

Aloha
Thank you for
joining us today.
The meeting will
start at 0900.

AFA - Hawaiian Airlines



Section 8: Reserve Self-Assignment Overview

AFA - Hawaiian Airlines



Overview

- ▶ Significant improvements in the Reserves section
 - ▶ The current system is broken
- ▶ AFA Goals:
 - ▶ FA control
 - ▶ Understandability, transparency, predictability
 - ▶ Automation
 - ▶ Clarify and update the section
 - ▶ Match LQ Reserves with LQ groupings; cover long trips

Overview - The Basic Steps

1. Self-Assignment Bidding (8.J.)
2. Reserve Pre-Assignment (8.K.)
3. Reserve Self-Assignment Awards (8.L.)
4. Assignment of Open LQ Positions (8.M.)
5. Assignment of Remaining Non-LQ Groupings (8.N.)
6. Rescinding a SA'ed Grouping (8.O.)
7. Creating the Standby List (8.P.)
8. Assigning Groupings to Standby List (8.Q.)

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Award Preferences

Overview - The Basic Steps

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4. **Assignment of Open LQ Positions (8.M.)**
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Award Preferences

Assign Remaining Open Trips

Overview - The Basic Steps

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 5. Assignment of Remaining Non-LQ Groupings (8.N.)
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-
- Award Preferences
- Assign Remaining Open Trips
- Standby List
- Using the Standby List

Overview - The Basic Steps

1. Self-Assignment Bidding (8.J.)
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 7. Creating the Standby List (8.P.)
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-
- The diagram uses blue brackets to group the steps into four categories on the right side of the slide:
- Awarding**: Steps 1, 2, and 3.
 - Assigning**: Steps 4 and 5.
 - Standby List**: Steps 7 and 8.
 - Using the Standby List**: Step 8.

The First Steps - Awarding

1. Self-Assignment Bidding (8.J.)
2. Reserve Pre-Assignment (8.K.)
3. Reserve Self-Assignment Awards (8.L.)
4. Assignment of Open LQ Positions (8.M.)
5. Assignment of Remaining Non-LQ Groupings (8.N.)
6. Rescinding a SA'ed Grouping (8.O.)
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Award Preferences

General Timeline - Building The Schedule for The Next Day

- ▶ 0900 - deadline to call in well to be back on schedule for the next day.
- ▶ 1030 - trip request process begins for bids and GDO pickups
- ▶ 1330 - deadline to submit Reserve Self-Assignment Preferences
- ▶ 1330 - SA process begins, including Pre-Assignment, S=A, Other Assignments, Rescinding, and Building DFS
- ▶ 1700 - Daily Flight Schedule and Standby List are published.

J. Reserve Self Assignment Bidding - Reserve Preferences

- ▶ Preferencing is like submitting trip requests
- ▶ Menu-driven, not text boxes
- ▶ Automated system
- ▶ Open Trips “frozen”

J. Reserve Self Assignment Bidding - Reserve Preferences

- ▶ Specific groupings including II RSV desk
- ▶ Flight numbers
- ▶ LQ Service, LQ Lead
- ▶ Stations
- ▶ # of days (trip length); # of landings (ii)
- ▶ Interisland; International
- ▶ Check-in time; Check-out time
- ▶ International Airport Reserve
- ▶ Call Me First (vs. Call Me Last)

J. Reserve Self Assignment Bidding - Days of Availability (DOA)

- ▶ SA tries to match Reserve availability with open groupings
- ▶ For SA to award a trip, the preferenced trip must be equal to/one day less than DOA

Days of Availability	Allowable Preference/Award
1	1 day grouping
2	1 or 2 day grouping
3	2 or 3 day grouping
4	3 or 4 day grouping
5	4 or 5 day grouping
6 or more	5 or more day grouping

K. Pre-Assignment - The Look-Ahead

- ▶ Prior to running SA:
 - ▶ Are there open LQ and 4+ groupings?
 - ▶ Are there enough Reserves preferencing LQ and 4+ groupings?
- ▶ If not enough, then Pre-Assignment
 - ▶ Award those who preferenced, then assign those who did not preference
 - ▶ Award in seniority order, assign in inverse seniority order
- ▶ If enough Reserves preferenced, SA will be run

L. Reserve Self-Assignment Awards - SA

- ▶ SA process starts at 1330 local domicile time
- ▶ Open groupings awarded by seniority and DOA
- ▶ Participation not required, but your strategic participation increases the likelihood of getting a trip that you prefer, building your hours, and setting yourself up on the standby list.
- ▶ The result of Self-Assignment is the DFS starting to be populated

The Next Steps - Assigning

1. Self-Assignment Bidding (8.J.)
2. Reserve Pre-Assignment (8.K.)
3. Reserve Self-Assignment Awards (8.L.)
4. **Assignment of Open LQ Positions (8.M.)**
5. **Assignment of Remaining Non-LQ Groupings (8.N.)**
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Award Preferences

Assign Remaining Open Trips

M. LQ Positions after SA and Prior to DFS

- ▶ After SA is completed - Are there uncovered LQ positions?
 - ▶ Were any LQs not awarded an LQ position?
- ▶ Are there any open LQ positions?
 - ▶ First, LQ who preferenced LQ
 - ▶ Next, LQ who preferenced CMF w/ same DOA
 - ▶ Next, LQ who did not preference w/ same DOA, then more DOA
- ▶ “Preferred” in seniority order, otherwise in inverse seniority order
- ▶ LQ Lead and LQ Service assigned using similar processes
- ▶ Once all LQ positions are assigned, all remaining groupings can be assigned without regard to language qualification

N. Assignment of all Remaining Uncovered Non-LQ Groupings - The "Buckets"

- ▶ This is still prior to creating the standby list and prior to DFS
- ▶ Applies to Reserves not yet awarded or assigned
- ▶ Two lists: Reserves, and Uncovered Groupings
- ▶ Reserves will be in buckets: 1 day, 2-3 days, 4+ days
- ▶ Groupings will be assigned highest credit first, lowest credit last
- ▶ International Airport Reserve is considered the lowest credit

N. Assignment of all Remaining Uncovered Non-LQ Groupings - The "Buckets"

DOA	Reserve Bucket
1 DOA	1-day bucket
2 or 3 DOA	2-3 day bucket
4+ DOA	4+ day bucket

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DOA	Reserve Bucket
1 DOA	1-day bucket
2 or 3 DOA	2-3 day bucket
4+ DOA	4+ day bucket

Open Grp (D)	Grp Credit
SEA (2-day)	12:35
PDX (2-day)	11:35
PPG (2-day)	11:00
SFO (2-day)	10:40
LAS (3-day)	12:00

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Open Grp (D)	Grp Credit
SEA (2-day)	12:35
PDX (2-day)	11:35
PPG (2-day)	11:00
SFO (2-day)	10:40
LAS (3-day)	12:00

Example: Ordered 2-3 Day Bucket Assignment List and Groupings Assigned

FA	Seniority	DOA	Ass'd Grp (D)	Grp Credit
FA 1	699 CMF	3		
FA 2	701	3		
FA 3	680	2		
FA 4	670	2		
FA 5	624	3		

N. Assignment of all Remaining Uncovered Non-LQ Groupings - The "Buckets"

DOA	Reserve Bucket
1 DOA	1-day bucket
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4+ DOA	4+ day bucket	PPG (2-day)	11:00
		SFO (2-day)	10:40
		LAS (3-day)	12:00

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N. Assignment of all Remaining Uncovered Non-LQ Groupings - The "Buckets"

DOA	Reserve Bucket	Open Grp (Days)	Grp Credit
1 DOA	1-day bucket	SEA (2-day)	12:35
2 or 3 DOA	2-3 day bucket	PDX (2-day)	11:35
4+ DOA	4+ day bucket	PPG (2-day)	11:00
		SFO (2-day)	10:40
		LAS (3-day)	12:00

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4+ DOA	4+ day bucket	PPG (2-day)	11:00
		SFO (2-day)	10:40
		LAS (3-day) ✓	12:00

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FA 2	701	3✓	LAS (3-day)	12:00
FA 3	680	2		
FA 4	670	2		
FA 5	624	3		

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		SFO (2-day)	10:40
		LAS (3-day)	12:00

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FA 2	701	3	LAS (3-day)	12:00
FA 3	680	2✓	PDX (2-day)	11:35
FA 4	670	2		
FA 5	624	3		

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FA 2	701	3	LAS (3-day)	12:00
FA 3	680	2	PDX (2-day)	11:35
FA 4	670	2	PPG (2-day)	11:00
FA 5	624	3	SFO (2-day)	10:40

N. The Buckets - Example: Not Enough 1-Day Reserves

- ▶ If there are no available Reserves in the appropriate bucket, move to the appropriate Reserve in the next higher bucket with more DOA
- ▶ Example:
 - ▶ 8 1-day groupings to be assigned
 - ▶ 9 Reserves to be assigned: 3 @ 1-DOA, 3 @ 2-DOA, 3 @ 3-DOA
 - ▶ International Airport Reserve can be built as a 1-day grouping

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:

LAS 12:10 cdt

LAS 12:10 cdt

LAX 11:15 cdt

ii 5:00 cdt

ii 4:50 cdt

ii 4:30 cdt

ARC

ARC

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:
LAS 12:10 cdt
LAS 12:10 cdt
LAX 11:15 cdt
ii 5:00 cdt
ii 4:50 cdt
ii 4:30 cdt
ARC
ARC

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	699 CMF	1		
FA 2	701	1		
FA 3	624	1		

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	702 CMF	3		
FA 2	712	2		
FA 3	709	3		
FA 4	705	2		
FA 5	703	2		
FA 6	700	3		

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:
LAS 12:10 cdt
LAS 12:10 cdt
LAX 11:15 cdt
ii 5:00 cdt
ii 4:50 cdt
ii 4:30 cdt
ARC
ARC

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	699 CMF	1		
FA 2	701	1		
FA 3	624	1		

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	702 CMF	3		
FA 2	712	2		
FA 3	709	3		
FA 4	705	2		
FA 5	703	2		
FA 6	700	3		

N. The Buckets - Example:

1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:

LAS 12:10 cdt

LAS 12:10 cdt

LAX 11:15 cdt

ii 5:00 cdt

ii 4:50 cdt

ii 4:30 cdt

ARC

ARC

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	699 CMF	1		
FA 2	701	1		
FA 3	624	1		

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	702 CMF	3		
FA 2	712	2		
FA 3	709	3		
FA 4	705	2		
FA 5	703	2		
FA 6	700	3		

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:	FA	Seniority	DOA	Ass'd Grp	Grp Credit
LAS 12:10 cdt	FA 1	699 CMF	1	LAS	12:10
LAS 12:10 cdt	FA 2	701	1		
LAX 11:15 cdt	FA 3	624	1		
ii 5:00 cdt	FA 1	702 CMF	3		
ii 4:50 cdt	FA 2	712	2		
ii 4:30 cdt	FA 3	709	3		
ARC	FA 4	705	2		
ARC	FA 5	703	2		
	FA 6	700	3		

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

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LAX 11:15 cdt

ii 5:00 cdt

ii 4:50 cdt

ii 4:30 cdt

ARC

ARC

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	699 CMF	1	LAS	12:10
FA 2	701	1		
FA 3	624	1		

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	702 CMF	3		
FA 2	712	2		
FA 3	709	3		
FA 4	705	2		
FA 5	703	2		
FA 6	700	3		

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:	FA	Seniority	DOA	Ass'd Grp	Grp Credit
LAS 12:10 cdt	FA 1	699 CMF	1	LAS	12:10
LAS 12:10 cdt	FA 2	701	1	LAS	12:10
LAX 11:15 cdt	FA 3	624	1		
ii 5:00 cdt	FA 1	702 CMF	3		
ii 4:50 cdt	FA 2	712	2		
ii 4:30 cdt	FA 3	709	3		
ARC	FA 4	705	2		
ARC	FA 5	703	2		
	FA 6	700	3		

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:

~~LAS 12:10 cdt~~

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LAX 11:15 cdt

ii 5:00 cdt

ii 4:50 cdt

ii 4:30 cdt

ARC

ARC

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	699 CMF	1	LAS	12:10
FA 2	701	1	LAS	12:10
FA 3	624	1		

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	702 CMF	3		
FA 2	712	2		
FA 3	709	3		
FA 4	705	2		
FA 5	703	2		
FA 6	700	3		

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:	FA	Seniority	DOA	Ass'd Grp	Grp Credit
LAS 12:10 cdt	FA 1	699 CMF	1	LAS	12:10
LAS 12:10 cdt	FA 2	701	1	LAS	12:10
LAX 11:15 cdt	FA 3	624	1	LAX	11:15
ii 5:00 cdt	FA	Seniority	DOA	Ass'd Grp	Grp Credit
ii 4:50 cdt	FA 1	702 CMF	3		
ii 4:30 cdt	FA 2	712	2		
ARC	FA 3	709	3		
ARC	FA 4	705	2		
	FA 5	703	2		
	FA 6	700	3		

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:

~~LAS 12:10 cdt~~

~~LAS 12:10 cdt~~

~~LAX 11:15 cdt~~

ii 5:00 cdt

ii 4:50 cdt

ii 4:30 cdt

ARC

ARC

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	699 CMF	1	LAS	12:10
FA 2	701	1	LAS	12:10
FA 3	624	1	LAX	11:15

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	702 CMF	3		
FA 2	712	2		
FA 3	709	3		
FA 4	705	2		
FA 5	703	2		
FA 6	700	3		

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:	FA	Seniority	DOA	Ass'd Grp	Grp Credit
LAS 12:10 cdt	FA 1	699 CMF	1	LAS	12:10
LAS 12:10 cdt	FA 2	701	1	LAS	12:10
LAX 11:15 cdt	FA 3	624	1	LAX	11:15
ii 5:00 cdt	FA 1	702 CMF	3	ii	5:00
ii 4:50 cdt	FA 2	712	2	ii	4:50
ii 4:30 cdt	FA 3	709	3	ii	4:30
ARC	FA 4	705	2	ARC	4:00
ARC	FA 5	703	2	ARC	4:00
	FA 6	700	3		

N. The Buckets - Example:

1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:
LAS 12:10 cdt
LAS 12:10 cdt
LAX 11:15 cdt
ii 5:00 cdt
ii 4:50 cdt
ii 4:30 cdt
ARC
ARC

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	699 CMF	1	LAS	12:10
FA 2	701	1	LAS	12:10
FA 3	624	1	LAX	11:15

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	702 CMF	3	ii	5:00
FA 2	712	2	ii	4:50
FA 3	709	3	ii	4:30
FA 4	705	2	ARC	4:00
FA 5	703	2	ARC	4:00
FA 6	700	3		

N. The Buckets - Example: 1- and 2-3 Day Buckets + Assignments

1-day groupings to be assigned:
LAS 12:10 cdt
LAS 12:10 cdt
LAX 11:15 cdt
ii 5:00 cdt
ii 4:50 cdt
ii 4:30 cdt
ARC
ARC

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	699 CMF	1	LAS	12:10
FA 2	701	1	LAS	12:10
FA 3	624	1	LAX	11:15

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	702 CMF	3	ii	5:00
FA 2	712	2	ii	4:50
FA 3	709	3	ii	4:30
FA 4	705	2	ARC	4:00
FA 5	703	2	ARC	4:00
FA 6	700	3		

O. Rescinding a Self-Assigned Grouping - The “Clawback”

- ▶ Applies in two situations
 - ▶ 4+ day grouping remains uncovered
 - ▶ LQ grouping remains uncovered

O. Rescinding a Self-Assigned Grouping - The “Clawback” (4+ day grouping)

- ▶ The most junior Reserve awarded a grouping of fewer days than their DOA
- ▶ Example - 4-day grouping: Three Reserves with 5-DOA are each awarded 4-day groupings during SA. After the award, a 5-day grouping remains unfilled and there are no un-assigned Reserves with the requisite DOA who are legal for the 5-day. The junior-most 5-day Reserve awarded a 4-day grouping may have that award rescinded and be assigned to the unfilled 5-day grouping

O. Rescinding a Self-Assigned Grouping - The “Clawback” (4+ day grouping)

- ▶ These Reserves were awarded groupings of fewer days than their DOA

FA	Seniority	SA'd Grp (D)	DOA	
FA 1	901	AKL (4)	5	
FA 2	879	AKL (4)	5	
FA 3	600	AKL (4)	5	
Open Grps				
Grp 1		BOS (5)		

O. Rescinding a Self-Assigned Grouping - The “Clawback” (4+ day grouping)

- ▶ A 5-day grouping remains uncovered; there are no unassigned Reserves with 5 DOA

FA	Seniority	SA'd Grp (D)	DOA	
FA 1	901	AKL (4)	5	
FA 2	879	AKL (4)	5	
FA 3	600	AKL (4)	5	
Open Grps				
Grp 1		BOS (5)		

O. Rescinding a Self-Assigned Grouping - The “Clawback” (4+ day grouping)

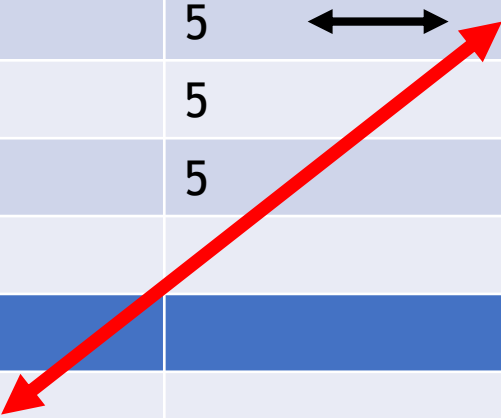
- ▶ The junior-most 5-day Reserve awarded a 4-day grouping may have that award rescinded and be assigned to the unfilled 5-day grouping

FA	Seniority	SA'd Grp (D)	DOA	
FA 1	901	AKL (4) ↔	5	
FA 2	879	AKL (4)	5	
FA 3	600	AKL (4)	5	
Open Grps				
Grp 1		BOS (5)		

O. Rescinding a Self-Assigned Grouping - The “Clawback” (4+ day grouping)

- ▶ The junior-most 5-day Reserve awarded a 4-day grouping may have that award rescinded and be assigned to the unfilled 5-day grouping

FA	Seniority	SA'd Grp (D)	DOA	Clawback To:
FA 1	901	AKL (4)	5	BOS (5)
FA 2	879	AKL (4)	5	
FA 3	600	AKL (4)	5	
Open Grps				
		Grp 1		
		BOS (5)		



O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

- ▶ First, the most junior LQ Lead who was awarded a non-LQ grouping, with adequate DOA
- ▶ Next, the most junior LQ Lead who was awarded LQ Service grouping, with adequate DOA
- ▶ LQ Lead position will not be filled with LQ Service Reserve until sign-in at the briefing table

O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

▶ Example 1: LQ Lead grouping remains open

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	LAX (3-day)	N/A	12:15
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	17:28

O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

- ▶ First, the most junior LQ Lead who was awarded a non-LQ grouping, will have their SA'd grouping rescinded

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	LAX (3-day)	N/A	12:15
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	

O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

- ▶ First, the most junior LQ Lead who was awarded a non-LQ grouping, will have their SA'd grouping rescinded

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	LAX (3-day)	N/A	12:15
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	

O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

- ▶ Result: LQ Lead awarded Non-LQ grouping will be assigned to the open LQ Lead grouping

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	LAX (3-day)	N/A	12:15
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	17:28

O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)


▶ Example 2: 2 (two) LQ Lead groupings remain open

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	LAX (3-day)	N/A	12:15
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	17:28
Grp 2		NRT (3-day)	JL	16:25

O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)


- ▶ First, the most junior LQ Lead who was awarded a non-LQ grouping will have it rescinded and be assigned the LQ Lead grouping

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	LAX (3-day)	N/A	12:15
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	17:28
Grp 2		NRT (3-day)	JL	16:25



O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

- ▶ But there is a second open LQ Lead grouping.

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	HND (3-day)	JL	17:28
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	17:28
 Grp 2		NRT (3-day)	JL	16:25

O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

- ▶ The most junior LQ Lead who was awarded an LQ Service grouping will have their SA'd grouping rescinded

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	HND (3-day)	JL	17:28
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	17:28
Grp 2		NRT (3-day)	JL	16:25



O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

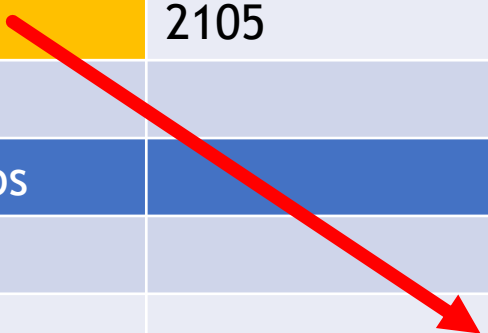
- ▶ The most junior LQ Lead who was awarded an LQ Service grouping will have their SA'd grouping rescinded

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	HND (3-day)	JL	17:28
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	17:28
→ Grp 2		NRT (3-day)	JL	16:25

O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

- ▶ Result: LQ Leads awarded Non-LQ/Non-LQ Lead groupings are assigned to the open LQ Lead groupings

FA	Seniority	SA'd Grp (D)	LQ Position	Grp Credit
FA 1 (JL)	2100	HND (3-day)	JL	17:28
FA 2 (JL)	2105	NRT (3-day)	JS	16:25
Open Grps				
Grp 1		HND (3-day)	JL	17:28
Grp 2		NRT (3-day)	JL	16:25



O. Rescinding a Self-Assigned Grouping - The “Clawback” (LQ grouping)

- ▶ The Clawback is intended to allow scheduling to maximize the utilization of LQ and 4+ DOA Reserves.
- ▶ Reserves who self-maximize and preference appropriate LQ and 4+ day groupings reduce their exposure to being “clawed back”

The Final Steps - Standby List and Assignments

1. Self-Assignment Bidding (8.J.)
 2. Reserve Pre-Assignment (8.K.)
 3. Reserve Self-Assignment Awards (8.L.)
 4. Assignment of Open LQ Positions (8.M.)
 5. Assignment of Remaining Non-LQ Groupings (8.N.)
 6. Rescinding a SA'ed Grouping (8.O.)
 7. Creating the Standby List (8.P.)
 8. Assigning Groupings to Standby List (8.Q.)
- 
- Award Preferences
- Assign Remaining Open Trips
- Standby List
- Using the Standby List

Remember this Reserve?

1-day groupings to be assigned:

~~LAS 12:10 cdt~~

~~LAS 12:10 cdt~~

~~LAX 11:15 cdt~~

~~ii 5:00 cdt~~

~~ii 4:50 cdt~~

~~ii 4:30 cdt~~

ARC

ARC

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	699 CMF	1	LAS	12:10
FA 2	701	1	LAS	12:10
FA 3	624	1	LAX	11:15

FA	Seniority	DOA	Ass'd Grp	Grp Credit
FA 1	702 CMF	3	ii	5:00
FA 2	712	2	ii	4:50
FA 3	709	3	ii	4:30
FA 4	705	2	ARC	4:00
FA 5	703	2	ARC	4:00
FA 6	700	3		



P. Creating the Standby List - RAPs and Buckets

- ▶ All Reserves who were not yet awarded or assigned make up the standby list
- ▶ Maximum of three 12-hr Reserve Availability Periods (RAPs) for Standby Reserves
- ▶ Within each RAP, three buckets: 1-, 2-3, and 4+ DOA
- ▶ Within each bucket: CMF in seniority order, then remaining Reserves in inverse seniority order

P. Creating the Standby List - RAPs and Buckets

- ▶ Adjustments once the Standby List is published
 - ▶ If adjusted two hours or less, remain in same RAP; no adjustment to end time
 - ▶ If adjusted more than two hours, Reserve moved to next RAP
 - ▶ If moved into third RAP, no change in end time.

P. Creating the Standby List - RAPs and Buckets

Flight Attendant Reserve allotment			
Days of availability	Reserve Availability Periods(RAPs)		
	02:00-14:00	05:00-17:00	11:00-23:00
1	60%	30%	10%
2 & 3	40%	30%	30%
4 +	10%	60%	30%

From:	Days Avail.	Last Name	First Name	Sen#	Language
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HNL

02:00-14:00

2:00	14:00	1	Yamane	<u>Reilyn</u>	01881	
2:00	14:00	1	Chun	Judy	01880	
2:00	14:00	1	Zhang	Liang	01879	ML: MS
2:00	14:00	1	Perry	Jazmine	01878	
2:00	14:00	1	<u>Paikai</u>	<u>Naihe</u>	01877	
2:00	14:00	1	Chang	In Sook	01875	
2:00	14:00	2	Berger <u>Mataafa</u>	<u>Samalia</u>	01876	
2:00	14:00	3	Uyeda	Shannon	01870	
2:00	14:00	2	Cha	<u>Minkyung</u>	01868	
2:00	14:00	3	<u>Cabrinha</u>	Ammon	01867	
2:00	14:00	4	Lorenzo	<u>Mahinanohea</u>	01730	

05:00-17:00

5:00	17:00	1	<u>Palakiko</u>	Michelle	01873	
5:00	17:00	1	Uchida	Yuka	01872	
5:00	17:00	1	Bruno	Bronson	01871	
5:00	17:00	2	Smith	Michelle	01866	
5:00	17:00	3	Whitehead	Tiana	01865	
5:00	17:00	2	<u>Passi</u>	Lianne	01826	
5:00	17:00	4	Imai	Aimee	01718	
5:00	17:00	6	Grace	Naomi	01662	
5:00	17:00	5	<u>Rista</u>	Brittany	01599	
5:00	17:00	4	Lee	Joanna	01583	MS
5:00	17:00	4	<u>McLeod</u>	Nicole	01561	
5:00	17:00	5	Casey	<u>Helam</u>	01428	JS

11:00-23:00

10:00	22:00	1	Carver	Tara	01825	
10:00	22:00	3	Meguro Dudrey	Nobuko	01797	
10:00	22:00	2	<u>Arcangel</u> <u>Huddgens</u>	<u>Michoriann</u>	01796	
10:00	22:00	6	<u>Caouette</u>	Cheyenne	01803	
10:00	22:00	5	<u>Corneau</u>	<u>Robynn</u>	01531	

Q. Assigning Groupings to Standby List After the DFS

- ▶ The standby list dictates assignments to uncovered groupings
- ▶ Assign groupings to Reserves in the appropriate buckets in the order the uncovered groupings become available
- ▶ Assign in the order Reserves are listed in the RAP
- ▶ Assign all Reserves in each RAP, in each availability bucket, before moving to the next RAP
- ▶ Tiebreakers if multiple groupings become uncovered at the same time
- ▶ Procedure for handling open LQ positions

Reserve Self-Assignment - Final Thoughts

- ▶ Self-Assignment allows Reserves more control over their schedule
- ▶ CML is the default
- ▶ CMF preferences can bump you up from standby to printed on the DFS
- ▶ “Awarded” and “Assigned” have specific meanings in this section
- ▶ 4+ day groupings and LQ groupings are like strong magnets
- ▶ Narrowly tailoring your preferences reduces the risk of a clawback
- ▶ Groupings are assigned highest credit first, first to CMFs in seniority order, then to everybody else in inverse seniority order (CMLs)

**Thank you for
joining us.**

AFA - Hawaiian Airlines

