

## **Q and A #2 PBS**

### **What is PBS?**

PBS (Preferential Bid System) is a method for flight attendants to build their own lines out of all the trips that operate in your domicile throughout the bid month.

### **How does PBS differ from our current line bidding method?**

Currently we bid on pre-built lines the pilots build by equipment type and destination (DOM/NTI or TI). PBS allows flight attendants greater bidding flexibility by allowing each flight attendant to build a customized line to their own specification or preferences. Different equipment, positions and destinations (DOM, NTI, TI) can be mixed and matched to allow flight attendants to build a line of flying that more closely matches the preferences each flight attendant may have. The PBS award is treated the same as the Primary line award today.

### **Does PBS respect Seniority?**

Absolutely. PBS always respects seniority when awarding flight attendants their line of flying. Different vendors accomplish this in different ways based on each vendors' programming algorithms. The selection of the vendor is paramount when using PBS.

### **Have the Union and the Company agreed on a vendor and can the vendor meet the negotiated PBS rules and language in the TA?**

Yes. The Union and the Company have agreed on the vendor we will use for PBS. The process for vendor selection was based on the negotiated language. Both parties agreed on the same vendor because the selected vendor can meet the parameters and rules that you see in the TA.

### **Why will it take 18 to 24 months to implement PBS?**

Although PBS technology is prevalent throughout the world and industry each contract has different work rules, parameters and flying requirements. Since there is no "off the shelf" PBS program the vendor must tailor their programming to meet those needs. It takes time to do that and interface the result with the Crew Management System (for example, Catcrew). It also takes time to train flight attendants to use PBS. Trainers will have to be educated to train individual flight attendants on how to bid using PBS. Once the Trainers begin training flight attendants, there will be a 3 month "parallel" period where flight attendants will practice using PBS while still bidding under the current method. The TA contains clear language for Union involvement in the implementation and administration of PBS. Once the training begins, Flica will be free and continue to be free as long as we use PBS.

### **Can the Company refuse to implement PBS?**

The language in the TA locks the Company into implementing PBS no sooner than 18 months from Date of Signing and no later than 24 months. If the Company does not adhere to this language the Union will file a grievance in order to force the Company to meet the terms of the agreement.

### **Why will the new Reserve and Hours of Service Sections not go into effect until PBS is implemented?**

PBS is the backbone of the Scheduling Section. Both the Hours of Service and Reserve Sections are intertwined with PBS. In order for the entire Scheduling, Reserve system and Hours of Service to work effectively all three have to go into effect simultaneously.

**What is the line building window for PBS?**

The TA specifies a line building window of 70-90 hours. The Company may flex the window up by 5 hours four times a year. There is a line average set by the Company between 75 and 85 (87 in a flexed month) hours that must be respected by the system in order to produce a solution and maintain consistency in the number of lines awarded.

**Can a flight attendant bid a lower or higher line value?**

Yes. The TA provides for a flight attendant to bid a low value down to 40 hours or bid a high value up to 110 hours. Because the line average must be respected this means not everyone will be awarded the high or low value extreme. In order to satisfy the line average there will have to be a balanced number of flight attendants in the high and low value range. For example, a flight attendant may bid down to 40 hours but because of the line average parameter may be awarded a line of 46 hours. This is still a more satisfying result than using hard line bidding where all the lines are pre-built to between 75 and 90 hours.

**What is the PBS bidding timeline?**

Bid packets	10 <sup>th</sup> previous month
PBS closes	16 <sup>th</sup> previous month @ 2100
Awards	18 <sup>th</sup> previous month @ 2100

**Note: ISAP and ETB closed for a 48 hour period between PBS closing/award for pairings that touch the last six days of the current bid period (to avoid transition conflicts).**

**Why does ISAP and ETB close for a 48 hour period for pairing that touch the last six days of the month?**

PBS is based on not awarding trip conflicts that create illegalities or allow for trips to be placed into vacation or training periods. If ISAP and ETB did not **temporarily** close while PBS runs a potential exists for conflicts to be created. For example, if a flight attendant's PBS bid for the next month contained a bid for a 4 day on the first 4 days of the previous month and while PBS was running the flight attendant used ISAP or ETB to add a 3 day trip on the last 3 days of the month the system would not see the added trip and could award the 4 day thus creating an illegal pairing combination. **Once the PBS award is complete ISAP and ETB resume for pairings that touch the last 6 days of the month.**

**Does PBS mean that a 7 day vacation period will only yield 7 days off between trips.**

No. Every flight attendant with 7 or more vacation days in a bid month will be allowed a 4 day extension buffer that will be honored by the PBS award. The 4 day extension buffer can be added in any combination (1 and 3, 2 and 2, etc.) on either side of the vacation period. This means that no flight attendant will have less than 11 days off when they have a vacation period of 7 or more days in a bid month. In addition, a flight attendant with 7 or more days of vacation in a bid month will have a priority to bid the low value of 40 hours. **This is priority for line value only and is not a priority for the award of specific trips.**