

TOO TIRED TO FLY? KNOW THE RULES

In recent discussions with the AFA, it was apparent that many Flight Attendants are not aware of the Company's policy on missed assignments due to fatigue. All flight attendants should come to work well-rested and should anticipate the possibility of being reassigned or drafted when they report for duty. This is consistent with the requirements and protections of the Agreement, we also recognize that at times certain unforeseeable situations present themselves in the course of all of our lives and understand that each of you must assess your own ability to successfully perform your Flight Attendant duties. The following is for your information; if you have any questions or concerns, please contact your Supervisor.

Company Policy On Fatigue

Any flight attendant who claims to be too fatigued to fly will be removed from her/his schedule. This will ensure that the safety of our passengers and crew is not compromised. However, any flight attendant who claims to be too tired to work must give the Company a reason for her/his fatigue. The reason given will be used to determine whether the flight attendant's removal from schedule is documented as excused or unexcused. In determining if the claim of a fatigue is justified, the Company will not consider or evaluate whether the flight attendant's removal from schedule causes disruption to the operation or inconvenience to customers.

An excused absence for fatigue will not be used for disciplinary purposes. An unexcused absence for fatigue may, in and of itself or in conjunction with other incidents, be used in assessing discipline for undependability.

Excused Fatigue:

Fatigue will be excused if caused by substantial irregularities or unusual incidents interrupting a flight attendant's legal rest (e.g., hotel fire, man breaking into room, etc.). The facts and circumstances of each case will be evaluated to determine whether the claim of fatigue is justifiable due to some unexpected occurrence which precluded the proper rest. If a reasonable person would conclude that the claim of fatigue is justified under the circumstances existing at the time the claim is made, the absence will be excused.

Unexcused Fatigue:

A flight attendant is expected to be fit perform the job in accordance with the safeguards of the Flight Attendant

Agreement, including any voluntary scheduling options she/he may have exercised. Specifically, a flight attendant is expected to be able to fulfill their responsibilities for the maximum contractually allowed time on duty. Any flight attendant too fatigued to work under these circumstances may be ill, physically unable to perform the work or has engaged the off-duty activities which caused her/him to come to work unable to perform the job to the full extent provided for in the AFA Agreement. To ascertain the cause of the fatigue under these circumstances, a medical examination of the flight attendant may be required. Unexcused fatigue that is medically related will be treated as an illness absence.

Fatigue will not be excused if the reason for the claim is unfounded or related to off-duty conduct, such as:

- Fatigue claimed after return from vacation, ANP or other days off.
- Fatigue during or after completing a legal pairing which has not incurred any substantial irregularities.
- Fatigue claimed after completion of a trip, but before a legal rest.
- Fatigue claimed immediately after a legal rest. (Medical follow up may be indicated.)
- Fatigue claimed in response to reassignment or drafting with no justifiable cause.

With respect to compensation, the following applies:

Excused Fatigue:

- The flight attendant will receive applicable duty/trip rig guarantees and her/his monthly guarantees will not be reduced.
- If the flight attendant is sick, she/he will be placed on sick leave if requested.

Unexcused Fatigue:

- If removed in the middle of a sequence, the flight attendant will be paid for work performed, but duty or trip guarantees will not apply.
- The monthly minimum will be reduced for all flight time credit missed. Since CMS action code of "DNF" will be used, the maximum remains unchanged and the flight times can be made up.

If relieved away from home, the return home will not be compensable.