



## Vacation Elections

Upon implementation of PBS, we will see some dramatic differences in the manner in which we use our weekly vacation periods. Item 9 of the PBS LOA 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 1/7<sup>th</sup> 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 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 lower), no Inviolate Days, and no slide.

The PBS LOA also prescribes that these elections must be made by the pilot in sufficient time to be loaded into PBS. In order to comply with this language, all of the vacation elections will be made in a Flica bid folder approximately 2 weeks prior to the opening of the monthly bid in PBS. This bid folder, entitled “Pilot Vacation Slide/Credit/INV”, will open every month on the 21<sup>st</sup> at 12:00 ET and close every month on the 26<sup>th</sup> at 12:00 ET.

Example: A pilot with a vacation week in July will need to complete his/her vacation elections in Flica between May 21 and May 26.

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](http://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. The PBS Trainers are available to answer your specific questions on how to bid with vacation and achieve your desired outcome. Please contact us at [SPAPBSHelp@alpa.org](mailto:SPAPBSHelp@alpa.org).