

SECTION 4

MINIMUM GUARANTEES AND OTHER PAY PROVISIONS

A. Minimum Bid Period Guarantee

1. A pilot shall have the following minimum bid period guarantee, except as provided in Section 4.A.2. through A.5. (below):
 - a. 68 CH in a 4-week bid period.
 - b. 85 CH in a 5-week bid period.
2. Change to Minimum Bid Period Guarantee
 - a. A pilot's minimum bid period guarantee shall be reduced by the net number of CH by which the pilot's actual credit hour compensation for a bid period is less than his BLG/RLG as a result of activities being dropped from his awarded line with reduced pay or without pay.

Examples of reduced pay include: trips dropped and trip traded down to a lesser value.

Examples of trips dropped without pay include: pilot requested drops, phase-in conflict, transition to inactive pay status, emergency drop and disciplinary suspension.
 - b. The minimum bid period guarantee shall be reduced to a minimum of 48/60 CH before any pilot is furloughed. At least a full bid period must follow the announcement of this action. This provision shall only be used to prevent or delay a furlough.
3. A pilot who is in an inactive pay status during an entire bid period shall not have a minimum bid period guarantee for such bid period.
4. When a pilot returns to active pay status during a bid period for which he was not awarded a bid line (e.g., Section 25.I.1.a., Custom lines), his minimum bid period guarantee shall be prorated based on the number of days in which the pilot is in active pay status during that bid period.
5. A new hire pilot covered by Section 3.A. shall not have a minimum bid period guarantee. When he is activated into his first crew position following initial new hire training, his minimum bid period guarantee shall be prorated based upon the number of days in the bid period following his activation.

B. Bid Line Guarantee (BLG)

A pilot who is awarded a regular line shall have a BLG equal to the total of the trip guarantees for all trips on the line, excluding that portion of the CH of a carryover trip allocated to the next bid period as provided in Section 4.G. (below). Prior to any adjustments, however, a BLG shall not be less than the minimum bid period guarantee as provided in Section 4.A.1. (above). If the sum of trip guarantees for trips on a pilot's regular line is less than the minimum bid period guarantee, such pilot's BLG shall be increased to the minimum bid period guarantee.

C. Reserve Line Guarantee (RLG) and R-Day Value

A pilot who is awarded a reserve line shall have an RLG equal to the value of an R-day multiplied by the number of R-days scheduled on a reserve line for the bid period package (i.e., up to a maximum of 15 or 19 days). The value of an R-day shall be determined by dividing 96% of the average BLG for regular lines published in the bid period package by the number of R-days scheduled on a reserve line for the bid period package and then rounding that amount to the nearest minute. Prior to any adjustments, however, an RLG shall not be less than the minimum bid period guarantee as provided in Section 4.A.1. (above).

D. Mini-RLG

If a pilot's schedule has both trips and R-days in the same bid period (i.e., secondary, conversion or custom line or carryover R-days), the following shall apply:

1. The value of all such R-days shall comprise a mini-RLG. Credit hour accrual for assignments on such R-days shall be the same as for a regular RLG.
2. CH earned prior to an R-day shall apply toward reserve leveling.

3. CH earned in reserve status in excess of a pilot's mini-RLG shall be paid in addition to his BLG as provided in Section 4.H.7. (100% up to RLG, 150% for CH over RLG).

E. Secondary, Conversion and Custom Line Guarantee

1. Secondary Line Guarantee

Once constructed, a secondary line shall have a BLG or RLG as follows:

- a. A secondary line comprised entirely of trips shall have a BLG computed as provided in Section 4.B. (above).
- b. A secondary line comprised of trips and R-days shall have a BLG equal to the sum of the trip guarantees (for trips scheduled on the line) and R-day values (for R-days scheduled on the line). Prior to any adjustments, however, the BLG shall not be less than the minimum bid period guarantee (as provided in Section 4.A.1.). The CH of a carryover trip shall be allocated between bid periods as provided in Section 4.G. (below). The CH of a carryover R-day(s) shall be allocated to the subsequent bid period.
- c. A secondary line comprised entirely of R-days shall have an RLG computed as provided in Section 4.C. (above).

2. Conversion Line Guarantee

A pilot whose awarded reserve line is changed to a conversion line shall have a BLG as follows:

- a. If the reserve line is converted at the pilot's request, he shall have a BLG computed as provided in Section 4.E.1.a. or E.1.b. (above), as applicable.
- b. If the reserve line is converted by inverse seniority, the pilot's BLG shall be equal to the greater of BLG for the converted line, computed as provided in Section 4.E.2.a. (above), or the RLG for the line prior to conversion.

3. Custom Line Guarantee

- a. If a pilot is assigned a custom line (as described in Section 25.I.), and he does not otherwise have a BLG/RLG for the bid period, he shall have a BLG/RLG for his custom line computed as provided in Section 4.B., C. or E.1.b., as applicable. Prior to any adjustments, however, the minimum bid period guarantee shall not be less than the minimum BLG/RLG prorated as provided in Section 4.A.4. (above).
- b. If a pilot is assigned a custom line (as described in Section 25.I.), and he has a BLG/RLG for the bid period (e.g., pay only line), his BLG/RLG for the bid period shall be the greater of his original BLG/RLG or the BLG/RLG for his assigned custom line computed as provided in Section 4.E.3.a. (above).

F. Trip Guarantee

1. A pilot's trip guarantee shall be the scheduled credit hour (SCH) value of the trip when the trip is awarded/assigned to the pilot (e.g., bid award, trip trade, open time assignment) or when the pilot blocks out on the trip, whichever is greater. The credit hour (CH) value for a trip is computed as the higher of:
 - a. Trip rig, plus revenue block hours in excess of 10 hours in any duty period; or
 - b. The sum of the credit hour values of the duty periods. The credit hour value of each duty period is computed as the highest of:
 - i. minimum pay per duty period (MPDP); or
 - ii. block hours; or
 - iii. duty rig.
2. Computation of Credit Hour Values
 - a. Trip Rig

Trip rig is 1 CH for each 3.75 hours of time away from base (TAFB), rounded to the nearest minute.

b. Minimum Pay Per Duty Period (MPDP)

A pilot may earn a maximum of 1 MPDP per duty period as follows:

i. MPDP-1

Duty periods during a trip, when such trip contains at least one layover, shall have an MPDP-1 of 3 CH.

ii. MPDP-2

A duty period comprised exclusively of a trip which departs and returns to base in the same duty period shall have an MPDP-2 of 6 CH.

iii. MPDP-E

A duty period which operates into and out of a designated MPDP-E sort facility shall have an MPDP-E of 6 CH when the duty period neither originated nor terminated at base.

iv. MPDP-F

The final duty period of a trip, which is comprised of revenue flying then deadhead to base, shall have an MPDP-F of 9 CH when:

- (a) the flight sequence originates at a layover city; and
- (b) operates to a designated sort facility; and
- (c) transits such facility and operates to another city; and
- (d) transits such city and concludes with a deadhead by air to base.

v. Designated Sort Facilities

For MPDP-E and MPDP-F, the designated sort facilities are MEM, IND, EWR, OAK, ORD, AFW and any additional sort facilities so designated by agreement between the SIG and the Vice President, Flight Operations. If the Company schedules FDA trips to domestic parameters as provided in Section 12.D.1.c., the primary sort facility for that FDA shall be a designated sort facility for purposes of MPDP-E and MPDP-F on such trips.

c. Block Hours

Block hours are computed as 1 CH for each 1 hour from block-out to block-in computed on a minute by minute basis.

d. Duty Rig

i. Domestic Day Duty Rig

Duty rig is computed as 1 CH for each 2.0 hours on duty within a single duty period, rounded to the nearest minute, when that duty period has a showtime between the hours of 0500 and 1559 LBT.

ii. Domestic Night Duty Rig

Duty rig is computed as 1 CH for each 1.92 hours on duty within a single duty period, rounded to the nearest minute, when that duty period has a showtime between the hours of 1600 and 0059 LBT.

iii. Domestic Critical Duty Rig

Duty rig is computed as 1 CH for each 1.5 hours on duty within a single duty period, rounded to the nearest minute, when that duty period has a showtime between the hours of 0100 and 0459 LBT.

iv. International Duty Rig

Duty rig is computed as 1 CH for each 1.92 hours on duty within a single international duty period, rounded to the nearest minute.

G. Allocation of Carryover

1. Carryover R-Days

The following shall apply to carryover R-days on which no trip is assigned:

- a. Carryover R-day(s) shall have the R-day value for the bid period in which they occur.
- b. If the pilot holds a reserve line, custom line or secondary line with R-days in the second bid period, carryover R-days shall be added to the RLG for such bid period.
- c. If the pilot holds a line for the second bid period that contains no R-days, carryover R-days shall be paid in addition to the BLG for such bid period.

2. Carryover Trips

- a. The total credit hour value of a carryover trip shall be computed as a single trip as provided in Section 4.F. (Trip Guarantee).
- b. The total credit hour value for the carryover trip shall be divided between the two bid periods in which the trip occurs as follows:

i. All Trips

- (a) If the trip guarantee for the carryover trip is based on trip rig, the first bid period BLG or RLG shall include trip rig for the portion of the carryover trip scheduled to occur in the first bid period; provided, however, if the last duty period of such trip begins in the first bid period, the first bid period BLG or RLG shall include full trip guarantee.
- (b) If the trip guarantee for the carryover trip is based on the sum of the duty periods, the first bid period BLG or RLG shall include the sum of the credit hour values of duty periods beginning in the first bid period.

ii. Non-Reserve Trips

If the carryover trip was not a reserve trip the following shall apply:

- (a) If the pilot holds a BLG in the second bid period, the remainder of trip guarantee for the carryover trip shall be added to such BLG.
- (b) If the pilot holds a BLG with mini-RLG in the second bid period, the remainder of trip guarantee for the carryover trip shall be added to such BLG, and shall not be credited toward mini-RLG or leveling.
- (c) If the pilot holds an RLG in the second bid period, the remainder of trip guarantee shall be paid in addition to such RLG, and shall not be credited toward RLG but shall be credited toward leveling.

iii. Reserve Trips

If the carryover trip was a reserve trip, the following shall apply:

- (a) If the pilot holds a BLG in the second bid period, his carryover R-days shall constitute a mini-RLG for the second bid period. The remainder of trip guarantee for the carryover trip shall be credited toward mini-RLG and leveling.
 - (b) If the pilot holds a BLG with mini-RLG in the second bid period, his carryover R-days shall be added to the mini-RLG for the second bid period. The remainder of trip guarantee for the carryover trip shall be credited toward mini-RLG and leveling.
 - (c) If the pilot holds an RLG in the second bid period, the remainder of trip guarantee shall be credited toward such RLG and leveling.
- c. Notwithstanding other provisions of this paragraph, compensation for carryover trips flown in VLT/DRF/CMU status shall be paid on the 15th of the month following the bid period in which the trip originated; provided, however, that overage accrued on such trips shall be paid on the 15th of the month following the bid period in which the trip terminated.

H. Reserve Credit Hour Accrual

1. A pilot who is assigned a trip(s) or base standby in reserve status shall have the trip guarantee or standby pay credited toward his leveling and/or RLG as follows:
 - a. For leveling, trip guarantee or standby pay shall be credited upon assignment.
 - b. For RLG, trip guarantee or standby pay shall be credited when that pilot:
 - i. actually blocks out on the trip;
 - ii. shows for the standby;
 - iii. is bumped from the trip or standby; or
 - iv. is removed from the reserve assignment for sick leave in accordance with Section 14.B.5.b. (Sick Leave).
2. If a reserve pilot's R-day(s) is removed for vacation or training, other than initial, transition, upgrade (ITU) training, an R-day value shall be credited toward his leveling and RLG for each R-day removed.
3. If a reserve pilot's R-day(s) is removed with pay for jury duty, bereavement or Association business, an R-day value shall be credited toward leveling for each R-day removed.
4. If a reserve pilot is removed from a reserve trip prior to actual block-out for the reasons stated in Section 4.H.4.a. (this paragraph), his RLG shall be credited as provided in Section 4.H.4.b., H.4.c., and H.4.d.
 - a. A reserve pilot removed from a trip for the following reasons shall return to his reserve schedule:
 - i. trip canceled (Section 25.H.2.a.);
 - ii. trip revised to extend beyond R-days (Section 25.M.1.b.);
 - iii. early show without notice (Section 25.H.2.c.);
 - iv. weather restrictions (Section 25.H.2.f.);
 - v. FAR or other governmental authority (Section 25.H.2.g.);
 - vi. Contract limitations (Section 25.H.2.h.)
 - b. If the pilot is removed from the trip via VIPS more than 1:30 hours prior to his scheduled showtime for an R-1.5 reserve, or more than 3 hours for an R-3, or more than 20 hours for an R-24, he shall receive no credit for that trip.
 - c. If the pilot is removed from the trip via VIPS 1:30 hours or less prior to his scheduled showtime for an R-1.5 reserve, or 3 hours or less for an R-3, or 20 hours or less for an R-24, he shall be credited 3 CH showpay toward his RLG.
 - d. If the pilot is removed from the trip via VIPS at or after his scheduled showtime, he shall receive 3 CH showpay toward his RLG.
 - e. The VIPS information is used solely to time stamp the change in assignment. Showpay will be based upon this time stamp. Pilot availability is determined by Section 25.M.3.g.ii.
5. A reserve pilot shall not receive the 3 CH showpay described in Section 4.H.4.c. or H.4.d. (above) if he is removed from the trip and is assigned a trip scheduled to depart in the same duty period.
6. If a reserve pilot is entitled to additional compensation, as provided in Section 4.X. (FAR extension), Section 4.Z. (recall from rest), Section 4.BB.8. (reserve overage), Section 4.CC. (weather replacement), Section 12.D.11. (grid penalties), or Section 25.M.3.d.vii. (disruption for change from any RP to RP-A or RP-B+), that pay shall be compensated in addition to his BLG/RLG.
7. CH accrued on R-days shall be compensated as follows:
 - a. at 100% of his normal pay rate for CH earned up to the RLG for that fleet in that bid period.
 - b. at 150% of his normal pay rate for CH earned over the RLG for that fleet in that bid period.
8. Overage CH shall be credited to RLG or compensated in addition to BLG/RLG as provided in Section 4.BB.8.

9. A reserve pilot who voluntarily accepted a reserve assignment that was scheduled to extend no greater than 24 hours beyond the end of his block of R-days shall have that portion of that trip that extended beyond his scheduled block of R-days compensated at 150% in addition to RLG. The calculation of the portion of his trip to be compensated at 150% shall be done in the same manner as a carryover trip, as provided in Section 4.G.2.b.i.(a).

I. Adjustments to BLG/RLG

1. Phase-in Conflicts

- a. If a pilot is removed from a trip(s) or R-day(s) at the beginning of a bid period due to a phase-in conflict (Section 25.F.), the value of such trip(s) or R-day(s) shall be deducted from his new bid period BLG/RLG.
- b. If a pilot is removed from a trip(s) or R-day(s) to protect minimum scheduled days off, the value of such trip(s) or R-day(s) shall be deducted from the pilot's BLG/RLG.
- c. If a pilot is awarded a line in a "pay only" status, phase-in conflicts on such line, if any, shall be processed as provided in Section 4.I.1.a. (above).

2. Trip Trades and Trip Drops

- a. If a pilot drops a trip for which he was entitled to trip guarantee, or trades a trip(s) for a trip(s) of lesser value, his BLG shall be reduced by the value of the trip dropped or by the difference in the value of the traded trips.
- b. If a pilot trades a trip(s) for a trip(s) of higher value, his BLG shall be increased by the difference in the value of the trips.

3. Pay During a Jury Duty Absence

If a pilot is removed from an R-day(s), trip(s) or portion of a trip(s), as provided in Section 25.Y. (Jury Duty Absence), he shall be compensated for the portion of those activities in actual conflict with jury duty as follows:

- a. If an R-day conflicts with jury duty, an R-day value shall be credited toward leveling and there shall be no adjustment of or credit toward his RLG.
- b. If a trip conflicts with jury duty the pilot shall earn trip guarantee. The pilot shall be eligible for substitution on any trip days not in conflict with jury duty.
- c. A pilot is on jury duty from initial report date until released by the court. A weekend off with jury duty on the Friday, before, and again on the Monday following, is considered continuous jury duty.

4. Recurrent Training Pay (Other than Line Checks)

- a. If a pilot's recurrent training is scheduled other than as provided in Section 25.C.11.d.iii.(b), the following shall apply:
 - i. When a pilot attends recurrent training on a scheduled day off (including a day(s) off generated due to phase-in conflict), he shall be compensated 4:30 CH for each such day, in addition to BLG/RLG, except as provided in Section 4.I.7.
 - ii. If a pilot is awarded/assigned recurrent training in conflict with a trip or block of R-days, his pay shall be handled as provided in Section 4.I.1.a. (phase-in conflicts). Conflicts with blocks of R-days under this paragraph shall be handled as follows:
 - (a) If the pilot's recurrent training conflicts with a block of R-days but does not split that block (i.e., it does not leave an R-day(s) both before and after the recurrent training), then only the R-days in conflict with recurrent training shall be dropped as a phase-in conflict and the pilot shall remain responsible for the remaining R-days.
 - (b) If the pilot's recurrent training splits a block of R-days, then the entire block shall be dropped as a phase-in conflict and the pilot shall not be responsible for any of the R-days in that block.
 - iii. If a pilot receiving recurrent training is removed from a trip(s) to protect minimum scheduled days off, his pay shall be handled as provided in Section 4.I.1.b.

- b. If a pilot's recurrent training is scheduled as provided in Section 25.C.11.d.iii.(b), the following shall apply:
 - i. If a pilot is removed from a trip(s) for which he has trip guarantee, due to a conflict with recurrent training, he shall earn the trip guarantee for that trip(s). His eligibility for substitution shall be governed by Section 25.H.4.b. (Substitution).
 - ii. If a pilot receiving recurrent training is removed from a trip(s) to protect minimum scheduled days off, he shall earn trip guarantee for that trip(s). His eligibility for substitution shall be governed by Section 25.H.4.b. (substitution).
 - iii. If a pilot attends recurrent training on a scheduled day off, or on a combination of days off and trip days, the following shall apply:
 - (a) if no trip was removed due to recurrent training or minimum days off, the pilot shall be compensated 4:30 CH per day, in addition to BLG/RLG, except as provided in Section 4.I.7.
 - (b) if a trip was removed due to recurrent training or minimum days off, and the total number of training days exceeds the number of trip days removed, the excess days shall be compensated at 4:30 CH per day.
 - iv. If a reserve pilot attends recurrent training on an R-day, the R-day value shall be credited toward his leveling and RLG.
 - v. If a reserve pilot attends recurrent training on a scheduled day off the following shall apply:
 - (a) if the pilot has not waived his minimum days off protection as provided in Section 25.E.1.b. (minimum day off protection for recurrent training), an R-day shall be removed from his line and the R-day value shall be credited toward his leveling and RLG.
 - (b) if the pilot has waived his minimum days off protection, no R-day shall be removed from his line and he shall earn 4:30 CH in addition to his RLG.
 - c. A pilot who completes CBT training shall earn 3 CH for each 8 scheduled hours of that training, or portion thereof. That compensation shall be in addition to BLG/RLG.
5. Initial, Transition, Upgrade (ITU) Training Pay
- a. A pilot in ITU training for an upgrade award or an award as a result of an excess bid shall earn a minimum of his BLG/RLG, adjusted as described in Section 4.I.1. (Phase in Conflict), excluding carryover CH. If he does not have a BLG/RLG (e.g., returning from a leave of absence), he shall be assigned a prorated RLG (4 days of work for every 7 days available) for his crew position based on the number of days he is in active pay status during the remainder of the bid period.
 - b. A pilot in ITU training for a lateral or down bid, other than a pilot who was excessed into that position, shall be awarded a line in pay only status. The pilot shall not be compensated for any carryover CH on his pay only line.
 - c. A pilot in ITU training will only be compensated for the carryover he actually flies.
6. Requalification Training Pay
- a. If a pilot receiving requalification training does not hold a pay only line, pay for requalification training shall be as described in Section 4.I.4. (recurrent training pay), or I.5. (ITU training pay), whichever is applicable based on the extent of the training necessary to accomplish requalification.
 - b. If a pilot receiving requalification training holds a pay only line, he shall be compensated as provided in Section 4.I.5. (ITU training pay).
 - c. The Company shall notify a pilot requiring requalification training, via VIPS, of a potential lapse in currency at least 14 days prior to the lapse. If the pilot does not maintain currency, the following shall apply:
 - i. trips or R-days shall be dropped due to non-currency; and
 - ii. the pilot shall be eligible for make-up for any trips or R-days dropped as a result of non-currency; and
 - iii. the pilot shall not be compensated for days spent in requalification training.

- iv. A pilot is expected to take proactive steps to maintain currency. A pilot who makes reasonable efforts to maintain currency will not be penalized, e.g., schedules simulator and it cancels, or has trip scheduled and it cancels.

7. Pay Following Training Failure

- a. If a pilot incurs a training failure, he shall continue to receive compensation as described in Section 4.I.4., I.5. or I.6., (recurrent, ITU or requalification training) as applicable, except that he shall not be compensated for any subsequent training on a scheduled day off.
- b. If a pilot training for a down bid award fails to complete his first training cycle, such pilot shall be compensated at his new (down bid) pay rate until he trains for and is activated into a higher paying crew position.

8. Bereavement Pay

A pilot removed from a trip(s) or R-day(s), as provided in Section 25.Z., (Bereavement Absence), shall be compensated for the portion of such activities in actual conflict with the bereavement absence as follows:

- a. If an R-day conflicts with a bereavement absence, an R-day value shall be credited toward leveling and there shall be no adjustment of or credit toward his RLG.
- b. If an entire trip conflicts with a bereavement absence, the pilot shall earn trip guarantee.
- c. If a portion of a trip conflicts with a bereavement absence, the following shall apply:
 - i. the pilot shall be paid for any portion of the trip which he actually operated; and
 - ii. the pilot shall be paid for other portions of the trip that conflict with bereavement absence; and
 - iii. The remainder of trip guarantee (i.e., that part not compensated as bereavement pay, and not actually operated), if any, shall be charged to the pilot's sick bank. If the pilot requests, however, the remainder of trip guarantee, if any, will be charged to his vacation bank or may be deducted from his BLG, and be eligible for make-up.

9. Training Support Pay

- a. If a pilot occupies a crew seat in support of another pilot's simulator training (or aircraft/FTD training in lieu thereof) on an R-day, he shall be credited R-day value toward his leveling and RLG.
- b. If a pilot, other than a pilot on an R-day, occupies a crew seat in support of another pilot's simulator training (or aircraft/FTD training in lieu thereof) he shall earn 4:30 CH in addition to his BLG/RLG. If the pilot is a VLT/DRF/CMU pilot, such compensation shall be at 150% of his normal pay rate.

10. Military Absence

A pilot's BLG/RLG shall be reduced by the value of any trip(s) and/or R-day(s) dropped due to military obligations. Such pilot shall be eligible for make-up. A pilot is eligible to use available vacation CH to cover trip days in actual conflict with his military obligations. A pilot's use of vacation CH for military obligations shall not create a deficit in his vacation bank.

J. Effect of Line Revisions Prior to the Start of a Bid Period

If the Company revises a regular line following publication of a bid period package but prior to the close of the bidding for that bid period, the following shall apply:

- 1. The Company shall notify the affected pilots of the revision through VIPS and Administrative FCIF.
- 2. The line shall be awarded as revised at the time the bid closes.
- 3. The BLG for that line shall be the higher of BLG as originally published or as revised at the time the bid closes.

K. Correction of BLG/RLG Errors

- 1. If a line is published with a miscalculated BLG, the pilot awarded that line shall receive the higher of the published or the correctly calculated BLG, except that a pilot awarded a line with a BLG published as higher than the maximum permissible under line construction rules shall earn the highest BLG permissible under such rules.

2. The published RLG for a bid period package shall be revised to correct clerical or calculation errors.

L. Substitution

1. A pilot's substitution guarantee shall be the sum of all CH earned in substitution status (i.e., availability credits, airport hold credits, substitution base standby credits and pay for a substitution trip). A pilot shall earn trip guarantee for a substitution trip only if he blocks out on such trip. As provided in Section 25.H.3.b.ii., if a pilot's substitution window is greater than 72 hours, and the pilot chooses not to remain eligible for substitution at 4 hours after showtime of the trip that caused substitution eligibility, he shall be paid 18 CH toward trip guarantee and is eligible for OTP for the balance of trip guarantee.
2. If a pilot becomes eligible for substitution, he shall be compensated as follows:
 - a. If the pilot accepts all substitution assignments and fulfills all availability requirements (as described in Section 25.H.3.), he shall earn the greater of the trip guarantee for the original trip or substitution guarantee, provided, however, that a pilot shall not earn more than the trip guarantee for his original trip unless the value of the substitution assignments he performs (i.e., trips, standbys and airport holds) is greater than original trip guarantee; or
 - b. If the pilot forfeits trip guarantee (e.g., by refusing a substitution assignment or failing to remain available for contact), and neither accepts a reassignment trip nor enters OTP, he shall earn substitution guarantee only; or
 - c. If the pilot accepts a reassignment trip, he shall earn reassignment trip pay as determined by Section 25.H.10. and Section 4.M. (below); or
 - d. If the pilot enters OTP, he shall earn compensation as determined by Section 4.N. (below); and
 - e. A pilot shall not earn both assignment trip CH and substitution availability CH during the same day of substitution eligibility.
3. If a pilot initially eligible for substitution remains available as provided in Section 25.H.3.b. through H.3.e. (availability periods), he shall receive 6 CH toward his substitution guarantee for each availability period if:
 - a. during that availability period, he was not offered a substitution trip; or
 - b. during that availability period, he did not reject a substitution trip; and
 - c. the availability period was not entirely contained within the 72 hours in which no substitution assignment can begin as provided in Section 25.H.3.b.ii.
4. If a pilot is held for 4 hours at the airport following removal from his original or substitution trip, and does not block out on a substitution trip during that 4 hour window, he shall earn 6 CH credit toward his substitution guarantee.
5. If a pilot forfeits trip guarantee, he shall be eligible to make up the value of his original trip guarantee less CH earned in OTP, (if the pilot is in OTP) or his substitution guarantee (if the pilot is not in OTP).
6. If a pilot is eligible for substitution due to recurrent training, the recurrent training pay provided in Section 4.I.4.b.iii. shall be credited toward his substitution guarantee.

M. Reassignment Trip Pay

1. If a pilot accepts a reassignment trip he shall be compensated the higher of trip guarantee for the original trip(s) calculated at 100% of his normal pay rate, or trip guarantee for the reassignment trip calculated at 125% of that rate, if:
 - a. he blocks out on the reassignment trip; or
 - b. he becomes eligible for substitution based on his reassignment trip; or
 - c. the Company removes him from his reassignment trip for operational reasons (e.g., to replace a high minimums pilot).
2. If a pilot trades his reassignment trip, he shall earn only the trip guarantee for the trip(s) assumed as a result of the trade.

3. If a pilot does not block out on a reassignment trip due to illness or injury, he shall be compensated the trip guarantee of the reassignment trip (at 100% of his normal pay rate), and his sick bank shall be charged accordingly.

N. PMU (Priority Make-Up) Trip Pay

1. A pilot in OTP shall be pay protected for the trip guarantee of his original trip for the remainder of the bid period in which the trip began plus two additional bid periods. The trip guarantee for his original trip shall then be deducted from his first paycheck after the pay protection ends (and subsequent paychecks if necessary).
2. If a pilot is assigned an OTP trip, he shall earn trip guarantee.
3. CH for trips assigned in OTP status shall be compensated at 125% of the pilot's normal pay rate, except that CH earned for trips assigned in OTP status, which exceed the pilot's OTP eligibility shall be compensated at 100%.

Example:

A 12 CH trip and a 18 CH trip become eligible for substitution. The pilot holding those trips elects OTP and therefore has an OTP eligibility of 30 CH. The pilot flies a 24 CH trip in OTP status. These CH are paid at 125%. With 6 hours of OTP eligibility remaining (and before that eligibility expires), the pilot flies a 9 CH trip in OTP status. Six of these CH are paid at 125% and the other 3 CH are paid at 100%.

O. Base Standby Pay

1. A pilot on base airport or base hotel standby shall be guaranteed minimum standby pay of an R-day value, except as provided in Section 4.O.2. (below).
2. If a pilot eligible for substitution is assigned a base standby (as provided in Section 25.H.5.d.), and does not block-out on a trip, he shall be credited with 6 CH towards his substitution guarantee. If he blocks out on a trip, he shall be compensated the greater of trip guarantee for such trip or substitution availability credit.
3. If a pilot on base airport standby blocks out on a trip, he shall earn the trip guarantee for that trip, with the calculation of MPDP and duty rig beginning at showtime of the standby period.
4. If a pilot on base hotel standby blocks out on a trip, he shall earn the trip guarantee for that trip.

P. Make-Up Pay

A pilot who is assigned a make-up trip shall be compensated as follows:

1. If a pilot is assigned a make-up trip, other than make-up sick or make-up vacation, he shall earn trip guarantee.
2. Make-Up Sick (MUS), Make-Up Disability (MUD) and Make-Up Vacation (MUV)
 - a. If a pilot is assigned an MUS, MUD or MUV trip, he shall earn trip guarantee if he blocks out on such trip.
 - b. If a pilot is removed from an MUS, MUD or MUV trip prior to block-out, he shall be credited as follows:
 - i. If he is removed via VIPS more than 1:30 hours prior to his scheduled showtime, he shall receive no credit for that trip.
 - ii. If he is removed via VIPS 1:30 hours or less prior to his scheduled showtime he shall be credited with 3 CH showpay.
 - iii. If he is removed at or after his scheduled showtime, he shall be credited with 3 CH showpay.
 - iv. Notwithstanding other provisions of this paragraph, if a pilot blocks out on another MUS, MUD or MUV trip with a showtime within 4 hours of the showtime of the original trip, he shall not receive showpay for the first trip.
 - c. If a pilot is removed from an MUS, MUD or MUV trip prior to block-out due to sick leave, he shall not earn any CH for that trip and no deduction shall be made from his sick leave account.

Q. Volunteer (VLT), Draft (DRF), and Compensatory Make-Up (CMU) Pay

A pilot who is notified of a VLT trip or has accepted a DRF trip shall be compensated as follows:

1. Except as provided in Section 12.C.2.c.iii. (taxi/air turn back to base), and Section 8.C.1.f.iii. (deviation trip schedule change), if a pilot blocks out on a VLT/DRF trip, he shall earn trip guarantee at 150% of his normal pay rate and overage, if any, as provided in Section 4.BB. Such compensation shall be in addition to BLG/RLG.
2. If a pilot is removed from a VLT/DRF trip prior to block-out, he shall be compensated as follows.
 - a. If he is removed via VIPS more than 1:30 hours prior to his scheduled showtime, he shall receive no compensation for that trip.
 - b. If he is removed via VIPS 1:30 hours or less prior to his scheduled showtime he shall earn 3 CH showpay at 150% of his normal pay rate.
 - c. If he is removed at or after his scheduled showtime, he shall earn 3 CH showpay at 150% of his normal pay rate.
 - d. A pilot who is removed from multiple VLT or DRF trips within the same duty period shall receive a maximum of one showpay associated with such duty period.
3. A pilot who is removed from a VLT or DRF trip and blocks out on another VLT or DRF trip with a showtime within 4 hours of the showtime of the original trip shall not receive showpay for the first trip.
4. If a pilot is removed from a VLT or DRF trip prior to block-out due to sick leave, he shall not earn any CH for that trip and no deduction shall be made from his sick leave account.
5. A pilot who is removed from a VLT or DRF trip after block-out due to sick leave shall be compensated at 150% of his normal pay rate for such trip. The CH charged to sick leave, (as described in Section 14.B.5.), shall be charged at 150%.
6. For purposes of this Section, the provisions of Section 4.Q.1. through 4.Q.5. apply for a pilot assigned a CMU trip.

R. Field Emergency Pay

1. If a pilot in field emergency pay status departs his location to position for the trip, or blocks out on the revenue portion of a trip, he shall earn trip guarantee at 150% of his normal pay rate. He shall be reimbursed for expenses incurred in positioning, as provided in Section 5.A.7. (authorized expenses), by submission of an expense report. (A field emergency pilot's trip shall be constructed as provided in Section 25.R., in order to establish a credit hour value for the trip).
2. If a pilot accepts a field emergency trip and is removed from that trip prior to departing his location for the purpose of positioning for the field emergency trip, he shall earn 3 CH paid at 150% of his normal pay rate.

S. Special Project Pay

A pilot assigned to special projects shall receive \$20 per hour worked on a scheduled day off, not to exceed 8 hours per day.

T. Special Exemption Pay

A pilot shall be paid 3 CH in addition to all other compensation for any duty period that requires a special exemption due to the carriage of a substance that requires a special exemption to be carried on board FedEx aircraft. This extra pay shall be accomplished by submission of a pay log. This paragraph does not extend to radioactive substances that exceed 50 Transport Indices (TI's), i.e., DOT 7060 "Hot Flight," but this paragraph does extend to such substances as Hydrazine that require a special exception in and of themselves.

U. Taxi Pay

A pilot who reports for or performs aircraft ground operations for a purpose other than flight, not during a trip or base standby, shall earn 3 CH or duty rig, whichever is greater.

V. [Reserved]

W. Disruption Compensation

1. Trips held in the following pay codes are eligible for disruption pay: TRP, AST, SOF, SWP, M/U, MUV, MUD, MUS and CIA. If a pilot's eligible trip is disrupted as provided in Section 25.S., the pilot shall receive disruption pay as follows:
 - a. Landing Disruption
0:30 CH for the first extra landing in a trip and 1:30 CH per extra landing thereafter as provided in Section 25.S.2.a.
 - b. Duty Period Disruptions
1:30 CH for each duty period in which one or more of the disruptions described in Section 25.S.2.b. occurs.
 - c. Layover Change Disruption
1:30 CH per trip for disruptions described in Section 25.S.2.c.
2. The applicability of disruption pay is determined by comparing the trip as awarded/assigned with the trip as actually operated, regardless of intermediate revisions. A pilot must operate a disruption to receive the corresponding pay.
3. Except for the disruption due to a deadhead at the end of a trip being revised to operate, as provided in Section 25.S.2.b.ii., a disruption(s) is not payable based on events that occurred during a duty period that qualifies for extra duty period pay, as provided in Section 4.Y.

X. FAR Extension Pay

If a pilot's duty period is extended beyond the 1:30 operational limits as provided in Section 25.T., he shall earn an additional 3 CH at his normal pay rate.

Y. Extra Duty Period Pay

1. Trips held in the following pay codes are eligible for extra duty period pay: TRP, AST, SOF, SWP, M/U, MUV, MUD, MUS and CIA. If the actual number of duty periods operated in a pilot's eligible trip exceeds the number of duty periods scheduled when the pilot was awarded/assigned the trip, the pilot shall be compensated 3:30 CH at his normal pay rate for each additional duty period, in addition to all other compensation. Activities assigned during single day base standbys (airport or hotel) shall not generate extra duty period pay.
2. If a duty period qualifies for extra duty period pay, no disruptions, (except for the disruption due to a deadhead at the end of a trip being revised to operate, as provided in Section 25.S.2.b.ii.), are payable based on events that occurred during that duty period.
3. For purposes of determining extra duty period pay, a standby period(s) that is part of a multiple day trip, but is not attached to a duty period scheduled to contain flying shall count as 1 duty period. A hotel standby period counts as a duty period only for purposes of extra duty period pay; the provisions of Section 12 apply in all other cases.

Z. Recall From Rest Pay

If a pilot is recalled from a legal rest period, he shall be compensated 3 CH, at his normal pay rate, in addition to all other compensation.

AA. Base Replacement Pay

1. If a pilot blocks out on a base replacement trip (Section 25.Q.), he shall earn the greater of trip guarantee for his original or replacement trip.
2. If a pilot described in Section 4.AA.1. (above), is involuntarily assigned (Section 25.Q.2.), he shall be compensated at 150% of his normal pay rate.
3. If a pilot blocks out on a base replacement trip, he shall earn 3 CH base replacement pay at his normal pay rate in addition to all other compensation.
4. If a pilot's base replacement trip is canceled, he shall earn the trip guarantee of his original trip.

BB. Overage Accrual and Compensation

1. Overage Compensation and Credit
 - a. Overage compensation shall be paid in addition to all other compensation to which a pilot is entitled, except as provided in Section 4.BB.1.b. through BB.1.f. (below).
 - b. Overage CH for a reserve trip shall be credited and compensated as provided in Section 4.BB.8.
 - c. Overage CH for a substitution trip shall be credited and compensated as provided in Section 4.BB.9.
 - d. Overage CH accrued during a make-up vacation trip shall be applied toward a pilot's vacation bank.
 - e. Overage CH accrued during a make-up sick trip shall be applied toward a pilot's disability sick account.
 - f. Overage CH accrued during an AFB trip shall be applied as provided in Section 18.E. (Association Fly Back).
2. For the purpose of computing overage compensation, SCH is equal to trip guarantee.
3. If the revision or operation of a non-reserve trip causes a conflict with a pilot's subsequent trip or R-day, the following shall apply:
 - a. If the conflicted activity is an R-day, then:
 - i. if the pilot was available for any portion of his RP, he shall be compensated both the overage earned and the value of the R-day.
 - ii. if the pilot was not available for any portion of his RP, he shall be compensated the greater of the overage earned or the value of that R-day.
 - b. If the conflicted activity is a trip, it shall be removed and the following shall apply:
 - i. the pilot shall not be entitled to compensation for the removed trip if he operated the first trip in PDO status, as described in Section 25.L.10., or if the dropped trip is a VLT, DRF, CMU, SUB, MUS, MUV, AFB or RSV trip.
 - ii. if the removed trip was a substitution trip, the substitution trip shall not be credited toward the pilot's substitution guarantee, and the pilot shall remain eligible for substitution. His entitlement to trip guarantee for his original trip shall not be affected.
 - c. If the pilot has trip guarantee for the removed trip (i.e., it was not a VLT, DRF, CMU, MUS, MUV, AFB or RSV trip), the pilot may elect the following:
 - i. to have the trip in conflict dropped without pay, in which case the accrued overage shall be paid and the dropped credit hours shall be eligible for make-up; or
 - ii. If the pilot does not elect the option in Section 4.BB.3.c.i. (the above paragraph), the subsequent trip shall be removed with pay and the pilot shall be eligible for substitution.
4. If the revision or operation of a reserve trip causes a conflict with a pilot's subsequent trip, the subsequent trip shall be removed and following shall apply:
 - a. If he did not hold trip guarantee for the subsequent trip (i.e., it was a VLT, DRF, CMU, MUS, MUV, AFB or RSV trip), the pilot shall not be entitled to compensation for such trip.
 - b. If the pilot held trip guarantee for the subsequent trip (i.e., it was not a VLT, DRF, CMU, MUS, MUV, AFB or RSV trip), the pilot may elect to have the trip in conflict dropped without pay, in which case the accrued overage shall be paid and the dropped credit hours shall be eligible for make-up.
 - c. If the pilot does not elect the option in Section 4.BB.4.b. (the above paragraph), the subsequent trip shall be removed with pay (as provided in Section 4.L.), and the pilot shall be eligible for substitution. If the removed trip was a substitution trip, that trip shall not be credited towards the pilot's substitution guarantee and the pilot shall remain eligible for substitution. His entitlement to trip guarantee for his original trip shall not be affected.

5. If a trip's ACH exceed OSC or the trip is operationally extended past its original scheduled return time, a pilot shall earn overage CH computed as the higher of:
 - a. ACH minus the sum of OSC for the trip and SCH of any subsequent trip(s) removed with pay due to actual conflict; or
 - b. trip rig computed for the time the extended trip conflicts with time the pilot was scheduled to be free from duty at base, if such time exceeds 2 hours.
6. If a trip extends 2 hours or less into time scheduled free from duty at base, overage CH shall be paid at the pay rate applicable to the extended trip; provided, however, that overage CH for a PDO trip shall be paid to the pilot who operated the trip.
7. If a trip extends more than 2 hours into time scheduled free from duty at base, overage compensation for the first 12 CH shall be paid at 150% of the pilot's normal pay rate. If a pilot earns more than 12 CH of overage on a trip, the excess shall be paid at 200% of the pilot's normal pay rate.
8. Reserve Overage
 - a. If the ACH of a reserve trip exceed OSC and/or such trip is operationally extended 2 hours or less into time scheduled free from duty at base on a non R-day, all overage CH shall be applied to the pilot's RLG and leveling at 100%.
 - b. If a reserve trip extends more than 2 hours into time scheduled free from duty at base on a non R-day, overage CH shall be computed as trip rig for the period from scheduled trip termination until actual trip termination. Overage CH shall be applied as follows:
 - i. Overage CH accrued on an R-day shall be applied toward leveling and credited toward RLG at 100%.
 - ii. Overage CH accrued on time scheduled free from duty on a non R-day shall be applied toward leveling only at 100% and shall be compensated in addition to BLG/RLG at 150% of the pilot's normal pay rate.
9. Substitution Overage
 - a. If the ACH of a substitution trip exceed OSC or that trip is operationally extended 2 hours or less beyond the release time of the original trip, into time scheduled free from duty at base, all overage CH shall be credited toward his original trip guarantee at 100%.
 - b. If a substitution trip extends more than 2 hours beyond the scheduled termination of the pilot's original trip, into time scheduled free from duty at base, overage shall be computed as trip rig for the period from scheduled termination of the substitution trip until actual termination of that trip. Overage CH shall be applied as follows:
 - i. Overage CH accrued, if any, from the scheduled termination of the substitution trip until the scheduled termination of the original trip shall be credited toward trip guarantee of the original trip at 100%.
 - ii. Overage CH accrued from scheduled termination of the original trip until actual termination of the substitution trip shall be compensated at 150% of the pilot's normal pay rate.

CC. Weather Replacement Pay

A pilot, while away from base on a trip, who is removed from his scheduled activity to replace a weather restricted pilot earns weather replacement pay of 2:30 CH.

DD. Compensatory Make-Up (CMU)

1. CH for trips assigned in compensatory make-up status shall be compensated at 150% of the pilot's normal pay rate, except that CH earned for trips assigned in compensatory make-up status, which exceed the pilot's compensatory make-up eligibility, shall be compensated at 100%.
2. For purposes of Section 4, a pilot in compensatory make-up status shall be treated as if he were a VLT/DRF pilot and as such does not have trip guarantee.

EE. Grid Penalty Event (GPE)

This paragraph applies to all international trips except for international trips constructed under Section 12.D.1.b. or c.

1. A grid penalty event (GPE) occurs in the following five circumstances:
 - a. A pilot's duty period exceeds the maximum duty permitted in the Grid based on his Grid sleep state by more than 1:30.
 - b. A pilot's layover was less than the applicable International Grid Minimum Layover (i.e., 14 hours or 12 based on the chart in Section 12.D.2.e.).
 - c. A pilot received more than 4 "not adjusted" rests in a row. Each rest after 4 non-adjusted rests shall be a separate GPE event. An initial GPE occurs when the pilot's sixth duty period begins without the pilot having received at least 18 hours free from duty preceding the beginning of that duty period. For purposes of Section 4.EE.1.c. only, an unassigned hotel standby period shall be counted as part of the rest periods preceding and/or following it (e.g., an unassigned 11:30 hotel standby period, followed by a 12:30 rest period will be counted as an adjusted rest).
 - d. A pilot exceeds the landing limitations as permitted in the grid in any single duty period.
 - e. 34-in-168 Nonconformance Penalty

If a pilot's trip did not conform to 34-in-168 (as set forth in Section 12.D.2.g., except using 34 instead of 36 hours), he shall be paid 3 CH in addition to all other compensation regardless of the 48-hour period as stated in Section 4.EE.3., and the event shall be additive to the total count of GPEs for the trip.
2. If all GPEs in a trip touch a single 48 hour period, no grid penalty shall be due, except as provided in Section 4.EE.1.e.
3. If all GPEs do not touch a single 48 hour period, then the following penalties shall apply:
 - a. If the trip has two or fewer GPEs, the pilot shall be paid 3 CH per violation in addition to all other compensation. A duty period that triggers a payment under this paragraph shall be ineligible for FAR Extension Pay.
 - b. If the trip contained more than two GPEs, the pilot's trip guarantee shall be paid a premium of 50% based on the pilot's normal rate of pay (i.e., if trip guarantee was at 100%, it pays at 150%, if trip guarantee was at 125% (OTP), it pays at 175%, if trip guarantee was at 150%, it pays at 200%). For a reserve pilot, the CH representing the 50% premium shall not be credited toward RLG, but shall be paid in addition to all other compensation, including BLG/RLG.
 - c. If a trip has multiple GPEs, one of which is a 34-in-168 violation, the GPEs in that trip shall be deemed not to touch a single 48 hour period.

FF. Block Override (BKO)

If a trip's OSC exceed SCH, a pilot shall earn block override CH equal to OSC minus SCH. BKO shall be paid in the same form (e.g., credited toward RLG for reserve trips, credited toward MUS for MUS trips, cash for TRP), at the same pay rate, as trip guarantee.