



# UPA 23

## Tentative Agreement (TA) Executive Summary

Just the Facts  
Your Choice, Your Vote



version 1.4

# UPA 23

## Preamble

This document highlights the Tentative Agreement (TA) section by section of the prospective United Pilot Agreement (UPA). We recommend you approach this document as an Executive Summary to go along with the full UPA23 contractual language (the TA and redlined documents). We may correct and update this document, as necessary. Please check [UPA23.com](https://UPA23.com) for the latest version.

Here are the next steps:

- United Pilots have access to this document as well as the full contractual language to review.
- A robust educational process begins to provide United Pilots with information to make an informed decision. This includes Road Shows, a Town Hall, Videos, and Podcasts.
- To supplement the MEC and your Local Council Representatives, an 85-member Fact Team comprised of volunteer United Pilots will stand watch in crew rooms to field questions. They will also answer emails and PDRs. Working with the Negotiating Committee and other subject matter experts, we will answer your questions and publish a Frequently Asked Question (FAQ) document.
- Eligible United Pilots participate in the ratification process by voting “In Favor” or “Against” the TA, ensuring the United Pilot group determines the outcome.

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## Quick Reference



This document is version 1.4  
dated September 23, 2023.

- Check [UPA23.com](https://UPA23.com) for the latest version.

### How to navigate this document:

- The Homepage (Page 3 of this document) contains hyperlinked boxes that take you directly to the subject area of your choice, sorted by sections of our United Pilot Agreement (UPA).
  - At the bottom of each page is a [Return to Homepage](#) hyperlink.
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# UPA 23

## Section 1 - Recognition, Scope and Career Security

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - 76-seat Furlough Protection [1-C-1-h]

- Update date to capture all pilots on the seniority list as of Date of Signing
- Today, this provision only applies to pilots who were hired before January 23, 2016
- Should any of these pilots be involuntarily furloughed the company must remove six seats from the 76-seat aircraft

### NEW - Foreign Air Carrier Crew Complement [1-C-3-g]

- Company must meet and discuss with ALPA if any International JV/Code Share that United has a relationship does not require two pilots on the aircraft flight deck on aircraft over 12,500 MTOW
- This mirrors the requirement found in 21-M that requires two United Seniority Pilots to be on the aircraft flight deck

Continued...

# UPA 23

## Section 1 - Recognition, Scope and Career Security

### IMPROVED - Notice of Furlough [1-I-1]

- All pilots (current and future) will receive 90-day notice of furlough
- Today, only pilots on the Seniority List as of January 23, 2016 are entitled to 90-day notice

### IMPROVED - Furlough Staffing Impact [1-I-2]

- All pilots (current and future) are protected from furlough under the staffing requirements in Section 8
- Today, only pilots on SLI as of UPA 2012 had this protection

Continued...

# UPA 23

## Section 1 - Recognition, Scope and Career Security

### IMPROVED - RCRC Access to Information [1-J-2-a]

- If the Company fails to provide the RCRC (Related Carrier Review Committee) with the quarterly “information deck” on or before seven (7) days prior to quarterly RCRC meeting in any 2 quarters within a rolling four quarters, the Company will reimburse the Association for access to a program like Cirium (contingent on the program cost being less than \$50,000/yr) for the following 12 months.
- Company has had difficulty in providing information in a timely fashion
- Cirium is a product like OAG that provides real time data on schedules and aircraft

Continued...

# UPA 23

## **Section 1 - Recognition, Scope and Career Security**

Removal of United Express Flying limitations that were in effect prior to 2014 [1-C-1-a-(1)]

Removal of UPA 2012 implementation language [1-C-1-f-(1)]

Flying Ratio and Block Space language updated to reference limitations in place under 2012 UPA [1-C-3-b-(1)]

Updated to the date of the most current certificate of incorporation [1-H-1]



## Section 2 – Definitions

[Click here to see a Fact Team training video on this section](#)

### MODIFIED - Basic definition [2-F]

- Today, Lima is operated by 756 fleet in IAH and EWR, both are Global categories.
- **New** - Lima will now operate under Global rules for rest and report times.
- With mutual ALPA and Company concurrence, other Basic carveouts are permitted

### IMPROVED - Basic Definition [2-TT]

- Added Deadhead to the definition of Reassignment
- Today, the reassignment definition is limited to new Flying Segment
- New flying consisting of deadhead(s) only will now be subject to 20-L reassignment limits and day off restoration

Continued...

# UPA 23

## Section 2 – Definitions

Monthly Schedule Preferencing process and timeline is now on a Category basis [2-MM]

Clarification that after reporting and originating segment is delayed and the Pilot is given an Off-Duty period prior to departing on the delayed segment that it is not a reassignment [2-TT-3]

## Section 3 – Compensation

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - Pay Rates [3-A-1]

- Pay Bands
  - Moved 757-200 and A321neo/XLR up to the 767-300/757-300 pay band
  - Created a new band for 737-Max10, 737-Max9, 737-900, and A321ceo (current A321)
  - Added 737-Max7 to the 737-800/A320 pay band
  - Moved the 737-700 and A319 up to the 737-800/A320 pay band
  - Created a new band for the A220-100
- DOS pay increase has a range of 13.8% - 18.7% depending on which aircraft
  - This is 1% above Delta, which triggers the Delta Me Too
- Post Delta Snap Up 1%
  - January 2024 Bid period 5% increase
  - January 2025 Bid period 4% increase
  - January 2026 Bid period 4% increase
  - January 2027 Bid period 3% increase

Continued...

# UPA 23

## Section 3 – Compensation

### IMPROVED - Pay Rates [3-A-1]

- Pay Blends calculating using the fleet counts as of the August Bid Period with no changes going forward
- Actual blended rates will depend on aircraft deliveries and retirements

12 <sup>th</sup> CA	Current Book	DOS	Snap Up	2024	2025	2026	2027	Cumulative
756 Blend	\$313.10	\$362.73 15.8%	\$366.36 1%	\$384.68 5%	\$400.07 4%	\$416.08 4%	\$428.56 3%	36.9%
737 Blend	\$296.32	\$339.32 14.5%	\$342.72 1%	\$359.85 5%	\$374.25 4%	\$389.23 4%	\$400.90 3%	35.3%
320 Blend	\$291.85	\$338.48 16.0%	\$341.87 1%	\$358.97 5%	\$373.33 4%	\$388.27 4%	\$399.92 3%	37.0%

8 <sup>th</sup> FO	Current Book	DOS	Snap Up	2024	2025	2026	2027	Cumulative
756 Blend	\$204.18	\$235.87 15.5%	\$238.23 1%	\$250.14 5%	\$260.15 4%	\$270.55 4%	\$278.67 3%	36.5%
737 Blend	\$194.02	\$222.15 14.5%	\$224.38 1%	\$235.60 5%	\$245.02 4%	\$254.82 4%	\$262.47 3%	35.3%
320 Blend	\$191.07	\$221.65 16.0%	\$223.88 1%	\$235.07 5%	\$244.47 4%	\$254.25 4%	\$261.88 3%	37.1%

Continued...

# UPA 23

## Section 3 – Compensation

### **NEW** - Delta Air Lines Snap Up [3-A-1-a]

- Should DL rates be further increased following AA pilot ratification (DL me-too triggered), UPA rates tables will be increased to match that of DL and the UPA 2027 pay rates will be increased by the same percentage
- After this provision was negotiated American Airlines Pilots have ratified an agreement, and it did not produce a further increase by the Delta “me-too” clause

Continued...

## Section 3 – Compensation

### MODIFIED - Lineholder MPG [3-C-1-a, 3-C-2]

- Effective with the 2024-2025 vacation year Lineholder MPG will be retired
- Lineholders will be guaranteed a PTC of 70 hours if available for the entire bid period
  - This new “PTC Plug” will not be subject to any change based on trip trading
- *Example: PBS builds you a schedule that has 68 hours of credit. Your PTC will be increased by two hours, for a total credit of 70 hours*
- Today, Pilots often find themselves flying towards MPG in bid periods that they had vacation. This means that additional flying picked up by the Pilot would not always increase the Pilot's total pay.
- Today, Pilots also could lose compensation if they had a schedule built below 70 hours and trip traded based on MPG being affected proportionally based on the trip trade.

Continued...

# UPA 23

## Section 3 – Compensation

### IMPROVED - Reserve MPG [3-C-1-b]

- The daily value of a reserve day has been increased to 4:17:39

	30-Day Bid Period	31-Day Bid Period
Days Off Out of PBS = 12	77:17:42	N/A
Days Off Out of PBS = 13	73:00:03	77:17:42
Days Off Out of PBS = 14*	68:42:24	73:00:03
Days Off Out of PBS = 15*	N/A	68:42:24

*Note\*: For VEC and VSC Reserve Pilots electing an extra day off*

Continued...

## Section 3 – Compensation

### IMPROVED - Unused Short Call [3-C-1-b-(1)-(a)]

- All Unused Short Calls increase MPG by 1 hour
  - Current book the first two unused Short Calls do not increase MPG, the third, fourth, and fifth increased MPG by 1 hour, and a reserve assigned more than 5 unused Short Calls had MPG increase by 1 hour
- For all reserves except a VEC reserve, a Short Call will be considered "used" if given a Trip that is scheduled to report within 18-hours of the assignment
  - For a VEC reserve, a Short Call to be considered used if given a Trip that is scheduled to report within 12-hours of the assignment
  - Today, a Short Call is considered used if the Reserve is given a Trip that is scheduled to depart within 13-hours of the assignment

Continued...



## Section 3 – Compensation

### IMPROVED - OE Blocker Day (OEB) Pay [3-C-2-a-(1)]

- Increased the daily value of OEB days to 3:07 hours PTC
  - Today, OEB days credit 3:00 per day

### IMPROVED - Reserve Call-out Pay [3-C-3-g]

- Increased Reserve Call-out Pay to 5:15 hours LPV
  - Today, pay is 2 hours of LPV

### MODIFIED - OE Blocker Day Pay Simplification [3-C-3-g]

- A Pilot will accrue 3:07 hours of LPV per day awaiting the start of OE, then LPV of the OE trips flown

Continued...

# UPA 23

## Section 3 – Compensation

### **NEW** - Critical Coverage Override [3-D-5]

- At company discretion on specific Category, they can place 25% Add Pay Premium for flown trips that touch a specific time period
- This would be above any other Premium Add Pay already on trips that touched that time period

### **NEW** - Unaugmented Long Duty Day Add Pay [3-D-6]

- For unaugmented Duty Periods in excess of 10 hours, a Pilot shall be paid Add Pay on a 1:1 basis for any duty time in excess of 10 hours based on the greater of scheduled or actual duty time.

Continued...

# UPA 23

## Section 3 – Compensation

### **NEW** - Long Sit Add Pay [3-D-7]

- For scheduled continuous ground time in excess of 2 hours
- A Pilot shall be paid Add Pay on a 1:2 basis for scheduled continuous ground time in excess of 2 hours

Continued...

# UPA 23

## Section 3 – Compensation

### NEW - Holiday Pay [3-D-8]

- 5:15 hours of Add Pay of each trip that touches,
  - New Year's Day
  - Labor Day
  - Fourth of July
  - Halloween
  - Thanksgiving Day
  - Christmas Day
- 5:15 hours of Add Pay for each trip that touches 1300-2359,
  - Christmas Eve
  - New Year's Eve
- *Example: Pilot has a trip that reports on December 31 at 1259 and releases on January 1st at 00:30, this trip in addition to all normal pay would be entitled to 10:30 of Holiday Add Pay*

Continued...

## Section 3 – Compensation

### IMPROVED - Short Training Pay [3-E-1-a]

- Training that is less than five days in length (including travel days) will pay and credit;
  - Remainder of 2023: 4:15 hours
  - Starting in 2024: 5:00 hours
- Today, the pay and credit is 3:45 per day

### IMPROVED - Long Training Pay

#### [3-E-1-b, 3-E-2-a, 3-E-2-b, 3-E-2-c]

- Training that is less five days or more in length (including travel days) will pay and credit 3:07 hours
- Today, the days pay and credit 3:00 hours

### IMPROVED - Distance Learning [3-E-3-a]

- Pilots shall receive 1 hour Add Pay for every 1.5 hours of training, with a minimum of 1 hour
- *Example: A320 CQDL "B" for 2023 had a run time of 2:21, this would pay 1:34 Add Pay*

Continued...

# UPA 23

## Section 3 – Compensation

### IMPROVED - Vacation Pay [3-F-1 and 5-B-1-c-(3)]

- For the following years
  - Vacation year 2023-2024 Pay of 3:45, credit of 3:15 (retro for days already taken)
  - Vacation year 2024-2025 Pay of 4:15, credit of 3:45
  - Vacation year 2025-2026 Pay of 4:15, credit of 4:15
- Lots of variables are accounted for when building schedules but for Pilots with vacation they can expect to see additional days off for a schedule built to the same credit level as today as referenced below

Vacation Year	7-Days of Vacation	14-Days of Vacation	Number of Vacation Days Required For Lineholder Entire Bid Period Off	
2024-2025 Year	1 Additional Day Off	2 Additional Day Off	<b>67 Hours in PBS</b>	<b>90 Hours in PBS</b>
2025-2026 and after	2 Additional Day Off	3 Additional Day Off	18 Vacation Days	24 Vacation Days
			<b>67 Hours in PBS</b>	<b>90 Hours in PBS</b>
			16 Vacation Days	22 Vacation Days
			18 Vacation Days	24 Vacation Days
			16 Vacation Days	22 Vacation Days

Continued...

## Section 3 – Compensation

### NEW - New Hire Eligibility for Profit Sharing [3-H-1]

- If the company amends the Profit Sharing plan to allow other new hires to participate, the company will include new hire pilots
  - Today, Pilots who are hired in January or beyond do not qualify for Profit Sharing until having completed a full year of service

### IMPROVED - Profit Sharing Formula [3-H-2]

- The Company profit sharing plan shall be funded with 10% on pre-tax profit up to \$2.5 billion of pre-tax profit, plus 20% on pre-tax profit in excess of \$2.5 billion of pre-tax profit.
- *Example: Below is a comparison of 2019 under the formula used today and the TA*

Formula	Revenue	Adjusted Profit	10% Pool	20% Pool	Total Eligible Earnings	Profit Sharing %
ΔCurrent Book	\$43,259M	\$4,598M	\$298.5M	\$322.6M	\$8,095M	7.673%
TA	\$43,259M	\$4,598M	\$250.0M	\$419.6M	\$8,095M	8.272%

Formula	\$200,000 Earnings			\$300,000 Earnings			\$400,000 Earnings		
	Profit Sharing	Retirement	Total	Profit Sharing	Retirement	Total	Profit Sharing	Retirement	Total
ΔCurrent Book	\$15,346	-	\$15,346	\$23,019	-	\$23,019	\$30,692	-	\$30,692
TA	\$16,544	\$2,647	\$19,191	\$24,816	\$3,971	\$28,787	\$33,088	\$5,294	\$38,382

## Section 3 – Compensation

### IMPROVED - International Override [3-1-1-a]

- Increased amount for International Override
  - Captain \$7.00/hr
  - First Officer \$5.00/hr
  - Today, the values are \$6.50/\$4.50

### NEW – Global Override [3-1-1-b]

- In the event that Delta pays its pilots “Ocean Crossing Pay”, the equal amount of dollars paid out to the Delta Pilot group will be paid on a pro rata basis to United Pilots who flew Global flights on aircraft that pay less than 787/777/767-400
  - The ratio of the payment will be 1 : 3/4 (Captain/First Officer)
- If the amount of Delta block hours that qualify for “Ocean Crossing Pay” is 75% or greater than United Global block hours of aircraft that pay less than the 787/777/767-400
  - All Global flights that pay less than the 787/777/767-400 will be paid per actual hour
  - Captain \$8.00/hr
  - First Officer \$6.00/hr

Continued...



# UPA 23

## Section 3 – Compensation

### IMPROVED - Line Check Pilot Compensation

#### [3-K-3, 3-K-3-a (Moved from Section 23)]

- Override increased to 25% of 12th year Captain of the highest paying aircraft in the fleet
- Override is attached to the trip when it becomes locked, even if the LCP does not end up conducting LCP duties on the trip
  - The LCP and company can mutually concur to unlock the trip and remove the override

Year	Override
DOS	\$105.43
Post Snap Up	\$106.49
2024	\$111.81
2025	\$116.28
2026	\$120.94
2027	\$124.56

Continued...

## Section 3 – Compensation

### **NEW** - Line Check Pilot PPU [3-K-5]

- If the company has designated trips with Premium Pay in the category, they can offer the same level Premium Pay on an LCP trip requiring LCP duties
- The company will target LCPs that have the qualifications required for the type of LCP work needed on the trip
- The awards of these trips will be equally distributed among equally qualified LCPs
  - Among similarly situated LCPs, the LCP with the least Premium hours work will be awarded the trip

# UPA 23

## Section 4 – Expenses, Lodging, and Transportation

[Click here to see a Fact Team training video on this section](#)

IMPROVED - Per Diem [4-A-1]

- Rates going forward:

Year	Domestic	International
2023	\$2.85	\$3.40
2024	\$2.90	\$3.45
2025	\$2.97	\$3.54
2026	\$3.04	\$3.63
2027	\$3.12	\$3.72
2028	\$3.20	\$3.81
2029	\$3.28	\$3.91
2030	\$3.36	\$4.01
Every Year	+ 2.5%	+ 2.5%

- Canada now categorized as international for per diem

## Section 4 – Expenses, Lodging, and Transportation

### IMPROVED - Breakfast at No Catering Facility Locations [4-A-2-f-(3)]

- If breakfast is not provided, Pilots are reimbursed "reasonable actual expense" associated with obtaining breakfast
  - Today, Pilots are paid a flat \$10 amount;
- The company will publish a list of airports where no catering facility exists

### IMPROVED - Passenger First Class Meal Option [4-A-2-g-(1)]

- When entitled to a crew meal and the flight has Passenger First Class meals, Pilots will be able to select from First Class meals as an option

# UPA 23

## Section 4 – Expenses, Lodging, and Transportation

### IMPROVED - Doubletown Trips [4-D-4]

- When a trip starts and ends at a location that is not the primary airport
- Hourly rate increased to \$30
  - Today the hourly rate is \$20
- Addition of MCO-TPA with a drive time of 2:30

### IMPROVED - TDY Pilot option for Field Hotel [4-E-1-b]

- When on TDY a pilot can request to have hotels provided at the Field Layover hotel
  - Subject to availability
  - Pilot must make request within 48 hours of being awarded the TDY
- Today, Pilots are not able to make a preference

# UPA 23

## Section 4 – Expenses, Lodging, and Transportation

### NEW - Uniform Reimbursement Program

#### [4-F-3]

- After the launch of the new Pilot uniform, the following company-paid replacement Benefits will commence
  - Yearly
    - 3 Shirts
    - 1 Pair of pants
    - 1 Tie
  - Every Five Years
    - 1 Uniform Jacket
- This uniform benefit is in addition to the cleaning expense reimbursement

# UPA 23

## Section 4 – Expenses, Lodging, and Transportation

### NEW - Second Passport [4-H-1]

- Company reimburses the cost of a second passport
- Codify pay protection for trips to locations requiring a visa for processing delays in obtaining that visa
- A Pilot who has a long training opportunity in a fleet requiring the applicable visa (during the 12 months prior to the visa expiration) and does not attempt to process the visa during that time shall not be pay protected for processing delays
- 1 hour Add Pay for visa only applies in situations that require in person appearance
  - If the company provides vendor services, no Add Pay

# UPA 23

## Section 4 – Expenses, Lodging, and Transportation

IMPROVED - Parking Reimbursement  
[4-H-9 (moved from 21-H)]

- Parking reimbursement increased to \$60 a month

INCORPORATING SYSTEM BOARD AWARD - Pilot meals will be separated from passenger meals and labeled with the pilot's name [4-A-2-g-(5)]

INCORPORATING SYSTEM BOARD AWARD - The company will not select a boarding location solely to limit the number of meal choices [4-A-2-g-(6)]



## Section 5 – Hours of Service

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - LPA During Involuntary Furloughs [5-B-1-a-(1)]

- During involuntary furloughs LPA limited to a minimum of 72 and maximum of 79
  - Today, the minimum is 74 and the maximum is 82

### IMPROVED - Deadheading On Single Pilot Aircraft [5-C-4-d]

- Requirement to meet and discuss deadheading on single pilot aircraft in the event it becomes certified for FAA part 121 or a foreign carrier (Part 129)

### IMPROVED - Reserve Pilot DH Deviation [5-D-6 and 5-D-8]

- Reserve who deviates, FIFO position and legalities will be based on scheduled deadhead back to Base
  - Today, when a reserve deviates FIFO position and legalities are based on the next scheduled flight back to Base

# UPA 23

## Section 5 – Hours of Service

### IMPROVED - Hotel and Transportation for Deviating Pilots [5-D-9]

- Original hotel and transportation will be available to deviating pilots
  - Today, the company is not required to maintain the hotel or transportation for pilots who deviate

### IMPROVED - Unaugmented Duty Limit [5-E-1-a]

- In addition to table limit minus 30 minutes, unaugmented duty limit shall not exceed 13 hours scheduled
  - Today, the limit for duty periods starting between 0700-1159 can be built to a duty period length of 13:30

## Section 5 – Hours of Service

### IMPROVED - Limitations on use of 777HD Cabin Rest Seat [5-E-1-b-(1)-(a) and 5-E-1-b-(1)-(b)]

- The Cabin Rest Seat on the 777HD is limited to use on Single-Augmented flights and Duty Period limit of 13:20
  - Today, the limit is 14:20
- Any future IPP seat that is smaller than the 777HD Cabin Rest Seat on Global Duty periods is limited to FAR 117 limit for unaugmented operations

### IMPROVED - Basic Single Augmented Duty Limit with Class 3 Facility [5-E-1-b-(5) and 5-F-1-b-(1)]

- Reserve availability period plus duty time cannot be scheduled (including reassignments) over 17 hours for single augmented on Class 3 facility aircraft
- Today, a Reserve could be given a 14:20 FDP with a 4-hour RAP (FARs would allow for up to a 15-hour FDP with a 4-hour RAP)

## Section 5 – Hours of Service

### MODIFIED - New Co-Terminals [5-E-1-i-(2)]

- Co-Terminals may be added if the peak drive time between the terminals is less than 90 minutes
- Peak drive time will be used for the time in the Doubletown table and the Surface Deadheading table

### MODIFIED - DH only At Conclusion of a Global Trip [5-E-3-d and 5-F-3-f]

- For Global trips that only have a DH as the remaining segment of the trip 12 hours rest required prior to the DH
- Pilot cannot be reassigned into flying unless the actual off duty period is at least 18 hours

## Section 5 – Hours of Service

### IMPROVED - Reserve Days Off [5-E-5-a]

- Reserve days off increased in Jan, Feb, Mar, Apr, May, Sep, Oct, and Nov

Traditional Reserve	12 Days Off	13 Days Off	14 Days Off	15 Days Off
Normal Years	Jun, Jul, Aug, Dec	Mar, Apr, May	Jan, Feb, Sep, Oct, Nov	-
Leap Years (2024, 2028)	Jun, Jul, Aug, Dec	Mar, May	Jan, Feb, Apr, Sep, Oct, Nov	-
VEC/VSC Reserve Opting For Extra Day Off	12 Days Off	13 Days Off	14 Days Off	15 Days Off
Normal Years	-	Jun, Jul, Aug, Dec	Mar, Apr, May	Jan, Feb, Sep, Oct, Nov
Leap Years (2024, 2028)	-	Jun, Jul, Aug, Dec	Mar, May	Jan, Feb, Apr, Sep, Oct, Nov

### NEW - Ability to Add Extra Reserve Day [5-E-5-d]

- Reserves entitled to pick up an extra day of reserve when category has a published LPA above 77
- The election may be done in PBS
- If the Pilot did not make the election in PBS, with company concurrence the day may be added after PBS awards, provided the election is made prior to the first day of the bid period

## Section 5 – Hours of Service

### IMPROVED - Elimination of FDO in Global Reserve Categories [5-E-6-c]

- Global reserve categories will no longer have an FDO

### IMPROVED - Basic FDO Assignments [5-E-6-c]

- Basic FDO assignment can only be for two-day trips
- At Pilot request the company shall replace the Pilot as they pass through their base, if there is an unassigned reserve available to complete the flying
  - If Pilot selects this option, they will not be eligible for day off restoration, but are still entitled to Rolled Day off pay

## Section 5 – Hours of Service

### IMPROVED - Global HDO Schedule Option [5-E-7-d]

- Global reserve can choose from the following options for HDOs
  - (A) A single block of 6 HDOs
  - (B) Two blocks of 3 HDOs
  - (C) One block of 4 HDOs and one block of 2 HDOs
  - A Global reserve that does not bid for either (B) or (C) will be awarded a single block of 6 HDOs (A)
- Schedules cannot have more than 4 blocks of days off
- All remaining days off in Bid Period will be RDOs
- Pilot option to allow for a HDO block with an intervening absence

## Section 5 – Hours of Service

### **NEW** - Global Reserve Unavailable RDO Declaration [5-E-8-d]

- Global Reserve pilot may declare themselves unavailable on an RDO for medical appointment with limited availability up to four times in a rolling 12 months
- Must make declaration seven days prior to CPO, and may be required to provide documentation

### **IMPROVED** - Limitations on ANF Trip Construction [5-E-10]

- Expanded ANF window of 0115-0444
- 16:45 free from duty prior to an ANF
- Limits on duty periods following a layover less than 16 hours following an ANF
  - Limited to 9-hour duty limit for a single segment, 6-hour duty limit for two segments
- Basic trips limited to 1 ANF, unless there is no non-ANF flight out of the market



## Section 5 – Hours of Service

**NEW** - Number of Duty Periods Within a Trip  
[5-E-12-d]

- Trips shall not be constructed to have more duty periods than number of days in the Trip

**NEW** - Basic Trip Mix For 737 and 320 [5-E-12-e]

- Basic Trip mix by fleet and seat for 737, 320, and any future fleet
  - Minimum of 15% 1-day (10% in Jun/Jul/Aug)
  - Minimum of 15% 2-day (10% in Jun/Jul/Aug)
  - Maximum of 50% 4-day (45% in Jun/Jul/Aug)

## Section 5 – Hours of Service

### IMPROVED - FAR Extension Add Pay [5-F-1-h-(2)]

- FAR extension Add Pay will be based on the original report time prior to a “soft” or “hard” rest reset
- A Pilot accepting a soft start will be paid the same extension pay as a pilot who refuses it, even if the soft start pilot does not require an extension

### NEW - Overtime Pay For FAR Extension [5-F-1-h-(2)-(h) and 5-F-1-h-(7)]

- For Trips that are eligible for Extension Add Pay, a Pilot will be paid the greater of:
  - The Trip flown, Extension Add Pay (if applicable), and Overtime Add Pay
  - The Trip flown plus the amount of Overtime Add Pay the Pilot would have accrued with an imputed layover
    - A 12-hour layover will be used unless a greater Off-Duty period is required by the UPA or FARs
- For Trips that are not eligible for Extension Add Pay a Pilot will be paid for the Trip flown, plus Overtime Add Pay calculated with an imputed layover
  - A 12-hour layover will be used unless a greater Off-Duty period is required by the UPA or FARs

## Section 5 – Hours of Service

**NEW** - Crew Accepting “Soft Start” and “Hard Rest Reset” [5-F-1-i]

- Entire crew accepts a “soft-start” 1 hour of Add Pay in addition to any extension Add Pay
- Entire crew accepts a “hard rest reset” 2 hours of Add Pay in addition to any extension Add Pay

**IMPROVED** - Duty Period Extension Following Drug/Alcohol Testing [5-F-2-c]

- Duty period extended 30 minutes for drug and or alcohol testing

**MODIFIED** - If Downline Report Times are Increased [5-F-2-d]

- If the company increase downline report times to 60 minutes, the ability to reduce report time to 45 minutes if company notifies crew prior or immediately upon arrival

## Section 5 – Hours of Service

### IMPROVED - Minimum Daily Average [5-G-2]

- Schedules shall contain a minimum of 5:15 hours pay value, averaged, for each day in a Trip, on a scheduled or actual basis, whichever is greater

Impact of 5:15 in PBS If Available for Full Month and Built to Line Construction Cap With no Carryout Trip								
Line Construction Cap	Min Days off 30 Day Bid Period	Min Days off 31 Day Bid Period	Line Construction Cap	Min Days off 30 Day Bid Period	Min Days off 31 Day Bid Period	Line Construction Cap	Min Days off 30 Day Bid Period	Min Days off 31 Day Bid Period
90:00	13	14	85:30	14	15	81:00	15	16
89:30	13	14	85:00	14	15	80:30	15	16
89:00	14	15	84:30	14	15	80:00	15	16
88:30	14	15	84:00	14	15	79:30	15	16
88:00	14	15	83:30	15	16	79:00	15	16
87:30	14	15	83:00	15	16	78:30	16	17
87:00	14	15	82:30	15	16	78:00	16	17
86:30	14	15	82:00	15	16	77:30	16	17
86:00	14	15	81:30	15	16	77:00	16	17

### NEW - Minimum Calendar Day Credit [5-G-4]

- For each calendar day of a Basic Trip, the minimum Pay and Credit shall be 2:30. Calendar day for this purpose will be based on the time zone in the Pilot's base (LBT)

## Section 5 – Hours of Service

### IMPROVED - Eliminated Mandatory Field Standby [5-G-6-a]

- Eliminated all mandatory Field Standby
- Pilots can volunteer for Field Standby
- Pilots on a voluntary Field Standby receive 3 hours Add Pay, regardless if used or unused

### MODIFIED - PS Travelers With Premium Seat [5-J-1-c-(3)-(b) and 5-J-1-f]

- PS travelers who have a premium seat assignment prior to the boarding process and unionized employees with a contractual entitlement will not be removed for the additional pilot break seat
  - Today, a Pilot who is Deadhead Deviating gets removed from Polaris and company can fill the seat with a revenue passenger rather than providing a second break seat to the crew. The net result is the deviating pilot is removed but the crew still doesn't get the second seat

## Section 5 – Hours of Service

### IMPROVED - Narrowbody Crew Rest Seat [5-J-1-h]

- Global and single augmented Basic Flights can be conducted on single-aisle aircraft that have a direct-aisle access seat equivalent to Polaris seat in operation today
- Single augmented Basic Flights can be conducted on single-aisle aircraft that have one premium seat grouping in the highest class of service for crew rest
- These provisions do not apply to the LCAL 757-200s in operation

### Elimination of Field Standby Lines [5-G-7]

# UPA 23

## Section 6 – Seniority

[Click here to see a Fact Team training video on this section](#)

### MODIFIED - Period of Probation [6-C]

- A Pilot's probation will end early if they commence Captain aircraft training
  - Today, probation only ends when a Pilot has 12 bid periods and have worked 165 days

# UPA 23

## Section 7 – Furlough & Recall

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - Notice of Furlough

#### [7-A-1]

- Pilots are given a minimum of 90-day notice prior to furlough
  - Today, the requirement can be as low as 30 days. This is based on when the pilot got hired.



# UPA 23

## Section 8 – Staffing

[Click here to see a Fact Team training video on this section](#)

### Modified – Modification to Equipment bands [8-D-1-c]

- Every aircraft that is included on the pay tables now is identified with an Equipment/pay band
- No changes to any of the Equipment already in service
- Added A380, A330, A220, EMB, and CRJ 900

Equipment/ pay band	<i>(additions reflected in bold green)</i>
1	<b>EMB FO, CRJ 900 FO</b>
2	320 FO, 737 FO, <b>220 FO, CRJ 900 CA</b>
3	756 FO, <b>EMB CA</b>
4	777 FO, 787 FO, <b>330 FO</b> , 350 FO
5	320 CA, 737 CA, <b>220 CA</b>
6	756 CA, <b>380 FO</b>
7	777 CA, 787 CA, <b>330 CA</b> , 350 CA
8	<b>380 CA</b>

# UPA 23

## Section 8 – Staffing

### **NEW** - Accelerated Pilots Equipment Training Freeze [8-D-1-e-(1)]

- A Probation Pilot or New Hire Pilot who receives a Captain award will have a 24-month (starting at award date) or 25-month (starting when Pilot meets qualifications to start training) Equipment Bidding freeze based on their qualifications.
  - Pilots the above freeze may bid and be awarded a subsequent vacancy which will have an imputed effective date equal to the exhaustion of the 24/25 month freeze as applicable (Bump and Beach leave based on this date)
  - These Pilots will be pay protected based on the actual effective date of the new vacancy

# UPA 23

## Section 8 – Staffing

### **NEW** - Continued Offering of Captain Vacancies Filled by New Hire/Probation Pilots [8-D-1-e-(3)]

- For New Hire pilots that have elected not to keep their assigned Captain vacancy, the company will continue to publish the vacancy until the Pilot is scheduled for Captain training
- If on a subsequent vacancy, there are more bidders than published positions the company will substitute out New Hires Pilots who do not want their Captain vacancy with Pilots who are wanting those positions
  - The Pilots filling these substitutions must have 500 hours at United and be off probation

# UPA 23

## Section 8 – Staffing

### **NEW** - First Time Captain Bidding Freeze Release [8-D-2-c]

- A Pilot under a Bidding Freeze will not restrict them from being awarded their first time Captain vacancy
- If awarded a first time Captain vacancy, any remaining portion of Bidding Freeze will carry forward with them
- The Bidding Freeze that carries over will run concurrently with any new Equipment Training freeze
- *Example: Pilot with a 36-month bidding freeze who has completed 20 months in the frozen Category at the time of award will carry forward the remaining 16 months of the bidding freeze to the new Category.*

## Section 8 – Staffing

### MODIFIED - Freeze Start Date [8-D-5]

- Freezes will start on the award date of the vacancy
  - Today, freezes start when the Pilot starts training

### NEW - Removing of Freezes for Unfilled Captain Categories [8-D-6]

- For the Company to be able to assign unfilled 737 and 320 Captain positions to New Hires, during the vacancy awarding process the company must lift all freezes for Pilot's wanting to bid into the category
- If the Company lifts the freezes for awards to a 737 or 320 Captain category, and positions are still unfilled First Officers on probation will be eligible to be awarded a vacancy in that category
- If the Company does not lift the freezes to fill 737 or 320 Captain category, those unfilled Captain vacancies cannot be filled by a new hire

### MODIFIED - All Displacement Bids Open for 14 Days [8-E-5-a]

- Removed Secondary and Tertiary Displacements. All displacements treated the same and open for 14 days
  - Today, a displacement bid is open for 20 days if in reduction mode (14 days if not), a secondary displacement bid would be open for 10 days, and tertiary displacement bid for 7 days.

# UPA 23

## Section 8 – Staffing

### IMPROVED - Activation In New Category When Training is Required [8-F-1 and 8-F-9]

- A Pilot will become activated in the new category upon completion of LOE at the training center
  - Today, a Pilot becomes activated on the first leg of OE or first leg in new category if OE is not required. When an OE backlog was created in the past this delayed when Pilots transitioned to higher paying categories saw the rate increase
- If a Pilot has not started training within 60 days of the effective date of a vacancy bid they may
  - Exercise displacement rights, or
  - Bid any vacancy, or
  - Continue to be pay rate protected
  - The Pilot must declare intention no later than 45 days after the effective date
  - If the Pilot does not make an election, they shall be considered displaced into their awarded Category

# UPA 23

## Section 8 – Staffing

### IMPROVED - Seniority Protections for Canceled Vacancies [8-F-3-a]

- A Pilot's vacancy cannot be canceled if junior Pilot has been activated on the same vacancy
- A Pilots vacancy cannot be canceled if any Pilot has been activated from a subsequent vacancy award
- In the event they do cancel a Pilot's vacancy, all unactivated vacancy awards of junior Pilots on the same vacancy and all Pilots on subsequent vacancy must also be canceled
  - Today, when a Pilot's vacancy is canceled and junior Pilot who was activated, the Pilot with the canceled vacancy is entitled the option of either Pay Rate protection for 24 months, or PS passes for 24 months. The 24 months applies if the junior pilot remains activated.

# UPA 23

## Section 8 – Staffing

### MODIFIED - Expiration of Unfilled Vacancies [8-F-3-c]

- Unfilled First Officer vacancies shall remain available for new hires for 120 days from the date of a vacancy award
  - Today, unfilled First Officer vacancies remain available for new hires for 90 days from the date of the vacancy award
- Unfilled Captain vacancies for the B737 or A320 or any other single-aisle non-supersonic aircraft that may be added to the Company fleet in the future, shall remain available for new hires for 120 days if during the vacancy award the company allowed Pilots under a freeze to be awarded vacancies in those categories



# UPA 23

## Section 8 – Staffing

### **NEW** - Eligibility to Bid Captain Vacancy [8-F-12, 8-I-1, and 9-K]

- Today to bid Captain a Pilot must have 500 hours in United aircraft and be off probation and meet the FAR 121.436
- Any Pilot who meets the FAA minimum requirements (FAR 121.436) can bid on a Captain vacancy
  - Pilots who do not satisfy the probationary requirements of Section 8-I-1-a as of the start of Captain upgrade aircraft training are treated as "Accelerated Pilots", prior to starting training they require:
    - 350 hours in type at United
    - No short cycle, no Probation Review Panel
    - Passed probationary check ride as an FO
    - Attended Enhanced Captain Upgrade training
  - Once an Accelerated Pilots begins Captain aircraft training their probation period will end
  - Accelerated Pilots will complete 100 hours of IOE as well as 6 and 18 month Linechecks

# UPA 23

## Section 8 – Staffing

### **NEW** - New Hire Awarded or Assigned Captain Vacancy [8-F-12]

- Pilots will initially be trained and fly as a First Officer on the Equipment they are awarded/assigned a Captain vacancy
- They will fly as a First Officer in the same base that the Captain vacancy is for
  - The Pilot will be allowed to change bases via a lateral bid for where they will fly as First Officer
- The Pilot will be able to continue to participate in base trades and lateral vacancy bids for their Captain vacancy
- Prior to any Captain displacement or Captain vacancy cancelation on the same equipment, the Company must cancel any award or assignment of a new hire to Captain
- New Hires and probation pilots who are awarded/assigned a Captain Vacancy prior to having the minimum UPA requirements will have an imputed vacancy Effective date established when they reach the UPA hourly requirements
- New Hire will be paid Captain rate on their imputed Effective date

## Section 8 – Staffing

### MODIFIED - Base Trade Restrictions [8-1-4-a]

- A Pilot who takes a lateral vacancy award is not eligible to Base Trade back to the category the Pilot lateraled out of for six bid periods
  - *Example: If a EWR 737 CA is awarded SFO 737 CA and is activated in the February Bid Period, the Pilot is not eligible to receive a Base trade award back to EWR 737 CA until the Base trade award process conducted in the June Bid Period, since the default activation date of that Base trade is the August Bid Period*
  - *Example: If a EWR 737 CA is awarded SFO 737 CA, Base trades to LAX 737 CA before being activated at SFO 737 CA, and is activated at LAX 737 CA in the April Bid Period, the Pilot is not eligible to receive a Base trade award back to EWR 737 CA until the Base trade award process conducted in the August Bid Period, since the default activation date of that Base trade is the October Bid Period*
- A Pilot is prohibited from participating in a Base trade to a Category in which no Pilot junior to the Pilot holds an award.
  - This prohibition shall not apply to a Base trade to a Category that had unfilled vacancies in the most recent vacancy award

## Section 9 – Training

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - Recurrent Training Schedule Changes [9-B-3-c]

- If the company removes the Pilot from recurrent training that had been scheduled
  - In early and base months, the Pilot must concur to the new assignment of recurrent training
  - In the grace month, the Pilot can only be assigned to recurrent training once schedules have been awarded for the month, and can only be scheduled on scheduled work-days
- Today, a Pilot can only designate one period of days off in a bid period to be protected from being assigned to recurrent training
- Removed from training includes the moving of the start time of the training footprint to be earlier, or, if a change is made prior to the start of the training footprint where ending time is moved more than 24 hours later

## Section 9 – Training

### **NEW** - Lost Days Off for Post Award CQ [9-C-2-d]

- Lineholders who lose days off to attend training that was not included in PBS will receive 5:00 hours Add Pay (4:15 hours for 2023) per day off
  - Today, Pilots are entitled to a vacation day for each day off lost to post award training on days off

### **MODIFIED** - Recurrent Training Delays [9-C-3-a]

- If a Pilots' training footprint is scheduled/planned to end later than the original footprint they shall receive 2 hours Add Pay
- If a Pilots' training footprint is scheduled/planned to end the day following the original footprint they shall receive 4 hours Add Pay
- The above does not apply if the Company removes recurrent training and replaces it with a new training footprint that reports earlier or that ends beyond 24 hours of the original training footprint

## Section 9 – Training

### **NEW** - Ability to Bid Among Long Training Footprints [9-C-4]

- Pilots scheduled to start long training in the same status and equipment during the bid period will be allowed to preference among prebuilt training schedules
- Pilots beginning training in the bid period immediately following the bid period of their award will be assigned by the company
- Training shells will be awarded to the Captain training positions first
- First Officer training award may be denied if the award would result in a prohibited crew complement

### **NEW** - Ability to Deviate To/From Training and Landing Class [9-D-5 and 20-Q-12]

- Pilots can deviate on travel to and from the training the same way they can when using Deadhead Deviation
  - Today, Pilots in training are restricted to travel from primary residence or Base

# UPA 23

## Section 9 – Training

### IMPROVED - Training Footprints of Five and Six Day Length [9-F-6]

- Five days of training (including travel days) will be built into a 6-day footprint, which will include one day off
- Six days of training (including travel days) will be built into a 7-day footprint, which will include one day off
  - The difference in Long and Short training pay accounts for embedded days off in the footprint. Today a five-day footprint would pay the long training amount, but it does not include and days off in the footprint.

### NEW - Evening & Night Training Events Prior To Days Off [9-F-6-a]

- A Pilot whose training schedule has a debrief time after 1600 prior to a period two days off cannot have brief or start time prior to 1200 when returning
- This provision does not apply if the Pilot has more than two consecutive days off

# UPA 23

## Section 9 – Training

### IMPROVED - Option To Be Paid For Three Days During OE Blocker Days [9-F-12 and 20-C-3-c-(6)]

- When a Pilot is entitled three days off after training (training longer than seven days that requires OE) the pilot can select a new option
- The Pilot can elect to allow the company do designate where the three day off period will be and have the days paid
- Options will be
  1. Three unpaid days off after the completion of training prior to OE
  2. Three unpaid days off after the completion of OE
  3. No unpaid days, and the company will add three OEB paid days and they will designate a period of three days off



# UPA 23

## Section 9 – Training

### **NEW** - Training Crew Complement for Evaluations [9-G-3-b]

- Fully qualified seat support is required for evaluations during initial and transition training with the following exceptions
  - Two new-hires are not allowed to conduct an evaluation together
  - Two 737 or 320 trainees when neither is a new-hire, provided both pilots concur
  - Captain trainee and First Officer trainee who have conducted three events together
  - Two Captain trainees
  - Two 756, 777, or 787 First Officer trainees when neither is a new-hire, provided they have conducted three events together
  - To the max extent possible the first time Captain trainee will be paired with a First Officer when
    - The Captain trainee has less than 2,000 hours of flight time at United, or
    - The Captain trainee has less than 500 hours of flight time at United in the 12 prior bid periods before starting training

## Section 9 – Training

### IMPROVED - Pay and Credit For Transition Course CBT Training [9-G-14]

- For CBT training days associated with initial and transition training the Company can schedule them in two ways
  - If the days are attached to the training footprint, they will be paid at the 3:07 per day
  - If the days are not attached to the training footprint, they will be paid at 5:00 per day (4:15 hour for 2023)
- CBT days cannot be scheduled on UPA holidays

### NEW - First Time Captain Training Course [9-G-17]

- A Pilot training for their first time Captain upgrade must receive a full course if they have less than 1,000 hours of flight time at United

# UPA 23

## Section 9 – Training

### MODIFIED - New Training 9-J [9-J-2-c-(1)-(a)]

- Company concurrence required for Lineholder not based in GUM to attend training in GUM
- Company concurrence required for a GUM based Lineholder to attend training that is not held in GUM, SFO, LAX or the Base nearest to the Lineholder's home of record
  - An example of 9-J type training was LEAP class

## Section 9 – Training

### **NEW** - Accelerated Pilots Training Requirements [9-K]

- Pilots who begin Captain upgrade aircraft training prior to having 500 hours at United or being off probation will be required to complete the following:
  - Prior to starting Captain upgrade aircraft training
    - Complete their probationary CQ event as a First Officer
    - Complete a minimum of 350 hours of flight time in type as a United First Officer
    - No short cycle training or participation in a Probation Review Panel
    - Complete an enhanced Captain Upgrade classroom training program (designed in conjunction with ALPA) with modules on FOM, scenario-based training, operational training, and Captain's authority
- Accelerated Pilots will be required to complete 100 hours OE
- Accelerated Pilots will have line checks at 6 and 18 months after completing their LOE

## Section 10 – Moving Expenses

[Click here to see a Fact Team training video on this section](#)

### **NEW** - First Time Captain Vacancy Paid Move [10-B-1]

- A Pilot who becomes activated for the first time as a Captain is entitled to a company paid move or in lieu of the paid move the Pilot can elect to have PS passes for 12 months

### **IMPROVED** - Miscellaneous Moving Allowance [10-F]

- Miscellaneous expense for a paid move increased to \$6,000
  - Today, the amount is \$3,000

Continued...

## Section 10 – Moving Expenses

### IMPROVED - Add Pay In Lieu of Transfer Days [10-G-1-a]

- Company may offer 5:15 hours Add Pay per transfer day in lieu of blocking the days off in PBS
  - The company may offer by fleet
  - Company must make the offer prior to PBS bid opening and Pilots must make a preference by:
    - 1000 CT 8th for Captains
    - 1000 CT 9th for First Officers
- *Example: A Pilot is entitled to 3 transfer days and the company is accepting requests for Add Pay in lieu of blocked days. This Pilot would be entitled to 15:45 hours of Add Pay and not have any days blocked in PBS.*

Continued...

# UPA 23

## Section 10 – Moving Expenses

### IMPROVED - Transfer Day Credit [10-G-4]

- Transfer days included in PBS are worth 5:15 hours LPV
  - Today, the value is 5:00 hours LPV

## Section 11 – Vacations

[Click here to see a Fact Team training video on this section](#)

### **NEW** - Retirement Contributions On Forfeited Vacation [11-B-3 and 11-H]

- Retirement contributions will be made on forfeited vacation days
  - Up to 21 days of forfeited vacation from a Pilot reaching FAA mandatory Retirement age will be eligible
  - Any unawarded vacation pays at the end of the Vacation Year

### **NEW** - Preference For Minimum Time Between Awards [11-E-3]

- For annual vacation awarding Pilots will be able to preference a minimum number of vacation slots between any two awarded vacations.
  - This is a way for a Pilot to preference a minimum time between two awarded vacations
  - This is a preference only, seniority and slot availability still apply



## Section 11 – Vacations

### MODIFIED - Ability To Move Current Day Vacation [11-G-6-a]

- Vacation may be moved from current day to allow for a Pilot to be assigned a Trip that starts on that current day and begins at location that is not an Equipment-Base for the Pilot's Equipment
- *Example: A Pilot is on a day of vacation and is in Aruba. The Pilot lets the company know he is available to fly the aircraft from AUA to EWR. The company could move this Pilot's vacation day to allow them to operate the aircraft from AUA to EWR*

## Section 11 – Vacations

### IMPROVED - Restrictions On Canceling Vacation When Changing Categories [11-F-4]

- For the Company to cancel a Pilot's vacation, when changing Categories one of these conditions must be met
  - The LPA in the new Category for when the vacation starts has to be projected at or above 82 hours
  - The vacation starts in between the start of training and the end of:
    - The next bid period in which the Pilot is scheduled to complete training, if consolidation is required
- OE blocker days, if consolidation is not required
- The company must notify the Pilot of the cancellation no later than the time monthly vacation is awarded for the Bid Period in which the vacation was scheduled for
- *Example: A Pilot is awarded a lateral vacancy award effective in Feb. This Pilot has a vacation scheduled for June. The Pilots new category has a projected LPA for June that is 82.5 hours. The company may cancel the Pilot's vacation but must provide notification by the 20th of April.*

# UPA 23

## Section 11 – Vacations

### **NEW** - Ability to Protect a Vacation When Changing Categories [11-F-5]

- A Pilot who is changing categories may designate a vacation period (up to 14-days in length) that cannot be canceled
- A Pilot who has been awarded their first Captain category is entitled to designate two vacation periods (each up to 14-days on length) that cannot be canceled

## Section 11 – Vacations

### **NEW** - Company Offered Add Pay for Voluntary Vacation Cancellation [11-F-6]

- The Company may solicit volunteers to Pilots to cancel an annual vacation award on a category basis
- The Company may offer 1:15 of Add Pay per day of canceled vacation
  - Canceled vacation becomes unawarded and the Pilot can participate in Monthly Vacation bidding
- This provision can only be used when no Pilot is on Involuntary Furlough
- Pilots volunteering for Vacation Cancellation will be processed in seniority order
- Pilots will not be allowed to cancel more than minimum vacation required in the annual election
  - 14 days for Pilots with 10 and less years of service, 21 days for Pilots with 11 or more years of service
- *Example: A Pilot is senior enough to be awarded a vacation cancellation, they elected in the annual vacation to have 35 of 42 days. The Pilot volunteered to cancel a 21-day vacation. This would not be a valid bid as it would take the Pilot below the 21-day minimum*

# UPA 23

## Section 11 – Vacations

CODIFIED - Rate of pay used to calculate a Job Share vacation payout upon retirement (current practice) [11-B-4]

Cutoff of November for Vacation credit days to be included in the Maximum Vacation Day calculation [11-D-1-a]

Vacation Slide deadlines [11-F-1-b-(1)]

# UPA 23

## Section 12 - Leaves of Absence

[Click here to see a Fact Team training video on this section](#)

### **NEW** - Personal Leave for FMLA-qualifying Event [12-E-10]

- Pilots who experiences a FMLA qualifying event but do not meet the requirement (504 hours in a calendar year) will be granted a Personal Leave up to 12 weeks
- In addition to the provisions of a Personal Leave, a Pilot will be eligible to maintain Medical/Dental/Vision insurance at active rates

### **IMPROVED** - Bonding Leave [12-F-1]

- Bonding leave can be taken in blocks of at least seven days in length as long as providing 14-day work block between the blocks of days off
  - Today, the company policy is to limit the day off block to a minimum of 14-day length

Continued...

# UPA 23

## Section 12 - Leaves of Absence

### **NEW** - Paid Maternity Leave [12-F-1-a]

- Eight weeks of company paid maternity leave for non-probationary Pilots
  - If pre-blocked in PBS 2.8 hours per day (84 hours for 30 days)
  - Post award Lineholder will be paid for trips dropped
  - Reserves will be paid 5 hours per reserve day dropped
- This is in addition to the paid Parental leave
- Example: A pregnant Pilot takes all leave provided
  - The greater of 90 days or length of time medically required
    - 10 weeks paid by the company
  - The Pilot may extend the leave by as much as 9 months in blocks of time
  - Further extend up to 3 months with company approval

Continued...

# UPA 23

## Section 12 - Leaves of Absence

### **NEW** - Paid Parental Leave [12-F-2]

- 14-days of company paid Parental leave available for all Pilots
  - To be taken with birth, adoption, surrogacy, guardianship or fostering of a child
  - If pre-blocked in PBS 2.8 hours per day
  - Post award Lineholder will be paid for trips dropped
  - Reserves will be paid 5 hours per reserve day dropped
- In addition to the 14 paid days, each Pilot may take an additional 14-days of unpaid Parental leave
- Example: A pilot only eligible for Parental leave
  - 90 days
    - 2 weeks paid by the company
  - The Pilot may extend the leave by as much as 9 months as a single block of time
  - Further extend up to 3 months with company approval

Continued...



# UPA 23

## Section 12 - Leaves of Absence

### **NEW** - Application of State Sick Laws [12-I-6]

- If a dispute over the Company's interpretation or application of a state sick or "kin care" laws the Company and ALPA will meet and discuss
- The Company, Pilot, or ALPA are not prohibited from exercising their rights with state agency or court

Modifications to account for the elimination of Lineholder MPG

A Pilot returning from leave shall be considered as requalification training (current practice)

[12-H-6]

Chart Updated (current practice) [12-J]

# UPA 23

## Section 13 - Sick Leave

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - Monthly Sick Accrual [13-A-1]

- Accrual increased to 6 hours per bid period

### IMPROVED - Rapid Sick Accrual Trigger [13-A-1-a-(1)]

- If a Pilot uses more than 170 hours of sick leave for a single continuous event, they will accrue sick at 7 hours a bid period until they accrue an amount equal to the amount of sick leave used
  - Today, the trigger for rapid accrual is 255 hours
- The 170 hours of sick leave used includes any ESB hours used (excluding the 15-hour waiting period)
  - ESB hours do not rapid accrue
- *Example: A Pilot uses 120 hours of sick leave and 60 hours of ESB in a single continuous absence. This Pilot would accrue 7 hours of sick leave until the Pilot has restored the 120 hours of sick leave used.*

Continued...

## Section 13 - Sick Leave

### NEW - Rapid Sick Accrual For OJI Events

#### [13-A-1-a-(2)]

- If a Pilot uses more than 40 hours of sick leave for a single continuous occupational injury or illness they will be entitled to rapid accrual
- The pilot will accrue 7 hours of sick each bid period until it equals the net amount of sick leave used.
  - Net amount is determined after sick bank has been restored by Workers' Compensation and/or state disability benefits

### IMPROVED - Sick Leave Make-up [13-A-2-c]

- A Pilot can pick up a trip in the current bid period or the following bid period to restore on an hour-for-hour basis sick time used
- *Example: A Pilot calls in sick in the June bid period, they can pick up a trip in either June or July bid periods to restore sick time*

Continued...

# UPA 23

## Section 13 - Sick Leave

IMPROVED - Elimination of Doctor's Note

[Deleted 13-A-3-a-(3) and 13-A-3-b-(2)]

- Elimination of doctor's notes for Lineholders who have a sick call and LPV above 92 hours
- Elimination of doctor's notes for Reserves who have a sick call and LPV exceeds MPG

Continued...

## Section 13 - Sick Leave

MODIFIED - Future Sick Pre-Blocked Within a Reserve Block [13-A-3-b-(2)-(a)]

- If a reserve places a future Sick Leave day within a block of reserve days, the Company may elect to place the Pilot on Sick Leave for any remaining reserve days within the block prior to the original Sick Leave day
- This provision only applies to future planned Sick Leave, not the typical same day or next day sick calls
- *Example: Pilot provides advance notice at their option: A Pilot on the 1st of the month places a Sick Leave day on the second day of a reserve block at the end of the bid period in order to have a planned medical procedure. The company can place a Sick Leave day on the first day of the reserve block in addition to the second day of the reserve block*

Continued...

# UPA 23

## Section 13 - Sick Leave

**NEW** - Application of Sick Leave When In Excess of 95 Pay Hours [13-A-3-c]

- Base Sick Hours:
  - For Lineholders = PTC/LPV/MPG(Until May 2024), PPU, and Vacation
  - For Reserves = LPV/MPG, VDO, and Vacation
- In order for a Pilot to be paid more than 95 Base Sick Hours in a bid period that a Pilot used Sick Leave or ESB, they must first apply accrued base hours over 95 towards restoring Sick or ESB used during the Bid Period.
- Once all Sick Leave hours and ESB hours have been restored, a Pilot's accrued Base Sick Hours may continue to accrue above 95 hours

Continued...

# UPA 23

## Section 13 - Sick Leave

### **NEW** - Pilot Directed to Stay Away From Work When Fit To Fly [13-A-3-e]

- If a Pilot is directed to stay away from work by the Company, when the Pilot is otherwise fit to report they will be paid for any Trip or Reserve day(s) missed
- The Pilot will not have sick time debited

### **NEW** - Kin Care For All Pilots [13-A-5-a]

- A Pilot may use up to 30 hours of accrued Sick Leave each year to care for a family member
  - Family member as defined in 12-E-2, or by state regulations which ever is more favorable
- Pilots using this provision may be asked to provide doctor's note substantiating the family member's illness, unless prohibited by state regulation

Continued...

## Section 13 - Sick Leave

### NEW - Extended Sick Bank [13-B]

- The Extended Sick Bank can be used in three ways
  1. For use as sick time after a Pilot's Sick Bank has been exhausted and the Pilot cannot exercise the privileges of their FAA medical
  2. To cover the LTD waiting period if the the Pilot has exhausted their Sick Bank
  3. To supplement income while on LTD
- In order to use the ESB
  - A Pilot must exhaust their Sick Bank prior to being able to use the ESB
    - Except when being used to supplement income while on LTD
  - Pilots will have a 15-hour unpaid period between Sick Bank and being able to use ESB
    - Except when being used to supplement income while on LTD
  - Pilots are required to provide medical justification to Corporate Medical
    - Medical justification is medical documentation provided by a relevant M.D., D.O., D.D.S., D.M.D., D.P.M., A.P.R.N., D.C., P.A. – C., or PhD credentialed as a licensed clinical psychologist, including any telehealth provider included with United-sponsored health plan

Continued...



# UPA 23

## Section 13 - Sick Leave

### Extended Sick Bank (continued)...

- Pilots will accrue 4 hours per month when they are Active and not using ESB
  - Pilots will be seeded with 120 hours of ESB (active, returning Pilots, and all future new hires)
  - ESB bank is capped at 180 hours
    - For each bid period the Pilot has 180 hours in their ESB bank they will accrue 1.33 days of “LTD Access Credits”
    - LTD Access Credit days can be used to reduce the 60-day LTD waiting period if a Pilot has insufficient Sick Bank and ESB to cover the waiting period
  - Pilots will not accrue more than 540 hours during their career
- When using the ESB to supplement LTD income a pilot will be paid 15 hours until the bank is depleted
  - Hours will be paid as earnings and eligible for PRAP contributions

Continued...

# UPA 23

## Section 13 - Sick Leave

### **NEW** - Pilot Who has an OJI Event After Exhausting Lifetime ESB [13-A-6-a]

- A Pilot who has exhausted their 540 career hours of ESB experience an occupational injury or illness the company will pay protect the Pilot for the first 90-days
- Company pay will be offset from any State Workers' Compensation claim

New hire example updated to reflect increased accrual [13-A-1-b]

# UPA 23

## Section 14 - Physical Examinations

No changes to this section

# UPA 23

## **Section 15 - Worker's Compensation Benefits**

No changes to this section

# UPA 23

## **Section 16 – Missing, Internment, Hostage, or Prisoner of War Benefits**

[Click here to see a Fact Team training video on this section](#)

Out-of-date information removed  
[16-B]

# UPA 23

## Section 17 – Grievances

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - Company Must Provide Information Prior To Pilot Being Questioned [17-B-1-a]

- When the Company requests a Pilot to attend an investigatory interview the company must provide the information about the nature of discussion
- The Pilot and their representative must be provided private space to review the information
- The Pilot and their representative will be provided time necessary to review the documents

Continued...

## Section 17 – Grievances

### **NEW** - Compensation For Attending a Meeting With CPO [17-B-1-d-(1)]

- Pilots who have not been held out service and are brought in for in-person meeting will be paid 3 hours of Add Pay
- A pilot and their representative may consent to video conference investigative interviews
  - Can only be used in a case where termination or suspension will not be imposed
  - If after being presented with documents about the nature of the investigation the Pilot believes they are in jeopardy of suspension or termination and they wish to address the allegations in-person, the video conference will end and reconvene in-person.
  - Pilots who participate in video conference and are not held out service will be paid 1 hour Add Pay

Continued...

# UPA 23

## Section 17 – Grievances

### IMPROVED - Compensation For Appearing In-person As a Witness [17-C-9-b]

- When a Pilot is requested to appear in-person as a witness by the Company for a scheduled hearing the pilot will be paid
  - Lineholder will be paid for trips dropped
  - Reserves will be paid 5 hours per reserve day dropped
  - If on a day off a Pilot will be paid 4:30 of Company Business



# UPA 23

## **Section 18 – System Board of Adjustment**

No changes to this section

# UPA 23

## Section 19 – Flight Safety Programs

No changes to this section

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - Rest Reset While On Short Call [20-A-4-a-(1) and 20-K-6-F]

- Basic Reserve, after being on Short Call for nine hours, the window call-out time is increased to 12 hours
- If a Short Call is given an intervening FAR rest period ("rest reset") due to UPA Duty Period limits, the minimum rest period is 12 hours

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Monthly Bidding Window Moved [20-C]

- Monthly Bidding Opens 1700 CT on the 4th
- After PBS opening Absence and Activity changes will be held until after PBS, unless Pilot and Company concur
- Final LPA will be set no later than 1700 CT on the 5th
- Captain Awards by the 13th 2359
- First Officer Awards by the 15th 2359
- If technology and process improvements result in First Officer solve times less than 82 hours without a decrease in quality
  - Bidding for First Officers can close on the 12th
  - Along with the other applicable timelines for First Officers shifted one calendar day earlier

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Pilot Availability Unknown for PBS Awarding [20-C-3-b]

- Today, Pilot has availability in a Category other than the Category in which he was included in Monthly Schedule Preferencing or if his availability was not known until after bidding for Monthly Schedule Preferencing has closed
- ⚠ Today, the Company shall construct a reserve line for the days he is available, pro-rated if necessary, for the Pilot, or
- If the Pilot could have been a Lineholder and with mutual concurrence, the Pilot can have a blank schedule
  - No MPG and an initial PTC/LPV of zero

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Number Of OE Blocker Days [20-C-3-(1)-(a)]

- The maximum number of OE days blocked (OEB) on a Pilot's schedule will be based on the recent average days it is taking for OE to be completed plus 20%
- For a Pilot that requires more than 15 hours of OE
  - A minimum of 10 days will be blocked
  - The maximum days blocked will be the average number of days plus 20% from completion of training until completion of OE on the fleet, if more than 10
- The measurement will be the average from the bid period two prior to the one being blocked, (October for OEB days in December)

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

IMPROVED - Dispute Resolution for Recurrent  
Training Awards [20-D-3]

- Within 5 days of publishing Recurrent training awards a Pilot can file a dispute like a PBS dispute

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Reserve Who Are Changing Bases

#### [20-D-7]

- A Reserve who is changing bases and has block of reserve that crosses both bid periods will have a choice as where to complete the reserve block
- If the Reserve chooses to remain in the old base for the entire reserve block, the Pilot will be provided hotels starting on the first day of the new bid period
- Start the new block of reserve in the new base, if the Reserve makes this election prior the first Seniority Trip Trade for the bid period
  - *Example: A Pilot is on reserve in January in LAX and February in ORD due to a lateral award activation. The pilot has a block of reserve beginning the last day of the January Bid Period through the fifth day of the February Bid Period. The pilot has two choices:*
    - *Default choice- remain on reserve in LAX for the entire 6-day block. Pilot is entitled to hotel for the days in the February Bid Period in LAX*
    - *Notify the Company that they want to be on reserve the entire block in ORD (i.e., start a day early in ORD). The pilot must notify the company of this election by the start of February trip-trading (in January) for a reserve block that crosses between January and February*

Continued...



# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - SSC Involvement in Fatigue Modeling Software [20-E-2-a]

- The SSC shall be involved with the application of fatigue software to Pilot Trips, including the opportunity to consult with and make recommendations on the parameter settings and other assumptions used by the fatigue software. The Company and SSC must agree on the use of fatigue modeling software and the metrics used for determining minimum fatigue scoring for pairings used for monthly preferencing.
- If the parties are unable to agree, then the Fatigue Management Steering Committee will be tasked with finding a mutually agreeable solution.

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Bid Packets Provided to the SSC [20-E-6]

- If the Company fails to provide the SSC the trip file within 4 days of PBS bid opening the Company will pay for three days of trip-drops/reserve-drops per Base, for 1 LSC pairing reviewer

### **IMPROVED** - Pilot option to sit Field Standby After Loss of Flying [20-F-1-a-(5)]

- A Pilot can't be required to sit Field Standby without their concurrence after loss of flying
- A Pilot who concurs to sit Field Standby will be paid 3 hours of Add Pay
  - Today, the company can require a Pilot sit Field Standby if they lose the Originating Segment of a Trip before scheduled report time for Lineholders, or anytime for Reserves

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### MODIFIED - Loss Of Flying [20-F-1-b]

- When a Pilot loses their originating leg after reporting, the company must exercise one of the 20-F-1-b options within the following time periods, subject to the NOC Operations Manual Color codes (Weather/ATC status alerts on Flying Together)
  - Green: 1 hour
  - Gray and Yellow: 2 hours
  - Blue and Red: 3 hours
- Today if a Pilot loses their originating leg after reporting, the crew desk always has 2 hours in which to find a reassignment

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Loss Of Flying [20-F-2]

- New language covers when a scheduler fails to contact a Pilot within a defined time period, and clearly delineates when a Pilot's obligation for reassignments ends
- Today, there is no time limit and the pilot must wait at the airport until the company reassigns them or they time out
- A Pilot who loses flying after the originating leg in Base only has to wait at the airport for 2-hours for a reassignment; then
  - If the Pilot at their Base and they have no additional flying they are released after 2-hours, or
  - If the Pilot has additional flying from that location in their current trip, they are released to that flying.

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Loss Of Flying [20-F-2]

- A Pilot who loses flying after the originating leg out of Base, only has to wait at the airport for 2-hours for a reassignment; then
  - If the Pilot has additional flying from that location in their current trip, they are released to that flying, or
  - Pilot goes to a hotel.
    - Still subject to RA until the end of the planned duty day,
    - Any such RA must start after a layover,
    - If no RA at the end of the planned duty period, the pilot is placed into a default contractual off-duty period (layover) with a default FAR prospective rest period,
    - At the end of that off-duty period, any RA made during that layover is subject to tighter restrictions- namely, it must schedule the pilot home by the last day of the original pairing (instead of 20-L limits, which is usually a day later).
    - If no RA is made at the end of the layover, the company must DH the pilot home and release them

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Cancellation of a Training Assignment [20-F-4 and 20-F-5]

- For Lineholders if the cancellation and schedule is reconstructed prior to 1300 the first duty day, the Pilot will be given blocks of AV days
- For Lineholders if the cancellation and schedule is reconstructed after 1300 the first duty day, the Pilot will be given one single day of telephone availability of 4 hours duration, flying, or released
  - Today, Lineholders are subject to telephone availability for all the days replaced. There are no changes for how Reserves are treated

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Treatment of Contiguous Blocks of AV Days [20-F-15]

- Separate but contiguous blocks of AV days shall be treated as a single block
- *Example: A Pilot who is assigned AV days for 2 two-day Trips that were scheduled to operate on contiguous days, making for a four-day block of AV days, shall be treated as if the Pilot was assigned AV for a single, four-day Trip*

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Prior to Splitting of Open Trips [20-G-3]

- A Trip that becomes open before 0001 CT on the day prior to the Trip's report time shall not be split until it has been run through at least 1 Trip-trade run

### MODIFIED - Freezing of Trips For Consolidation [20-G-6]

- After the first Trip-trading run but no more than 10 days prior to the Trip's report date, an open Trip may be set aside for assignment to a Global Reserve who requires consolidation
- Unless the Trip is designated as an IRO trip, the Trip must be made available in the Seniority based TT (STT), or in the real time instantaneous Trip-trading for at least one run

Continued...



# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Premium Pay During Thanksgiving & End of Year Holidays [20-H-4-a-(1)]

- The Company is prohibited from using 50% and 75% PPU during the following periods
  - November 15th – November 30th
  - December 15th – January 3rd
- This does not prohibit the requirement of placing 50% Add Pay on Trips before disrupting a Reserves Days off

### NEW - 125% Premium Pay [20-H-4-a-(2)]

- The Company may place 125% Premium Pay (PPU) on Trips that are picked up with no corresponding Trip dropped
- A Pilot can trade Trip for a Trip with 125% PPU, but the Premium Pay will be removed

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### MODIFIED - Moving of Trips [20-H-6-d and 20-H-6-e]

- Trips that become open from a Pilot using the “Natural Disaster Absence Policy” can be moved to another base
  - As long as the Trip remains open after having been run through at least 1 Trip-trade run (STT or real time)
- If moving of a Trip to a different base will prevent the rolling of a Reserve’s day off it can be moved to another base
  - As long as the Trip remains open after having been run through at least 1 Trip-trade run (STT or real time)
  - As long as the Trip can be assigned to a reserve in the new base without disrupting days off, unless it is assigned to a Reserve who has volunteered to have their days off rolled

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Premium Short Call Trips [20-H-8-a]

- A series of 12-hour Short Calls available for pick up by a Lineholder or Reserve
- Initial pay value 5:15 hours LPV (and PTC for Lineholders) and 5:15 hours Add Pay per day
- Limited to 3 days for Basic Categories and 4 days for Global Categories
- Upon request PS travel and hotels will be provided
- Cannot be involuntarily assigned to Reserve
- If the Trip is not picked up in Base the Premium Short Call Trip can moved to another Base
- For every 9 occurrences of Premium Short Call Trip being built the Company must offer 1 vacancy in the Category

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Premium Short Call Trips Moved to Another Base [20-H-8-b]

- A series of 12-hour Short Calls available for pick up by a Lineholder or Reserve
- If not picked up, assignable to a Reserve
- Initial pay value 5:15 hours LPV (and PTC for Lineholders) and 5:15 hours Add Pay per day
- Built initially with DH only on the first and last day of the trip
  - A Pilot can be given an assignment that has flying that returns to the Pilot's Base on the last day
  - A Reserve must concur to any assignment that would extend into days off
- Limited to 3-day, 4-day, or 5-day Trip for Basic Categories
  - Max number of Short Call periods is 3
- Limited to 4-day, 5-day, or 6-day Trip for Global Categories
  - Max number of Short Call periods is 4
- Pilot will be provided hotels at downtown location
- Reassignment limits are based on the release time of the Trip assigned while on Short Call
- Overtime Add Pay will be calculated based on the original Deadhead back to Base

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Reassignment Pay [20-I-5-a-(4)]

- A Pilot will be entitled to 1 hour Add Pay for a Reassignment
  - Today, a Pilot is only entitled to 30 minutes of Add Pay, and this pay is offset by any Late or Day Off Add Pay or by returning a day early

### IMPROVED - Reassignment Documentation [20-I-5-c]

- When a Pilot is reassigned in accordance with this Section 20-I-5 (Step Two), the Crew Scheduler making the reassignment shall enter into the pairing comments the reason for the reassignment, specifically referencing the original Trip number that included the reassigned flying

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Assignment Step Changes [20-I-6-a]

- A more rigid and predictable assignment order for Reserves
- Assign open events in order of departure (current book)
- Minimum disruption is top priority
- For Trip assignment
  - LC, SC, then FSB
  - Among the same type of reserves (LC, SC), the priority for open trips is LCL first, then "Traditional" Reserve lines, and lastly VEC/VSC.
- For Short Call assignment
  - Priority is VEC/VSC and then "Traditional" Reserve lines
- If disruption is required sorted by days of disruption
  - Voluntary reserve (same number of rolled days for involuntary) – all rolled day Add Pay is 5:15 per rolled day
  - If still open LH at 50% Add Pay
  - Involuntary reserve with 5:15 Add Pay per day rolled
- See contractual language for detailed Assignment Ladder

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### Assignment Restrictions [20-I-6]

- One SC/FSB start per day
- Any out of silo assignment must first go to out of silo APU request list
- Can't assign until reserve returns from trip (except add-on and quick turn)
- No assigning on LDO following Jury Duty, Union Business, Company Business, Lineholder with trip ending on last day of bid period, or Military Leave
- No WOCL first Duty Period following WOCL in last Duty Period
- Out of order for consolidation
- No Global 1-day SC before immoveable days off
- No Basic 1-day SC starting after 1400 on last day before immoveable days
- Ultimate tie-breaker for any step will be FIFO

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Rolled Reserve Day Add Pay

[20-I-6-b-(4), 20-K-3-d-(1), and 20-K-3-d-(2)]

- A Reserve will receive 5:15 hours Add Pay per disrupted day off for a reserve assignment
- A Reserve will receive 5:15 hours Add Pay per Lineholder day off disrupted for a reserve assignment
- This Add Pay does not apply if the Pilot made themselves available and are given a VDO assignment

Continued...



# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### NEW - “Soaking” of Short Calls [20-1-6-e-(3)]

- A Short Call is not assignable until 1 hour after it is created
- The Company can assign a Short call that has not been open for 1 hour to a Reserve on Short Call, in order to make the notification timeline
- If they use this provision the Reserve will receive 1 hour Add Pay
- *Example - At 0829 the company builds a SC for 9799 tomorrow. Letting it soak until 1929 would make it impossible to assign it to a reserve currently on SC who requires 01 hours to the next SC start so the company can elect to assign it to that reserve without the one hour wait, but must pay that reserve an hour of Add Pay*

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

**IMPROVED** - Hotel For Reserve When Given Add On Flying [20-I-6-h-(1)]

- When an inbound reserve is assigned new flying after a reduced off-duty period in base the Company will provide the Pilot a hotel room

**NEW** - Pilot Option On Reassignments That Touch Pilot's Base [20-L-6-a]

- Reassigned Pilots will have the option to be removed from a reassignment when the reassignment returns to the Pilot's base on or after the last day of the original Trip
- Provided the reassignment was made prior to 1400 LBT the day prior to the end of the Pilot's original Trip.

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Commuting Assistance when Reassigned [20-L-6-b]

- A Pilot whose reassignment is scheduled to or results in a return to their Base after the originally scheduled release time and with less than 2 hours prior to the departure time of the last on-line flight to their home of record airport shall be provided on-line positive space travel to their home of record airport, including on the following day.
- Such request must be made at the time of reassignment and the Pilot may deviate from their home of record airport
- If the Pilot is scheduled to arrive or actually arrives too late to utilize positive-space travel on the same day, the Pilot shall be provided a hotel, upon request.
- Provision also applies to replacement flying assigned on AV days

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

**NEW** - Voluntary Long Call Lines (LCL)

[20-K-1-f-(1)]

- Only awarded to volunteers, cannot be forced into a LCL
- Cannot be involuntarily assigned to Short Call (all involuntary Field Standby has been removed)
- Cannot be involuntarily assigned to start prior to 1000 on first day of reserve
- Aggressive window opens at 1000 day prior
- LCL Pilot can aggressive pick-up Short Calls and Field Standby
- Assignment window opens at 1015 day prior and runs until 1400
- Based on percentage of reserves in the category the company must make available a percentage of LCL Reserves
- During assignment window a 14 hour call out
- Outside assignment window an 18 hour call out

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

**NEW** – Voluntary Pure Long Call Lines (LCL)  
[20-K-1-f-(1)]

Reserve %	% of Reserve LCL	Reserve %	% of Reserve LCL
Above 25%	25%	15%	10%
25%	25%	14%	9%
24%	23%	13%	8%
23%	21%	12%	7%
22%	19%	11%	6%
21%	17%	10%	5%
20%	15%	9%	4%
19%	14%	8%	3%
18%	13%	7%	2%
17%	12%	6%	1%
16%	11%	Less Than 6%	0%

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### NEW - Voluntary Early Check Lines (VEC)

#### [20-K-1-f-(2)]

- Only awarded to volunteers, cannot be forced into a VEC
- Can be assigned Short Call, no cap on number of assigned Short Calls (all involuntary Field Standby has been removed)
- Can be assigned to start prior to 1000 on first day of reserve
- Required to check schedule on last day off between 1600 - 1759
- Additional Compensation for a VEC line
  - 2 hours of Add Pay per original block of reserve awarded
  - 15 minutes of Add Pay per reserve day
- If awarded a VEC line Pilot option to be awarded one less reserve day (with 1 day reduction in MPG)
- Company must VEC available to a minimum of 15% of each narrowbody reserve category, as long as majority of the flying is Basic
- Company discretion to make available for all other categories
- While on Long Call, call out time is 12 hours

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### Voluntary Early Check Lines (VEC)

Scenario	MPG	Add Pay	Days Off	Min Pay
Jun/Jul/Aug/Dec (30-Day Bid Periods)	77:17:42	12:30	12	89:47:42
Jun/Jul/Aug/Dec Opting for Extra Day Off (30-Day Bid Periods)	73:00:03	12:15	13	85:15:03
30-Day Bid Period	73:00:03	12:15	13	85:15:03
30-Day Bid Period Opting for Extra Day Off	68:42:24	12:00	14	80:42:24
31-Day Bid Period	73:00:03	12:15	14	85:15:03
31-Day Bid Period Opting for Extra Day Off	68:42:24	12:15	15	80:57:24
7 Days of Vacation in 30-Day Bid Period (at 4:15)	60:07:06	29:45 + 9:30	9 + 7	99:22:06
7 Days of Vacation in 30-Day Bid Period Opting for Extra Day Off (at 4:15)	55:49:27	29:45 + 9:15	10 + 7	94:49:27

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Voluntary Short Call (VSC)

#### [20-K-1-f-(3)]

- Only awarded to volunteers, can not be forced into a VSC
- Can be assigned Short Call, no cap on number of assigned Short Calls (all involuntary Field Standby has been removed)
- Cannot be assigned to start prior to 1000 on first day of reserve
- Additional Compensation for a VSC line
  - 20 minutes of additional MPG per reserve day
- If awarded a VSC line, Pilot option to be awarded one less reserve day (with 1 day reduction in MPG)
- Company is not obligated to offer VSC line
- Call out while on Long Call Reserve is 18 hours

Continued...



# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### Voluntary Short Call (VSC) Lines

Scenario	MPG	Add Pay	Days Off	Min Pay
Jun/Jul/Aug/Dec (30-Day Bid Periods)	83:17:42	-	12	83:17:42
Jun/Jul/Aug/Dec Opting for Extra Day Off (30-Day Bid Periods)	78:40:03	-	13	78:40:03
30-Day Bid Period	78:40:03	-	13	78:40:03
30-Day Bid Period Opting for Extra Day Off	74:02:24	-	14	74:02:24
31-Day Bid Period	78:40:03	-	14	78:40:03
31-Day Bid Period Opting for Extra Day Off	74:02:24	-	15	74:02:24
7 Days of Vacation in 30-Day Bid Period (at 4:15)	64:47:06	29:45	9 + 7	94:32:06
7 Days of Vacation in 30-Day Bid Period Opting for Extra Day Off (at 4:15)	60:09:27	29:45	10 + 7	89:54:27

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Reserve Assignment Into Lineholder Days Off [20-K-3-c-(4)]

- If at the time of assignment no other reserves are available with out disrupting days off, a Reserve can be assigned into Lineholder Days off
- A Reserve will be removed from flying any time passing through their Base
  - If there is more than 1 unassigned Reserve available to complete the Trip
  - Unless the Reserve opts to continue to fly
- Reserve shall receive five hours and fifteen minutes (5:15) of Add Pay for each day off that was disrupted as of the time of assignment or the Pilot can elect to have the days off in the Lineholder Bid Period restored in accordance with Section 20-K

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

**IMPROVED - 1400 or Later Short Call On Last Day of Reserve [20-K-3-c-(15)]**

- A Reserve must concur to a Short Call that begins at or after 1400 if they only have 1 day available
- Days Available for reserve assignment includes RDOs and FDO

**MODIFIED - Reserve Release to a Training Trip or Line Check [20-K-3-c-(16)]**

- The earliest of
  - The Pilot has only days off prior to the Trip
  - It is 10 hours prior to the Trip's report time
  - The Company has notified the Pilot that they are released to the Trip
- Open Trip set aside for assignment using Section 20-G-5, or a Trip that has been FBO'd, may be assigned to a Reserve for training or line check at any time

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Reserve Trading Options [20-K-4-f]

- Two Reserves can trade Trips with company concurrence
- Reserves will be allowed to trade reserve days with other reserves
  - Once automation is in place

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Long Call Reserve Call Out Times [20-K-5-a]

- Between 1200 and 1359 A Long Call will be given 14-hour notice prior report time of a Trip or the start of a Short Call
- All other times a Reserve on Long Call will be given 18-hour notice prior to the report time of a Trip
- All other times a Reserve on Long Call will be given 16-hour notice prior to the start time of a Short Call
- A VEC Reserve will be given 12-hour notice prior to report time of a Trip or start of a Short Call
  - Except that an assignment made on the last day off, a VEC requires a 14-hour notice prior report time of a Trip or the start of a Short Call

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Long Call Reserve Release [20-K-5-c]

- A Reserve on Long Call is released at 1400 on their last day if the next day has flying, training, FDO, or lineholder days off
- A Reserve on Long Call is released at 0600 on their last day of reserve in all other scenarios

### IMPROVED - Canceling Short Call Early To Be Placed On Long Call [20-K-6-g]

- A Reserve must concur to cancelling a Short Call assignment prior to its planned end time and placing the Reserve on Long Call
- This prevents the crew desk from forcing a Short Call reserve back onto Long Call, in order to line them up with a trip that should go to a different Long Call reserve

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Short Call Reserve Release [20-K-6-h]

- A Reserve on Short Call will be released at 1400 on the last day of reserve, unless having an assignment or been notified to complete their Short Call
- Does not apply to a Reserve who picked up a Short Call assignment that begins at 1400 or later
  - Today, the Reserve is released at 1500

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### NEW - Reserve Short Call Cap [20-K-6-k]

- A “Traditional” Reserve can not be assigned a Short Call above the cap

Available Days	Short Call Cap	Available Days	Short Call Cap
27 - 31	6	8 - 12	3
20 - 26	5	3 - 7	2
13 - 19	4	1 - 2	1

- In silo when making a Short Call assignment to a “Traditional” Reserves the Company will bypass the reserve that has the higher Short Call Headroom Ratio (Remaining Short Calls/Days of Reserve Remaining)
  - *Example: The Company will bypass a traditional reserve with 2 remaining SCs available with 8 days of reserve remaining for a same silo traditional reserve with 1 SC available and 2 days of reserve remaining,  $1/2$  is greater than  $2/8$ ths.*
- If the Company is unable to assign required SCs per the SC matrix (required, not flex) within a category continuously for 3 months, the Company may opt to reduce LCL 15% requirement in that category for the following 3 months by balancing VEC/VSC and LCL
- The Short Call cap does not apply to Premium Short Call Reserve Trips, VEC, VSC, or compressed Reserve Lines

Continued...



# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Add Pay for Uncounted Short Call Cap [20-K-6-k-(1)]

- The Company can offer this Add Pay to a Reserve to accept a Short Call, but not have it count as an assigned Short Call
- The Company may place 2 hours of Add Pay on a Short Call
  - The Company can tag the Short Call with the Add Pay to allow for aggressive pickup, or
  - The Company can Add it at time of assignment to the reserve

Continued...

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Short Call Reserve Matrix [20-K-6-I]

- The SSC and the Company jointly develop the matrix
- Displays the standard Short-Call build parameters for each Category
- The Short Call matrix shall be published each Bid Period to all Pilots
- Factors to be considered in developing the Short Call matrix shall include, but are not limited to
  - Accounting for changes in the distribution of flying between Categories
  - Planned staffing levels in the Category
  - Account for a reasonable level of Abnormal Operations during the Bid Period
- The Short Call matrix shall be reviewed on a Bid Period basis based on accrued data and changes in staffing forecasts.

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - First Day of Reserve [20-K-7]

- On the day following their day(s) off, a Reserve shall not be required to report for an assignment or begin a Short Call prior to 1000
- Assignments made from assignment window (1200 to 1359) on the last day off prior to reserve days shall be placed in the Pilot's schedule
- The Company is not required to notify the Pilot.
- Assignments made after 1400 on the last day off prior to reserve days shall be placed in the Pilot's schedule
- The Company shall notify the Pilot by phone
- All Reserves other than those Pilots on VEC Reserve shall require 18 hours notice (or 16 hours to the start of a Short Call period) on the last day off prior to Reserve outside the assignment window

Continued...

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Six Day Basic Reserves [20-K-8-b]

- Basic Reserve with 6 reserve days before their next scheduled unavailable days may pick up an assignment that is 4 days in length if it starts before 1000am

### NEW - Pre 1000am First Day of Reserve Incentives [20-K-10-a]

- A Pilot who picks up an assignment that starts prior 1000am on the first day of reserve will receive
  - 2 hours Add Pay for a Trip
  - 1 hour Add Pay for a Short Call or Field Standby
- A VEC Pilot who is assigned a Trip or Short Call prior to 1000am on first day of reserve is also entitled to these Add Pays
- If a Pilot is given a Trip from a Short Call/Field Standby will only receive 1 hour Add Pay
- A Pilot given a Trip on a VDO day is not entitled to these Add Pays

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Voluntary Field Standby Add Pay [20-K-10-b]

- A Pilot who picks up a Field Standby will be paid 3 hours of Add Pay
- The Add Pay does not change whether Pilot is used or unused from Field Standby

### **NEW** - Late Build Short Call Add Pay [20-K-10-c]

- A Short Call that is built after 1400 LBT the day prior to the scheduled start time of the Short Call will include 1 hour Add Pay

Continued...

# UPA 23

## **Section 20 – Allocation, Assignment and Scheduling of Flying**

### **NEW** - Contingent Reserve Assignment [20-K-12]

- A Reserve assignment that requires a Reserve to report to the airport for a Trip where a specific flight is projected to be open due to another Pilot being projected as unable to operate that flight
- If the reserve does not operate the Trip designated at the time of assignment because the other pilot has become legal to operate his original flying, the Reserve will be subject to assignment under 20-F-1
  - Today, the reserve cannot be removed from the flight once assigned, so the other pilot cannot be restored to their flying
- The Company will track the reason for Contingent Reserve Assignment
- A Reserve cannot be assigned more than 2 Contingent Reserve assignments in a bid period
- If the Reserve does not operate the designated Trip or any other flying, the Reserve will be paid Reserve Call Out Pay (5:15 LPV), and returned to Long Call

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Unable to Return Prior to Vacation [20-L-4-a]

- When the Company is unable to return the Pilot to their Base prior to the start of their vacation or day(s) protected by Section 20-D-5
- The Company shall be responsible for reimbursing the Pilot for any expenses related to the delay (e.g., fees, cancelation penalties, etc.) incurred by the Pilot up to \$1,500
- The Pilot shall have 60 days from the end of the vacation period to make a claim with the Company for the loss(es)

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Overtime Add Pay [20-L-5]

- Replaces Late and Day off Add Pay
- Applies in all situations (not just reassignments)
- Applies equally to both Lineholders and Reserves
- After two hours past original Trip release time
  - 1 minute Add Pay for every 3 minutes, until midnight of last work-day
    - Last work-day for lineholder is the last day of the last trip in a series of trips prior to a day off
    - Last work-day for or a reserve it is the last day of a reserve block
  - 1 minute Add Pay for every 2 minutes
- Add Pay collects until the Pilot is actually released
- Any time that overlaps a Trip or Training assignment will be removed from the Overtime calculation

Continued...



# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### Overtime Add Pay Example

- Example – A Pilot is flying a double augmented Global Trip, with an originally scheduled release time of 199 on Sunday. However, due to a maintenance issue and the arrival of a significant storm at the outstation the Pilot is unable to return until 1999 the following Saturday. The Pilot also had a training event on his schedule, reporting at 9599 on Wednesday and releasing at 0199 on Thursday. The Pilot shall be paid Overtime Add Pay on a 01 basis starting at 9999 on Monday and ending at 9599 on Wednesday the report time for the conflicting event, and resuming at previously scheduled release from the conflicting event at 0199 on Thursday and continuing until the Pilot actually returns from their Trip at 1999 on Saturday.*

SUN (1:3)	MON (1:2)	TUE (1:2)	WED (1:2)	THU (1:2)	FRI (1:2)	SAT (1:2)
Original Release 2200	Overtime Starts at 0000		Overtime Ends at 0600	Training Ends at 1200		Actual Release 2000
2 Hour Buffer 2200-0000			Training Starts at 0600	Overtime Starts at 1200		Overtime Ends 2000
Add Pay for SUN 0:00	Add Pay for MON 12:00	Add Pay for TUE 12:00	Add Pay for WED 3:00	Add Pay for THU 6:00	Add Pay for FRI 12:00	Add Pay for SAT 10:00
Total Overtime Add Pay = 55:00						

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

IMPROVED - Lineholder Day Off Restoration for  
Narrowbodies and 756

[20-N-1-a and deleted 20-N-2]

- The 756 will now always have all lost days off restored for reassignments
  - Today, the 756 is subject to the days off awarded in PBS for the category to determine if all the days off are restored or if the Global rules apply

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

IMPROVED - Lineholder Day Off Restoration for 777, 787, A350, A330, A380 [20-N-1-b]

- All days off will be restored for the first reassignment that disrupts a day off
- AV days that are a result of a restoration will be considered work days unless and until the pilot is released from them at 1500 the day prior
- Subsequent RAs into a day off will only be restored if the net days off is less, after accounting for the AV days being used or unused. That may require the second restoration to be done in a following Bid Period (if AV days are late in this Bid Period)

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Delaying of Day Off Restoration [20-N-3]

- A lineholder can defer day off restoration into following bid period
  - Today, a Pilot can only defer day off restoration into the following bid period if PBS is complete for that bid period

### IMPROVED - New Deadhead Segments Eligible for Day Off Restoration [20-N-6 and 2-TT]

- Deadheading added to a Trip or changes to a Deadhead segments are now considered as a reassignment for all purposes, so now eligible for day off restoration
  - Today, a new Deadhead on a scheduled day off is not eligible for day off restoration

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### **NEW** - Out of Base Trip Pick Up [20-P-1-h]

- A Pilot may pick-up out of Base flying from a Pilot advertising to drop, if there are no available Trips in the other Base
  - Available Trip means a trip that meets FAR legalities, contractual limitations, or qualification issues
- Must be after 1300 LBT (in the Base the pilot wants to fly out of) the day prior to the Trip

### **NEW** - Out of Base Trip Trading [20-P-1-i]

- Pilots from difference Bases can trade Trip-for-Trip as long as
  - The trade is done after 1300 LBT on the day prior to earliest Trip
  - Both Pilots must have the qualifications required to fly the Trips
  - Trading of FRMS trips is prohibited, if the conditions and limitations of the FRMS do not allow for and out-of-base Pilot to pick the trip up
  - Pilots are limited to one out of Base trade per bid period

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### MODIFIED - First Seniority Trip Trade System Run [20-P-3-c]

- The first Seniority Trip Trade run will be on the 21st at 1500
  - Today the first Seniority Trip Trade is on the 24th at 1500

### MODIFIED - Landing Class Scheduled Around Vacation [20-Q-12-d]

- A Pilot will not be assigned a landing class in the days off before or after a vacation, as awarded by PBS
- However, if a Pilot has been unavailable for 30 days or more immediately preceding the vacation, the Company may drop the first Trip after such vacation without pay if such pilot declines landing class on days off adjacent to vacation

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - OE Extended [20-Q-13-j]

- If a Pilot's OE is not completed within 7 days from the end of OEB blocker days, the Pilot can designate a block of days off (up to 4) that cannot be scheduled for OE
- If the Pilot has not completed OE and is now extended into another bid period, the Pilot can again designate a block of days off (up to 4) that cannot be scheduled for OE
- If the Pilot completes OE prior to the designated block of days off, the designation will be removed

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### NEW - Consolidation Lines [20-Q-18]

- Lineholders can donate lines that will be used as Consolidation Lines for new hires and first time Captains who have not consolidated
  - Awarded by seniority to Lineholders whose awarded lines satisfy suitability criteria.
  - Not considered suitable may include line awards that contain IRO Trips, deadheads on Global Flights, Trips that include operation into restricted airports, total block time of less than 67:00 (including carry-out), or if the Lineholder has not yet completed consolidation themselves
- The donating Pilot shall build their own Reserve schedule and may elect “traditional” Reserve, an LCL, or, if offered in the Pilot’s Category, a VEC Line, VSC Line, or Compressed Line
- A Pilot who donates their line will be paid the PTC of their awarded line plus the Pilot will be paid 150% of the value of any Trips flown on Reserve as Add Pay.
- The Pilot will be paid 1 hour Add Pay for any unused short call assignments
- A Pilot who donates their line for use as a Consolidation Line shall not be subject to an unpaid drop for loss of currency for sixty (60) days following the last day of the last Trip on their original awarded line
- The Company will assign Consolidation Lines based on time remaining to consolidate and days of availability in the consolidation window

Continued...



# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - Paid Line Holder Landing Class [20-R]

- LDRQ Add pay increased
  - 4:15 Add Pay for 2023
  - 5:00 Add Pay for 2024 and beyond
  - Today, it pays 3:45 Add Pay

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### MODIFIED - Locking of LCP Trips [20-S-6]

- Subject to a fair and equitable distribution of LCP opportunities among LCPs in a fleet
- Each LCP may have up to sixty (60%) percent of their awarded flying work days immediately locked in their schedule at the time PBS awards are made
  - The Company will designate which Trips are locked in accordance with this provision
  - The Company may not lock additional trips until within 7 days of departure
- From the Trips not locked immediately, the LCP may select 1 Trip on which no LCP duties shall be assigned
- The Company cannot lock a trip that touches a UPA Holiday (Section 2-GG)
- With mutual concurrence a LCP can have a Trip unlocked along with the LCP override removed
- Override is attached to the trip when it becomes locked, even if the LCP does not end up conducting LCP duties on the trip
- Disagreements on the locked Trips between the LCP and Training Scheduling will be resolved with the Line Training Manager

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### IMPROVED - LCP Meals and Lodging [20-S-12]

- When an LCP is conducting LCP duties from the jumpseat they are entitled to crew meals and lodging provisions as if they were operating the flight

### MODIFIED - LCP Attending Standards Meetings [20-S-13]

- Required Standards Meetings will be scheduled and paid as Company Business and pre-loaded in PBS
- Minimum Off-Duty time between training events does not apply to Standards Meetings
  - This is current practice today and now memorialized

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### NEW - Voluntary Full Time (VFT) LCP Month [20-S-14]

- Awarded in seniority order among volunteers
  - No individual LCP can be awarded a VFT more than two bid periods in a row, unless insufficient qualified LCPs in fleet have bid for VFT
- Schedule
  - LCP may preference 13 days off to be awarded . LCP can specify a block of up to 6 days off that must be awarded
  - Can be assigned trips that have been FBO'd, perform checks from jumpseat, or pick up open time subject to the current management pickup timeline of 20-H-3
  - Any days not assigned by 1500 LBT the day prior to the block will become days off
  - They are not reserves, and can only be given LCP work (and cannot be assigned FTC "project work")
- Compensation
  - 90 hours of credit at the higher of:
    - Best held pay rate plus Evaluator Override (23-L-2)
    - Blend rate of aircraft qualified to evaluate on plus LCP Override
  - Ability to pick up trips on days off that do not conflict with scheduled days (paid above the 90 hours)

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

### NEW - LCP Request for Relief From LCP Duties [20-S-16]

- An LCP may request relief from performing LCP duties for a period of time
- Such request shall be made to Training Scheduling
- If the request is denied, the LCP may refer the issue to the MEC Vice Chair for resolution with the Vice President of Flight Operations

### MODIFIED - LCP Agrees to Add Additional or Different Segments [20-S-17]

- If an LCP agrees to conduct LCP duties on additional or different segments that were made available via FBO, this will not be considered as a reassignment

Continued...

# UPA 23

## Section 20 – Allocation, Assignment and Scheduling of Flying

Reserve rapid report Add Pay will by default be added to schedule at time of acceptance [20-A-4-b]

Updated example of buffer application [20-A-5-b-(4)]

Clarification on requirement for PBS awards to be FAR and contractually compliant [20-C-4-a]

Inability to dispatch due to “high minimums” and a Pilot refusing to fly with another Pilot (LOA) 20-F-1  
Language simplification for lost flying that had Add Pay [20-F-1-a-(8)]

Silo position on day one (current practice) [20-K-2-B]

Continued...

# UPA 23

## **Section 20 – Allocation, Assignment and Scheduling of Flying**

Removal of PPU from trip (current practice)  
[20-H-4-B]

PPU stays with trip trade (current practice)  
[20-H-4-D]

Add on flying that is PPU can be assigned as part  
of and within limits of the previously scheduled  
Duty Period [20-H-4-e]

When a Reserve is assigned a trip out of order for  
consolidation the Reserve is released to that trip  
(system board) [20-K-3-c-12]

Clarification for Reserve that allows for Lineholder  
to take their Trip [20-K-4-C-(4)]

Continued...

# UPA 23

## **Section 20 – Allocation, Assignment and Scheduling of Flying**

Clarification of when a Reserve returns to Long Call if they allowed for a Lineholder to pick up the trip [20-K-4-c-(5)]

Landing Class travel (current practice) [20-Q-12]

DH on refused airplane (LOA) [20-Q-16]



# UPA 23

## Section 21 – General

[Click here to see a Fact Team training video on this section](#)

### MODIFIED - Elimination of Paper Copies of the UPA [21-D]

- No longer required to provide paper copies of the UPA
- The Company is required to make an electronic version on the UPA Company-provided EFB

### NEW - Second Jumpseat On New Aircraft [21-J-5]

- On new delivered aircraft from manufacturer, that have an option for a second flight deck jumpseat and company declines to get the second jumpseat, a cabin seat will be available for a United Pilot
  - Provided the jumpseat request is made at least 20 minutes prior to departure time

# UPA 23

## Section 21 – General

### IMPROVED - Minimum Crew Complement [21-M]

- Language now requires two pilots from the United Pilot Seniority List on the flight deck
  - Today, the language requires only two pilots from the United Pilot Seniority list to be on the aircraft

### IMPROVED - Company Failure to Provide Compliant Deadhead Seat [21-AA-2]

- If the Pilot's deadhead is changed to provide a compliant seat on a later flight, the Pilot will be eligible for
  - Overtime pay
  - If the Pilot is a Lineholder, 20-N day off restoration

Continued...

# UPA 23

## Section 21 – General

### IMPROVED - Medical Privacy and Autonomy [21-DD]

- No medical procedure or vaccine requirement beyond what FAA requires for a pilot medical, including Special Issuance
- Unless otherwise required by the UPA, the Company will not impose any requirement to share medical information
- New option for Pilots returning to work after a leave of 30 days or longer as part of the return-to-work process have the option of providing a new FAA Medical (post injury or illness) instead of providing Corporate Medical sufficient medical documentation

(page 1/3)

Continued...

## Section 21 – General

### Medical Privacy and Autonomy

(page 2/3)

- **Restricted Segment** is a segment that has a **Governmental Restriction or Operational Impact**
  - **Governmental Restriction** is a restriction placed by a foreign destination country where a vaccination is required
  - **Operational Impact** is a disruption to report, release, crew duty limits, disruption to layover transportation or accommodations due to a vaccination, medical procedure, or medical requirement
- **Medically Unqualified Pilot** is a Pilot who is assigned a **Restricted Segment** and has not provided documentation about medical records that would establish their qualification for that destination
  - Will not be placed on **Dependability Monitoring** as a result of being removed from a **Restricted Segment**
  - Will not be awarded a vacancy or displacement into a category that has **Restricted Segments**
  - Will not be awarded a **Trip Trade** into **Trips with Restricted Segments**
  - After the third bid period with a **Trip** removed due to **Restricted Segments**, **PBS** will remove **Restricted Segments** from available **Trips** to be awarded, unless in “**completion mode**”

Continued...

# UPA 23

## Section 21 – General

### Medical Privacy and Autonomy

(page 3/3)

- No earlier than 24 hours after the start of Trip Trading for the bid period, Medically Unqualified Pilots will have Trips with Restricted Segments dropped without pay and days of the Trip be blocked from adding additional flying within 14 days of departure of the Restricted Segment
- If a TDY category has Restricted Segments and insufficient Medically Qualified Pilots to cover the flying the Company may deny TDY awards to Medically Unqualified Pilots

Continued...

# UPA 23

## Section 21 – General

Ability to use Deadhead Deviation for FFDO training (current practice) [21-Q]

## Section 21 – General

### IMPROVED - Commuter Policy [21-P]

- A Pilot will not be required to have a second flight to comply with the Commuter Policy, if they purchase a ticket or hold a Positive-Space pass
  - The ticket must be purchased or held (for PS) at least 12 hours prior to report time
  - The scheduled arrival time must be at least 90 minutes prior to report time
- A reserve will be allowed to commute (and be out of telephone contact) during the first 2.5 hours of their SC period provided they notify the company and they will be in position to report at the 2:30 point
- Any Pilot who misses a Trip shall be ineligible to receive PPU for any trip that touches the days of the missed Trip
  - The Pilot can be awarded a PPU trip, but the PPU portion will be removed from the Trip and the Pilot will be paid for all the pay components of the Trip

## Section 22 – Retirement

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - Retirement Contributions [22-A-1-a]

- Company retirement contributions increased
  - 17% Starting with January 2024 bid period
  - 18% Starting with January 2026 bid period

### NEW - Profit Sharing Eligibility for Retirement [22-A-2-b]

- Profit Sharing is eligible for retirement contributions
- Today, Profit Sharing payments are excluded from receiving retirement contributions

### NEW - PRAP In-Service Withdrawals [22-A-1-k]

- PRAP In-service distribution available beginning no earlier than the day the Pilot attains 59½ years of age

Removed out of date pre-merger Defined Contribution Plan language [22-A-2]

Continued...



# UPA 23

## Section 22 – Retirement

### **NEW** - Market Based Cash Balance Plan [22-B-2]

- Establish a Market Based Cash Balance Plan (MBCBP) as soon as reasonably practicable
- MBCBP will be funded with excess retirement contributions that exceed the IRS limits for the PRAP
- ALPA and the Company will seek approval for Pilots to make a yearly election on how to handle retirement contributions that exceed the IRS limits on the PRAP
  - Excess into the MBCBP, or
  - Excess into the HRA/RHA, or
  - A Combination of both
- Single trust with investment allocation, with a target equity allocation of 30%
- A portion of the assets will be held in reserve for administration expenses and shortfall liability
- Pilots age 59½ and older will be able to make an in-service withdrawal as long as no account shortfall
- Normal distribution at the later of age 65, 5 years of plan participation, or death
- Distribution
  - Can be rolled over to the PRAP or an IRA
  - Company will design an annuity option

# UPA 23

## Section 23 – Flight Instructors and Evaluators

[Click here to see a Fact Team training video on this section](#)

### MODIFIED - Initial Cadre Limits [23-A-3-b)]

- To be eligible to begin training to become an Instructor a Pilot must complete 13 Bid Periods as line Pilot
  - Today be eligible to begin training to become an Instructor a Pilot must complete 12 Bid Periods

### IMPROVED - Initial Cadre Limits [23-B-4]

- Advanced the timeline for when 50% of the initial Instructors and Evaluators filled via the I/E Vacancy process have to be cleared to conduct training and evaluating on a new feet type
  - Today, the company can select the initial cadre as long as 50% of the Instructors and Evaluators are filled via the I/E Vacancy process prior to the first passenger revenue flight

Continued...

# UPA 23

## Section 23 – Flight Instructors and Evaluators

### **NEW** - Reserve Assignments [23-G-10]

- For reserve assignments if both an Instructor and Evaluator are qualified, the assignment will be given to the Instructor
  - Today based on number of qualifications so evaluators go first since they have fewer quals

### **IMPROVED** - Overtime Events [23-H-3]

- For overtime event if when awarding an Instructor and Evaluator both have the same fewest number of overtime events and both are qualified for the event, the event will be given to the Instructor
- Instructors and Evaluators can pick up overtime events down to 10 days off
- Overtime compensation increased for second event to 150% (7.95 hours), third and subsequent events are paid at 200% (10.6 hours)
  - Today, the second event pays 100% (5.3 hours) and I/Es are limited to three total events

Continued...

# UPA 23

## Section 23 – Flight Instructors and Evaluators

### IMPROVED - Inverse Assignments Eliminated [23-H-3]

- Eliminated inverse assignments
  - Today, Instructors and Evaluators could potentially be subject to inverse (junior manned) into an overtime event

### NEW - Ability for Instructors to Fly As Captain [23-K-1-b]

- Full time Instructors will be allowed to fly as PIC if they are senior to the most junior active Captain in that equipment
- In order to fly as PIC the Instructor must
  - Be qualified as an Instructor
  - Have been an Instructor for no less than 6 Bid Periods
  - Have completed a combined 24 Bid Periods of line flying or instructing on the equipment they instruct on and will be flying as PIC
    - Following a Safety Risk Assessment conducted with participation of ALPA Air Safety and ALPA Training committees, this limitation may be reduced to 18 Bid Periods

Continued...

# UPA 23

## Section 23 – Flight Instructors and Evaluators

### MODIFIED - Annual Flight Time Requirement [23-K-5-a]

- Instructors and Evaluators on narrowbody aircraft must complete a minimum of 72 hours a year
- Instructors and Evaluators on widebody aircraft must complete a minimum of 86 hours a year
  - Today, there is no minimum flight time requirement

### IMPROVED - Instructor Pay Cap [23-L-1-b]

- Instructor pay cap increased to 12th year A320 Captain blend rate
- Today, the pay cap is 9th year 777/787/767-400 First Officer pay rate

### IMPROVED - Evaluators That are LCP Qualified [23-L-1-c]

- Evaluators when working in the FTC who are also qualified as an LCP will be paid the greater of
  - Best held plus Evaluator override, or
  - Blend rate of aircraft they are qualified on plus the LCP override

Continued...

# UPA 23

## Section 23 – Flight Instructors and Evaluators

### IMPROVED - Instructor And Evaluator Overrides [23-L-2]

- Overrides increased and tied to future pay rate increases

Qualification	DOS	Post Snap Up	2024	2025	2026	2027
<b>Evaluator</b> – Aircrew Program Designee (APD)	\$1,776	\$1,795	\$1,885	\$1,961	\$2,039	\$2,100
<b>Evaluator</b> - LCP	\$1,616	\$1,633	\$1,715	\$1,784	\$1,855	\$1,910
<b>Evaluator</b> – Simulator Check Airman (SCA)	\$1,456	\$1,471	\$1,545	\$1,607	\$1,671	\$1,721
<b>Instructor</b> – Validation Qual (PV or MV)	\$1,456	\$1,471	\$1,545	\$1,607	\$1,671	\$1,721
<b>Instructor</b>	\$976	\$986	\$1,035	\$1,077	\$1,120	\$1,153

Continued...

# UPA 23

## Section 23 – Flight Instructors and Evaluators

### IMPROVED - Instructor And Evaluator Vacation [23-P-4]

- The number of days off included in a vacation period were reduced for vacation periods seven days and longer.
- This in turn creates more days off outside of the vacation in the bid period

Vacation Days	I/E VDOs (I/E RDOs in vacation period)	Vacation Days	I/E VDOs (I/E RDOs in vacation period)	Vacation Days	I/E VDOs (I/E RDOs in vacation period)
1	0	11	1	21	3
2	0	12	1	22	3
3	0	13	2	23	3
4	0	14	2	24	3
5	0	15	2	25	3
6	1	16	2	26	3
7	1	17	2	27	4
8	1	18	2	28	4
9	1	19	2	29	4
10	1	20	3	30/31	4

Continued...

# UPA 23

## Section 23 – Flight Instructors and Evaluators

### **NEW** - Minimum Number of Full Time Evaluators [23-R-1-a]

- A minimum of 20% of the requirement must be full time Evaluator positions
  - Today, there is no minimum requirement on full time Evaluators

### **NEW** - Maximum Number of Job Share Instructors [23-R-1-b]

- A minimum of 75% of the requirement must be full time Instructor positions
  - Today, Job Share Instructors are not allowed
- All current full time Instructors have the ability to continue as full time
- All current full time Instructors that hold an award on that fleet will be offered first in seniority order a positions as Job Share

Continued...



# UPA 23

## Section 23 – Flight Instructors and Evaluators

### **NEW** - Job Share Instructors and Evaluators Per Diem [23-R-4-c]

- When a Job Share Instructor or Evaluator is eligible for lodging (primary residence is outside of 120-mile radius of the Flight Training Center) they will receive per diem from start of the first briefing until the end of the last debriefing
  - Today, Evaluator Job Shares do not get per diem while at the FTC

Continued...

# UPA 23

## Section 23 – Flight Instructors and Evaluators

Scope (settlement) [23-A-3]

Application of Sick Leave while performing TIA flying (settlement) [23-J-3]

Minimum rest period prior to reporting for line flying [23-K-3]

Ability to maintain currency while in Instructor training [23-K-4]

When an I/E loses originating leg of TIA flying (settlement) [23-K-6]

Applicability of Add Pay when performing line flying [23-K-10]

Continued...

# UPA 23

## **Section 23 – Flight Instructors and Evaluators**

Pay when changing equipment (current practice)  
[23-L-3]

Return to the Line following a Surplus or as a  
volunteer (settlement) [23-Q-4 and Q-5]

Transition Between Line Month and Training  
Month (settlement) [23-R-9]

## Section 24 – Insurance

[Click here to see a Fact Team training video on this section](#)

### IMPROVED - Spousal Recertification [24-A-3]

- During Annual Enrollment (or any Special Enrollment) Pilots will not be required to re-certify spousal/domestic partner eligibility more than once every five years
  - Today, the Company is not limited in how often they could have Pilots re-certify spousal/domestic partner eligibility

### IMPROVED - FAA Medical Reimbursements [24-B-8]

- Pilots are entitled to a reimbursement of \$100 per FAA Medical
- Pilots are entitled to a reimbursement of \$75 annually for the FAA-required EKG

Continued...

## Section 24 – Insurance

### **NEW** - Third Party Administrator Protection [24-B-9]

- In the event the third-party administrator of a Core Medical Option or the Traditional PPO denies coverage for a medical procedure and
  - If under the same facts and circumstances Medicare or another current Core Medical Option or Traditional PPO third-party administrator would have covered the procedure
  - And all appeals have been exhausted
- Following discussion with the ALPA Retirement & Insurance Committee, the plan administrator shall instruct the third-party administrator of such plan to cover such procedure as a covered expense
- The foregoing applies to denials based upon determinations regarding medical necessity and experimental/investigational treatments pursuant to the third-party administrator's internal policies and protocols and does not apply to differences in plan design.

Continued...

## Section 24 – Insurance

**IMPROVED - Ability To Retire From a Personal Leave and Qualify for Retiree Medical [24-F-2-a]**

- Pilots are who meet the eligibility requirements for Retiree Medical benefits can retire from a Personal leave and qualify for retiree medical
  - Today, Pilots must retire from active service, medical leave or disability to qualify for retiree medical

**MODIFIED - Limit of RHA Spillage From 401(a)(17) [24-G-3-a]**

- Until the MBCBP is implemented HRA/RHA spill from the IRS 401(a)(17) limit is capped at \$10,000
- Spill above that amount is paid as cash to the Pilot
  - Subject to taxes and union dues

Continued...

# UPA 23

## Section 24 – Insurance

### IMPROVED - LTD Plan [24-F-2-a]

- Eliminated exclusion for preexisting conditions for new hires
- Pilot cost share of the plan reduced to 25% (35% today)
- Monthly benefit cap increased and tied to all future pay rate increases

DOS	Post Snap Up	2024	2025	2026	2027
\$13,521.40	\$13,656.70	\$14,339.63	\$14,913.23	\$15,509.91	\$15,975.14

- Pilots will have retirement contributions made to the MBCBP equivalent to 2 times the contribution amount on the benefit amount
  - *Example: For 2024 the retirement contribution amount is 17%. The Pilot is at the benefit cap of \$14,340. The Pilot will have a retirement contribution of  $(17\% \times 2) \times \$14,340 = \$4,875.60$*
  - If unable to contribute these amounts to the MBCBP, the equivalent amount will be paid 50/50 cash and PRAP
- Eliminated all offsets (except for United employment)
- Waiting period reduced to 60 days

Continued...

# UPA 23

## Section 24 – Insurance

### IMPROVED - HIMS Benefit [24-H-13]

- Lifetime benefit increased to 24 months
  - Today, the lifetime benefit is 12 months
- Clarification that Pilots on probation are eligible for HIMS benefit

### IMPROVED - Company Paid Life Insurance [24-I-1-a]

- Company provided basic life insurance increased to 2,052 x the Pilot's pay rate
  - Today, the amount is 1,026 x the Pilot's pay rate
- *Example - The Pilot's pay rate is \$336,13 the company will provide basic life insurance coverage equal to \$866,625*

Continued...



## Section 24 – Insurance

### **NEW** - Medical Procedures Not Covered by Medical Plan [24-H-20]

- The LTD Plan will reimburse certain types of out of pocket medical expenses that are not covered by a Company-provided medical plan option or by other third-party private or governmental medical insurance in which the Pilot is enrolled
  - Either because the Pilot is not enrolled in Company-provided medical
  - Or the claim was denied
  - Excluding regular FAA-required physical examination or EKG
- **Covered Medical expenses include**
  - Those incurred in connection with procedures or examinations required by the FAA for the attainment or maintenance of an FAA First Class Medical Certificate and/or Special Issuance
  - Medical expenses incurred in connection with procedures or examinations required by the LTD Administrative Committee
- **The applicability and amount of reimbursement shall be determined by the LTD Administrative Committee**

Continued...

## Section 24 – Insurance

Incorporation of LOA 12-04 Medical and Dental rate setting [24-C-4]

Updated FSA amounts to 2023 limits [24-E]

Retiree voluntary suspension and re-enrollment of coverage (current practice) [24-F-2-d]

Incorporation of Active HRA [24-G]

# UPA 23

## Section 25 – Duration

- Four years
- Amendable Date: September 30, 2027
- Openers: January 3, 2027

# UPA 23

## Letters of Agreement (LOAs)

[Click here to see a Fact Team training video on this section](#)

### LOA 12-01 Guam Flying

#### IMPROVED - Foreign Base Allowance [B-1]

- Foreign base allowance increased to \$3,500 a month
  - Today, the amount is \$3,000

#### NEW - United COMAT [C-2]

- Loss and damages while using United Cargo COMAT shall be reimbursed
- Any claim requires documentation
- If United Cargo makes shipping insurance available this provision sunsets

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 12-01 Guam Flying

#### IMPROVED - Reserves With More Than 6 Days Available [D-12]

- A reserve with more than six days of reserve will be considered as a 6-day reserve for Aggressive Pick Up
- Today, they are treated as a 7-day reserve

#### IMPROVED - Single Duty Trips That Touch Two Days [D-14]

- For single duty trips that touch two calendar days
  - The minimum credit value will be 7:45
    - Today, the minimum credit is 5:00
  - The maximum number of flights is limited to 3
    - Today, there is no maximum limit
  - IT improvements will be pursued to resolve the minimum day off conflict caused by these type of trips
    - Today, a Pilot awarded several of these trips is prevented from adding more flying while being a lower end of the credit range do to MDO being reached

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 12-01 Guam Flying

#### MODIFIED - Island Hopper Reassignment Limit [D-17]

- This provision allows for a reassignment of an Island Hopper to release 48 hours later than the original scheduled release time
  - Today, the reassignment language allows for the reassignment to return as late as midnight the following day

#### NEW - Guam Trip Mix [D-18]

- In the event the Guam flight schedule significantly changes ALPA and the Company will meet and discuss appropriate Trip mix parameters

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 12-01 Guam Flying

#### MODIFIED - Classroom Only Training [G-1-a]

- Classroom only training can commence between 1200 and 2100
  - Today, classroom training can commence between 1300 and 2100

#### IMPROVED - Eliminated Prorated Days for Training Travel [G-1-b]

- Training Travel Days will not be counted as an absence that prorates days off
  - Today, 2 of the 4 travel days are considered as an absence and it reduces the MDO by one

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 12-01 Guam Flying

#### MODIFIED - Travel To/From Training via NRT [G-1-c]

- When calculating the duty period limits for travel to and from training in the U.S. mainland a First Class seat on the 737 will be considered as 'near lie-flat'
- This provision can only be used if there is On-Line aircraft with 'lie-flat' seat available between NRT-GUM
  - Today, with the NRT-GUM only served by 737s Pilots are scheduled with an extra travel day and a layover on the way home from training

#### MODIFIED - Travel Window for Attending Training [G-3]

- Pilots can travel to training up to 15 days before, and may return up to 15 days after training
  - Today, Pilots are allowed to travel to training up to 30 days prior and no ability to travel home later

Continued...



# UPA 23

## Letters of Agreement (LOAs)

### LOA 12-01 Guam Flying

#### MODIFIED - Recurrent Simulator Device [G-5]

- For recurrent training and checking events any 737-NG simulator may be used
- Today, only the 737-800 simulators can be used
- Until the 737 Max is used in the Guam operation only 737-700/737-800/737-900 simulators can be used

#### NEW - AME Availability In Guam [I-5]

- For Pilot's who maintain primary residence in Guam if fewer than two AMEs are available in Guam the company will provide PS travel to either Manila, Tokyo, or Hawaii to obtain a FAA medical
- TDY to and from Guam clarified [E]
- All Pilots entailed to paid move after 36 months [H-3]

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 12-14 Association Business

#### MODIFIED - Absences Association Business [B-2]

- The Association will initially advise the company of absences no later than the 25th of the calendar month that is two months before the bid period the absence will take place
- Absences included in PBS will have 3 hours credit per day (current practice)

#### IMPROVED - Flight Pay Loss [C-1]

- The Company shall provide the Association a credit of \$416,666.67 per Bid Period to cover flight pay loss and other expenses related to conducting Association business
  - Today, the Company provides the Association a credit of \$250,000 per Bid Period

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 23-01 Implementation

#### **NEW** - UPA 23 Implementation

- Over 300 changes in UPA 23 from current book
- Implementation items prioritized to maximize benefit to Pilots
- Interim pay solutions to make up for the delay in Reserve QWL items

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 23-02 Ratification Bonus

#### **NEW** - Ratification Bonus

- Pilots who had any Eligible Earnings between Jan 2020 Bid Period and Sep 2023 Bid Periods (inclusive)
  - Includes Pilots who retired from the company
- Payment will be the sum of:
  - 4% of Eligible Earnings for 2020 Bid Periods
  - 4% of 2021 Eligible Earnings for 2021 Bid Periods
  - 14% of 2022 Eligible Earnings for 2022 Bid Periods
  - 14% of Eligible Earnings between January 2023 Bid Period and September 2023 Bid Period
  - Eligible earnings excludes PVSL payments
- 2023 portion will be eligible for retirement contributions, and count as earnings for 2023 profit sharing (paid in 2024)

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 23-03 Voluntary Compressed Reserve Lines

#### **NEW** - Compressed Reserve

- Test period to evaluate compressed lines for Global categories
  - Successful test will be measured on comparing the compressed reserves utilization to similar reserves in category
- Compressed reserve line rules
  - A reserve will be able to bid either days off or work as a single block
  - Company designated 30-hour breaks
  - Company can assign a trip out of order that includes a rest period of at least a 30 hours either within the Trip or required post-Trip rest
  - Company can assign a SC to start at the end of the 30-hour break
  - No SC cap
  - Not eligible to be awarded a LCL or VEC
- If test is successful Compressed Reserve Lines will be available to all Global categories going forward
- If Global test is successful a similar test to be conducted for Basic categories
- If Basic test is successful Compressed lines will be available to all categories going forward

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 23-04 Enhanced CMPOOL

#### **NEW** - Enhanced Reserve Pool Display

- A new coverage metric that will allow coverage to be set and analyzed by reserve starts within SILO
- The reserves available number that displays would be the number of legal reserves in SILO that could start a trip on that day
- The display will also include the current number of open trips in SILO on each day
- The parties shall jointly develop the user and administrator interfaces, and software required to make Enhanced CMPOOL function
- The Company shall collaborate with ALPA in setting staffing parameters required for the functionality of Enhanced CMPOOL
- The Company shall collaborate with ALPA to develop a formula to allow Reserve Pilots to trade reserve days Pilot-to-Pilot through Enhanced CMPOOL
- If Enhanced CMPOOL is not implemented by the 1st day of the October 2024 Bid Period, all Pilots will be provided a 3rd set of Golden Days Off

Continued...

# UPA 23

## Letters of Agreement (LOAs)

### LOA 23-05 Electronic Notification

#### **NEW** - Voluntary Pilot Electronic Notification

- Completely voluntary for Pilots to participate and Opt-In
- Allows for electronic messaging between Pilots and the Company
- Pilots will be able to initiate messaging to the Company
- Any communication that would require the Pilot to confirm will include some form of receipt acknowledging the Pilot's confirmation
- If the Pilot does not confirm, the Company must revert to methods of acknowledgment

# UPA 23

## Memoranda Of Understanding (MOUs)

No changes to this section



# UPA 23

## Grievance Settlements

No changes to this section

# UPA 23

## QUESTIONS

- File a [PDR](#) > Fact Team
- Fact Team Member in Crew Rooms
- Live Town Hall
- Frequently Asked Questions (FAQ) in the near future on [UPA23.com](http://UPA23.com)
- Contact Your Representatives
- Crew Room Road Shows:

UPA  
23

SEPTEMBER

## ROAD SHOWS



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
10 <b>GUM</b>	11	12 <b>SFO</b>	13 <b>LAX</b>	14 <b>LAS</b>	15 <b>DEN</b>	16
17	18 VIRTUAL TOWN HALL	19 <b>IAD</b>	20 <b>IAH</b>	21 <b>MCO</b>	22 <b>EWR</b>	23
24	25 <b>ORD</b>	26 <b>CLE</b>	27	28	29	30