Line runs.

Programming isn't ready for Nov roll out and company never willing to roll out new program in Dec, so January 2010 is expected start now.

There does not need to be an even number of applicants for Split Lines, since FAs are "splitting" with PBS according to the number allowed by the company.

Jonwaine reads order of preference listed in the LOA, wonders if there's a chance there won't be any offered in some months. Yes, there's a chance, but they would be offered as often as CCLs are offered, which is almost every month now.

In almost every month but JUN/JUL/AUG, Brian hopes to offer them; also, in S-ATL & S-CHI there is a significant reduction in the availability due to the size of the base.

This is meant to be a simple addition to bidding in PBS; one will know, days in advance just like CCL awards, whether the Split Line is awarded, and can bid accordingly.

Janette reminds everyone that FAs can still drop to 00:00 and keep the company-paid portion of insurance under our current contract. Even with a SL, FA can fly 00:00 and still PAY THE 50% of company-paid insurance, but maintains coverage. Split Lines are voluntary.

Brian agrees with Gary's suggestion to make SL information part of each cover letter as soon as it's up and running. It will also be referenced in ATLAS.

Lineholders just have to think that you need to add ½ of EBLA to what you're bidding; for a RSV, start at 15 days unavailable in vacation leave chart in Section 7 to determine required days off.

Lovey clarifies that this IS NOT "part-time" flying for longevity, pensions, etc. No ramifications to those terms of our agreement. Split line participants are full time employees.

Janette directs Gary and others to the COBRA charts for an idea of what the company-paid portion of FA insurance coverage is. In general this will be helpful, but in JAN 2010 the rates will be somewhat different and will be clearly covered in education pieces.

SLIP participants still have med paid. Lovey says that FAs may approach us about that. One of the basic tenets is that Split Lines had to be "cost-neutral," which is why this program will be related to CCLs offered: if NW offers a CCL, it saves the company-paid cost of insurance. The only way to meet the cost neutral requirement is for 2 Split Line participants to split the cost of insurance (if someone took a CCL instead the company would have no insurance cost)

This program will continue as part of our CBA but its uncertain whether SLIPs will be offered again soon.

Jim asks what the PBS Support Team's role in educating FAs. Lovey explains that, based on feedback, this negotiated item can be improved; so there is a reason to bring this information back to the quarterly meetings.

Janette said this may have a positive effect on bidder satisfaction for the whole group, since some will only need to bid half a line of flying to complete their schedule. Brian even thinks it could create more lines and fewer RSVs.

Lovey asks for feedback now, what does the Team think so far about the program?

This is what FAs want. Some have a second job/school/etc. which Gina says will be easier only flying ½ EBLA; but with the state of the economy, we may see that it isn't as popular as we'd hoped.

Jim thinks this could speak to the senior crowd, just wanting to hang onto this job and its benefits, so this gives them an opportunity to fly less and stick around.

Lori says the LOA sounds good but the insurance cost increase could be a sticking point for some.

Lovey explains that this program was supposed to remain "cost-neutral" to the company during BK negotiations, the union was pushing not to have the insurance cost increase.

To fly about an extra 3:30, Brian says a FA could then pay for the increased insurance cost.

Some senior FAs in SEA are taking care of aging parents and running out of FMLA, so Gina says this program could help them cover the costs.

Michelle knows many married FA couples who only pay one person's insurance coverage cost now, so HNL may see even more difficult upward adjustments with the debut of this SL program.

Daniel explains that's why the "phantom credit" is on a FA's line, and Lori fears that without trips on the open board, there *still* isn't going to be anything to pick up.

Jiva says that with a credit on someone's line already, almost anything can be upward adjusted.

Janette said if this is a problem perhaps we will need to explore something like "blocking" days that correspond to the blind credit where someone can't pick up a trip, to protect those who are flying a full line. This could be negotiated as an improvement if there are significant problems.

This is why the Team has been tasked with these specifics, so that we can see what is happening at our bases and bring that information to the meetings.

Negotiators will give the Team as much info as possible, who should get all questions and concerns to them ASAP. This whole program was an attempt to address staffing overages without need for furlough, while allowing a new scheduling option for all. It isn't perfect – yet – but we can work on it.

This will "create more lineholders," but may not "make fewer RSVs" so Frank says we need to be careful about this distinction when describing it to FAs.

Janette says we tried our best to create the best possible program during these negotiations, but there may be things we missed or improvements that need to be made or negotiated further in the future.

FALL STAFFING/LINE AVERAGE UPDATE

Brian says there are close to 80:00 EBLA in NOV everywhere but HNL/NYC; no 2010 schedules yet but projected block hours as of now show similar hours through MAR10. Downward adjusts are back to normal and most are awarded; NOV block hours are going to be lowest, with some increase in DEC due to sun city flying. **VACATION bidding** is coming up but without a final flying schedule it's hard to see what the allocations will be.

Janette wants an estimate on when they expect to be able to get us this information.

Brian is pushing ATL for it but for now we'll assume that summer hours will be like 2009. If flying is added, that's where scheduling would have to reassess vacation allocations.

HOUSEKEEPING ITEMS

Suggestion to piggy-back again due to travel requirements on the Scheduling Committee's next meeting, which is TUE 23FEB.

NEXT MEETING WILL BE **24FEB (WED)**; LOCATION TBD

ADJOURNED 3:05 CDT