



**TEAMSTERS LOCAL 2750**

# **Scheduling Teaching Topic: Schedule Changes and Extensions**

The Company may change your schedule at any time, and may be minor as a delay in departure time of an already-scheduled flight, or involve more dramatic changes to your pattern or even an extension into Days Off. You must be notified of the change in some manner, and after reviewing the change, you must positively affirm and accept that change (if it is legal and compliant with the CBA). This education document reviews a crewmember's rights and responsibilities relative to schedule changes and extensions. We address the methods of Notifications in a separate document ([iap2750.org/resources](http://iap2750.org/resources) Schedule Checks and Notifications). Changes to your schedule are covered in the CBA Section 12.L. CHANGES TO TRIP PAIRINGS AND EXTENSIONS INTO DAYS OFF

## **Changes**

Changes are a fact of life with the “dynamic” nature of our operations. The Company reserves the right to change your schedule as they see fit, as long as the new schedule is legal and compliant with the CBA. Our current CBA has *no* provisions for preserving a crewmembers awarded flights, destinations, type of flying, Block Time or CRT credit. If you feel that your schedule has been modified inappropriately, and your original flying is still operating, you may request to have your schedule restored, but the Company is under no obligation whatsoever to do so.

Regular, Hybrid and VTO Line Holders.

When the Company makes changes, they remove your assigned flying (your “Trip Pairing”) from your schedule, build a new Trip, which must meet all the requirements of the applicable FARs and the CBA, and place that new Trip on your schedule (with a new Trip Number) on your schedule. That new Trip Pairing must not depart from the Crewmember’s Base earlier than the scheduled departure of the original Trip Pairing, and must block in at the Crewmember’s Base at or before 2359Z of the day she was originally scheduled to return to her Base.

Caveat- If the new Trip Pairing commences immediately after Gateway Travel that has been accepted by the Crewmember, the Trip Pairing may be scheduled to depart from the Crewmember's Base up to four (4) hours earlier than the scheduled departure of the original Trip Pairing based on his Bid Line, as long as the Crewmember receives Minimum Rest after the Gateway Travel and is informed of the change prior to the commencement of the Minimum Rest period.

The Company may not assign Reserve duty to a Regular Line holder or a Hybrid Line Holder, *unless* the Crewmember is returned to his residence (or other mutually agreeable location), in which case, the Crewmember may be assigned only to R1.

If the Company changes a Regular, Hybrid or VTO Line holder's Trip, the Company shall select one of the following two options:

Option A.

- Assign the Crewmember a new Trip Pairing as outlined above. The Crewmember's new Trip Pairing shall be deemed his "assigned Trip Pairing" for purposes of the Extension Days, below.

OptionB.

- With the Crewmember's consent (Hey Buddy...), the Company build a new trip that begins earlier and/or finishes later. Once that new Trip has been accepted, the Company may remove the Crewmember from that Trip Pairing and assign her any new Trip Pairing that returns the Crewmember to her Base at or before 2359Z on the date associated with the new Trip Pairing agreed to by the Crewmember. If the Crewmember accepts this new schedule, she shall be deemed to have volunteered to Work on each scheduled Day Off covered by the new Trip Pairing and shall receive the compensation for volunteers (2/4/6hrs) But also this new Trip shall be deemed her "assigned Trip Pairing". This means that if you agree to work some desirable flight that extends your original pattern and the Company takes you off it for any reason, which they may, they still own you for those extra days, and may send you home early with no pay protection, change your trip to something else entirely, or even extend you up to three additional days!

Reserve Line Holders. For schedule changes, really, the only difference between Reg/Hyb/VTO line holders and RSV line holders is that the Company may require a Reserve Line Holder to complete any Trip Pairing or reserve duty (R1/R2/R3). The Trip must still must not start or depart prior to the originally scheduled time and must be scheduled to block in (in the case of operating flights or deadhead) or end (in the case of reserve duty) by 2359Z of the last day of reserve assignment in the Crewmember's Bid Line.

Changes to your schedule can occur either more or less than 10 Hours Before the Originally Scheduled Departure time, ie before you enter your pre-duty rest period, or while in your non-contactable rest.

Changes to Report Time *10 Hours or More* Before the Originally Scheduled Departure time:

If the Company notifies a Crewmember of a change by the time of his last schedule check, he may not be required to report for duty until 10 hours after

the time he is required to acknowledge the Company communication. For example, if you are on Layover, and, checking your schedule at the appropriate intervals you find a change to your schedule, you must be given at least 10 hours rest from the time of that schedule check before commencing your next duty.

#### Changes to Report Time *within* 10 Hours of the Originally Scheduled Departure

The Company shall send an electronic (i.e., silent) message (e.g., not by phone connected to the PCD, hotel phone, another Crewmember or third parties, hotel employees) to Crewmembers no later than 30 minutes prior to departing the hotel for the purpose of revising the Crewmember's report time. The Crewmember's report time may be delayed for up to six (6) hours (or, with the Crewmember(s) concurrence, to an even later time). This new Report Time will be the start time for the crewmembers duty day. If the Crewmember has departed from the hotel before contact is made under subsection 12.F.2.b.(i), above, the duty period shall commence at the Originally Scheduled Report Time.

**Rolling delays:** If your Report Time is delayed up to 6 hours, and the duty period has still not commenced, the Company shall have the following options:

1. Place the Crewmember back in a Pre-Duty Rest Period of 10 hours, commencing 6 hours after his *Originally Scheduled Report Time*; or with Crewmember concurrence, at the time the Company notifies the Crewmember that the trip has been cancelled; or,
2. Require the Crewmember to report for an even later delayed departure time, in which case, duty begins at the *Originally Scheduled Report Time*. As an example, say you were scheduled to depart at 00z, but rolling delays pushed your Report Time past 06z...you may still be required to operate the flight, but your duty day will be limited as though you had reported as initially scheduled, at 00z.

## Extensions

An extension is any duty that extends past 23:59z of the last day of your Originally Published Schedule. While a Crewmember *may* accept any proposed extension to her schedule voluntarily (Hey, Would you be willing to..?), a crewmember's ability to have their schedule extended by the Company is limited by the nature of the reason for the extension as well as their line status.

Regardless of what type of line you have, or the number of days you are scheduled to work in a month, and is limited to 3 calendar days (zulu), and the Company may not extend you into a day that you have elected as a Guaranteed Day Off (GDO).

#### Regular/Hybrid/VTO/

As a VTO/Hybrid/Regular Line holder, the company may only extend your last scheduled flight in the event of a delay to that specific flight; the company cannot extend you by adding to or changing your last scheduled flight, unless you concur. If you see your pattern extended well in advance, and you believe the Company has opportunity to replace you on that flight, call them to express your concern. If the amount of time required to complete the delayed Trip

exceeds the available extension days (usually 3), the Crewmember may either accept/volunteer for the extended trip (for 6hrs credit/day), in accordance with Option B, above, or decline the extension, in which case she will be provided commercial and/or deadhead transportation to Base prior to 2359Z of the last available extension day. If the Crewmember is not returned to Base by the end of the available extension days, he will be deemed to have been involuntarily assigned by the Company, and will receive 12hrs credit for each day further extended. This is the only circumstance in which an extension is considered "Involuntary". Go figure.

Reserve.

The Company may extend a Reserve Line Holder for any reason, as long as the Trip Pairing that is scheduled to, and actually does, begin by no later than 2359Z of the last day of reserve assignment (i.e. in the Crewmember's original Bid Line), and is scheduled to return the Crewmember to his Base by not later than 2359Z of the last extension day available to the Company.

Your Stewards would like to remind you to review the wealth of information available to help you evaluate each situation and determine your ability to be extended and the appropriateness of assignment, and to reach out to your Stewards if you think your extension is not CBA compliant.

1. Read and know Your Rights.

- Your CBA – Available on the [iap2750/Resources](#) web page, GlobalNet, and in *Comply365* on your company iPad (and hopefully on your own devices or in your flight bag!)
- CBAG (CBA Guidance) Available to read or download from the [iap2750.org/Resources](#) web page.

2. Be your own advocate – If you think that an extension is not CBA-compliant, first contact Crew Scheduling and (politely!) ask for an explanation or verification. If you still cannot find the answer or resolution to your situation, contact a Steward! The preferred method is via email:

- Email the Stewards ([StewardsAtlas@iap2750.org](mailto:StewardsAtlas@iap2750.org)) – Emails are instantly entered into the Union's Help-desk system and forwarded to all committee members worldwide!
- Call the Steward on Duty Hotline +1 (717) 727-2750 , press 2