



Vacation Elections

Upon implementation of PBS, we will see some dramatic differences in the manner in which we use our weekly vacation periods. Paragraph 9 of the PBS MOU describes our new vacation system in specific detail, and below is an overview of the changes:

1. A pilot may elect to be paid between 12 and 36 hours per seven-day vacation period. (Vacation periods that extend into the next bid month will be credited 1/7th of the elected value per day)
2. A pilot may elect to apply up to two “Inviolate Days” per seven-day vacation period. These Inviolate Days, if chosen, must be contiguous with the vacation period. Inviolate Days essentially serve as protected days, as PBS will not be able to add trips that touch Inviolate Days.
3. Regular and Reduced Lower Limit (RLL) line holders may elect to be paid 4 hours per Inviolate Day from their vacation bank. Reserve line holders MUST pay themselves 4 hours per Inviolate Day from their vacation bank.

In the event a pilot fails to make these elections, the vacation week(s) will default to a credit value of 28 hours (or remaining vacation bank balance, whichever is greater), no Inviolate Days, and no slide.

The PBS MOU also prescribes that these elections must be made by the pilot in sufficient time to be loaded into PBS prior to the monthly bid for which the vacation will affect. In order to comply with this language, all of the vacation elections will be made in a Flica bid folder approximately 2 months prior to the earliest month in which the vacation week will affect. This bid folder, entitled “Pilot Vacation Preferences Options”, will open every month on the 19th at 12:00 ET and close every month on the 24th at 12:00 ET.

Examples:

- A pilot with a vacation week in July that will not touch any part of June will need to complete his/her vacation elections in Flica between May 19 and May 24.
- A pilot holds a vacation week beginning on Sun. Feb 2nd. He would like to slide the week backwards by 3 days to begin on January 30th and apply 2 INV days to the front of the vacation week on January 28th and 29th. These elections, along with the credit election

for the week, MUST BE MADE in the January Vacation Elections bid, which opens on November 19th and closes on November 24th in Flica. ****Reminder**** January 31st is a part of the February bid month.

- A pilot holds a vacation week beginning on Sunday August 2nd. He would like to add two INV days to the beginning of the vacation week on July 31st and August 1st. This election, along with the credit election for the week, MUST BE MADE in the July Vacation Elections bid, which opens on May 19th and closes on May 24th in Flica.

The Pilot Vacation Elections folder will ask each pilot with a vacation period in the applicable bid month to answer six questions for EACH vacation period in that bid month. The questions are similar to those listed below:

1. What value do you assign to your vacation period, between 12 and 36 hours?
2. Do you wish to use Inviolate Days, and if so, how many?
3. If so, do you wish to be paid 4 hours per Inviolate Day from your Vacation Bank? (Note: Reserve line holders are required to use 4 hours per Inviolate Day)
4. Where do you wish to place your Inviolate Days? (One on each end, in the front of the week, or in the back of the week)
5. Do you wish to slide your Vacation period?
6. If so, how many days and in what direction?

Bidding in a Month with Vacation

NavBlue PBS will be unable to add any trips that conflict with a vacation period, or its associated Inviolate Days. There is nothing that would restrict it from adding flying on the days just before and after a vacation period (and Inviolate Days), unless the bidder tells it not to! There are several useful techniques for accomplishing this, and they are described in some detail in the SPA NavBlue PBS QRM. This Quick Start Guide is available on the PBS Resource website, located within spirit.alpa.org.

In general, a good technique for bidding in a month containing a vacation week is to enter a “Prefer Off Date Range” statement for a few days just after your vacation week, and a “Prefer Off Date Range (Reverse Range Priority)” for a few days before your vacation week. The “Reverse Range Priority” is selected on the preceding days because we want to give priority to the days closest to the beginning of the week. Reverse Range Priority tells PBS to read a date range from the back instead of the front of the range.

Additional bid techniques will vary depending on a bidder’s seniority and how much vacation credit the bidder has chosen to apply to the week. These techniques are described in great detail in the Bidline Bulletin “Bidding with Vacation in NavBlue”, which is available on the PBS

Resource website. The PBS Trainers are also available to answer your specific questions on how to bid with vacation and achieve your desired outcome. Please contact us at SPAPBSHelp@alpa.org.