



THE Bidline Bulletin

Presented by the PBS Working Group

STATUS

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The World of Today – Line Bidding Edition 2

Fellow Spirit Pilots, in this edition of The Bidline Bulletin, we will explore the Final Schedule process, as well as discuss the three schedule augmentation periods currently available to us. As mentioned previously, it is of utmost importance for all of us to have a solid understanding of our current system if we are going to completely grasp the changes coming under PBS.

Transition Open Time (TOT)

Following the close of the monthly line bids, Crew Planners will drop trips or R days that result in legal, physical, or contractual conflicts. They will then add back onto the pilot's schedule trips or R days only on the days of the originally dropped trips to the maximum extent possible, not to exceed the pilot's original line value plus five (5) hours. Once this process is complete, pilots who had conflicts resolved are allowed to participate in Transition Open Time.

During Transition Open Time, a pilot may modify their schedule so as to minimize or augment the Company solution to their transition conflict. Simply put, if you don't like how Crew Planning fixed the conflict, then fix it yourself while staying within the confines of the CBA. The affected pilots may drop, add, or trade with open time so as to provide themselves with a more desirable schedule within the conflict block. Once Transition Open Time is complete, the Company proceeds with the creation of Relief lines and Final Schedules.

Final Schedule

Final Schedule is more than just resolving a month-to-month conflict. Prior to Final Schedule, all planned absences have to be accounted for in every pilot's schedule. This includes but is not limited to: training, vacation, military leave, ALPA drops, and transition conflicts.

Suffice it to say, although the Company plans for and anticipates its staffing requirements, under line bidding the Company isn't fully aware of its final staffing product until after the bids close and trips are dropped as a result of the aforementioned absences. The resulting product from this process is a pilot's Final Schedule. A byproduct of the Final Schedule is the Red/Green grid.

Red/Green - "The Grid"

After Final Schedule and prior to Initial Open Time (IOT), the reserve grids, otherwise known as Red/Green, are set for the contractual month. Per the CBA, the grid must be set to 75% green in each Position. Sometimes this requires some intervention, whereby the buffer on a day or days must be adjusted to comply with the 75% requirement. It is important to know that both the Company and ALPA jointly construct and review the grids for accuracy and contractual compliance prior to publishing.

Initial Open Time (IOT)

After the bids have closed, Final Schedules completed, and the reserve grid set, we move into the second of three schedule augmentation periods: Initial Open Time (IOT). IOT is the pilot group's first crack at whatever open time has become available as a result of Final Schedules and TOT.

Once the IOT window opens, pilots are to submit their requests over a 48-hour period. Regular and Relief pilots are able to submit requests for trip drops, trip adds, trip trades with Initial Open Time, and/or mutual trip trades with other pilots. Reserve pilots may request, if available in the open time pot, R-day adds, trades with R days in Initial Open Time, or mutual R day trades.

Once IOT closes it is awarded in the following order: Regular and Relief pilots in seniority order adding and/or trading with open time (as defined by the CBA), then Regular and Relief pilots submitting mutual trades. Finally, Regular, Relief, and Reserve pilots in seniority order picking up or trading R days in open time or with each other.

Daily Open Time (DOT)

Daily Open Time begins after IOT has been closed, processed, and awarded according to the CBA bid timeline. DOT allows pilots to make a myriad of schedule changes on a first come, first served basis. DOT is the last and longest schedule augmentation period and will remain open continuously through the end of the applicable bid month. DOT allows pilots to make schedule adjustments outside of the 48-hour block within which Crew Scheduling owns the trip.

Conclusion

We appreciate your time in reviewing with us the genesis of where pilot schedules come from today. As we transition from line bidding into our new PBS world, it is important to keep in mind that the framework for the entire process has been built around collaboration. The JPWG both on the Company and the ALPA side have worked tirelessly and jointly to develop a product that we look forward to sharing with you.

In the next several editions of The Bidline Bulletin, we will explore the details of "Stepping Into Tomorrow." We will delve into some specifics of PBS bidding, and give an in depth look at what will be changing upon PBS implementation. In the meantime, please feel free to reach out to us anytime at SPAJPWG@alpa.org should you have any questions or concerns.

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