



January 16, 2023

23-06

Negotiators' Notepad 23-06: C2019 Section 23 - Scheduling

*This Negotiators' Notepad will discuss the details of various changes to **Section 23** of the PWA in the Tentative Agreement (TA). This Notepad should be read in conjunction with the entire series of C2019 Notepads which will be available at the [Contract 2019 website](#), along with the [TA Reference document](#), as you educate yourself in preparation to make an informed decision when the membership ratification window opens.*

Perhaps no other section of the working agreement affects a pilot's quality of life more than **Section 23 – Scheduling**. This agreement introduces a host of both major and minor improvements in this section. Taken in conjunction with improvements in **Section 12 – Hours of Service**, pilots should see substantial improvements in their quality of life.

*Note: Many items in this section will require programming changes to the Company's computer systems prior to implementation. Please see the **MOU 23-01: Deferred Implementation** for details on specific dates that the items in this section become effective.*

“Major” Changes

Improved Reroute Provisions

The current reroute rules under **Section 23 L** have been a constant source of frustration with the pilot group. The current language, especially for mid-rotation reroutes, is difficult to track to ensure correct payment, and the process for doing so is not transparent to the pilot. Furthermore, there are a significant number of instances where reroutes do not generate any premium pay.

With this in mind, the following changes in **Section 23 L** will go into effect, with rerouted legs subject to the following pay treatment:

Any time a pilot, regular or reserve, is off their original rotation:

- Any rerouted legs prior to the first break in duty following the reroute will pay **150%**
 - (one half pay, no credit in addition to any other form of pay for those legs)
- After the first break in duty, any subsequent rerouted leg pays **200%**
 - (single pay, no credit in addition to any other form of pay for those legs)
- Any subsequent re-route beyond the first break in duty on the same rotation is then **200%**
 - Includes pilots who were returned to their original rotation and then rerouted again

The prevalence of reroutes has also been a high-profile issue. Therefore, the following reroute restrictions will also be implemented:

- If rerouted, a pilot, upon reaching their base while on a reroute, will be:
 - Returned to their original rotation
 - at their base, or DH via the most direct route (applicable reroute pay will apply)
 - OR-**
 - Released with no recovery obligations and regular pilots pay protected for the remaining balance of their rotation (all pilots will retain reroute pay for the rerouted legs flown)

To prevent downline reroutes, all segments that were removed from the rerouted pilot’s rotation, which are beyond their base will be built into rotations and covered via normal trip coverage. In addition, any uncovered flight segments which (1) were removed from the pilot’s original rotation as a result of the reroute, and (2) that are beyond the current duty period, must also be placed into open time and covered via normal trip coverage, unless doing so causes a PWA or FAR conflict. In the narrow instance that a pilot may receive these legs as a reroute because they cannot be built into a legal rotation otherwise, the pilot’s rotation must be annotated by Crew Scheduling, and the MEC Scheduling Committee must be notified, to disclose that a reroute under this exception was performed.

Other Reroute Provisions

All other reroute provisions in **Section 23 L.** remain in effect and are unchanged. Examples in **Section 23 L.** have been updated to include the provisions of the new agreement.

The new provision under **23 L. 4.**, (which replaces the current **23 L. 4. Note**) includes the ability for **23 L. 8.** and/or **9.** to “stack.”

For example:

Original Rotation

A Day	B Day	C Day
ATL-SAV	CVG-ATL	CVG-ATL
SAV-ATL	ATL-MIA	ATL-DFW
ATL-CVG	MIA-CVG	DFW-ATL

scheduled release @ 1800E

Rerouted Rotation

A Day	B Day	C Day
ATL-SAV	CVG-ATL	*DTW-DCA
SAV-ATL	*ATL-TPA	*DCA-MSP
ATL-CVG	*TPA-DTW	*MSP-ATL

* = rerouted flight segments
 rerouted scheduled release @ 2300E

Example Pay treatment under the new agreement:

- Single pay & credit for entire value of the rotation, plus
- One half pay, no credit for last 2 legs on B Day (due to reroute under **23 L. 4.**), plus
- Single pay, no credit for 3 legs on C Day (due to reroute under **23 L. 4.**), plus
- Single pay, no credit for all of C Day, to include any rotation credit due (due to late release under **23 L. 8.** or **9.**)

Reroutes Limited to One Additional Calendar Day

Under the previous agreement’s language, regular and reserve pilots were treated differently if a reroute took them beyond their rotation’s original footprint. The new agreement will align the restrictions under **Section 23 L. 10.**, and both reserve and regular pilots will be limited to one additional duty period, not to exceed one calendar day.

Reroute Protections for Commuting Pilots

When any pilot is rerouted, and the reroute causes the pilot to arrive at their base after the original rotation’s scheduled release time, they are now entitled to receive positive space transportation, at pilot’s request. In addition, a pilot who is unable to commute home that day due to a reroute will also receive a hotel in base (to include positive space transportation on the following day), at pilot’s request.

Reserve Pilot Flexibility

A reserve pilot may now be rerouted into a domicile layover so long as they rejoin their original rotation after the layover. However, such pilot will now have the option to remain on their rerouted rotation, or be removed from the rotation consistent with current practice.

Expanded PBS Line Construction Window (LCW)

The line construction window will be expanded from +/- 7.5 hours of the ALV to +/- 10 hours of the ALV. This will provide an expanded envelope for line construction and will provide more options, especially in categories with longer rotations. Line construction will retain existing caps, which are *91.5 hours for narrowbodies and 92.5 hours for widebodies*. While this expanded LCW will allow PBS to award a line worth less than 65:00 whenever the ALV is less than 75:00, such lines will carry a regular line guarantee of 65:00.

In addition, also in an effort to contribute to a higher quality bid solution, the “PBS Runtime Solution requirement” (the window within the composite of all lines must fit) has been expanded from +/- 1 hour of the ALV to +/- 1.5 hours of the ALV. This will permit PBS to honor more pilot bid preferences, such as those for Min or Max Credit.

An additional “Set Condition Mid Sched” command will be implemented in PBS which will set the LCW to within +/- 5 hours of the ALV, thus providing four options for setting the LCW. *The new LCWs, at pilot’s option, are as follows:*

- Default: (ALV) +/- 10 hours
- Set Condition Min: (ALV -10 hours) to (ALV)
- Set Condition Max: (ALV) to (ALV +10 hours, but limited to 91.5 NB/92.5 WB)
- Set Condition Mid: (ALV) +/- 5 hours

Premium Open Time Rotations

In addition to the current system of premium flying via GS/GSWC, some rotations may be designated as “premium rotations” in open time. These rotations will be available using a new “Silver Slip” (SS) and if flown, will pay similarly to a GS, 100% pay and credit, along with 100% pay, no credit. These rotations will be available to regular pilots, and may be bid at any time from when PCS begins (starting on the 20th of the prior month) until the start of manual trip coverage.

The highlights of these new rotations are:

- 100% pay & credit & additional 100% pay, no credit if flown, with no “trigger”
 - WS pick up limit will apply to the pay/credit portion of the Premium Rotation to serve as a leveling mechanism
- Premium Rotations must “soak” in open time for no less than **48 hours** before being awarded
 - This will ensure all pilots who wish to participate will have an opportunity to do so.
- Trips will be awarded via PCS under a new “silver slip” option, similar to white slips
- There is no change to the current Green Slip system
- If the premium rotations go unawarded by 0800 on the second day prior, they will fall into the current trip filling process
 - Premium designation will be removed
 - Trips will be awarded/assigned through the trip filling process as is done today
- Pilots may utilize Personal Drops (PD), Authorized Personal Drops (APD), or Individual Vacation Days (IVD) (assuming adequate reserve coverage) after being awarded a Premium Rotation via Silver Slip, however they may not be swapped with the pot or traded/dropped on the pilot-to-pilot swap board after award.
- By default, the Premium Open Time rotations will retain the designation if placed back into open time
- Once a rotation is assigned to a regular pilot, the premium designation will not change. However, the Company may add or remove the premium designation for rotations that are in open time.

Premium Rotations awarded in PBS

In addition to the premium open time above, the Company may also designate individual rotations in the bid packet as “PBS Premium Rotations” (PBSPR). Regular pilots will be able to bid for these rotations during the line award process.

Such premium trips awarded via PBS will pay 100% pay & credit, along with 50% pay, no credit. The 50% pay, no credit, will be in addition to any other pay due, such as holiday pay.

If these rotations are not awarded during the PBS process, they will fall into open time like any other unbid rotation, but the 150% premium designation will be removed. If the Company then chooses to designate these trips as premium open time rotations, and subsequently awards them as a “Silver Slip,” they would pay 100% pay & credit and 100% pay, no credit. Otherwise,

the trip will remain as regular open time, and be awarded via the existing PCS process or manual trip coverage (WS/GS/etc.) under **Section 23 N. or O.**

The only time a rotation can be made available by the Company with a 50% pay, no credit premium designation is prior to PBS awards. Once the PBS awards are complete, there is no ability for the Company to cover trips with a 50% premium.

Reserve - Long Call Improvements

- The standard call-out for long call has been increased from 12 hours to **18 hours**
- If a Reserve pilot is assigned a rotation with more than 18 hours to report, they are **released from availability up to 24 hours** prior their assigned rotation's report time.
- 1st day earliest rotation report is 18 hours after the pilot begins their first on-call day
 - A rotation may be assigned that reports as early as 10 hours after the pilot begins their first on-call day, if such rotation is assigned at least 12 hours prior to the end of the pilot's last non-fly day
 - A pilot who is assigned a rotation that reports between 10 and 18 hours from the start of their first on-call day will not be required to schedule their commute to include a backup flight, if required under any commute policy currently in effect.
- Last day availability for a new assignment now ends at 0600 base time on the pilot's last on-call day, if the pilot makes such request to Crew Scheduling or if the last on-call day is prior to a hard non-fly day.
- A reserve pilot may not be assigned another rotation within 18 hours from release in base from their current rotation, in accordance with **Section 23 S. 2. a. 4)**

Reserve With Conflict (RWC)

Reserve pilots who have been assigned a rotation, and are 24 hours or less to report are automatically released from their obligation to be contactable. However, during this period, a reserve pilot may indicate their desire to accept a "reserve with conflict" assignment via a YS request. Crew Scheduling will proffer such pilots rotations that may report earlier or later than the original rotation, and such rotation may be a different length. Should a pilot accept the proffer, the pilot will be paid 100% pay and credit for the removed rotation, or as flown, **whichever is greater.**

Short Call Improvements

Along with the above improvements to long call reserve, several improvements to short call reserve have been made as well.

Premium Short Calls & Elimination of 7th Involuntary Short Call (SC)

- The 7th SC allowed in **Section 23 S.** has been eliminated.
 - As discussed in **Section 4**, pilots who are assigned or awarded one of the 6 SC periods (or as prorated) available under this provision, will also receive one hour of pay, no credit (above guarantee) if they are not assigned flying during the SC period
- Reserve Pilots may request additional SC periods beyond the 6 (or as prorated) via Yellow Slip

- Any SC periods performed over 6 (or as prorated) will pay 2 hours pay/no credit, in addition to pay and credit for any time flown.

Short Call Transparency

- Available SC periods will be published in bid packages and biddable via PBS for reserve lines
- Any SC periods that become available or remain after PBS bids may be available via PCS or Trip Coverage
- During the bid period, available “Short Call Periods” must be published in DBMS
 - Short call periods for the next day will be published no later than 0800 ET and awarded via the 1200 ET PCS run the day prior.
 - Short call periods which are available prior to 0800 ET on the day prior may be awarded to a reserve pilot who has submitted a yellow slip at any time.
 - *The Company may assign or award a rotation to a reserve pilot who had previously been awarded a SC period on the same day, and such SC period will be dropped*
 - Short Call awards after 1200 ET may still be assigned via the current, manual process, but only for unanticipated operational requirements

Other Reserve Improvements

Premium Reserve Day

While additional on-call days have been a part of the PWA since C2012, they have been rarely utilized. This agreement introduces the ability of the Company to designate certain additional “Premium Reserve Days.”

Premium Reserve days, if offered, will be available in DBMS, and may be picked up by a reserve pilot at the beginning or end of a block of on-call days. The premium on-call day will pay 7:00 pay/no credit (above reserve guarantee). If a pilot performs flying duty on such day, they will receive the greater of 7:00, or as flown, as pay/no credit (above the RES guarantee). For a pilot to be eligible for the premium, the entire block of reserve days must remain intact.

Reserve to Regular Pilot Protections

Currently, a pilot who is assigned a rotation that transits the bid period into a “regular month” is required to fly the rotation, but will be removed from the rotation the first time they transit their base in the next bid period. They receive no pay for the portions of trip that are removed, nor do they receive compensatory time off for any interrupted days off.

Under the new agreement, a reserve pilot who is assigned a rotation that begins in one bid period and ends in the next, and who is either a regular pilot, or a reserve pilot in a different category in the next bid period will now be *proffered* such rotation, with no obligation to accept. Should a pilot accept the proffer:

- The pilot will receive single pay and credit for the entire rotation, plus
- Single pay and no credit for the entire portion of the rotation that interrupts their scheduled days off

Reserves Rerouted through Base

Reserves who are rerouted into a break-in-duty at their base may now remain on their rotation, subject to the new **23 L.** reroute rules. Keep in mind that the new provision under **23 L. 4.** requires a pilot to be released or returned to their original rotation upon reaching their base. Therefore, the only scenario to which this provision may apply is if the reroute returns the pilot to their original rotation after the break-in-duty. If the pilot desires to be released from their rotation, as opposed to rejoining, they may do so by notifying Crew Tracking at the time of reroute notification.

Establish X-Day Swap Board

The Company will establish a Swap Board, similar to the regular pilots' Pilot-to-Pilot swap board for rotations, for X-Day swaps between reserve pilots. Any swaps will be required to follow current X-Day Logic.

Improved Yellow Slip

Refinements have been made to enhance the effectiveness of Yellow Slips, and subsequently the reserve pilot's ability to pick up rotations if they wish to do so. The rules for a yellow slip have been adjusted in the following ways:

- If a reserve pilot's RAW score places them in Raw Value Grouping 2, the reserve pilot may submit a preference to be considered for a trip award in Raw Value Grouping 1 via their Yellow Slip
- A reserve pilot will now have the ability to preference any trip that matches their days-of-availability, or is equal to their days-of-availability, *minus one*. This provision will be available any time that there are the number of pilots with the same days-of-availability equal to the number of open trips, *plus one*.

Improved Reserves Required Formula

The reserves required formula under **Section 23 V.** is used to determine the number of reserves required, as published in the iCrew reserve staffing grid. This formula determines each category's ability to perform schedule manipulation through swap with the pot, PDs, APDs, etc.

However, this formula has been driven by reserve trip assignment history that is only segregated by "widebody" and "narrow body" fleets, in aggregate. This lumps all narrowbody categories together, and in many cases can drive reserves required up in categories with low demand and/or create coverage days in what otherwise would have been a category with adequate staffing.

A minor change was made in the formula which better refines the calculated value in **Section 23 V.**, to individual positions (status & aircraft). This ensures that the reserves required grid is accurate based on actual reserve trip assignment history that is applicable only to that position.

Standby Rotations

This agreement will introduce "Standby Rotations." These rotations are a form of out of base short call reserve, built into a rotation which is biddable by both regular and reserve pilots. The Company may only offer Standby Rotations when a significant event is anticipated that triggers

“double 23K,” which requires ticket change fee waivers for customers and a Critical Ops Update to be published by the Company. These rotations are **completely voluntary**, and **may not be utilized** by the Company at any time that “double 23k” is not in effect.

Standby rotations will be 3-5 days in length for narrowbodies, and 3-6 days in length for widebody categories. The first and last days will be scheduled as deadhead days, and the intervening days will be scheduled with 9-hour short call periods that are pre-designated when the rotations are constructed. The pilot will sit the short call periods in the base designated by the standby rotation.

Other Standby Rotation details include:

- Standby Rotations are **voluntary only**. They cannot be assigned to regular or reserve pilots in any fashion (not even as IAs), and may only be awarded via WS/GS/GSWC/SS/YS.
- Standby Rotations may only be created for those bases in which the rotation’s position exists. *For example, an ATL330A standby rotation could only be built with short call periods in bases with existing 330A categories, currently NYC, DTW, MSP, or SEA. Standby rotations cannot be built for bases where the equipment does not have a base, currently SLC or LAX for the 330.*
- Standby Rotations will pay standard rotation guarantees per day, or as flown, whichever greater. Once flying is assigned, all reroute or rotation premium pay rules apply.
- The first day of a standby rotation will be deadhead only, while the last day will be a scheduled DH only day. The last day of the rotation may be used for a flying leg that returns a pilot to their base rather than a DH back to base.
- A pilot may deviate from any of the deadheads. Once a pilot’s reserve obligation is completed for the last short call period, they are automatically released.
- Airport Hotels & per diem are provided.
- Short call periods within a Standby Rotation do not count toward a reserve pilot’s SC obligation under Section **23 S. 2**.

Voluntary Airport Standby

This agreement also introduces Voluntary Airport Standby (VAS) periods, which is a form of pilot availability for trip assignment that is **completely voluntary**. VAS periods are a pre-defined availability period that must be performed on the airport property. If a VAS pilot is available, they must be used before any pilot currently flying is rerouted.

VAS periods will be available to both reserve and regular pilots, and may only be **awarded** via PBS, PCS and manual trip coverage. **They may not be assigned under any circumstances.**

- Regular and reserve pilots who sit a VAS period will receive one ADG (pay/credit), or time flown, whichever is greater, **plus** 3 hours of pay, no credit. Pay is due even if there is no flying assigned, or the pilot is released early.

- Per the trip coverage sequence in **Section 23 O.**, and the reroute provision of **Section 23 L. 2. c)**, a VAS pilot must be utilized, if available, **prior to** rerouting any other pilot.
 - *Note: VAS pilots are considered **after** GS pilots within the trip coverage sequence*
- The VAS period will be 6 hours. Pilots will need to be immediately available, similar to recovery availability under **Section 23 K. 1. c.**, and must remain on the airport premises during the period.
- Under FAR Part 117, flight duty period (FDP) limits are based on the start time of a VAS, unlike a traditional short call RAP period.
- Any flying assigned during a VAS period **must be scheduled to depart** within the six-hour VAS period.
- A pilot assigned flying on a VAS period must be released when they transit their base, but no later than the second calendar day, whichever occurs first. Any flying assignment that spills into a second calendar day will pay an additional ADG (pay and credit), or time flown, whichever is greater, **plus** an additional 3 hours pay, no credit.
- Sitting a VAS period, or portion thereof, also counts as one short call “credit” for a reserve pilot
- VAS periods may be awarded via WS/GS/SS/YS or as a Recovery Slip under **23 J.** As mentioned above, they may not be **assigned** under any circumstances.
- Normal premiums apply if a VAS is awarded as a GS, as well as any reroute premiums to assigned flying, as applicable, in addition to all other pay.

“Minor” Changes

Beyond what has been described above, several other minor changes are part of the new agreement.

Updated “Irregular Operations” (IROP) Definition

The definition of an IROP, which is utilized to trigger a number of provisions in the PWA, was tightened under this agreement. An event(s) in the system that falls under the IROP definition was restricted to only those examples which are specifically listed in the language, rather than the current language where the list of items is not all-inclusive.

Established Jetway Trades

“Jetway Trades” allow pilots to break off parts of a rotation, typically the beginning or end, and allow other pilots to voluntarily pick up those portions. This provides some flexibility for pilots who commute or wish to trade away a “penalty lap”. This provision has a *two-year* implementation timeline, as it will require significant programming to automate. In the meantime, the existing ALPA “Scheduling Optimization Team” will work with the Company to establish all rules and provisions related to the programming of Jetway Trades.

Trip Coverage Ladders

To incorporate the new provisions outlined above (such as Voluntary Airport Standby and Standby Rotations), the trip coverage “ladder” under **Section 23 N. & O.** has been updated.

Pilot Trip Sign-In Provisions

The ability of pilots to sign in remotely up to 24-hours prior to, but no later than required report time, regardless of location is codified into the PWA.

Improvements to ARCOS Parameters

The pilot group has become more familiar with the ARCOS system, and some programming improvements, such as auto-acknowledge, have been negotiated. The MEC continues to receive feedback that batch sizes are too small, which can result in reduced notice prior to sign-in for a rotation. In light of this, a small increase in the batch size has been made.

Maximum Number of Pilots that May Be Contacted for Each Rotation		
	Less than 8 Hours to Scheduled Report	8 or More Hours to Scheduled Report
<u>Normal Hours (0431-2259 base time)</u>	5	3
<u>Quiet Hours (2300-0430)</u>	3	3

In addition to the batch size increases, the number of rotations that ARCOS can place in one batch is limited to the number which are possible for the VRU to communicate. In addition, the Delta MEC ARCOS Working Group has been codified in the PWA to continue to evaluate future improvements which enhance ARCOS for Delta pilots.

Improved ALPA Access to Company Database

An agreement was also reached that will provide ALPA with direct Database/API read-only access to pilot DBMS (or successor system) data for use by ALPA internal software, including, but not limited to, the ALPA proprietary ACE App.

Improved Access to Known Flying & Bid Packages

Language was added to the PWA that will codify the ongoing practice that all “known flying available for sale” will be included in pilot bid packages. Further, starting with the June, 2023 bid period, the Company must provide final bid packages to ALPA no later than five days prior to the opening of the PBS bid window. This allows adequate time for subject matter expert volunteers in the Scheduling Committee, PBS, Rotation Construction, and Fatigue Risk Management Team to evaluate and provide final QC to bid packages.

Conclusion

Please take the time to read the entire series of Notepads that will be provided to you, share the material with your families, attend one of the road shows, and ask as many questions as you need to ask. LEC Representatives will be available in lounges to help answer any questions you may have. In addition, please review the latest information and FAQs at dal.alpa.org, or submit questions to DeltaTAQuestions@alpa.org.

Fly Safe,
Eric, Brandon, and Rich