



Chapter 4 Reserve Pay

A. Reserve Monthly Minimum (Section 4.O. of the JCBA)

Reserves will have a Minimum 78 hours of pay and credit per month provided that when a Reserve is unavailable for duty on a without pay basis, her/his Minimum will be reduced by 4:20 (1/18th) in a thirty (30) day month and 4:07 (1/19th) in a thirty-one (31) day month for each day unavailable for schedule duty.

- The monthly Minimum for regular Reserves shall be calculated at their Flight Attendant base rate.
- The monthly Minimum for International Purser Reserves is calculated at their Flight Attendant base rate **plus the International Purser or Domestic Purser Override**.
- The monthly Minimum for Language Qualified Reserves is calculated at their Flight Attendant base rate **plus the LQ Override**.

If you are a Reserve and assigned a trip in a position that qualifies for an override (Language Qualified, International Purser, Purser), these overrides will appear in your Add Pay (Base Pay Rates) under “Reserve Assign & Pickup” depending on your assignment. Refer to the chart below to determine where your position override will appear:

Reserve Awarded & Flies	Flight Attendant	Language Qualified (78:00 override)	International Purser (78:00 override)
Flight Attendant	No override	LQ override in Minimum and Guarantee	International Purser override in Minimum and Guarantee
Language Qualified	LQ override in Add Pay	LQ override in Minimum and Guarantee	LQ override in Add Pay
International Purser	FSL \$6.50 in Add Pay	FSL \$6.50 in Add Pay no LIP	International Purser override in Minimum and Guarantee
Domestic Purser	Purser override Add Pay	Purser override in Add Pay no LIP	International Purser and Domestic Purser are mutually exclusive



B. Reserve Minimum and Guarantee

Note: Examples that would impact a Reserve’s Monthly Minimum and Guarantee are presented in the subsequent pages in this guide.

Minimum	Guarantee
78 Hours	Based on actual trips and hours flown during the month
Base Rate + International Purser Override <i>if applicable</i> (see section 4.H.1) + LQ Override <i>if applicable</i> (see section 4.K.1)	Base Rate + International Purser Override <i>if applicable</i> (see section 4.H.1) + LQ Override <i>if applicable</i> (see section 4.K.1) + Purser Override <i>if applicable</i> (see section 4.H.2)

Reserve Override is calculated at the greater of your Minimum or your Guarantee.

At line award, the Minimum for a reserve is set to 78 hours, and the Guarantee time and amount will both be set to zero.

C. Examples Affecting a Reserve’s Minimum and Guarantee

	Minimum	Guarantee
Initial Line of Flying	78	0
Line Award > 12 Days off <i>BID FOR</i>	-↓	—
Line Award > 12 Days off ASSIGNED (8.J/K/I)	-↓ (unless you notify the Company that you would like the days restored within 3 days of line awards)	—
Pick up on Day off from Open Time	—	If a Reserve picks up from open time on days off the value of the trip goes to “Add Pay (Base Pay Rates)”
Pick up from a Lineholder	—	If a Reserve picks up from a Lineholder to work on their days off the value of the trip goes to “Add Pay (Base Pay Rates)”



	Minimum	Guarantee
Assigned Trip/Standby	—	Credit Value of Trip + Value of Standby (if applicable)
Released	—	—
Personal Drop or Personal Time Off (PTO)	-↓ (by 4:20/day on 30 day month or 4:07/day on a 31 day month)	—
Day at a Time Vacation (DATV)	-↓ By the value of the difference between value of reserve day and value of DATV	-↓ By the value of the difference between value of reserve day and value of DATV
Sick	— If sick bank cannot cover the days, then it would decrease -↓	—
Reassignment	—	New trip value
Move-Up Line	Greater of: The value of any Reserve availability day(s) and/or the value of any trips flown as a Reserve, plus the credited value of the move-up line	Greater of: the value of any Reserve availability day(s) and/or the value of any trips flown as a Reserve, plus the credited value of the move-up line
Drop Trip to Lineholder (voluntary)	-↓ (all but the first day dropped can be restored)	—
Missed Trip	-↓	-↓

In addition to your Base Rate, you will be paid the following overrides as a Reserve if applicable (Reserve Override, International Purser Override and Language Qualified Override).



D. Picking up Trips on a Day Off (Section 7.S.4. of the JCBA)

- **From Open Time:** When a Reserve picks up a trip on a day off, the Reserve will receive the value of the trip in their Add Pay (Base Pay Rates).
- **From a Lineholder:** The Reserve will receive credit hours for the pairing in their Add Pay (Base Pay Rates). The pairing credit will **not** count towards the Reserve Guarantee, monthly maximums, or time accrued.
 - For example: A Reserve is guaranteed 78 hours but only accumulates 50 hours of flight time for the month. The Reserve also picks up an additional 20 flight hours on their days off. The Reserve will be paid the 78 hours (her/his Minimum) plus an additional 20 hours in Add Pay (Base Pay Rates) for a total of 98 hours.

If the trip picked-up includes Purser, International Purser, or Language Qualified overrides, the entire value of the trip will be in Add Pay (Base Pay Rates).



Chapter 5 Types of Overrides

On your Pay Register Summary, overrides will be summarized in the following categories in the “Total Month’s Pay” box. You can click on the expansion icon next to the categories to view the applicable Overrides listed.

- **Add Pay (Base Rates)** – overrides calculated using your Base Rate
- **Add Pay (Other Rates)** – overrides calculated as a % of your Base Rate OR a fixed dollar amount
- **Purser, International Purser, Language Qualified and Reserve Overrides** – are guaranteed at the greater of your Minimum or Guaranteed hours of applicable trips in your Line of Flying (i.e. pick-up, trades that increase Guarantee, etc.).

In the [Appendix](#) of this guide, you will see all Override pay items displayed in your Pay Register. They will be shown as separate line items attached to the applicable pairing under Pay Details, and whether it is in Add Pay (Base Pay Rates) or Add Pay (Other Rates).

As a reminder, you will need to convert time to decimals before multiplying by the override rate.

For example, if you worked an International trip worth 29:50, to calculate your International Override:

1. Convert time to decimals by taking minutes, dividing by 60 minutes and add back the full hours:
 $50 \text{ minutes} / 60 \text{ minutes} = 0.833 + 29 \text{ hours} = 29.833$

In this example, 29.833 is the decimal equivalent of 29 hours and 50 minutes

2. Take the decimal equivalent and multiply by the International Override rate of \$2.50
 $29.833 \times \$2.50 = \74.58

You would be paid \$74.58 as an International Override in this example