

Posting 17-02

FCIF 17-0568 (ADM/GEN)

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Source: Jim Bowman

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Approved: Jim Bowman

Date: November 17, 2017 To: All Crew Members
From: Jim Bowman
Subject: Posting 17-02

The purpose of this posting, Posting 17-02, is to address an urgent need to award, train, and activate 10 additional B767 captains in the HKG FDA. **This posting opens today, Friday, November 17, 2017 and closes Monday, December 4, 2017 at 1500z.** As always, bid what you want to fly.

In the February/March, 2018 timeframe, we plan to conduct a System Bid – employing, via automation, all the new logic and provisions in Section 24 of the 2015 CBA. While we anticipate the need to grow multiple crew positions on that System Bid, we must await further developments in the FY'19 business plan to refine that picture, and to target the right numbers, before we can provide more information.

Our automation development efforts were also aimed at this same February/March, 2018 timeframe, and could not be accelerated in order to be available to address this small, focused, HKG Captain need. Nevertheless, we will manually administer the System Bid logic and concepts found in the 2015 CBA (Section 24.C.), as well as the Training Bid (and Bid Transfer Activation “BTA” bid, if necessary) via email and telephone. Among the pilots awarded a new crew position on Posting 17-02, we do not foresee any being denied their training bids, nor being inversely assigned out of order to training dates. However, if that were to happen, we will pay the pilot(s) the corresponding SDP value found in Section 24.E.

There are three ways in which this System Bid will substantively differ from the 2015 CBA's Section 24 System Bid:

1. We can accept your standing bid inputs at the 10-percentile increments that have been historically used. The 5-percentile increments will be available for future standing bid entries;
2. Where regulated age is concerned, the 2011 CBA Section 24.E.3. (Crew Status Freeze, and related terms) will apply, instead of the 2015 CBA Section 24.D.4.b.iv.(a)(2). This means that a regulated age pilot may be denied the award, and paid passover accordingly (instead of being awarded the crew position, and possibly being denied his training bid); and
3. The note found below 2015 CBA Section 24.F.1. will not apply to this System Bid. This means that, while the 2015 CBA's Section 24 begins to “count” each pilot's career down/lateral awards, any such awards on this System Bid, 17-02, will not be counted.

It is appropriate, in light of this posting, to also announce our decision to “split” the Memphis B757 and B767 bid packs – in other words, gradually phase out the B757 flying from the B767. We will communicate more details as the plan develops, but we anticipate that, by the fall of 2018, the MEM B767 bid pack will no longer contain B757 flight segments. (Another part of this decision relates to the IND B767 base, where we're planning a transition to all-LDS B767 equipment only (no B757) in the Spring of 2018.) As a result of this decision, B757 CAP training must be accelerated, so most pilots Currently awarded 57CM who are awaiting training will soon see their date moved up (i.e. earlier). The changes made to the B757 CAP training plan will impact the Airbus CAP training plan, and those changes will also be made shortly. Please review our updates (available soon via PFC) to the training letters, as you consider your standing bid while this System Bid is open.

System Bid:

Because this posting, 17-02, is the first to employ the new Section 24 “System Bid” concepts and terms please refer to CBA Sections 2 (Definitions) and 24.C.2 for more detail regarding award procedures. A few key explanations:

When a crew position's **Minimum Staffing Level** is posted with a value *greater than* its published **Current Staffing Level**, that describes a “vacancy(ies)” in that crew position.

- o This System Bid seeks to fill “vacancies” in the 67CH and 57FM crew positions only, so those are the only

two crew positions in the chart below which show a **Minimum Staffing Level** value that exceeds its **Current Staffing Level**.

When a given crew position's **Minimum Staffing Level** *matches* its **Current Staffing Level**, that describes a need to backfill "secondary vacancies" in that crew position.

- o This System Bid seeks to backfill "secondary vacancies" only to the 67FH crew position, so that is the only crew position in the chart below which shows a **Minimum Staffing Level** value that matches its **Current Staffing Level**.

When a given crew position's **Minimum Staffing Level** is *lower than* its **Current Staffing Level**, that describes a willingness to leave some number of "secondary vacancies" unfilled in that crew position.

- o This System Bid seeks to allow at least 10 "secondary vacancies" to be created, in all crew positions other than 67CH and 67FH, without backfilling them.

Since this System Bid is not intended to post any crew position "excesses," as we've historically called them, the **Maximum Staffing Level** values posted below are not relevant. They are nevertheless included in the chart below, as this posting is designed to meet the requirements of 2015 CBA Section 24.B.2.

All crew positions posted in this System Bid require a pilot to possess a current FAA medical certificate (as appropriate for the crew position), as provided in Section 15.A., and an Airline Transport Pilot Certificate, in order to commence training (See CBA Section 24.B.2.e.)

Practice Bid:

There will be two practice bids as follows:

Monday, November 27

Friday, December 1

Future Bid:

It is anticipated that the next bid will be posted in the February/March 2018, timeframe.

Fleet Plan:

Fleet	757	Airbus	767	MD10/11	777
Jan'18	116	74	50	96	32
May'18	118	73	54	95	32
May'19	119	72	70	87	36
May'20	119	68	85	69	39

Staffing Levels & System Seniority

Crew Position	Minimum Staffing Level	Current Staffing Level	Maximum Staffing Level	Awarded System Seniority/ HI	Awarded System Seniority/ Low	Activated System Seniority/ HI	Activated System Seniority/ Low
77CM	324	334	334	1	2002	1	1913
77FM	494	504	504	193	4509	193	4509
11CM	528	538	538	5	3421	5	3421
11FM	431	441	441	412	4710	412	4619
11CA	77	87	87	66	2049	66	2049
11FA	82	92	92	1678	4352	1678	4352
11CL	40	50	50	24	1334	24	1334
11FL	53	63	63	477	3188	477	3188
30CM	406	416	416	11	3520	11	3113
30FM	271	281	281	221	1718	221	1620

OFFICE	2011	2012	2013	2014	2015	2016	2017
67CM	307	317	317	20	2840	20	2840
67FM	248	258	258	848	4528	848	4528
67CH	74	64	74	235	2951	235	2935
67FH	59	59	59	1375	4692	1375	4526
67CI	38	48	48	366	2768	366	2728
67FI	24	34	34	1603	4337	1366	4337
57CE	41	51	51	285	3549	285	3549
57FE	46	56	56	2805	4699	2805	4553
57CM	377	387	387	60	3835	60	3835
57FM	338	238	338	331	4728	331	4629

Expected Training Date and Training Footprints:

We anticipate training 6 B767 HKG Captains in January and 4 in February. The projected training footprint is approximately 100 days including IOE.

If B767 HKG First Officer positions are awarded training would begin in February. The projected training footprint is approximately 100 days including IOE.

If B757 MEM First Officer positions are awarded we would begin training 2-4 pilots per month starting in February. The projected training footprint is approximately 60 days including IOE.