



MEC ALERT

Mahalo for your patience as we met and consulted with the Negotiating Committee, current and former members, the MEC leadership, MEC NC Chair, MEC Reserve Chair, and MEC FLICA/PBS Chair to discuss the RSA issues that were brought to our attention.

We compiled & narrowed down the major concerns, discussed what the intention of the RSA language was & solidified our position on each issue before broaching the Company.

We were unable to come to an agreement with the Company, therefore have decided to file an MEC Grievance for the following CBA violations:

- Assigning of trips - AFA does not agree with the current application & is not in favor of going to the next RAP until the first RAP is exhausted. AFA's position is that the RSA program should be a RAP-driven system & not a bucket-driven system.
- Sections 8.C.1. & 8.J. of the CBA provide that Reserve FAs are scheduled on a daily basis - not in advance. As a practical matter, the AFA can understand the Company's desire to pre-plot Reserve schedules, however, pre-plotting should never interfere with a FAs ability to pick up &/or trip trade or with their schedule, including the following month, unless they have been scheduled. *(If this occurs, please file a Scheduling Clarification Request (SCR) online.*
- The newly formatted Standby List : AFA's position is that it does not follow CBA language outlined in §8.A.4., §8.P., §8.Q.1 for Reserves shall be listed in buckets within RAPs. This goes back to the first bullet point. Everyone agreed that the call out order should be straightforward & easy to follow, & the contract language provides for RAPs with buckets of days of availability, not buckets of days of availability that contain RAPs.

RSA UPDATE

We'll be sending out an RSA Survey to gather any feedback on how the program is performing for you. It's important you participate, so we know what is working and what isn't. The results from this survey will help bring to light any other issues that haven't been addressed.