



Stepping into Tomorrow – PBS Bidding

Edition – 1

In this issue of The Bidline Bulletin we will reinforce topics from our previous editions while building on new concepts involving PBS pairing and line construction. Please pay close attention to the concepts in this document, as they are crucial to understanding the process. As always should you have any questions or concerns please reach out to SPAJPWG@alpa.org

With the ratification of the 2018 Collective Bargaining Agreement, the parties agreed to transition to a Preferential Bidding System (PBS). By unanimous consensus the NavBlue PBS platform was chosen by the JPWG. With this change, the pilot group will also see the following long-awaited increases to our compensation: the 4:00 & 4:30 Minimum Pay per Duty Period (MPDP) increases to 5:00; the current trip rig of 1:4.2 is modified to 1:3.5; and a duty rig of 1:2 is introduced. In order for our pilot group to enjoy the benefits of these collective labors we feel it important to describe to you not only how we got there but also highlight what the process of PBS bidding will look like. Please, compare and contrast this document with the “World of Today” documents we published to see the similarities and differences in the two processes.

It is important to remember that the cornerstone of the PBS process at Spirit Airlines has been completely collaborative. This cooperation will live on through the PBS LOA, Memorandum of Understanding, and our CBA, which will be the controlling documents as we implement and live in a PBS world. These documents, in addition to the other training aids provided in the SPAMEC PBS Resource website should be a pilot’s primary source for questions and answers, prior to contacting the JPWG. Only through thorough practice and education will pilots realize the real benefits of bidding under this system.

Some of the information contained in this document will seem to mirror the “World of Today” publication, and that’s because it does. There are also parts of the pilot schedule build process that will change from line bidding to PBS, and they will be highlighted in this document. Thank you for taking the time to read and educate yourself, as we begin “Stepping into Tomorrow.”

What’s a Flight File?

There are no changes to the creation and origin of the flight file from line bidding. As a refresher, let’s review where this file comes from and where it goes.

The Crew Planning Department works about 45 days ahead of time. For example, sometime between the second and third week of December, the Crew Planning department will receive a file that has every individual flight segment in the Spirit Airlines network for February. This file is developed by the Network Planning Department in conjunction with the Marketing Department.

This file is then “washed” through a piece of software called a pairing optimizer. Currently, Spirit uses a pairing optimizer from a company called S3RUS. The pairing optimizer takes all of the segments to be flown in that particular month and combines them into what we know as pairings. This is done using a complicated algorithm and set of adjustable rules in order to produce a desired outcome with respect to the Company’s operational needs, overall cost, pilot CBA, and pilot quality of life.

How does S3RUS work in a PBS world?

As mentioned previously, with the implementation of PBS comes the new MPDP and new Trip and Duty Rigs: 5:00 MPDP, 1:3.5 Trip Rig, and 1:2 Duty Rig. Furthermore, the trigger for the additional duty period credit increases from 22-hours up to 24-hours. The rule file of the pairing optimizer will be changed to reflect these new numbers. It is important to mention that the job of the pairing optimizer is to create the most efficient pairings possible given the parameters set. The optimizer sees Rigs as paying on “soft time” vs flight time and tries to avoid constructing pairings that pay based on inefficiencies.

With regard to the 5:00 MPDP and the 1:3.5 Trip Rig, the optimizer could find optimal efficiency using a mix of both, but you will see these Rigs paid much more frequently. The Duty Rig (1:2) is the easiest of our work rules to optimize around, as you’d have to be on duty over 10 hours and block less than 5:00 within a duty period, and that just doesn’t happen very often in an originally built pairing. You will, however, see this Rig paid as a pairing is actually flown, as part of a lengthy delay or extended sit in a duty period.

The pairing solution presented to the pilot group in the next phase of the process is still jointly constructed by the Company and the Scheduling Committee, taking into account requests for pilot quality of life enhancements while preserving planned operational integrity and CBA compliance. This solution is always reviewed by the Scheduling Committee to insure contractual compliance and safety of flight. Once reviewed, the Pairing File is now ready for the PBS line build process.

What is PBS?

“Preferential Bidding System” or “PBS” means the bidding system utilized by the Company that enables a pilot to bid for and be awarded an initial line, which is based upon pilot bid preferences, seniority, known absences, programmed award logic, FARs, the CBA, this PBS LOA and the resulting PBS Memorandum of Understanding (“MOU”). In short, PBS is a line bidding system that constructs lines, in seniority order, based on a list of positive and negative preferences input by the individual pilot and constructs a line based on the seniority of that pilot using all available trips that have not been previously assigned. When broken down to its most simple function, the NavBlue PBS is a very simple program. It starts with the most senior bidder and then goes down

the seniority list and builds each pilot a schedule, using his/her individual preferences. Instead of the current process, which involves a human creating lines with maximum weekends off, maximum day trips, maximum days off, etc., NavBlue PBS caters to each pilots' individual preferences, to the best of its ability, all while respecting seniority. Lastly, it is important to remember that PBS optimizes around planned absences as it is building a pilot's schedule.

We will be providing a much more detailed look into how NavBlue PBS builds a line as we get closer to bidding, so please keep a look out for that material.

PBS Terms to Remember

There are a few terms that need to be explained and understood. First, it is important to know that PBS is a **credit-based** system. Unlike line bidding, in which a line can contain no more than 90 block hours, PBS will build a line between the Minimum and Maximum line **credit** values for a specific month. The specific calculations used to establish the Minimum and Maximum credit values are negotiated items and will be released as part of the PBS MOU as we approach implementation.

NavBlue PBS will look to build lines within a **Normal Credit Window**, which is derived from the **Average Line Value (ALV)**. The ALV is specific to a Status (ex. A320/CA) and is the projected credit hour average of all Regular Line PBS awards. The Normal Credit Window is normally equal to the Average Line Value plus or minus a given number of credit-hours, which is another negotiated item.

Within the PBS system a pilot has *the option* to bid within two credit windows, the **Minimum** and **Maximum Credit Windows**, which are within the Normal Credit Window. The value of these windows is again derived from the published ALV. The ALV and Credit Windows are published by the Company prior to the opening of the monthly bid.

Within each bid window is a **Threshold**. The Threshold is the credit value that PBS must build up to in order to have a completed line within that bid window. Once the Threshold has been reached, PBS will stop adding flying to the pilot's line.

In a very simplistic sense the PBS takes pairings and puts them on your schedule until it reaches the set Threshold within the applicable bid window.

Below you will find examples of the credit windows and sample pairings used by the system to fulfill them. The credit window ranges will be negotiated and published as part of the PBS MOU. The examples below are for illustration purposes only.

Examples:

Company Published A320/CA ALV = 77:00

A320/CA Normal Credit Window Range = 70:00 – 84:00.

A320/CA Minimum Credit Window Range = 70:00 – 77:00.

A320/CA Maximum Credit Window Range = 77:00 – 84:00.

Normal Credit Window

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D4693                BASE REPT: 1754L      Mo Tu We Th Fr Sa Su
Base : DTW (CA01F001)
                                     -- -- -- -- -- -- --
                                     -- -- -- 20 -- -- --
                                     --
TH      845 DTW-FLL 1839 2148 309 107 321
TH      230 FLL-ATL 2255 0046 151    321    500 0 500 722 2859
D-END: 0116L REPT: 0615L FDP: 0652 FDPLim: 1200
Hyatt Regency Atlanta (404) 577-1234
SA DH 554 ATL-BWI 0700 0841 141 104 32A
SA 557 BWI-ATL 0945 1150 205    320    205 141 346 605 1855
D-END: 1220L REPT: 0715L FDP: 0535 FDPLim: 1300
Hyatt Regency Atlanta (404) 577-1234
SU      768 ATL-DTW 0800 1001 201    321    201 0 201 316
D-END: 1031L FDP: 0246 FDPLim: 1400
TOTALS BLK 906 DHD 141 TRIP RIG: 913 CDT 2000 T.A.F.B. 6437 LDGS: 4
  
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For purposes of this example, let's assume the Threshold for the Normal Window is set at 77:00 credit hours and the pilot did not opt to bid into the Minimum or Maximum Credit Window. For a pilot awarded the above pairing, PBS would add 20:00 credit hours to the pilot's line while attempting to reach the 77:00 credit hour threshold. Let's assume this pairing operated daily and was awarded to the pilots' bid line 4 times. The line for this particular pilot would be complete and the system would stop adding trips since it is within the Normal Credit Window (70:00-84:00 credit hours) and above the Threshold (77:00 credit hours), with a total credit of 80:00.

Minimum Credit Window

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D4734                BASE REPT: 0845L      Mo Tu We Th Fr Sa Su
Base : DTW (CA01F001)
                                     3 -- -- -- 7 8 --
                                     -- -- -- -- -- -- --
                                     --
1       565 DTW-ATL 0930 1142 212 50 320
1       565 ATL-MCO 1232 1400 128 150 320
1       422 MCO-BOS 1550 1852 302    320    642 0 642 1037 1223
D-END: 1922L REPT: 0745L FDP: 1007 FDPLim: 1300
Four Points by Sheraton Boston Logan (781) 284-7200
2       203 BOS-PBI 0830 1200 330 50 319
2       204 PBI-BOS 1250 1603 313    319    643 0 643 848 1147
D-END: 1633L REPT: 0420L FDP: 0818 FDPLim: 1400
Four Points by Sheraton Boston Logan (781) 284-7200
3       103 BOS-MYR 0505 0725 220    320    220 0 220 335 2926
D-END: 0755L REPT: 1321L FDP: 0305 FDPLim: 1000
Hampton Broadway (843) 916-0600
4       922 MYR-LGA 1406 1559 153 58 320
4       922 LGA-DTW 1657 1902 205    320    358 0 358 611
D-END: 1932L FDP: 0541 FDPLim: 1200
TOTALS BLK 1943 DHD 0 TRIP RIG: 517 CDT 2500 T.A.F.B. 8247 LDGS: 8
  
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For purposes of this example, let's assume the Threshold for the Minimum Credit Window is set at 72:00 credit hours. For a pilot awarded the above pairing, PBS would add 25:00 credit hours

