



—2016 PILOT CONTRACT—



SCHEDULING QUICK *REFERENCE GUIDE*

2016 Edition
Version 5.0

Resolving Scheduling Conflicts

"Conflicts between a crewmember and the Company in interpreting any Federal Aviation Regulations will be attempted to be immediately resolved. If unresolved, however, the crewmember will request that a member of the Company's management put in writing to him the order to proceed with the disputed activity. However, both parties recognize the importance of maintaining the Company's service standards and guarantees. To this end, if a dispute regarding the interpretation of the language of this Agreement arises, the crewmember shall be obligated as required by the Railway Labor Act to perform according to the Company's request and make use of the grievance procedure contained elsewhere in this Agreement."(Contract: Page 235, Article 13.A.14.)

The IPA scheduling staff can assist in contract interpretation. During normal office hours, call the IPA at 1-800-285-4472 or 1-502-968-0341 and press 2 to speak with a scheduling representative. If you have a 'scheduling emergency' during non-business hours, you may call the IPA the numbers above, press prompt 2 and then listen for the 'scheduling emergency' prompt.

This guide is intended for reference only and is not intended to supersede the Contract or the meaning and intent language.

Introduction

The purpose of this guide is to provide quick guidance for resolving scheduling conflicts. The sections most relevant for an operating crewmember have been included. Please refer to the published 2016 Contract and Meaning and Intent for more detailed information about your contractual rights.

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SECTION 1 – DUTY LIMITS AND BLOCK HOUR LIMITS.

1.1 DOMESTIC: CRT, EDW, non-EDW and PEAK DUTY LIMIT charts.

CHART FOR DOMESTIC DUTY PERIODS (except PEAK):

Type of Duty Period	CRT	EDW	Non-EDW
Scheduled	9:30	11:00	13:00
Soft Maximum	Original scheduled duty time plus 3:00 hours or 8:15 (if the original scheduled duty period is 5:15 or less), not to exceed 11:30	Original scheduled duty time plus 3:00 hours or 10:00 (if the original scheduled duty period is 7:00 or less), not to exceed 13:00	Original scheduled duty time plus 3:00 hours or 10:00 (if the original scheduled duty period is 7:00 or less), not to exceed 15:00*
Hard Maximum	14:00	14:00	15:00

*A crewmember with a non-EDW duty period will be eligible for a premium payment unless his scheduled duty period is 12:00 hours or greater. This is because if there is a scheduled duty period of 12:00 hours or greater the soft and hard maximums are the same – i.e. 15:00 hours.

- CRT is applied to a domestic duty period when reporting between 0000-0459 LDT.
- From scheduled duty to Soft Max, the Company may revise or extend you for any reason.
 - Being revised or extended beyond the Soft Max (and actually flown) up to the Hard Max generates a **new 2-hour premium payment** if 'Alternate Ops' is declared by the UPS Director of Ops or his designee.
 - Alternate Ops can only be declared for weather, ATC, mechanical, sort delay.
 - Alternate Ops cannot be declared for Company convenience, including, but not limited to adding extra legs. (Art 13.A.1.a.)
- Hard Max is the limit that cannot be exceeded for any reason.

The Critical Report Time (CRT) Duty Limits for Domestic Duty Periods.

- CRT is applied to a domestic duty period when reporting between 0000-0459 LDT.

The EDW (Early Duty Window) Duty Limits for Domestic Duty Periods.

From the Article 13 Preamble:

- (i) The Early Duty Window (EDW) is defined as the period of time from 0230 to 0459 Local Domicile time (LDT);
- (ii) Any duty period that touches (i.e. reports in, blocks-in, or overlaps) the EDW is an EDW duty period. For clarification: a duty period where the last flight segment blocks-in prior to the commencement of the EDW but in which the crewmember is released within the EDW is not considered an EDW duty period.

The non-EDW Duty Limits For Domestic Duty Periods

Crewmembers with a non-EDW duty period that go to the soft maximum of 15:00 will not receive a 2:00 hour premium payment since the soft and hard maximums are the same.

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Chart for PEAK duty limits applicable only December 11 through December 24:

Type of Duty Period	CRT	EDW	Non-EDW
Scheduled	10:30	11:30	13:15
Soft Maximum	14:00	14:00	15:00*
Hard Maximum	15:00	15:00	15:00

* Crewmembers with a non-EDW duty period that go to the soft maximum of 15:00 will not receive a 2:00 hour premium payment since the soft and hard maximums are the same.

1.2. INTERNATIONAL non-AUGMENTED, AUGMENTED and DOUBLE CREW DUTY LIMIT CHARTS.**INTERNATIONAL non-AUGMENTED DUTY LIMITS**

Chart for international duty limits * #:

Number of Segments	Up to 2 Segments	3 Segments	4 Segments
Scheduled	13:00	12:30	12:00
Soft Maximum	14:30	14:00	13:30
Hard Maximum	16:00	15:00	14:00

* The above duty limits do not apply to either double or augmented crews. The duty limits for double and augmented crews are as set forth in Article 13.R. and S.

The above duty limits also apply to an international duty period in which a crewmember operates a portion of the duty period and deadheads for the other portion. However, paragraph 13.A.1.c. applies if the crewmember operates and then deadheads to return him to the domicile for the purpose of days off.

INTERNATIONAL AUGMENTED DUTY LIMITS

Flight Segments	Scheduled Duty	Soft Maximum	Hard Maximum	Block Hours
1-2	14:00	15:30*	16:00	7:46-12:00

- SJU-SDF international turn trips in the EDW may be augmented provided the block time is not scheduled greater than 9 hours and the a/c type has bunks. (Art 13.R.1)

INTERNATIONAL DOUBLE CREW DUTY LIMITS

Scheduled block time:	Rest Prior	Duty limits	Rest Following
>12:00 to 15:45 block hours.**	18:00 hrs except as noted below. *	Scheduled max: 17:45 hours. Maximum duty: 19:45 hours.	1.5 x Block Hours No less than 20:00 scheduled Reducible to 19:00

* Any crewmember assigned or revised to a double crew duty period must not have had an assignment in the 18:00 hours immediately prior to the report time of the double crew duty period. No assignment will be made to a double crew duty period without at least 18:00 hours prior rest unless there is no other crewmember available to make timely service. In the event a crewmember is revised to a double crew duty period, he must have had at least 14:00 hours of prior rest. In addition, a crewmember shall not be subject to revision to double crew duty in two (2) consecutive duty periods without rest in accordance with the chart below. In the event that a reserve is not available in the domicile with 18:00 hours prior rest, the reserve who is assigned must have had at least 12:00 hours of prior rest.

Block Time	Rest Prior	Rest Following
> 12:00 Hours	18:00	1.5 x Block Hours No less than 20:00 scheduled Reducible to 19:00

Double crews shall be limited to one crossing per duty period. In addition, double crews may not be scheduled to operate through a domicile equipped with the same type aircraft and staffed with equally qualified crews. No co-terminal or deadhead duty will be scheduled in a double crew duty period. No jumpseaters shall be allowed during a double crew duty period on any aircraft currently in the fleet as of ratification, except as provided in Article 13.H.10.b.(10). Additional jumpseaters may be allowed on other future long-range freighter aircraft obtained by the Company subject to the parties reaching mutual agreement.

** Two flight segments are allowed in the duty period. One of the two flight segments must be scheduled for at least 11:00 block hours. Only one of the two flight segments in the duty period can be a domestic flight segment.

Section 1.3 – INTRANSIT STOPS

Domestic

- EDW duty periods shall not contain more than 4 segments.
- There cannot be more than 4 consecutive duty days containing duty periods with 4 segments.
- If a scheduled intransit stop (time on ground) in an EDW duty period is equal to or greater than 2 hours, there can only be 2 segments following the intransit stop and if there are 2, neither segment can exceed 2:59 block and the total cannot exceed 4:14 block. If only 1 segment occurs, it cannot exceed 4:35 block.

International

- A scheduled intransit stop (time on ground) that is equal to or greater than 4 hours cannot contain subsequent stops that are 2 hours or greater.
- There can only be a max of 2 segments following the stop if neither segment exceeds 4 block hours and both combined do not exceed 6 block hours.
- There can only be 1 segment if the block hours exceeds 6 hours.
- If an IRO is present the block is limited to 10 hours if there is an intransit stop equal to or greater than 4 hours in the duty period.

Section 1.4 – BLOCK HOUR LIMITS

- Maximum block hours in a **domestic duty period** is 7:30 block hours. (13.A.4.c.)
- Maximum block hours in an **unaugmented international duty period** is 7:45 block hours (except 8:00 block hours for Miami 1-leg only international duty period, non-augmented. (13.A.4.c.)
- Minimum and maximum block hours in an **augmented international duty period** is 7:46 - 12:00 block hours. (13.A.4.c., 13.R.1)
- Minimum and maximum block hours in an **international double crewed duty period** is 12:01 - 15:45 block hours. (13.A.4.c., 13.S.1.)

SECTION 2 – REST REQUIREMENTS

2.1 Domestic Rest in Domicile

Domestic Rest	Rest	Reduced
Minimum Required (13.A.5.a.)	10:30	Not Reducible
Domestic Duty Period Exceeds 14 hours (13.A.5.d.)	12:00	Not Reducible

2.2 Domestic Rest EDW Layover

EDW Layover	Rest	Reduced	Comments
Scheduled rest following Commercial DH (13.A.1.j.(1))	18:00	17:30	After commercial DH and prior to operating. Reducible for ATC, Weather, Maintenance
Minimum Required (13.A.5.b.)	10:30	10:00	After Duty Period. Reducible for ATC, Weather, Maintenance. Maximum 2 times in a trip.
Scheduled Duty period over 10 hours 30 minutes. (13.A.5.b.)	12:00	10:30	After Duty Period. Reducible for ATC, Weather, Maintenance and Sort. Maximum 2 times in a trip.
Duty Period of 4 Segments (13.A.5.b.)	12:00	10:30	After Duty Period. Reducible for ATC, Weather, Maintenance and Sort. Maximum 2 times in a trip.
Domestic DH in the last duty period (13.A.1.j.(3))	9:30	9:00	Reducible by one half hour for weather, mechanical or ATC delay.



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2.3 Domestic Rest Non-EDW

Non-EDW Layover	Rest	Reduced	Comments
Scheduled rest following Commercial DH (13.A.1.j.(2))	11:00	10:30	After commercial DH and prior to operating. Reducible for ATC, Weather, Maintenance.
Minimum Required (13.A.5.b.)	10:00	9:30	After Duty Period. Reducible for ATC, Weather, Maintenance.
Duty Period over 14:00 hours (13.A.5.d.)	10:30	N/R	After Duty Period.
Domestic DH in the last duty period (13.A.1.j.(3))	9:30	9:00	Reducible by one half hour for weather, mechanical or ATC delay.

2.4 International Domicile Rest

International Domicile Rest	Rest	Reducible	Comments
Minimum Required (13.A.5.a.)	12:00	Not Reducible	
Block Hours 8:01-12:00 (13.A.9.a.)	17:00	Not Reducible	13.E. allows this to be reduced with special provisions only. Reduced to 12:00 only if next duty period is 100% non-ext dh (13.A.9.b.)
Prior to a crossing 13.A.8.d.)	15:00	Not Reducible	Before Duty Period with a crossing.
After 4 Crossings	96:00	Not Reducible	After 4 crossings and if next trip contains a crossing.
Trip in excess of 120 hours TAFB (13.A.5.a.)	48:00	Not Reducible	
Missed 30 hour layover rest in trip (13.A.10.b.)	30:00	Not Reducible	
Extended Dead Head only Duty (13.A.13.a.(2))	20:00	19:00	This is reducible to 19 hours. (13.A.13.a.(2))
Reserve Compensatory Crossing Rest (13.B.6.b.(20)(b)(i))	30:00	Not Reducible	

2.5 International Layover Rest

International Layover Rest	Rest	Reducible	Comments
Minimum Required (13.A.5.b. & c.)	12:00	11:30	After Duty Period. Reduced for ATC, Weather, Mechanical. Max of 2 times in 1 trip.
Block Hours between 8:01 and 12:00. (13.A.9.a. & b.)	17:00	12:00	After Duty Period. Can be reduced to 12:00 if next duty period is non-extended deadhead only. Reserve assignments [13.B.6.b. (20).(b)., (iii)] or revisions [13.E.12.b.(3)] may be reduced to 12:00 "in order to make timely service".
Duty Period Equal to or greater than 14:00 (13.A.1.b.)	12:00	Not Reducible	Required before and after the duty period.
After commercial positioning (13.A.10.c.)	18:00	Not Reducible	After first or second commercial deadhead duty period prior to operating. Does not apply to deadheads that occur after the first and before the last operating duty periods in the trip.
Consecutive Rest with less than 14:00 hours. (13.A.10.a.)	Over 14:00 hours	Not reducible	if three (3) consecutive layovers with rest below 14 hours occur, then the next rest period must be greater than 14:00 hours.
Fifth (5th) Layover with less than 30:00 hours layover rest in domicile (13.A.10.b.)	30:00	Not reducible	If four (4) consecutive layovers with rest below 30 hours occur, 5th layover rest must be equal or greater than 30:00 hours. Exclude the following rest periods when counting the 4 consecutive layover rests. Rest after commercial positioning and rest after 8 or less hours of duty. These rest periods are not considered a break in the 4 consecutive layover <30:00 language.
Extended Deadhead only duty 15:31-19:00 (13.A.13.a.(2)	20:00	19:00	After duty period. Reducible for any reason.
Prior to a crossing. (13.A.8.d.)	15:00	Not Reducible	15:00 hour rest required prior to a duty period with a crossing. However, the 15:00 hour rest is not required prior to a duty period where the crossing is either: (1) A commercial deadhead at the beginning of the trip or (2) A commercial or Company deadhead at the end of the trip.


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SECTION 3 - RESERVE

3.1 RESERVE ON-CALL WINDOWS AND CALL-OUT REPORT TIMES

	SDF / SDFZ	ONT	MIA	ANC
RSVA				
ON-CALL (LDT)	2400-1159 LDT	2300-1059 LDT	2400-1159 LDT	0730-1929 LDT
ON-CALL (zulu) Daylight savings time.	0400-1559 z	0600-1759 z	0400-1559 z	1530-0329 z
ON-CALL (zulu) Standard time.	0500-1659 z	0700-1959 z	0500-1659 z	1630-0429 z
CALL-OUT REPORT TIME	1:30 hours	2:00 hours	2:00 hours	2:00 hours

RSVB				
ON-CALL (LDT)	1200-2359 LDT	1200-2359 LDT	1200-2359 LDT	0300-1459 LDT
ON-CALL (zulu) Daylight savings time.	1600-0359 z	1900-0659 z	1600-0359 z	1100-2259 z
ON-CALL (zulu) Standard time.	1700-0459 z	2000-0759 z	1700-0459 z	1200-2359 z
CALL-OUT REPORT TIME	1:30 hours	2:00 hours	2:00 hours	2:00 hours

RSVC				
ON-CALL (LDT)	1600-0359 LDT	1559-0358 LDT	1600-0359 LDT	2015-0814 LDT
ON-CALL (zulu) Daylight savings time.	2000-0759 z	2259-1058 z	2000-0759 z	0415-1614 z
ON-CALL (zulu) Standard time.	2100-0859 z	2359-1158 z	2100-0859 z	0515-1714 z
CALL-OUT REPORT TIME	1:30 hours	2:00 hours	2:00 hours	2:00 hours

RSVD				
ON-CALL (LDT)	0400-1559 LDT	0400-1559 LDT	0500-1659 LDT	1545-0344 LDT
ON-CALL (zulu) Daylight savings time.	0800-1959 z	1100-2359 z	0900-2059 z	2345-1144 z
ON-CALL (zulu) Standard time.	0900-2059 z	1200-0059 z	1000-2159 z	0045-1244 z
CALL-OUT REPORT TIME	2:00 hours	2:00 hours	2:00 hours	2:00 hours

NOTE: The on-call times in this table are accurate as of the 2016-06 bid package but is subject to change in the future.

3.2 RESERVE DUTY EXTENSION PERIODS (DEP)

Article 13.B.6.a. limits the extent of the first duty period of a reserve assignment that a RSVA, RSVB, RSVC or RSVD is called out to cover. This means that the first duty period of a reserve assignment cannot extend beyond the end of the duty extension period (DEP). This DEP duty limit applies even though the duty period has not reached the Article 13.A.1. 'soft maximum' or 'hard maximum' duty limits.

Because of the ability of the Company to change the on-call period times as published in the bid package and to change the on-call periods in accordance with the provision of the new reserve shift (13.B.6.e.) language, please use the formula below to calculate your own duty extension period (DEP) end time.

	Your calculation.	Example.
a. Enter the start time of your reserve on-call period:		1200 LDT
b. Add fifteen hours (15:00): *	+ 15:00 hrs	+ 15:00 hrs
c. Enter this sum:		= 27:00 hrs
d. Only if the sum in c. above is greater than 24:00 hours, subtract 24:00 hours from it:		- 24:00 hrs
e. Enter the result of the subtraction: This is the time your DEP ends.		= 0300 LDT
f. Subtract :15 minutes if your duty period is domestic or :30 minutes if your duty period is international.		- :15
g. This result is the latest block-in time in the DEP.		= 0245 LDT

* If you are assigned a domestic duty period, add 15 hours to the start of your reserve on-call period.

If you are assigned an International 2 pilot crew duty period, add 16 hours to the start of your reserve on-call period.

If you are assigned an International augmented crew duty period, add 17 hours to the start of your reserve on-call period.

3.3 RESERVE SHIFT: (Art 13.B.6.e)

- A reserve shift is an on-call period moved +/- 4 hours (in 15 minute increments) in order to cover trips that cannot be covered by the defined reserve periods.
- Originally scheduled days off are protected.
 - Cannot be shifted earlier than original scheduled reserve start time on the first day of the reserve block.
 - Regardless if shifted, the original scheduled reserve period end time on the last day of the reserve block will remain unchanged.

- Cannot be notified of a reserve period shift on days off.
 - Shift notification must occur during a reserve on call period or while on duty.
 - Must receive at least 18 hours of rest before the start of the shifted on-call duty period.
- Once a crewmember has had his reserve period shifted he will stay on the new shifted on-call start time for the remainder of his scheduled reserve block.
- Can only be shifted on a block of reserve that is 5 days or greater, unless a crewmember has adjusted his schedule resulting in a block of less than 5 days.
- Only 35% of the reserve lines may be designated "shiftable."
 - No more than 50% of any one reserve category, not to exceed the 35% total for all reserve lines, will be eligible to be shifted.

The only reserve lines in the bid package that can be shifted will be marked 'RSSA', 'RSSB', 'RSSC', and 'RSSD'.

3.4 "RESERVE TURN-OUT" ASSIGNMENTS: (Art 13.B.6.b)

- Reserve turn-out is defined as: once a reserve crewmember is given an assignment with an end in domicile, any additional assignment taking the reserve crewmember back out of domicile after the end of the original assignment will be considered a turn-out no matter when they are advised of that subsequent assignment.
- A reserve crewmember who operates inbound cannot be turned-out to a turn trip.
- A reserve crewmember operating a turn trip cannot be turned-out to any assignment.
- Limit of 2 turn-out assignments per pay period.
 - Cannot be turned-out on 2 consecutive assignments without domicile rest between the first and second turn-out assignment.
 - For pay period 13 only, limit of 3 turn-out assignments. The crewmember will be paid a two-hour premium payment for the third turn out assignment.
- All reserve types are eligible for a turn-out, even if outside their reserve call out period.
 - The Company must turn out a legal and available inbound reserve crewmember within their reserve callout period before turning out a reserve crewmember outside their callout period.

3.5 RESERVE CREWMEMBER ASSIGNED OR REVISED INTO A RESERVE DAY OFF:

Note: A reserve day off begins 24 hours after the start of the on call period on the last day of reserve.

- May be assigned or revised up to and including 2 hours into a day off:
 - Only if there is no other reserve crewmember on the same radar list who is legal and available to cover the assignment.
 - Reserve crewmembers can decline a turn out assignment into calendar day(s) off.
- May be assigned or revised more than 2 hours into 1 day off (domestic) or 1-2 days off (international):
 - Only if there is no other reserve crewmember on the same radar list who is legal and available to cover the assignment.
 - Only once per pay period.
 - Only once per bid period if there are only 2 reserve blocks in that bid period.
 - Reserve crewmembers can decline a turn out assignment into calendar day(s) off.
 - Will receive Late Arrival Pay (Art 13.E.4.e.(1))

SECTION 4 - AIRPORT STANDBY.

4.1 DOMICILE HOT AIRPORT STANDBY.

If you pick up a domicile airport standby from open time you are obligated to work the duty period you picked up plus possibly one additional duty period after that.

Reserve RADAR assignment: First goes to a reserve with 3+ duty days remaining. If that does not work, goes to a reserve with 2 duty days remaining, then a reserve with 1 duty day remaining.

Any assignment to fly must be given to the CM during the 8:00 hour standby period.

If assigned a flight it must depart within 10:00 hours of the start time of the standby period.

The assignment you are given must meet the SCHEDULED CRT, EDW or non-EDW duty limitations, as applicable. Only after you have departed the domicile or the gateway where you reported for the airport standby period can you be rescheduled to the applicable 'soft maximum' duty limit. You can only be required to exceed the 'soft maximum' duty limit to complete your flights scheduled to meet the 'soft maximum' duty limit AND the UPS Director of Ops or his designee has declared 'alternate ops'. Your duty limit then is the 'hard maximum' duty limits. If you exceed the 'soft maximum' duty limit you may be entitled to a 2:00 pay hour premium payment. For details concerning duty times please refer to Section 1 of this guide for all details.

An airport standby crewmember can be placed on standby a second time during the duty period. However, the end time of the second standby can be no later than 8:00 hours after the original report time to start the first standby duty period.

A crewmember may trade blocks of domicile hot airport standby for open time, including open time trips.



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4.2 GATEWAY HOT AIRPORT STANDBY.

Gateway airport standby lines are published and pay protected at the line value. The following notes apply to Gateway Hot Airport assignments.

There must be at least 7 calendar days off between the trips.

A crewmember does not have to contact crew scheduling after completing their last day of Gateway Hot Airport Standby. The exception to this rule is a reserve crewmember on a reserve assignment has to check in with crew scheduling upon return to the domicile. [(13.B.6.b.(7))].

A gateway hot airport standby lineholder's calendar days off begin at 0300 LDT.

A crewmember's standby period shall not exceed 8:00 hours on standby duty without an assignment.

A crewmember can perform standby in up to 2 gateways.

Revision and cancellation rules do not apply. If a crewmember is brought into his domicile and released for a legal rest period followed by an assignment, a hotel room will be provided. If no assignment is given prior to release for a rest period a crewmember shall call in once for an assignment between 0100-1300 following the completion of legal rest. An assignment may be given that reports after 0100 LDT the following day.

Gateway Hot Airport Standby assignments must contain a commercial ticket for positioning and depositioning.

SECTION 5 – PREMIUM PAY FOR REVISIONS.

	Trigger	Trip Type	Eligibility	Premium	Contract Ref	Page
AP1	Extra Duty Period added to trip	Scheduled or Revised	Regular LH VTO LH OT Trip JA Trip Trip Xfer FNP	2.0 per revision notification <i>(limit of 2.0 if one or more of these 7 triggers are contained in notification)</i>	13.E.4.b.	311
AP2	Change of Layover City					
AP3	Trip Canceled and different trip substituted					
AP4	Replace high mins Captain or another pilot for FAR Illegality					
AP5	Illegal to Continue Trip and assigned to a different trip					
AP6	Extra Stop added					
AP7	Trip Report Time moved more than 1 hour earlier					
APE	Duty Time Extension above Soft Maximum (see pages 3 and 4)	All Trips	All CM	2.0	13.A.1.a., b., e., 13.R.1.	220,221 223,364
LRP	Entire Line Canceled or Revised for a pay period	-	Regular LH VTO LH	6.0	13.E.4.f.	314
APO	Assigned to 757 Jumpseat more than 4 hours	Domestic Only	All CM	2.0	13.H.10.b.(6)	340
	Assigned to 757 Jumpseat <u>and</u> operate more than 4:30 hours	Domestic Flight Rescue Only		4.0		
	DOD Jumpseater in excess of matrix if they are not performing cargo related duties	CRAF /DOD Segments	Operating CM	2.0	16.E.	416
SVT	Reserve assigned CQ Support for two consecutive days	-	Reserve	2.0	13.B.6.b.(17)	269
	Reserve Turned Out three times (permitted PP13 only)				13.B.6.b.(7)	260
LP1	Late Arrival more than 4 hours after scheduled trip end time	Original or Revised	Regular LH VTO LH OT Trip JA Trip Trip Xfer FNP	150% after sched time	13.E.4.e.(1), (2)	312-313
LP2	Late Arrival more than 25 hours domestic, 50 hours int'l after scheduled trip end time			250% after sched time	13.E.5.c.	315
RJA	Late Arrival more than 2 hours into calendar day off	-	Reserve	150% after day off start	13.B.6.c.(2)(a)	272

PRM - No PRM Augmented 767

AP8 - Turn Trip Canceled & Substituted

AP9 - FO swap with IRO for Training

GT1 - Premium In Lieu of Grievance

SECTION 6 – CAPTAIN J/A AS F/O

Involuntary Captain to F/O reserve assignments (JA2) in domicile are eliminated: (Art 13.F.1.f)

- The Company will seek reserve Captains volunteers in RADAR order.

Out of domicile JA2 assignments, which are infrequent, may be permitted. Prior to involuntary JA2 assignment to a reserve Captain, UPS must first:

- Run a JA list of all Captains; then,
- Offer the operating Captain to voluntary perform as the F/O at the normal JA rate; then,
- Involuntary assigned reserve Captain who will be paid and credited an additional 100% above guarantee for the flight that he operates as an F/O.

Please refer to Article 13.F.1.f.(1) and (2) for new language regarding Captains being junior manned to operate as First Officers.

SECTION 7 – 13.H.10 JUMPSEAT MATRIXES

BID PACKAGE MATRIX—INTERNATIONAL ONLY

Maximum number of ACMs onboard

Total block hours in duty period	B757	B767	A300	MD11	B747 100/200	B747 400	B747-8
0 - 3	2 (Note 1)	4	3	4	4	4	4
>3 - 5	N/A	2	2	3	4	4	4
>5 - 7:45	N/A	1	2	3	4	4	4
>7:46-12	N/A	1	1	3	4	4	4
>12	N/A	N/A	N/A	2	3	2	2

OPERATIONAL (P3) JUMPSEAT CHART

Total block hours in duty period	727 Domestic Only	DC8 Domestic Only	B757 Dom & Intl	B767 Dom & Intl	MD11 Dom & Intl	A300 Dom & Intl only	B747-100/200 Dom & Intl	B747 400	B747-8
0-3	2	3	2	4	4	4	All First Class Seat Avail	4	5
>3-5	1	2	2 See Note 6	3	3	4	All First Class Seat Avail	4	5
>5 - 7:45	N/A	N/A	N/A	2	3	2	All First Class Seat Avail	4	5
>7:46-12	N/A	N/A	N/A	1	3	1	All First Class Seat Avail	4	5
>12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	2

All figures shown include IRO/augmented crewmember “i.e. 767 and MD-11”. When the 767 sleep module is in service on a flight, the Company shall be allowed to assign one (1) positive space jumpseater in addition to the IRO. An 8:00 block hour limit will apply for those duty periods which can be built in MIA to 8:00 hours without an IRO.

The Company shall have the right to use the jumpseats set forth in the Operational P3 chart above, domestically for any trip that is first created and assigned to a crewmember within forty-eight (48) hours of the scheduled departure time of the trip. The window shall be seventy-two (72) hours for international trips.

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For the purposes of this chart all individuals booked by the Company in positive space beyond the basic crew count toward the allowable total (includes Priority 6).

In no case may the Company book more than two (2) positive space individuals on 757 jumpseats. Domestically, up to two (2) priority three (P3) crewmembers may be booked on a 757 from three (3:00) hours to four (4:00) block hours, with ability to extend to four and one half (4:30) hours, due to operational necessity to include rescuing a flight. Internationally, the total amount of block hours spent deadheading cannot exceed 3:00 hours.

FAA check airmen and couriers are allowed wherever no jumpseaters would normally be allowed (listed as "NA" above).

The greater than twelve (>12) allowance on the 747 is only for the purposes of a double crew. Up to two (2) P6, P7, P8, P9 or P10 jumpseaters will be allowed on any flight segment(s) operated with a double crew on the 747-400.

Crewmembers cannot be scheduled for cockpit jumpseats on any 747.

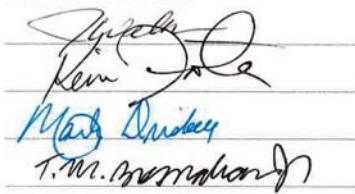
SECTION 8– LOA 16-01 B-767 CREW REST MODULE.

LETTER OF AGREEMENT 16-01

United Parcel Service Co. (UPS) and the Independent Pilots Association (IPA) agree the following will apply once the crew rest modules are fully implemented on the B767 fleet as agreed to by the parties in compliance with Article 13.A.15.

1. It is the Company's intent to have an operational crew rest module on all B767 flights which are augmented because the block for that duty period is scheduled to be in excess of 7:45 hours.
2. If, for reasons beyond the Company's control, there is no useable crew rest module onboard a B767 that is scheduled to operate more than 7:45 block hours, the assigned crew (i.e., Captain, First Officer and IRO) will be paid for that duty period and subsequent duty periods at a one hundred and fifty percent (150%) rate ("JA") based on the ultimate credit determination for the trip. The Company shall maintain a sufficient number of crew rest modules including spares to cover all 767 augmented operations. The JA rate shall continue in effect for each individual crewmember until he receives a rest period of, at least, thirty-six (36) hours. If a thirty-six (36) hour or more rest period is not provided before the end of the trip, the JA rate will continue until the crewmember's release in domicile for a legal rest period. The crewmember(s) shall receive the additional fifty percent (50%) pay and credit generated as a result of the "JA" on top of the crewmember's bidline credit or guarantee whichever is higher. In all circumstances, a crewmember will have either a sleep module available on the aircraft or the pay/rest protections provided by this paragraph.
3. In order to minimize the scenarios in which an unusable crew rest module will remain on an aircraft for more than one duty period, the Company agrees that it will stage substitute crew rest modules in strategic locations in which augmented B767 are scheduled to operate. The Company will meet to discuss its staging plans with IPA prior to implementation.
4. If the crew rest module is not operational for an augmented flight, no positive space jumpseater (P3 through P6) will be permitted.

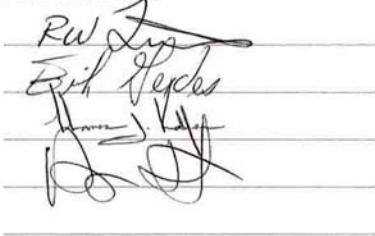
FOR THE COMPANY



Date:

9/22/16

FOR THE UNION



Date:

9-22-16

NOTES

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