

UNITED



UPA23

Next Steps

Update 4: January 2024

UPA23 Next Steps

Update 4 | January Bid Period Implementation

Payments due to the delayed implementation of Reserve items as noted in Appendix A of LOA 23-01 will begin with the January 2024 bid period, based on the table below. This Add Pay will be an adjustment processed during the January pay close. The payment for January will be included in your February 16 paycheck.

Reserve Flying Schedule	Hours of Add Pay per Bid Period (prior to August 2024)
13 – 18 Reserve Days	3
7 – 12 Reserve Days	2
1 – 6 Reserve Days	1

January 2024 Bid Period Implementation

Section	Description	How
Section 3- Pay		
3-D-6	<p>Long Duty Day Add Pay</p> <p>For unaugmented Duty Periods in excess of ten (10) hours, a Pilot shall be paid Add Pay on a one to one (1:1) basis for any duty time in excess of ten (10) hours based on the greater of scheduled or actual duty time.</p>	<p>This pay will be visible in the pay register by mid-January.</p> <p>As an example of how this will apply if a 320 crew has a duty day that is scheduled for 11 hours, but results in 11:25 of duty in the actual operation, they will receive 1:25 of Add Pay for that duty day.</p>
Section 5- Hours of Service		
5-E-7-d	Global Reserves may split their allocation of HDOs into two blocks in PBS	<p>Global Reserves can split their HDOs with the use of a waive command. The default in PBS is for a single group of HDOs. HDOs cannot be split if it results in a single HDO. For example, a global reserve pilot with 6 HDOs can split their HDOs 4-2, 3-3, or 2-4. They cannot split 5-1 or 1-5. For Global Pilots with GDOs, the GDOs (and any split HDOs that attach to them) count as one of the groups of HDOs.</p> <p>Beginning with February PBS bid awards.</p>
5-E-10-b-(2)	ANF Definition Change for PBS Built Trips	The new definition of All Night Flying (ANF), 0115-0444, during pairing construction for PBS also triggers additional protections under 5-E-10-g, 5-E-10-i (1) and

	During Trip construction for PBS, Trips shall be constructed as if the definition of All Night Flying encompassed the time period from 0115 to 0444.	5-E-10-i (2). These protections include, but are not limited to, single leg, 16:45 rest prior to ANF and post ANF flying restrictions when less than 16 hours rest is provided. Beginning with February PBS bid awards.
5-G-2	Minimum Pay Value Schedules shall contain a minimum of five and one quarter (5:15) hours pay value, averaged, for each day in a Trip, on a scheduled or actual basis, whichever is greater.	Practically speaking, this changes the absolute minimum pay value of a one-day Trip from 5 hours to 5:15 hours; a two-day Trip from 10 hours to 10:30 hours; a three-day Trip from 15 hours to 15:45; a four-day Trip from 20 hours to 21 hours, etc.
Section 11- Vacations		
11-E-3	A Pilot shall be allowed to preference a minimum number of Vacation Periods between any two (2) awarded Vacation Periods in any cycle (as allowed by seniority and availability).	Beginning with the 2024-2025 annual vacation bid, pilots will have the ability using a check box to preference a given number of weeks between awarded vacation periods in the same award cycle. The chosen gap will apply to all awarded vacation periods in that cycle only.
Section 20- Allocation, Assignment and Scheduling of Flying		
20-C-1	PBS Timeline Schedule bidding shall open no later than 1700 CT on the fourth (4th) calendar day of the month and shall close at 0800 CT on the tenth (10th) calendar of the month for	Beginning with bidding for February PBS schedules, PBS will open on January 4 th at 1700CT and will close on January 10 th at 0800CT for both Captains and First Officers. Captain awards will be published no later than (NLT) 2359CT on the 13th and First Officers NLT 2359 CT on the 15 th . The PBS dispute period will open

	<p>Captains and at 0800 CT on the eleventh (11th) calendar day of the month for First Officers.</p> <p>By Equipment-Base, Captain monthly schedule awards shall run prior to First Officer monthly schedule awards. Captain schedule awards shall be completed no later than 2359 CT on the thirteenth (13th) calendar day of the month. First Officer schedule awards shall be completed no later than 2359 CT on the fifteenth (15th) calendar day of the month. Monthly schedule awards for each Category shall be published in PBS when completed.</p>	<p>at 1000CT on the 16th and close at 1000CT on the 21st.</p> <p>Note: The current PBS system cannot support the split closing for Captains and First Officers. Therefore, the split closing will occur with the implementation of PBS 2.0 which is projected for rollout in the 4th quarter of 2024.</p>
20-C-5-a	<p>LPA and G Line</p> <p>At the opening for Monthly Schedule Preferencing, the Company shall publish each Category's LPA, G-Line, and minimum number of Long Call Reserve Lines and Voluntary Early Check/Voluntary Short Call Lines being offered.</p>	<p>The LPA, Bidding Parameters, and G-lines will be set at the opening of PBS on the 4th at 1700CT. Should an unforeseen circumstance occur, Category specific updates may be made per 20-C-5-b until the 5th by 1700CT. This means that to ensure compliance with allowable LPA tolerances, any absence changes that become known after the initial setting of the LPA and G-lines might NOT be included in PBS bidding for the following month's schedules.</p> <p>Note: The number of Long Call Reserve or Voluntary Early Check/Voluntary Short Call Lines being offered will be provided once those new reserve types are implemented later in 2024.</p>

20-C-5-b	<p>LPA and G Line</p> <p>No later than 1700 CT on the fifth (5th) calendar day of the month, the Company may update the LPA, G-Line, or number of Long Call Reserve or Voluntary Early Check/Voluntary Short Call Lines being offered in a Category as a result of an unforeseen change in flying for that Category.</p>	<p>The LPA, Bidding Parameters, and G-lines will be set at the opening of PBS on the 4th at 1700CT. Should an unforeseen circumstance arise, the company may update the LPA, G-Line, or number of Long Call Reserve or Voluntary Early Check/Voluntary Short Call Lines being offered on a category-by-category basis until the 5th by 1700CT. In other words, only those categories affected by an unforeseen circumstance may be updated, not all categories.</p>
20-F-1-b	<p>Loss of Full Trip or Originating Segment of Trip After Report</p> <p>If the Pilot is advised of the loss of their flying at or after their scheduled report time for such flying or is not otherwise advised as provided in Section 20-F-1-a, the Company shall exercise one of the following within one (1) hour of the time they are advised of the loss of his flying (in the event of a cancellation or Equipment substitution, the hour shall begin at the later of</p> <p>(-1-) the cancellation or Equipment substitution timestamp in the official system of record or</p> <p>(-2-) the Pilot's report time).</p> <p>This one (1) hour limitation shall be extended to two (2) hours if, at the time of the loss of his flying the Pilot's Base</p>	<p>The time limit that the Company must adhere to will be determined from a color-coded "Hub Status" of that Base. The color code for a particular base will be viewable on the main page of Flying Together titled 'Weather/ATC Status Alerts'. The icons on that map will display the color-coded weather alerts for each Base.</p> <p>When a Base is Code Green, the Company will have 1 hour to exercise one of the 20-F-1-b options. That time shall be extended to two (2) hours for a Code Grey or Code Yellow and will be further extended to three (3) hours for a Code Red or Blue status.</p>

	<p>is operating in Code Gray or Code Yellow status and three (3) hours if the Pilot's Base is operating under Code Red or Code Blue status, as those terms are defined in the Network Operations Center Operations Manual in effect on September 29, 2023. If the loss of flying is due to the suspension of operations at the Pilot's Base, the Pilot may be released from duty and the Company shall exercise one of the 20-F-1-b options within two (2) hours after operations are resumed.</p>	
<p>20-F-2</p>	<p>Loss of Segment After Originating Segment of Trip</p> <p>When a Pilot loses any portion of a Trip other than the originating segment, regardless of whether they have reported for the Trip, they may be reassigned to other known Open Flying, including deadheading to such flying, in accordance with Section 20-L.</p> <p>The company will have two (2) hours after the loss of flying in this section to reassign a pilot. The two (2) hours will be measured from the latest of the (1) first report of the duty day with the lost flying, (2) arrival of the Flight Segment preceding the lost flying within the Duty Period, or (3) the actual time of the loss of flying.</p> <p>If the company has not reassigned a pilot after that two (2) hour period, the ability of the company to reassign the pilot</p>	<p>When a loss of flying has taken place after the originating segment of a Trip, the Company has 2 hours (as specified in 20-F-2-a-(2)) to make a repair to a Pilot's schedule. The location of the Pilot and the days remaining on the Trip when the loss of flying took place will determine what portion of 20-F-2 will apply. There are many variations of possibilities and as such it is advisable that Pilots seek confirmation of the rules that apply to their scenario.</p> <p>A pilot will be either be:</p> <ul style="list-style-type: none"> • Reassigned to other flying (if given a reassignment within 2 hours of the 20-F-2-a-(2) timeline).

	<p>will be limited depending on where the pilot is on the footprint of their trip.</p>	<ul style="list-style-type: none">• Provided a hotel room to remain phone contactable for a reassignment until the scheduled end of the current duty period.• Released from the Trip (if the Pilot is still at their Base with no additional Flight Segments or Deadheads and a Reassignment did not take place within 2 hours of the 20-F-2-a-(2) timeline).• Rejoined to their remaining flying (if there are other scheduled Flight Segments or Deadheads that remain on a Pilot's schedule from that location).• Released to a Deadhead segment (if on the last day of the Trip, not at the Pilot's Base, there are no remaining scheduled legs from that location on the Pilot's schedule at the time of the last flying, and a Reassignment did not take place within 2 hours of the 20-F-2-a-(2) timeline).• Released to an off-duty period with an obligation to check their schedule after that off-duty period for a Reassignment (if not at the Pilot's Base, not on the last day of the Trip, and
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		<p>a Reassignment did not take place within 2 hours of the 20-F-2-a-(2) timeline).</p> <p>*If released to an off-duty period, the Pilot will be provided a hotel room. If self help is needed in securing a Hotel room, the Pilot shall notify the company of this by emailing their self-helped hotel location to: FOPSrest@united.com.</p>
20-K-4-f	Reserves shall be allowed to trade Trip-for-Trip with another Reserve with company concurrence.	With Company concurrence, Reserves may now trade Trips once assigned or picked-up. All trade requests must be made during the Real-Time window. Trade requests must also be on a Trip for Trip basis (no SC or FSB trading is permitted) and cannot disrupt a day off in the trade process. To utilize this provision, both Pilots mutually agreeing to the Trip trade should contact Crew Scheduling. If the proposed trade is found to be acceptable, the scheduler will then manually process the trade request.
LOA 23-01 Appendix A Item #1184163	Involuntary FSB limited to 2 assignments per bid period beginning in January 2024.	The Company is not permitted to involuntarily assign an FSB, except when converting a Reserve Pilot currently on a Short Call period to a Field Standby assignment. If converted to FSB, the Pilot will receive 3 hours of Add Pay. This conversion to FSB will be limited to a maximum of two (2) times per Bid Month until August 2024 at which point involuntary FSB assignments will be prohibited.

Section 23- Flight Instructors and Evaluators		
23-K-5-a	<p>Fly Day Allocation and Required Flight Hours for I/Es</p> <p>For A320 and B737: 30 Fly Days and a minimum of 72 flying hours from January-December each year.</p> <p>For B756, B787, and B777: 36 Fly Days and a minimum of 86 flying hours from January-December each year.</p>	RDOs for Fly Days and minimum flying hour requirements will be equally prorated for periods of unavailability.
LOA 12-01- Guam Flying		
LOA 12-01 G-1- b	GUM Travel Day Proration	Each scheduled training and travel days associated with a CQ event will now be counted as a day of work. Therefore, a GUM pilot will no longer have the number of minimum required days off reduced as a result of their CQ event.
LOA 12-01 G-3	GUM Travel to Training and Landings Class GUM Expanded Training Travel provision	For travel TO a training event when travel originates within 72 hours from the start of that training event, a Guam based pilot will be entitled to a first-class seat and a booking priority of PS0T. This seating entitlement also applies for travel FROM a CQ event but only when traveling on the Company scheduled return itinerary (at time of this publication the Company scheduled return itinerary is DEN-NRT-GUM departing on the day after completion of the CQ event). This travel should be booked in the United App or at united.com using the 'Training Travel – CQ only' selection.

		<p>Alternatively, a Guam based pilot may travel to their training event up to 15 days prior to the start of that training and may return up to 15 days after the training ends. A pilot who uses this provision will have a boarding priority of PS5T in lieu of PS0T and will only be eligible for First Class seating in accordance with the Company Business Travel Policy. For example, at time of this publication, the current Company Business Travel Policy would allow for a Polaris Business seat booking (if available) on a DEN-NRT flight, however it would only allow for an Economy seat booking on a DEN-HNL, HNL-GUM, or NRT-GUM flight. To utilize this provision the travel should be booked in the United App or at united.com using the 'Training Travel – Non CQ' selection. (Note: this paragraph applies to travel both TO and FROM a Landing Class.)</p> <p>Lastly, for any training involving a Guam based pilot, when a pilot is utilizing PS5T travel on days off <i>within</i> a training footprint, the provisions of Section 5-D-1-a shall apply.</p> <p>For all travel authorizations associated with training, Help Hub should not be used and a pilot will need to have the travel authorized by sending an email to FO-pilotsched@united.com, including the PNR and the pilot's employee number.</p>
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LOA 12-01 G-1-c	GUM Training duty day	For the purposes of determining the max duty day for training travel in accordance with 5-E-1-d-(2) (double augmented duty limits) the GUM 737 First class seat will be considered “near lie flat” between GUM and NRT, if no other online lie flat seat exist between GUM and NRT. At the time of publication, the DEN-NRT-GUM itinerary will be the designated flights for return from training, as this travel in a single duty period will now comply with the 5-E-1-d-(2) limits.
LOA 12-01 G-5	GUM Simulator	A GUM Pilot may now train in ANY B-737 NG simulator (e.g. B-737-700, B-737-800 and/or B-737-900).

Coming soon for the February Bid Period:

- Expanded ANF Definition for PBS Built Trips (5-E-10)
- Additional day off for Reserves

Please note this document is for informational purpose only and in no way supersedes UPA 2023. In the event that any of the information below conflicts with UPA 2023, the UPA shall govern.