



Horizon Air

Association of Flight Attendants, AFL-CIO

Drafting, Extensions & Rescheduling

Hello Flight Attendants,

AFA has received multiple reports that Crew Scheduling has made changes to line holder trips to cover additional flying when they have run out of reserves. Crew Scheduling has been inconsistent with the terms used to describe these changes, which has created additional confusion for flight attendants. Please take the time to review the following language from the contract:

Drafting: Article 2.Q defines Drafting as “the involuntary assignment of a Flight Attendant to Duty on a Day Off”. Article 6.I.10 further describes Drafting protocol:

- a. A Drafting assignment shall not be made before twenty-four (24) hours prior to the open time Trip.
- b. After the assignment has been made, a Drafted Flight Attendant may not be relieved from an open time assignment without her/his consent.
- c. A Flight Attendant who has been Drafted may request that the Company continue trying to assign the open time assignment until four hours before the scheduled show time on the conditions that: (1) she/he will consent to her/his replacement if another Flight Attendant is assigned to the open time; and (2) she/he agrees to report for the open-time assignment unless notified that another Flight Attendant has been assigned to the Trip.
- d. When a Flight Attendant who has been Drafted completes her/his open-time assignment, she/he shall be moved to the top of the seniority list of the Flight Attendants in her/his Domicile for Drafting purposes. The Flight Attendant shall retain this increased protection from another Drafting assignment for the remainder of the bid month and during the next bid month (provided she/he retains the same Domicile).
- e. The Company may excuse a Flight Attendant from a Drafting assignment for reasons such as the need to care for a child at home, etc. However, a Flight Attendant who has been excused from a Drafting assignment shall not be moved from her/his current Drafting seniority.

Flight Attendants awarded a reserve line cannot be drafted except as follows: “A Lineholder who picks up a reserve day(s) may be drafted only when contacted at check-in for the reserve assignment or while the reserve assignment is in progress. A Flight Attendant awarded a reserve line who picks up a trip on day(s) off can be drafted at the completion of the trip, provided that the drafted assignment releases by midnight (12:00 AM) of that day and is made part of the same duty period.” (7.B.6)

Extensions: Article 2.S defines an Extension as “the assignment of additional flying that results in a Flight Attendant being released later than the end of the originally scheduled trip. Such additional flying commences after the Flight Attendant has returned to domicile after her/his scheduled flying”. Article 6.H.1 goes into further detail: “As a last resort (no Reserve is available), the Company may extend a Flight Attendant by assigning her/him to additional flying that commences upon return to domicile that results in her/his being released later than the end of the originally scheduled trip. A Flight Attendant who has picked up, volunteered for, or was drafted into a Trip will be excluded from this provision.” Extension language does not apply to trips assigned or self-assigned during a Reserve Availability Period.

Rescheduling: Per Article 6.F.2, a Flight Attendant may be rescheduled when: “An entire trip is cancelled prior to check-in” or “after she/he has checked in for the trip”. If assigned a rescheduled trip (6.F.4): the trip “must remain within the footprint (check-in and release time) of the original Trip, regardless of when the rescheduling occurs or how many times the Flight Attendant is rescheduled, except that the Flight Attendant may be rescheduled for no more than an additional two (2) hours beyond the original release time.” If you were originally scheduled for a single day trip, you cannot be rescheduled for a multi-day trip. (6.F.4.c.) If you picked up a trip from open time, responded to a premium pay text or were drafted, you may be rescheduled no more than one (1) hour beyond the original release time. (Article 6.I.9.e)

If you have recently been drafted, extended, rescheduled, or had your trip changed due to “operational necessity”, please submit an Issues Report [here](#). Reporting helps AFA determine the scope of impact these changes have on flight attendants and allows the Scheduling and Reserve committee chairs to present a complete picture to Crew Scheduling and Management.

In Solidarity,

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MEC Scheduling Committee & Reserve Committee Chairs

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