

NWA CBA Section 7 – On Premise Reserve (OPR) Provisions

5. On-Premise Reserve Provisions

A Reserve Flight Attendant may be awarded or assigned as an On-Premise Reserve (OPR) during the daily assignment process, subject to the following provisions:

a. Assignment Provisions

(1) OPR duty shall be awarded or assigned during the pattern assignment period prior to the on-duty day on which such duty shall be served. OPR patterns that become available after the pattern assignment period shall first be awarded in accordance with subparagraph a.(2), below, then assigned in accordance with subparagraph a.(3), below.

(2) An OPR pattern may be preferenced as a request and shall be awarded to a Reserve Flight Attendant who, rostered by the highest number of consecutive days remaining on duty and the lowest accumulated hours, would otherwise have been assigned another pattern, and the OPR pattern credit is within the range for such preferencing.

NOTE: A Reserve Flight Attendant must have a minimum of three (3) consecutive on-duty days when preferencing for an OPR pattern in HNL and a minimum of two (2) such days at all other bases.

(3) Any OPR pattern(s) which remain available and have not been awarded through preferencing shall be assigned to a Reserve Flight Attendant who, rostered by the highest number of consecutive days remaining on duty and the lowest accumulated hours, has the lowest OPR duty credits. However, he/she may be bypassed for such assignment if a Flight Attendant with higher OPR duty credits but more days remaining on duty is available for assignment.

NOTE: A Reserve Flight Attendant must have a minimum of three (3) consecutive on-duty days in order to be assigned an OPR pattern in HNL.

(4) A Reserve Flight Attendant who is to be assigned to OPR duty shall be given no less than three hours (3:00) notice in order to report for such OPR duty.

(5) A Reserve Flight Attendant shall not be involuntarily assigned to OPR duty for more than three (3) OPR patterns in any month.

(6) A Flight Attendant who bids for and is awarded an OPR pattern shall not be considered to have been involuntarily assigned for the purposes of subparagraph a.(5), above.

(7) An assignment to OPR may be made regardless of an AM or PM on-duty status.

b. On-Duty Provisions

(1) The report time for a Flight Attendant on OPR duty shall begin at the scheduled report time, or the actual time he/she reports at the on-premise location (Inflight office or off-site location), whichever is later. Such report time shall be established at the time the OPR pattern is built.

(2) A Reserve Flight Attendant on OPR duty shall not be required to remain on such duty for more than a six hour (6:00) period without a pattern assignment and shall be automatically released at the end of such period until the beginning of his/her next on-duty period or the completion of his/her required rest, whichever is later.

NOTE: An OPR duty which begins between the hours of 2200 and 0500 base local time shall be limited to a four hour (4:00) period. A Reserve Flight Attendant on such OPR duty who is assigned a flight pattern departing between four hours (4:00) and five hours (5:00) after his/her original report time shall have no offset or reduction in the pay and credit provided in subparagraph 5.e., below.

(3) In the event a Reserve Flight Attendant on OPR duty is assigned to a flight pattern, such pattern must be assigned during his/her OPR period and shall not be scheduled to depart more than seven hours (7:00) after his/her original report time. All on-duty limitations applicable to a flight pattern assignment shall apply.

(4) In the event a Reserve Flight Attendant on OPR duty is assigned to a flight pattern departing between six hours (6:00) and seven hours (7:00) after his/her original report time, he/she shall receive pay and credit at the rate of one hour (1:00) for each two hours (2:00) of duty, prorated, beginning at the sixth (6th) hour and ending at the scheduled departure time of the assigned flight, in addition to his/her minimum OPR duty credit or flight credit for the pattern, whichever is greater.

(5) Any open flying which becomes available within one hour (1:00) prior to departure shall be assigned to a Reserve Flight Attendant on OPR duty, a Time Available or Reserve Flight Attendant who is at the airport, or to a Flight Attendant as a result of a rescheduling. Open flying which becomes available between four hours (4:00) and one hour (1:00) prior to departure may be assigned to such OPR Flight Attendant.

(6) A Reserve Flight Attendant who has been assigned a pattern which subsequently cancels while he/she is at the airport may serve OPR duty upon mutual agreement with Crew Scheduling. In the event Crew Scheduling has determined in advance that additional OPR positions **shall** be offered to Reserve Flight Attendants from a cancelled flight, such offer shall be made in accordance with subparagraph 5.a., above.

(7) During the period that Reserve Flight Attendant is on OPR duty, duties other than an assignment to a flight pattern shall be limited specifically to OPR passenger duties as defined in Section 2.**ZZ**.

(a) Upon request, a Reserve Flight Attendant on OPR passenger duty shall be replaced after two hours (2:00) of such duty provided another OPR Flight Attendant can be made available.

(b) The applicable pay and credit provision of subparagraph e.(4), below, shall apply.

(8) A Reserve Flight Attendant on OPR duty may request to be released from such duty by contacting Crew Scheduling. The applicable pay and credit provision of subparagraph e.(5), below, shall apply.

(9) OPR Rostering

Flight Attendants serving OPR duty shall be rostered for assignment as follows:

- (a) From lowest to highest accumulated hours, then
- (b) In seniority order

(10) Assignment Provisions

To the extent practical, assignments to Flight Attendants serving OPR shall be made as follows:

(a) Pattern Assignments

Beginning at the top of the OPR roster, to Flight Attendants who are not performing OPR Passenger Duty at the time of the assignment. Should more than one (1) Flight Attendant be rostered with the same accumulated hours, the assignment shall be made to the Flight Attendant with the fewest remaining on-duty periods who can accommodate the pattern. Should all factors above be equal, the assignment shall be made to the most senior Flight Attendant.

(b) Passenger Duty

Beginning at the bottom of the OPR roster, to the Flight Attendant with the lowest number of Passenger Duty Credits. (11) Passenger Duty Credits

A Reserve Flight Attendant shall be awarded a Passenger Duty Credit (PDC) for each assignment to Passenger Duty. Such credit shall be accumulated on a monthly basis and shall reset to zero (0) credits at the beginning of each bid month.

c. On-Premise Reserve Facilities

The Company shall provide one (1) of the following facilities for Reserve Flight Attendants on OPR duty:

- (1) An on-premise quiet area/lounge that is separate from the main Flight Attendant lounge; or
- (2) A similar quiet area in a hotel or nearby facility that provides quick access to the airport; or
- (3) A day room at a nearby hotel.

d. On-Premise Reserve Amenities

The Company shall provide the following amenities for a Reserve Flight Attendant on OPR duty:

- (1) Parking whenever he/she is required to begin the OPR duty at a location other than at the airport.

(2) A beeper which may be loaned upon request and which shall be returned at the conclusion of the OPR duty or upon the return from a flight pattern which has been assigned during the OPR period.

e. Per Diem, Pay and Credit for OPR Duty

The following per diem, pay and credit shall be applicable to a Reserve Flight Attendant on OPR duty:

(1) Minimum duty period credit of four hours and fifteen minutes (4:15) when he/she has not been assigned a pattern during the OPR duty period.

(2) Trip hour credit or duty period credit beginning at the time of his/her report for the OPR duty, applicable in the event a flight pattern is assigned during such OPR duty period.

(3) Per diem at the domestic rate (international rate for HNL base) when he/she has not been assigned a flight pattern during the OPR duty period, or at the applicable international or domestic rate when a flight pattern has been assigned. Per diem shall be paid beginning with the scheduled or actual report time, whichever is later, through the conclusion of the OPR duty.

(4) Ground holding pay at the domestic rate for duties as provided in subparagraph b.(7), above, and Section 3.O. of this Agreement.

(5) In the event he/she has requested and has been granted a release during an OPR duty period, his/her minimum duty period credit of four hours and fifteen minutes (4:15) shall be prorated proportionately to the time actually served on OPR duty versus six hours (6:00).

NWA Reserve Statistical Data – March 2009

PBS Reserve Statistical Report

Mar-09	BOS	DTW	HNL	LAX	MEM	MSP	NYC	SEA	SFO
BLK Holder	204	1897	283	304	265	1486	174	416	217
RSV Holder	28	614	72	47	48	368	37	52	30
Full Mnth ABS	50	427	52	77	51	246	44	60	47
Total By Base	282	2,938	407	428	364	2,100	255	528	294
RSV Percentage	10%	21%	18%	11%	13%	18%	15%	10%	10%

DAL Reserve Policies – Access Days

August 2008 Delta Policies for A-Days:

<http://nwaafa.org/docs/policy/DAL%20WR%20Access%20Days.pdf>

April 2009 Delta A-Day Requirements by base:

<http://nwaafa.org/docs/merger/AprilADayDelta.pdf>