

2018 Flight Attendant Vacation Booklet

Questions Answered In This Booklet:

- How Do I Accrue Vacation Days?
- How Can I Elect To Use My Vacation Days?
- When And How Do I Bid?
- What Are The Bidding Rules?
- How Can I Trade Vacations?
- How Can I Fly Through a Vacation?

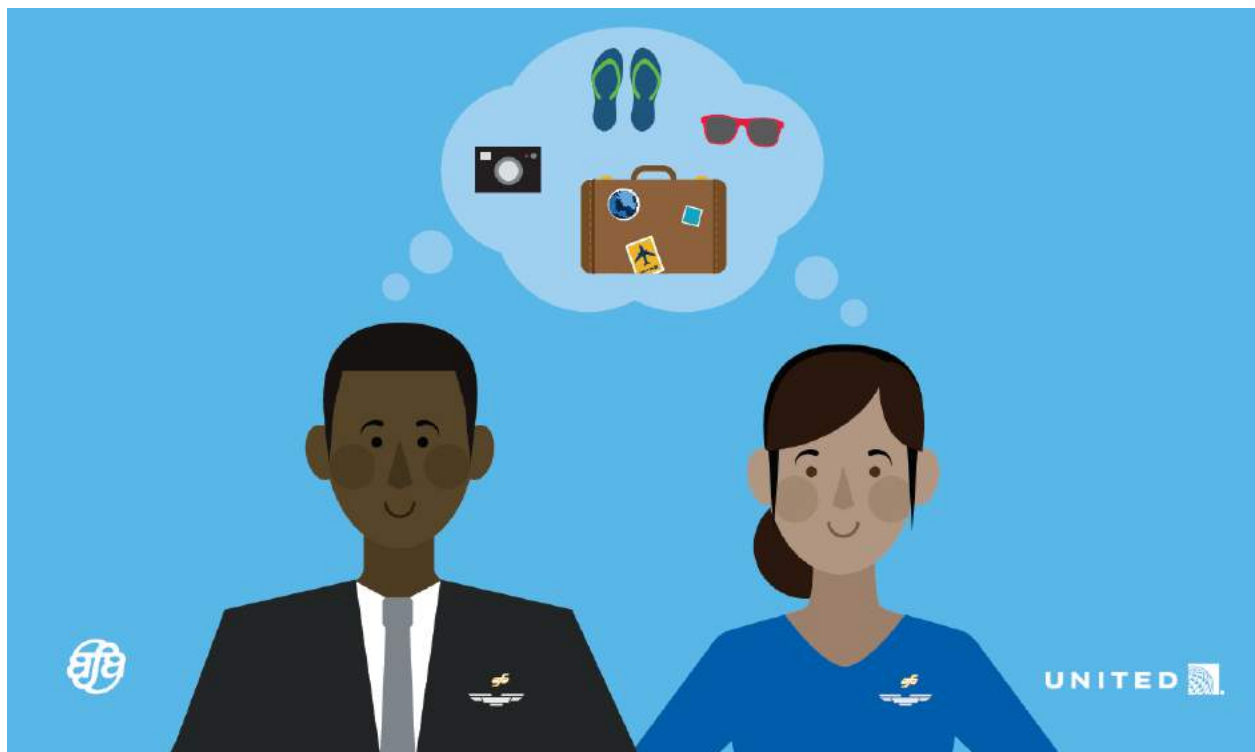


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Introduction to the 2018 Vacation Bidding Process: Vacation Accrual and Elections

Bidding for 2018 vacation will follow the process outlined in the Joint Collective Bargaining Agreement. The new process will be different for all Flight Attendants regardless of workgroup. There are a few areas that are workgroup specific, and they will be noted as such.

Beginning on September 25, 2017, Flight Attendants will be able to access their personalized information by selecting the option “myVacation” in the Crew Communication System (CCS). The vacation election period closes on **October 15, 2017 at 0800 home domicile time (HDT)**.

Definitions

- **Vacation Accrual Year:** The 12-month period beginning with the September 2016 bid month and running through the August 2017 bid month
- **Scheduled Vacation Year:** The 12-month period beginning with the January 2018 bid month and running through the December 2018 bid month
- **Vacation Accrual Seniority:** A Flight Attendant shall retain vacation accrual seniority for any time accrued that has been applied toward vacation accrual seniority in accordance with the CAL, CMI, and UAL Collective Bargaining Agreements in effect prior to the date of ratification. As of the effective date of this Agreement, vacation accrual shall be based on Flight Attendants’ start date with the Company. A Flight Attendant who is already a Company employee will be credited with prior service for the purposes of vacation accrual seniority. Vacation accrual seniority may be subject to adjustments as provided for in this Agreement.
- **Vacation Bid Seniority:** Flight Attendant bid seniority or Company seniority, as used for pass travel, whichever date is earliest.

Vacation Accrual Letters **New for pmUA & pmCMI**

On September 25, 2017 Vacation Accrual letters will be available for viewing in CCS.

To access your personalized vacation accrual letter in CCS, go to **Bidding > myVacation**. The following information will be displayed:

- Your vacation accrual seniority date and number of adjusted days, if applicable
- Your 2018 base vacation accrual determined by your vacation accrual seniority date
- Your paid activity by quarters in the 2017 Vacation Accrual Year for the 2018 Scheduled Vacation Year
- The number of 2018 vacation accrual days reduced for applicable leave(s) of absence (LOAs)
- Your total vacation accrual reduced based on paid activity per quarter or leave(s) taken
- Your 2018 vacation accrual days and hours

A sample Vacation Accrual Letter is included on the next page.

Sample Vacation Accrual Letter

Vacation Accrual Letter

Welcome John Doe

Employee Number: U111111
 Base: IAH

Your Vacation Accrual Seniority Date as of 12/31/2017 is: 10/4/1987 and has been adjusted 0 days for leaves of absences.

Based on this date, your base vacation accrual is 40 days.

Reflected below is your paid activity for each quarter.

September 2016 - November 2016	389:06 - 100% Accrual
December 2016 - February 2017	343:35 - 100% Accrual
March 2017 - May 2017	0:00 - 0% Accrual
June 2017 - August 2017	0:00 - 0% Accrual

Your total 2018 Vacation Accrual is 20 days.

Please refer to the Vacation Booklet for calculation formula.

[Proceed to Vacation Election](#)

Vacation Accrual

A Flight Attendant’s vacation accrual is based on completed years of service with the Company and may be adjusted according to paid activity within the vacation accrual year.

Base Vacation Accrual:

Completed Years of Service	Base Vacation Accrual
1-4	12 days
5-9	19 days
10-16	26 days
17-24	33 days
25+	40 days

A Flight Attendant will receive full vacation accrual (**100%**) if she/he has one hundred-twenty (120) hours or more of paid activity in each quarter during the 2016-2017 Vacation Accrual year as listed below.

A Flight Attendant will receive fifty percent (**50%**) of vacation accrual if she/he has fewer than one hundred twenty (120) hours but at least sixty (60) hours of paid activity in each during the 2016-2017 Vacation Accrual year as listed below.

A Flight Attendant will accrue no vacation if she/he has fewer than sixty (60) hours of paid activity for the designated quarter during the 2016-2017 Vacation Accrual year as listed below. Newly employed Flight Attendants shall accrue one day of vacation for each full month of continuous employment during the remainder of the Vacation Accrual year after the date of their initial employment. If employed prior to the 15th of the calendar month, vacation credit shall be given for the full month.

Vacation Accrual Quarters for the 2016-2017 Vacation Accrual year (based on contractual bid months per each pre-merger Agreements):

pmUA:

1 st	2 nd	3 rd	4 th
08/30/16 - 11/29/16	11/30/16 - 03/01/17	03/02/17 - 05/31/17	06/01/17 – 08/29/17

pmCO & pmCMI:

1 st	2 nd	3 rd	4 th
08/29/16 - 11/29/16	11/30/16 - 03/01/17	03/02/17 - 06/02/17	06/03/17 – 08/29/17

Vacation Reduction

A Flight Attendant on a leave of absence (except occupational), furlough or disciplinary suspension, will have her/his vacation accrual reduced by (1/12th) for each 30 days or major portion on a prorated basis.

A Flight Attendant on a Company Offered Leave of Absence (COLA), will have her/his 2018 Vacation reduced for the period of time they are on the COLA.

A Flight Attendant on a Special COLA, will **not** have her/his 2018 Vacation reduced for the period of time they are on the Special COLA.

pmCO/pmCMI Flight Attendants: The evaluation period for the reduction due to leaves of absence for the 2018 Vacation Year will be December 30, 2016 – August 29, 2017. The period was shortened in order to bring all Flight Attendants into a single evaluation period.

pmUA Flight Attendants: Flight Attendants on 30-day ANP, will **not** have their 2018 Vacation reduced for the period of time they are on ANP. However, 2 periods of 30-day ANP back-to-back, or 30-day ANP in conjunction with any other leave of absence or ANP, will result in a 2018 Vacation accrual reduction.

pmUA Flight Attendants who have taken Day at a Time Vacation (DAT):

Flight Attendants may take (borrow) up to ten (10) vacation days from next year’s allotment. DAT taken during the accrual period of **August 30, 2016 - August 29, 2017** will reduce the 2018 Vacation accrual on a day-for-day basis.

The following chart illustrates vacation reductions due to Leave of Absence:

Months on Leave of Absence	Scheduled Vacation Days				
	12	19	26	33	40
1	1 DAY	1D 14H	2D 04H	2D 18H	3D 08H
2	2 DAYS	3D 04H	4D 08H	5D 12H	6D 16H
3	3 DAYS	4D 18H	6D 12H	8D 06H	10D 00H
4	4 DAYS	6D 08H	8D 16H	11D 00H	13D 08H
5	5 DAYS	7D 22H	10D 20H	13D 18H	16D 16H
6	6 DAYS	9D 12H	13D 00H	16D 12H	20D 00H
7	7 DAYS	11D 02H	15D 04H	19D 06H	23D 08H
8	8 DAYS	12D 16H	17D 08H	22D 00H	26D 16H
9	9 DAYS	14D 06H	19D 12H	24D 18H	30D 00H
10	10 DAYS	15D 20H	21D 16H	27D 12H	33D 08H
11	11 DAYS	17D 10H	23D 20H	30D 06H	36D 16H
12	12 DAYS	19D 00H	26D 00H	33D 00H	40D 00H

The following chart illustrates accrual based on Paid Activity:

Years of Completed Service	Annual Base Vacation Accrual	Accrual per Quarter (<60 hours of paid activity)	Accrual per Quarter (60 – 119:59 hrs. of paid activity)	Accrual per Quarter (120 hrs. or more of paid activity)
1-4	12 DAYS	0	1D 12H	3 DAYS
5-9	19 DAYS	0	2D 9H	4D 18H
10-16	26 DAYS	0	3D 6H	6D 12H
17-24	33 DAYS	0	4D 3H	8D 6H
25+	40 DAYS	0	5 DAYS	10 DAYS

Example of a Flight Attendant who did not receive full accrual based on paid activity, and additionally had a leave of absence

The full accrual for a Flight Attendant with 30 completed years of service is 40 days. If the Flight Attendant has 120 hours or more of paid activity in each quarter, the accrual per quarter is: 10 days.

- Quarter 1 paid activity: 240 hours (**100%** quarterly accrual: 10 days)
- Quarter 2 paid activity: 270 hours (**100%** quarterly accrual: 10 days)
- Quarter 3 paid activity: 160 hours (**100%** quarterly accrual: 10 days)
- Quarter 4 paid activity: 115 hours (**50%** quarterly accrual: 5 days)

The vacation accrual based on paid activity per quarter is **35** days.

The Flight Attendant was also on a non-occupational leave of absence for 90 days during the vacation accrual year (Q3 and Q4). The vacation accrual is reduced by 3/12 or 10 days (1/12 reduction for each 30 days or major portion thereof).

The vacation accrual based on reduction for leave(s) of absence is **30** days.

When a Flight Attendant's base vacation accrual is reduced for both paid activity and leaves of absence the greatest reduction will apply. Therefore in the above example the Flight Attendant's 40 days was reduced to 30 days.

Reserve Letters **Only applies to pmUA for 2018**

Reserve Month Letter 'A'	January, March, May, July, September, November
Reserve Month Letter 'B'	February, April, June, August, October, December

A/B Rotation: 2018 Reserve Letter Lists are available in your base and on Flying Together, and are effective February 2018 through January 2019.

Those Flight Attendants having their 5th anniversary as a Flight Attendant in 2018 will not have their 'R' status changed to an 'A' or 'B' until the month of their anniversary to become effective for bidding the following month. 'A' letter reserve months are the odd months and 'B' letter reserve months are even months. Please contact Crew Schedule Planning at 1-800-FLT-LINE (option 5, 2) the month before your anniversary to get reserve letter information.

Reserve Letter Trades: Flight Attendants may trade reserve letters as provided in Section 10.A.6 of the pmUA contract. Reserve Letter trades can be posted on the trade board using "POSTRD" in Unimatic. Once posted, Reserve Letter trades can be viewed using "TRDBRD" in Unimatic.

Requests for Reserve Letter trades must be submitted on Flying Together on the Crew Scheduling Page.

Vacation Elections

As a reminder, the Vacation Election period opens on September 25, 2017 and closes on October 15, 2017 at 0800 HDT.

Deferred 401(k) Contribution: *New for pmUA & pmCMI, modified for pmCO*

Flight Attendants may elect to contribute a minimum of seven days and a maximum of fourteen (14) days of paid vacation accrued for use in 2018 into their 401(k) savings plan account or UK Group Stakeholder Plan.

Vacation Buy Back: *New for pmCO & pmCMI*

Annual Vacation Buy Back: The Company offers a vacation buy back option which allows a Flight Attendant to take pay in lieu of accrued vacation. Flight Attendants must opt to “sell” at least six (6) days of accrued vacation. Those participating in the Buy Back program may **not** participate in the Flex program.

Vacation days are “sold” back at a rate of **three hours and fifteen minutes (3:15)** of pay per day plus an incentive payment, which shall be determined and announced prior to the annual vacation bid. Buy back payments will be made in the first quarter of 2018.

Monthly Vacation Buy Back: The Company may offer vacation buy back on a month-to-month or base-by-base basis. The Company will determine whether to offer an incentive payment for month-to-month or base-by-base. Vacation buy back will be awarded in Base seniority order.

Flex Vacation Program: *New for pmUA*

Flight Attendants may elect to take an additional seven days of Flex vacation. Flight Attendants taking Flex vacation will either take the additional seven days as unpaid vacation or elect to have one hour and fifty-four minutes (1:54) pay deducted from their earnings each month to pay for the Flex vacation week. Flight Attendants who opt for Flex vacation should be aware that the first seven vacation days in the calendar year will be designated as Flex.

Completed Years of Service	Base Vacation Accrual	Vacation + Optional Flex
1-4	12 days	19 days
5-9	19 days	26 days
10-16	26 days	33 days
17-24	33 days	40 days
25+	40 days	47 days

Vacation Bidding Dates

2018 Vacation bidding will be conducted in two rounds:

- **First round:**
 - Bids Open: by October 23, 2017
 - Bids Close: October 31, 2017 (0800 Home Domicile Time)
 - Awards Posted: November 4, 2017

- **Second Round:**
 - Bids Open: by November 8, 2017
 - Bids Close: November 16, 2017 (0800 HDT)
 - Awards Posted: November 20, 2017

Vacation Pay

- Vacation shall be paid at a rate of three hours and fifteen minutes (3:15) for each day of vacation
- Vacation pay shall be paid at the Flight Attendant’s applicable hourly rate at the time vacation is taken
- If a Flight Attendant’s vacation period results in her/him being projected under her/his line/minimum guarantee for the month, her/his guarantee shall be adjusted to the new projection. A Reserve who has vacation shall be paid for the greater of her/his reserve guarantee or all credited time for the month
- Vacation pay for ISM/Purser shall be in accordance with the respective pre-merger agreements.

New for pmCMI only Effective with the 2018 Vacation Year, Flight Attendants will be paid and credited 3:15 for each day of vacation

Flight Attendant Schedule Months for 2018

Listed below are the new start and end dates for each of the Flight Attendant Schedule months for 2018.

January:	(31)	12/30/17 - 01/29/18	July:	(30)	07/02/18 - 07/31/18
February:	(31)	01/30/18 - 03/01/18	August:	(30)	08/01/18 - 08/30/18
March:	(30)	03/02/18 - 03/31/18	September:	(31)	08/31/18 - 09/30/18
April:	(31)	04/01/18 - 05/01/18	October:	(30)	10/01/18 - 10/30/18
May:	(31)	05/02/18 - 06/01/18	November:	(30)	10/31/18 - 11/29/18
June:	(30)	06/02/18 - 07/01/18	December:	(30)	11/30/18 - 12/29/18

Annual Vacation Bid Process

The number of available vacation day allocations for each pre-merger group will be available in CCS once bidding opens. Bidding will be conducted in two rounds.

When bidding, a Flight Attendant will preference:

- The number of days in each vacation period
 - The option to “slide” the vacation up to three (3) days in either direction of the start and/or end date to help ensure they are awarded the maximum number of days utilizing their initial bids
 - Whether she/he is willing to accept the vacation period with fewer days specified by number
 - The start date for each vacation period
- *New for pmCO & pmCMI** Start dates are no longer pre-set. Flight Attendants may bid any start date for a vacation period as long as it fits within the month being bid, or complies with the rules for “crossing months.”

Splitting Vacation Accrual

- A Flight Attendant may opt to split her/his vacation accrual into periods of not less than six (6) days each
- A Flight Attendant may have a maximum of five (5) vacation periods
- However, a Flight Attendant who has eleven (11) or fewer days of accrued vacation shall bid her/his entire accrual in a single block

A partial day of vacation accrual will be rounded up to a full day for the purpose of vacation bidding, but paid as a partial day. A partial day is always the last of the vacation period in which it is awarded. All hours must be bid in the same round.

During the first round of bidding, a Flight Attendant may not bid more than 50% of her/his accrued vacation days, unless she/he has eleven (11) or fewer days of accrued vacation. When a Flight Attendant has accrued an odd number of vacation days, the odd day may be added to the 50% maximum for the first round. For example, a Flight Attendant with nineteen (19) days of vacation may bid a maximum of ten (10) days in the first round.

Vacation Bidding Options

Options like Crossing Months, Date Slide and Fewer Days provide Flight Attendants with more bidding alternatives in order to ensure they are awarded the vacation periods they want.

Crossing Months

A Flight Attendant may bid for a vacation period overlapping two bid months. However, a Flight Attendant may not bid for a vacation period overlapping two Scheduled Vacation Years. The minimum bid to cross from one month to the next is 14 full days. Flight Attendants may not bid a vacation period that overlaps from December 2018 into January 2019.

To cross months using **14, 15, or 16 days**, the following rules must be met:

- Must have a **minimum** of four (4) full days in both months
- Partial days **cannot** be counted as a full day

To cross months using **17 or more days**, the following rules must be met:

- Must have a **minimum** of seven (7) full days in both months
- Partial days **cannot** be counted as a full day

Date Slide

Flight Attendants have the option to 'slide' the vacation up to three (3) days in either direction from the start and/or end date.

- The vacation award will be based on the ability of the program to award the vacation by sliding in the following sequence; the original bid +1, -1; +2, -2; +3, -3. If the bid overlaps into another month, the system will only process the slide that is valid. It will avoid the slide that would leave less than four (4) days in one month on a 14-16 day vacation bid or less than seven (7) days on a bid of 17 days or more
- If none of the slide options can be awarded using the first bid, this process will be applied to the second bid, and be continued throughout the bid choices
- The program will not slide the bid to make it legal; your bid must be legal to start

Fewer Days

Flight Attendants have the option of accepting "fewer days" than they bid for under the following circumstances:

- Must have accrued at least 12 full vacation days
- Vacation will be based on the ability to award the longest stretch of available days within the first bid choice according to the bidding rules
- The bid may be reduced to a minimum of six (6) days anywhere within the original bid
- If at least six (6) days of the first choice cannot be awarded, this process will be applied to the second bid and will be continued throughout the bid choices
- Days not awarded will be added to the next round of bidding

Combination (Date Slide & Fewer Days)

The computer is programmed to evaluate all options (Date Slide & Fewer Days) on the dates that are requested prior to moving onto your next bid.

Example: A Flight Attendant bidding 14 days chooses both the Date Slide and Fewer Days options, the program will first try to slide the initial 14 days. If unable to award the 14 days, the program will reduce the bid to 13 days and slide the dates. The program will continue to reduce and slide until an award can be made or the maximum reduction and slide is reached. It will then move to the next bid.

Unawarded Days

When a Flight Attendant chooses to take fewer days in Round #1, the unawarded vacation days are rolled over to Round #2.

When opting for fewer days in Round #2 results in unawarded days, the following examples demonstrate how they are awarded.

Example #1: A Flight Attendant chooses the Fewer Days option which creates an additional vacation period

Round #1: A Flight Attendant has 40 days of vacation and bids 18 days split into two vacation periods during the first round. The first bid is for 10 days. The Flight Attendant opts to accept 4 fewer days and is awarded 6 days. The second bid is for 8 days and is awarded. The 4 unawarded days will be added to the second round.

Vacation #	Initial Vacation Days	Fewer Days	Awarded Days	Unawarded Days
Vacation #1	10	4	6	4
Vacation #2	8	0	8	

Round #2: Including the 4 unawarded days from the first round, the Flight Attendant has 26 days and is bidding two vacation periods. The third bid is for 16 days. The Flight Attendant opts to accept 3 fewer days and is awarded 13 days. The fourth bid is for 10 days. The Flight Attendant opts to accept 4 fewer days, and is awarded 6 days. Because the Flight Attendant has only used 4 of their 5 vacation periods and has at least 6 unawarded days, the computer will create a fifth vacation period using the 7 remaining days. This last vacation period will be awarded as an insufficient bid.

Vacation #	Initial Vacation Days	Fewer Days	Awarded Days	Unawarded Days
Vacation #3	16	3	13	3
Vacation #4	10	4	6	4
Vacation #5	7	0	7	

In the event there are fewer than 6 unawarded days, a fifth vacation period cannot be created. The remaining days will be added to the last vacation period.

Example #2: A Flight Attendant chooses the Fewer Days option and has remaining days added to a vacation period

Round # 1: A Flight Attendant has 40 days of vacation and is bidding 20 days in three vacation periods in the first round and 20 days in two vacation periods in the second round. The first bid is for 8 days and the Flight Attendant opts to accept 2 fewer days and is awarded 7 days. The second and third bids are both for 6 days and are awarded for 6 days. That 1 unawarded day will be added to the second round.

Vacation #	Initial Vacation Days	Fewer Days	Awarded Days	Unawarded Days
Vacation #1	8	2	7	1
Vacation #2	6	0	6	
Vacation #3	6	0	6	

Round #2: With the 1 additional day that was not awarded, the Flight Attendant has 21 days to bid and is bidding two vacation periods. The fourth bid is for 10 days. The Flight Attendant opts to accept 3 fewer days and is awarded 9 days. The fifth bid is for 10 days. Since the Flight Attendant already has five vacation periods the 1 remaining day will be added to the end of the fifth vacation period.

Vacation #	Initial Vacation Days	Fewer Days	Awarded Days	Unawarded Days
Vacation #4	10	3	9	1
Vacation #5	10	0	12	

No bid or Insufficient bid

When a Flight Attendant does not submit a vacation bid in the first round of bidding, she/he shall not be assigned a vacation and shall have all her/his accrued vacation days to bid in the second round. If a Flight Attendant does not submit a vacation bid in the second round of bidding, she/he shall automatically be assigned a vacation, after the second round awards are completed. The assigned vacation will be made in seniority order from December backwards through January. The largest block of days shall be assigned first.

When a Flight Attendant vacation bid is insufficient, she/he shall automatically be assigned a vacation, after that round is awarded, in seniority order from December backwards through January. The assignment shall be based on the number of days in her/his bid, and the largest block of days shall be assigned first.

Vacation Trades

There are three (3) types of vacation trades:

- Flight Attendant to Flight Attendant Trades
- Open Time Trades by Seniority
- Instant Trades with Open Time

Flight Attendant to Flight Attendant Trades

- Vacation periods may be exchanged by a Flight Attendant with another Flight Attendant within the same Base.
- Trade requests cannot overlap an existing vacation period.
- The request must be submitted by the 15th of the month before the earliest of the calendar months involved in the trade. Vacation trade requests must be submitted by both Flight Attendants involved.
- An electronic bulletin board is available for Flight Attendants to advertise for vacation trades in CCS.
- These mutual trades may begin as soon as vacations have been awarded. The trade process is manual and will be completed monthly.

Open Time Trades by Seniority

- One round of seniority-based trades.
- Seniority trade screen opens by November 24, 2017 after remaining vacation allocations are published.
- Seniority trades close 0800 on November 30, 2017.
- Trades awarded on November 30, 2017.

Instant Trades with Open Time

- Instant vacation trades open 0800 on December 5, 2017 for the 2018 vacation year.
- Requests for these vacation trades must be submitted thirty (30) days before the earliest of the calendar months involved in the trade, except that January vacation days may be traded as late as December 9, 2017.
- The Company shall award these trades in the order in which requests are received.

Vacation Trade Rules

- Minimum accrual for splitting vacations is 12 days.
- Minimum vacation period for trading is 6 days or the whole vacation if less than 12 days.
- If a Flight Attendant has 1 to 11 days of accrued vacation, the entire vacation must be traded.

- No more than 5 vacation periods.
- A vacation period may not cross from one year to the next.
- A vacation overlapping months must comply with the following:
 - 14-16 days – minimum of 4 days in each month.
 - 17 days or more -- minimum of 7 days in each month.
 - Partial days cannot be counted as a full vacation day.

Additional Vacation Trade Information

- Any vacation days awarded in the first and second rounds of vacation bidding that are later vacated (e.g. separation, retirement, death) throughout the Scheduled Vacation Year will be added to the allocations.
- In the event that a Flight Attendant trades down to fewer vacation days with another Flight Attendant or with an open vacation period, the Flight Attendant shall be paid the value of the unused vacation days during the month the vacation would have occurred.
- Unless a valid start date is selected, the “beginning date” of the vacation days to be traded will default to the start date of the scheduled vacation.

Examples for Vacation Trades with fewer than 12 days

For vacations with fewer than 12 Days, the following types of trades are allowed:

- **Even Trade** – Flight Attendant is trading the entire vacation period for the same number of days.
- **Reduction of Days** – Flight Attendant is trading the entire vacation period for fewer days.

Examples of vacations of fewer than 12 days:

Example: Even Trade

Example	<ul style="list-style-type: none"> ▪ Trading an entire vacation period for the same number of days
Scenario	<ul style="list-style-type: none"> ▪ Scheduled Vacation: 01/01 to 01/05 (5 days) ▪ Beginning Date: 01/01 ▪ Number of Days to Trade: 5 ▪ New Beginning Date Requested: 12/20 ▪ Number of Days Requested: 5
Result	<ul style="list-style-type: none"> ▪ Vacation trade awarded – 12/20 to 12/24 (5 days)

Example: Reduce Days

Example	<ul style="list-style-type: none">Trading an entire vacation period for fewer days
Scenario	<ul style="list-style-type: none">Scheduled Vacation: 01/01 to 01/05 (5 days)Beginning Date: 01/01Number of Days to Trade: 5New Beginning Date Requested: 12/25Number of Days Requested: 1
Result	<ul style="list-style-type: none">Vacation trade awarded – 12/25 (1 day)Vacation days paid out – 1/02 to 01/05 (4 days) in January

Examples for Vacation Trades with 12 Days or more

For vacations of 12 Days or more, the following types of trades are allowed:

- Even Trade** – Flight Attendant is trading the entire vacation period for the same number of days.
- Reduction of Days** – Flight Attendant is trading the entire vacation period for fewer days.
- Partial Trade** – Flight Attendant is trading a portion of a vacation period which results in one or more additional vacation periods.
- Partial Trade and Reduction** – Flight Attendant is trading a portion of a vacation period for fewer days which may result in one or more additional vacation periods.

Example: Even Trade

Example	<ul style="list-style-type: none">Trading an entire vacation period for the same number of days
Scenario	<ul style="list-style-type: none">Scheduled Vacation: 01/01 to 01/14 (14 days)Beginning Date: 01/01Number of Days to Trade: 14New Beginning Date Requested: 12/10Number of Days Requested: 14
Result	<ul style="list-style-type: none">Vacation trade awarded – 12/10 to 12/23 (14 days)

Example: Reduce Days

Example	<ul style="list-style-type: none">Trading an entire vacation period for fewer days
Scenario	<ul style="list-style-type: none">Scheduled Vacation: 01/01 to 01/14 (14 days)Beginning Date: 01/01Number of Days to Trade: 14New Beginning Date Requested: 12/25Number of Days Requested: 1
Result	<ul style="list-style-type: none">Vacation trade awarded – 12/25 (1 day)Vacation days paid out – 1/02 to 01/14 (13 days) in January

Partial Trades

Partial Vacation Trade Rules

- Must trade 6 days or more.
- Remaining days in a vacation period must be a minimum of 6 consecutive days.
- Additional vacation periods created by a partial trade may not bring the total number of vacation periods above 5.
- Must follow crossover month rules, if applicable.
- If the above rules are not met, the trade will be blocked at the time of submission.

A partial vacation trade will be reviewed using the following criteria:

- Are the number of days being traded greater than or equal to 6?
- Are the number of days remaining in the vacation period greater than or equal to 6?
- Can additional vacation periods be created without exceeding a total of 5 vacation periods?
- Are cross bid month rules being followed?
- Does the trade result in a reduction of vacation days?

Example: Partial Trade

Example	<ul style="list-style-type: none"> ▪ Flight Attendant is trading a portion of a vacation period which results in an additional vacation period
Scenario	<ul style="list-style-type: none"> ▪ Total Number of Vacation Periods: 4 ▪ Scheduled Vacation: 01/01 to 01/12 (12 days) ▪ Beginning Date: 01/01 ▪ Number of Days to Trade: 6 ▪ New Beginning Date Requested: 12/20 ▪ Number of Days Requested: 6
Result	<ul style="list-style-type: none"> ▪ Vacation trade awarded – 12/20 to 12/25 (6 days) ▪ Vacation Period from remaining days – 01/07 to 01/12 (6 days)

Example: Partial Trade with Reduce Days #1

Example	<ul style="list-style-type: none">▪ Flight Attendant is trading a portion of the vacation period for fewer days
Scenario	<ul style="list-style-type: none">▪ Total Number of Vacation Periods: 4▪ Scheduled Vacation: 01/01 to 01/13 (13 days)▪ Beginning Date: 01/01▪ Number of Days to Trade: 6▪ New Beginning Date Requested: 12/25▪ Number of Days Requested: 1
Result	<ul style="list-style-type: none">▪ Vacation trade awarded – 12/25 (1 day)▪ New Vacation Period created from remaining days – 01/07 to 01/13 (7 days)▪ Vacation days paid out – 1/02 to 01/06 (5 days) in January

Example: Partial Trade with Reduce Days #2

Example	<ul style="list-style-type: none">▪ Flight Attendant is trading a portion of the vacation period for fewer days
Scenario	<ul style="list-style-type: none">▪ Total Number of Vacation Periods: 2▪ Scheduled Vacation: 01/01 to 01/24 (24 days)▪ Beginning Date: 01/07▪ Number of Days to Trade: 12▪ New Beginning Date Requested: 12/01▪ Number of Days Requested: 6
Result	<ul style="list-style-type: none">▪ Vacation trade awarded – 12/1 to 12/6 (6 days)▪ New Vacation Period created from remaining days – 01/01 to 01/06 (6 days)▪ New Vacation Period created from remaining days – 01/19 to 01/24 (6 days)▪ Vacation days paid out – 1/13 to 01/18 (6 days) in January

Example: Partial Trade without Reduce Days

Example	<ul style="list-style-type: none">▪ Flight Attendant is trading a portion of the vacation period
Scenario	<ul style="list-style-type: none">▪ Total Number of Vacation Periods: 3▪ Scheduled Vacation: 01/01 to 01/20 (20 days)▪ Beginning Date: 01/07▪ Number of Days to Trade: 7▪ New Beginning Date Requested: 12/05▪ Number of Days Requested: 7
Result	<ul style="list-style-type: none">▪ Vacation trade awarded – 12/05 to 12/11 (7 days)▪ New Vacation Period created from remaining days – 01/01 to 01/06 (6 days)▪ New Vacation Period created from remaining days – 01/14 to 01/20 (7 days)

Partial Trades NOT Allowed

The examples below will illustrate why a vacation trade will not be allowed.

Example: Partial Trade #1

Example	<ul style="list-style-type: none"> Flight Attendant trading a portion of a vacation period which results in an additional vacation period being less than 6 days
Scenario	<ul style="list-style-type: none"> Total Number of Vacation Periods: 4 Scheduled Vacation: 01/01 to 01/15 (15 days) Beginning Date: 01/01 Number of Days to Trade: 11 New Beginning Date Requested: 12/10 Number of Days Requested: 11
Result	<ul style="list-style-type: none"> Vacation trade cannot be submitted as the number of days remaining in the vacation period is less than 6

Example: Partial Trade #2

Example	<ul style="list-style-type: none"> Flight Attendant trading a portion of a vacation period which results in an additional vacation period exceeding a total of 5 vacation periods
Scenario	<ul style="list-style-type: none"> Total Number of Vacation Periods: 4 Scheduled I Vacation: 01/01 to 01/20 (20 days) Beginning Date: 01/07 Number of Days to Trade: 7 New Beginning Date Requested: 12/05 Number of Days Requested: 7
Result	<ul style="list-style-type: none"> Vacation trade cannot be submitted as the number of vacation periods will exceed a total of 5 vacation periods

Example: Partial Trade #3

Example	<ul style="list-style-type: none"> Flight Attendant trading a portion of a vacation period which results in the remaining days being less than 6
Scenario	<ul style="list-style-type: none"> Total Number of Vacation Periods: 3 Scheduled Vacation: 01/01 to 01/20 (20 days) Beginning Date: 01/03 Number of Days to Trade: 7 New Beginning Date Requested: 12/05 Number of Days Requested: 7
Result	<ul style="list-style-type: none"> Vacation trade cannot be submitted as the number of remaining days is less than 6

Example: Partial Trade #4

Example	<ul style="list-style-type: none"> ▪ Flight Attendant trading a portion of a vacation period which results in crossing bid months <ul style="list-style-type: none"> ○ January Bid Month: 12/30 to 1/29 ○ February Bid Month: 1/30 to 3/01
Scenario	<ul style="list-style-type: none"> ▪ Total Number of Vacation Periods: 3 ▪ Scheduled Vacation: 01/23 to 02/11 (20 days) ▪ Beginning Date: 01/23 ▪ Number of Days to Trade: 6 ▪ New Beginning Date Requested: 12/05 ▪ Number of Days Requested: 6
Result	<ul style="list-style-type: none"> ▪ Vacation trade cannot be submitted as it violates the minimum number of days required when a vacation is crossing bid months

Fly Through *New for pmUA

The following rules apply to a Fly Through:

- A Flight Attendant who chooses to fly during her/his scheduled vacation period shall be paid for all trips flown during the vacation period in addition to Vacation Pay. Vacation fly through hours shall be included in line projections.
- The Company may offer an incentive for Flight Attendants to fly through their vacations.
- A Flight Attendant must provide notice to the Company of her/his intent to fly through a vacation period no later than 1000 Home Domicile Time on the 5th day of the calendar month prior to the month in which the vacation is scheduled. *A change for pmCMI.
- A Flight Attendant also may elect vacation fly through after the award of monthly schedules. *This does not apply to pmUA in 2018 until CMS.

****At CMS all Flight Attendants may only pick up trip pairings within the vacation period from another Flight Attendant (unless otherwise permitted by the Company). No other trading restrictions apply during the month.**

The following is a Fly Through Example:

Example	<ul style="list-style-type: none"> ▪ A request to Fly Through an entire vacation period
Scenario	<ul style="list-style-type: none"> ▪ Total Number of Vacation Periods: 4 ▪ Scheduled Vacation: 01/01 to 01/10 (10 days) ▪ Fly Through Request: 01/01 to 01/10 (10 days)
Result	<ul style="list-style-type: none"> ▪ Fly Through request is approved: 01/01 to 01/10 (10 days)

Partial Fly Through is allowed and subject to the following conditions:

- Length of vacation must be greater than 6 days.
- A Flight Attendant will be allowed to Fly Through consecutive vacation days within a block of vacation days, as long as they leave behind a block of at least 6 consecutive vacation days at the beginning, the end or both.
- A Flight Attendant will not be allowed to Fly Through multiple sets of non-consecutive days from within a block of vacation days, even if she/he leaves behind a block of at least 6 consecutive vacation days (i.e. Flight Attendant has ten (10) vacation days and wishes to Fly Through the first and last 2).
- A Flight Attendant **cannot** submit any Vacation Modification request (Fly Through/ Instant Trade/Flight Attendant to Flight Attendant trade) for remaining days of the Fly Through period unless she/he withdraws the partial Fly Through request.
- Upon withdrawing the Fly Through, the original vacation period will be restored allowing a Flight Attendant to participate in any type of trade as long as trading window is open for that vacation period.
- Fly Through will be considered a separate vacation period for the maximum of 5 periods.

The following are Partial Fly Through Examples that are Allowed:

Example 1

Example	<ul style="list-style-type: none"> ▪ A Fly Through has 6 consecutive days remaining in the vacation period
Scenario	<ul style="list-style-type: none"> ▪ Total Number of Vacation Periods: 4 ▪ Scheduled Vacation: 01/01 to 01/10 (10 days) ▪ Fly Through Request: 01/01 to 01/04 (4 days)
Result	<ul style="list-style-type: none"> ▪ Fly Through request is approved: 01/01 to 01/04 (4 days) ▪ Vacation days remaining: 01/05 to 01/10 (6 days)

Example 2

Example	<ul style="list-style-type: none"> ▪ A Fly Through request in the middle of the vacation period
Scenario	<ul style="list-style-type: none"> ▪ Total Number of Vacation Periods: 3 ▪ Scheduled Vacation: 01/01 to 01/20 (20 days) ▪ Fly Through Request: 01/07 to 01/12 (6 days)
Result	<ul style="list-style-type: none"> ▪ Fly Through request is approved: 01/07 to 01/12 (6 days) ▪ New Vacation Period created from remaining days – 01/01 to 01/06 (6 days) ▪ New Vacation Period created from remaining days – 01/13 to 01/20 (8 days)

Example 3

Example	<ul style="list-style-type: none">▪ A Fly Through request in the middle of the vacation period
Scenario	<ul style="list-style-type: none">▪ Total Number of Vacation Periods: 3▪ Scheduled Vacation: 01/01 to 01/20 (20 days)▪ Fly Through Request: 01/09 to 01/10 (2 days)
Result	<ul style="list-style-type: none">▪ Fly Through request is approved: 01/09 to 01/10 (2 days)▪ New Vacation Period created from remaining days – 01/01 to 01/08 (8 days)▪ New Vacation Period created from remaining days – 01/11 to 01/20 (10 days)

The following are Partial Fly Through Examples that are NOT Allowed:

Example 1

Example	<ul style="list-style-type: none">▪ A Fly Through request results in fewer than 6 remaining days in a vacation period
Scenario	<ul style="list-style-type: none">▪ Total Number of Vacation Periods: 4▪ Scheduled Vacation: 01/01 to 01/10 (10 days)▪ Fly Through Request: 01/01 to 01/07 (7 days)
Result	<ul style="list-style-type: none">▪ Vacation Fly Through cannot be submitted as the number of remaining days is less than 6

Example 2

Example	<ul style="list-style-type: none">▪ Fly Through request would result in an additional vacation period exceeding 5 vacation periods
Scenario	<ul style="list-style-type: none">▪ Total Number of Vacation Periods: 5▪ Scheduled Vacation: 01/01 to 01/10 (10 days)▪ Fly Through Request: 01/01 to 01/04 (4 days)
Result	<ul style="list-style-type: none">▪ Fly Through request cannot be submitted as the number of vacation periods will exceed 5 vacation periods

Example 3

Example	<ul style="list-style-type: none">▪ Fly Through request would result in remaining days that are not in a vacation period of 6 consecutive days
Scenario	<ul style="list-style-type: none">▪ Total Number of Vacation Periods: 3▪ Scheduled Vacation: 01/01 to 01/12 (12 days)▪ Fly Through Request: 01/05 to 01/06 (2 days)
Result	<ul style="list-style-type: none">▪ Vacation Fly Through cannot be submitted as the number of remaining days is less than 6

Vacation Pay Codes

The following are the vacation pay codes:

- VC – Regular Vacation
- VF – Paid Flex Vacation
- VB – Unpaid Flex Vacation
- VT – Paid Out Days from Regular Vacation
- VQ – Paid Out Days from Paid Flex Vacation
- VU – Unpaid Flex Vacation Days forfeited due to a trade

Vacation days carry their pay codes when being traded.

Unpaid Flex Example

Example	<ul style="list-style-type: none"> ▪ Vacation days being traded are a combination of Unpaid Flex and Regular Vacation pay
Scenario	<ul style="list-style-type: none"> ▪ Total Number Vacation Periods: 3 ▪ Scheduled Vacation: 01/01 to 01/18 (18 days) <ul style="list-style-type: none"> ○ 01/01 – 01/07 (VB) ○ 01/08 – 01/18 (VC) ▪ Beginning Date: 01/07 ▪ Number of Days to Trade: 6 ▪ Requested Start Date: 12/25 ▪ Number of Days Requested: 1
Result	<ul style="list-style-type: none"> ▪ Vacation Trade Awarded: 12/25 (1 day) (VB) ▪ New Vacation Period: 01/01 to 01/06 (6 days) (VB) ▪ New Vacation Awarded: 01/13 to 01/18 (6 days) (VC) ▪ Vacation Paid Out: 01/08 to 01/12 (5 days) (VT) in January

Paid Flex Example

Example	<ul style="list-style-type: none"> ▪ Vacation days being traded are a combination of Paid Flex and Regular Vacation pay
Scenario	<ul style="list-style-type: none"> ▪ Total Number Vacation Periods: 3 ▪ Scheduled Vacation: 01/01 to 01/18 (18 days) <ul style="list-style-type: none"> ○ 01/01 - 01/07 (VF) ○ 01/08 – 01/18 (VC) ▪ Beginning Date: 01/07 ▪ Number of Days to Trade: 6 ▪ Requested Start Date: 12/25 ▪ Number of Days Requested: 2
Result	<ul style="list-style-type: none"> ▪ Vacation Trade Awarded: <ul style="list-style-type: none"> ○ 12/25 (1 day) (VF) ○ 12/26 (1 day) (VC) ▪ New Vacation Period: 01/01 to 01/06 (6 days) (VF) ▪ New Vacation Awarded: 01/13 to 01/18 (6 days) (VC) ▪ Vacation Paid Out: 01/09 to 01/12 (4 days) (VT) in January

Transfers

A Flight Attendant who changes Bases shall retain her/his vacation period(s). In the case of a new Base opening, a Flight Attendant may be required to re-bid for her/his remaining vacation days.

Leave of Absence

Vacations encompassed by a leave of absence shall be treated in the following manner:

- Leave the vacation period intact and pay the Flight Attendant for the vacation; or
- Permit a trade of vacations in accordance with the trading provisions of Section 12.C., thereby removing the original vacation from period of the leave; or
- A Flight Attendant who is scheduled for jury duty, or on medical or occupational leave, or hospitalized due to illness or injury may, not later than one calendar day before her/his vacation begins, defer the vacation until later in the Scheduled Vacation Year.
 - Upon return to work, she/he will choose from available vacation periods.
 - If no vacation period is open and the deferred vacation was a paid vacation, the Flight Attendant will be paid for the deferred vacation at her/his pay rate in the last month of the Scheduled Vacation Year in which the vacation would have been taken.
 - A Flight Attendant will have the option to either carry unused vacation into the following vacation year under the terms of 12.C.8.d. or be paid for the vacation under the terms of 12.C.8.c.
 - A Flight Attendant must advise the Company of their election to carry unused vacation into the following vacation year no later than November 30th. If no election is made by November 30th, vacation will be paid out under the terms of 12.C.8.c.
 - The payment shall be made not later than the February 1 paycheck of the following year.
 - Flex Vacation cannot be carried into the following vacation year.
- If she/he elects to carry over the deferred vacation days to the following Schedule Vacation Year
 - She/he will choose from available vacation periods after vacation periods for that year have been awarded.
 - A Flight Attendant may only utilize this provision once per Scheduled Vacation Year.

Vacation Slides

pmUA: Per Section 18.M of the pmUA Contract, if your vacation starts or ends between the scheduled outbound and return flight of an ID, the period of vacation may be moved either forward or backward in order for you to fly the ID. A vacation may be moved only to “un-split” a trip. A vacation slide cannot result in splitting/dropping another trip at the other end of the vacation period. Per 18.N, A Reserve Flight Attendant who is awarded a vacation which does not include any days of availability shall be permitted to move her/his vacation a sufficient number of days forward or backward in order to encompass the nearest two available reserve days.

pmCO/pmCMI: Per Sections 8.2. of the pmCO Contract and 10.5 of the pmCMI Contract, a Flight Attendant will be given the opportunity to move her/his vacation (+) or (-) three (3) days unless extraordinary circumstances exist, except that the movement of the vacation may not cause it to crossover from one (1) bid period to another.

pmCO: If the movement of a vacation is into or within a blocked period it will be considered and granted if staffing permits. All vacation slides must be received before the closing date for bids for the month in which the vacation is to occur.

2018 Blocked Vacation Slide Dates *pmCO only*

Blocked Vacation Slide Dates
12/29/17-01/04/18
03/28/18-04/03/18
05/25/18-05/31/18
07/01/18-07/07/18
08/31/18-09/03/18
10/28/18-11/03/18
11/20/18-11/25/18
12/21/18-12/27/18
12/29/18- 01/04/19

Flight Attendant Calendar, Holidays, Reserve Rotation (pmUA) and Blocked Vacation Slide Days (pmCO)

UNITED STATES 2018 FLIGHT ATTENDANT CALENDAR & HOLIDAY

■ Denotes pmCO Blocked Vacation Slide Days
■ Denotes Holiday

January 12/30/17-1/29/18 (31 Day) A							February 1/30/18-3/01/18 (31 Day) B							March 3/02/18-3/31/18 (30 Day) A							April 4/01/18-5/01/18 (31 Day) B							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
						30			30	31	1	2	3							2	3							
31	4	5	6	7	8	9	4	5	6	7	8	9	10	4	5	6	7	8	9	10	1	2	3	4	5	6	7	
10	11	12	13	14	15	16	11	12	13	14	15	16	17	11	12	13	14	15	16	17	8	9	10	11	12	13	14	
17	18	19	20	21	22	23	18	19	20	21	22	23	24	18	19	20	21	22	23	24	15	16	17	18	19	20	21	
24	25	26	27	28	29		25	26	27	28	1			25	26	27	28	29	30	31	22	23	24	25	26	27	28	
30																					29	30	1					

May 5/02/18-6/01/18 (31 Day) A							June 6/2/18-7/1/18 (30 Day) B							July 7/2/18-7/31/18 (30 Day) A							August 8/1/18-8/30/18 (30 Day) B											
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S					
													2																			
5	6	7	8	9	10	11	3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11					
12	13	14	15	16	17	18	10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18					
19	20	21	22	23	24	25	17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25					
26	27	28	29	30	31	1	24	25	26	27	28	29	30	29	30	31					26	27	28	29	30							
							1																									

September 8/31/18-9/30/18 (31 Day) A							October 10/1/18-10/30/18 (30 Day) B							November 10/31/18-11/29/18 (30 Day) A							December 11/30/18-12/29/18 (30 Day) B										
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S				
						31		1	2	3	4	5																			
1	2	3	4	5	6	7	7	8	9	10	11	12	4	5	6	7	8	9	10	2	3	4	5	6	7	8					
8	9	10	11	12	13	14	14	15	16	17	18	19	11	12	13	14	15	16	17	9	10	11	12	13	14	15					
15	16	17	18	19	20	21	21	22	23	24	25	26	18	19	20	21	22	23	24	16	17	18	19	20	21	22					
22	23	24	25	26	27	28	28	29	30				25	26	27	28	29			23	24	25	26	27	28	29					
29	30																		30												

GERMANY 2018 FLIGHT ATTENDANT CALENDAR & HOLIDAYS ■ Denotes Holiday

January 12/30/17-1/29/18 (31 Day) A							February 1/30/18-3/01/18 (31 Day) B							March 3/02/18-3/31/18 (30 day) A							April 4/01/18-5/01/18 (31 Day) B						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						30			30	31	1	2	3						2	3	1	2	3	4	5	6	7
31	1	2	3	4	5	6	4	5	6	7	8	9	10	4	5	6	7	8	9	10	8	9	10	11	12	13	14
7	8	9	10	11	12	13	11	12	13	14	15	16	17	11	12	13	14	15	16	17	15	16	17	18	19	20	21
14	15	16	17	18	19	20	18	19	20	21	22	23	24	18	19	20	21	22	23	24	22	23	24	25	26	27	28
21	22	23	24	25	26	27	25	26	27	28	1			25	26	27	28	29	30	31	29	30	1				
28	29																										

May 5/02/18-6/01/18 (31 Day) A							June 6/2/18-7/1/18 (30 Day) B							July 7/2/18-7/31/18 (30 Day) A							August 8/1/18-8/30/18 (30 Day) B						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			2	3	4	5						2		2	3	4	5	6	7				1	2	3	4	
6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11
13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18
20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25
27	28	29	30	31	1		24	25	26	27	28	29	30	29	30	31					26	27	28	29	30		
							1																				

September 8/31/18-9/30/18 (31 Day) A							October 10/1/18-10/30/18 (30 Day) B							November 10/31/18-11/29/18 (30 Day) A							December 11/30/18-12/29/18 (30 Day) B						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					31	1		1	2	3	4	5	6				31	1	2	3						30	1
2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8
9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15
16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22
23	24	25	26	27	28	29	28	29	30					25	26	27	28	29			23	24	25	26	27	28	29
30																											

UNITED KINGDOM 2018 FLIGHT ATTENDANT CALENDAR & HOLIDAYS ■ Denotes Holiday

January 12/30/17-1/29/18 (31 Day) A							February 1/30/18-3/01/18 (31 Day) B							March 3/02/18-3/31/18 (30 day) A							April 4/01/18-5/01/18 (31 Day) B						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
						30			30	31	1	2	3						2	3	1	2	3	4	5	6	7
31	1	2	3	4	5	6	4	5	6	7	8	9	10	4	5	6	7	8	9	10	8	9	10	11	12	13	14
7	8	9	10	11	12	13	11	12	13	14	15	16	17	11	12	13	14	15	16	17	15	16	17	18	19	20	21
14	15	16	17	18	19	20	18	19	20	21	22	23	24	18	19	20	21	22	23	24	22	23	24	25	26	27	28
21	22	23	24	25	26	27	25	26	27	28	1			25	26	27	28	29	30	31	29	30	1				
28	29																										

May 5/02/18-6/01/18 (31 Day) A							June 6/2/18-7/1/18 (30 Day) B							July 7/2/18-7/31/18 (30 Day) A							August 8/1/18-8/30/18 (30 Day) B						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			2	3	4	5						2		2	3	4	5	6	7				1	2	3	4	
6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11
13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18
20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25
27	28	29	30	31	1		24	25	26	27	28	29	30	29	30	31					26	27	28	29	30		
							1																				

September 8/31/18-9/30/18 (31 Day) A							October 10/1/18-10/30/18 (30 Day) B							November 10/31/18-11/29/18 (30 Day) A							December 11/30/18-12/29/18 (30 Day) B						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					31	1		1	2	3	4	5	6				31	1	2	3						30	1
2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8
9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15
16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22
23	24	25	26	27	28	29	28	29	30					25	26	27	28	29			23	24	25	26	27	28	29
30																											

JAPAN 2018 FLIGHT ATTENDANT CALENDAR & HOLIDAYS ■ Denotes Holiday

January 12/30/17-1/29/18 (31 Day) A							February 1/30/18-3/01/18 (31 Day) B							March 3/02/18-3/31/18 (30 day) A							April 4/01/18-5/01/18 (31 Day) B								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
						30				30	31	1	2	3							2	3	1	2	3	4	5	6	7
31	1	2	3	4	5	6	4	5	6	7	8	9	10	4	5	6	7	8	9	10	8	9	10	11	12	13	14		
7	8	9	10	11	12	13	11	12	13	14	15	16	17	11	12	13	14	15	16	17	15	16	17	18	19	20	21		
14	15	16	17	18	19	20	18	19	20	21	22	23	24	18	19	20	21	22	23	24	22	23	24	25	26	27	28		
21	22	23	24	25	26	27	25	26	27	28	1			25	26	27	28	29	30	31	29	30	1						
28	29																												

May 5/02/18-6/01/18 (31 Day) A							June 6/2/18-7/1/18 (30 Day) B							July 7/2/18-7/31/18 (30 Day) A							August 8/1/18-8/30/18 (30 Day) B								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
			2	3	4	5							2				2	3	4	5	6	7							
6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11		
13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18		
20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25		
27	28	29	30	31	1		24	25	26	27	28	29	30	29	30	31					26	27	28	29	30				
							1																						

September 8/31/18-9/30/18 (31 Day) A							October 10/1/18-10/30/18 (30 Day) B							November 10/31/18-11/29/18 (30 Day) A							December 11/30/18-12/29/18 (30 Day) B								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
					31	1		1	2	3	4	5	6					31	1	2	3							30	1
2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8		
9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15		
16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22		
23	24	25	26	27	28	29	28	29	30					25	26	27	28	29			23	24	25	26	27	28	29		
30																													

HONG KONG 2018 FLIGHT ATTENDANT CALENDAR & HOLIDAYS ■ Denotes Holiday

January 12/30/17-1/29/18 (31 Day) A							February 1/30/18-3/01/18 (31 Day) B							March 3/02/18-3/31/18 (30 day) A							April 4/01/18-5/01/18 (31 Day) B								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
						30				30	31	1	2	3							2	3	1	2	3	4	5	6	7
31	1	2	3	4	5	6	4	5	6	7	8	9	10	4	5	6	7	8	9	10	8	9	10	11	12	13	14		
7	8	9	10	11	12	13	11	12	13	14	15	16	17	11	12	13	14	15	16	17	15	16	17	18	19	20	21		
14	15	16	17	18	19	20	18	19	20	21	22	23	24	18	19	20	21	22	23	24	22	23	24	25	26	27	28		
21	22	23	24	25	26	27	25	26	27	28	1			25	26	27	28	29	30	31	29	30	1						
28	29																												

May 5/02/18-6/01/18 (31 Day) A							June 6/2/18-7/1/18 (30 Day) B							July 7/2/18-7/31/18 (30 Day) A							August 8/1/18-8/30/18 (30 Day) B								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
			2	3	4	5							2				2	3	4	5	6	7							
6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11		
13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18		
20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25		
27	28	29	30	31	1		24	25	26	27	28	29	30	29	30	31					26	27	28	29	30				
							1																						

September 8/31/18-9/30/18 (31 Day) A							October 10/1/18-10/30/18 (30 Day) B							November 10/31/18-11/29/18 (30 Day) A							December 11/30/18-12/29/18 (30 Day) B								
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S		
					31	1		1	2	3	4	5	6					31	1	2	3							30	1
2	3	4	5	6	7	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8		
9	10	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15		
16	17	18	19	20	21	22	21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22		
23	24	25	26	27	28	29	28	29	30					25	26	27	28	29			23	24	25	26	27	28	29		
30																													

Vacation Team Contact Information

Starting September 25, the Vacation Team will be available to answer Flight Attendant questions related to the 2018 Vacation Bidding process.

Contact information is shown below:

Phone Number (U.S.): 1-800-FLT-LINE (option 5; option 1)

Phone Numbers (International):

Frankfurt 0800-181-4245

Hong Kong 0800- 96-5483

London 0800-89-6516

Narita 00531-12-4066

Team Days/Hours: Monday – Friday; 0800 to 1700 Central Time

Email: GRP-WHQS-K-Vacation-Team@united.com

The Vacation Team will be available from **September 25 through November 30**