

REVIEW OF CREW ORDERS, MINIMUM REST, DOWNLINE DRUG TESTING

A spate of disturbing reports suggest ATL crew scheduling is either not honoring our contractual "Review of Crew Orders" language, or certain schedulers have not been properly trained to handle PMNW scheduling issues. Per Section 6.F of the CBA, you may request a Review of Crew Orders when you question the legality of an assignment, including flight time limitations, rest periods and rescheduling. If you encounter a scheduler who is unfamiliar with this request, politely share the location of this contractual provision in your CBA, and repeat your request.

Additionally, we continue to hear incidents of crewmembers subject to downline rescheduling and/or delayed flights not receiving contractual minimum rest. Remember, we are always entitled to *at least* contractual rest, which provides GREATER than Delta's work rule and FAA minimum of eight (8) hours. Minimum rest is based on scheduled flight time, with incremental increases in required rest based on pattern construction. You must contact Scheduling directly from your layover and request corrected layover rest, or they often assume you have waived your contractual legalities. See [Section 5 – Hours of Service](#) for more details or click [HERE](#) for the [Contract Quick Reference](#), which includes a summary of domestic minimum required rest. An updated print version of this guide will be mailed to your home early this summer.

Now more than ever, it is important to KNOW and CARRY your contract. **When asked whether you are “refusing a trip” or “disobeying a management directive,” clearly and repeatedly state that you are not**, but feel free to add your explanation as to why you disagree with an assignment or decision, including contract references that support your position. Remember you are speaking on a taped line, and proper phrasing and response can be imperative if a dispute or misunderstanding leads to potential discipline and/or a grievance later.

Downline Drug Testing, Pay and Minimum Rest Provisions

There appears to be an increase in downline drug testing, particularly in MCO, as opposed to the at-base testing with which we are more familiar. In addition to our \$10 drug testing pay, contractual provisions permit the extension of your On-Duty Period for pay and rest purposes. If random drug testing results in additional Duty Period Credit (after an illegal, for example), additional per diem, or cuts into your minimum rest period at home or at base, document the time, and contact Scheduling immediately for a Release Time Exception. It is your contractual right to receive minimum rest *following* completion of the test, and, if the test was conducted off airport premises, *following* return to the airport.

Take a few minutes now to review details of our Anti-Drug Testing provisions in [Section 21 – Personnel](#) so they are familiar in the event you are caught off-guard with a downline drug test on a short overnight. And as always, keep your Local Council in the loop regarding all such out-of-the-ordinary occasions.