

Unable to Commute Policy

“Unable to commute” is defined as the inability to report timely at a base station due to cancelled flights, delayed flights or flights becoming over booked less than twenty-four (24) hours prior to departure.

During normal hours of operation, the Inflight Scheduling may determine that a flight attendant is “unable to commute” provided that:

1. The flight attendant took all reasonable precautions to have:
 - checked passenger loads between twenty-four (24) to forty-eight (48) hours in advance.
 - listed/booked back up flights to reach their base timely (either on line or off line).
2. The flight attendant exhausted all other reasonable means to report timely at their base station such as transportation via auto, but, train, etc. Once alerted to a problem(s) with commuting flights.
3. The flight attendant calls to report the unable to commute greater than two (2) hours prior to scheduled departure. Calls received less than two (2) hours will be considered “no shows”.

This unable to commute may be converted to a “no show” following a review by the base.

Regular flight attendants who are deemed “unable to commute” will have the value of the pattern removed from their Pattern Guarantee. The flight attendant will not be Time Available. The base will advise Scheduling of the flight attendant’s status. The flight attendants may elect to pick-up additional time under the regular contractual categories – straight pick-up, trade for greater, etc.

This policy applies to reserves commuting to their base prior to the start of their on call period. Reserves who are deemed “unable to commute” shall remain on call for the remainder of their on call period and should be available for assignment at their base following the arrival of the next available flight or alternate transportation.

Within a one year time frame, a flight attendant deemed “unable to commute” will receive a documented policy review as well as discuss circumstances, alternatives, and solutions to the situation and advisement that a third occurrence will be deemed a “no show” and will be addressed under performance development. Further, the flight attendant is responsible to provide a detailed written statement of all activities performed in order to report at the base timely. Failure to provide the documentation may result in a no show.