From Your President

JENNY NICOLAY

Coming Soon – RAP (Reserve Availability Period) Trade Board

In just a few short weeks, the long awaited RAP Trade Board will roll out on SkedPlus+ for our Reserve Flight Attendants. Until now, Reserves have only had the ability to view SkedPlus+. This will be the first automated feature for Reserves to adjust their schedules. Effective March 25, 2016 at 0900 MT, Reserve Flight Attendants will have the ability to:

- Trade RAPs with other Reserve Flight Attendants in the same domicile.*
- Trade Consecutive Multiple RAPs in one transaction.*
- Trade unlimited RAPs throughout the bid period as long as the new RAP is placed next to an existing RAP.*
- Trade RAPs up to 120 hours from the beginning of the calendar day being traded.
- Trade RE1s for RE2s as long as the availability of both Reserve Flight Attendants remains the same and legalities are met.

*Some restrictions apply. More details and the accompanying policy will be sent via a My Message email to all Flight Attendants on SkyWest Online prior to the rollout of the RAP Trade Board on March 25th.

Your SIA Team – Hard at Word for You!

I would like to take a moment to brag about the amazing group of Flight Attendants that serve as your SIA Representatives. Your Representatives surpass my expectations on a daily basis - establishing, embracing, and focusing their efforts to improve your Quality of Life. I am so excited to be rolling out our Professional Standards Program and want to thank SIA Vice President, Jessica Stoker, for the long hours and hard work spent bringing this great resource to our Flight Attendant Group. Tresa Grange, SIA’s newest Co-Secretary will be working closely with Jessica in the roll-out of the program. Please see lots more details about the Flight Attendant Professional Standards further down in this newsletter.

Hotel Representative, Steve Bartels, has been crisscrossing the country in the hotel selection process for our Crews to ensure that we have the best hotels in the right places for than 176 RON cities in March. ASAP & Safety Rep, Marie Welch has selected and assisted in training a new ASAP Alternate who will work with Marie on ensuring Flight Attendants always have representation on the ERC. Larena Beal oversees the very busy Scheduling Committee which includes SIA’s PBS Subject Matter Expert, Tonyio
Carter and SIA’s Scheduling Liaison, Lisa DeAnnuntis. As one of our newest SIA Representatives Lisa will also serve as SIA’s Reserve Rep and Michele will be working closely with the Outreach Committee, specifically the CIRP program. Both Michele and Melanie have expressed an interest in helping in the area of LOAs and we are excited to see what all of our new Reps will contribute to SIA Board. Thank you to each of them for their hard work and dedication to our Flight Attendant group!

**Scheduling Satisfaction Survey**

Do not miss the opportunity to give SIA’s Scheduling Committee direct feedback on what is important to you through the monthly *Scheduling Satisfaction Surveys*. **SIA has never been more involved in the preparation of your monthly pairings so your feedback is VITAL!** Be sure to watch for a monthly email on SkyWest Online when the Survey is open and a link inside the email will take you directly to the survey.

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From Your Vice President/Communications Rep

**JESSICA STOKER**

**FA Professional Standards Program Launched!**

SIA would like to announce that we have officially launched our long awaited Professional Standards Program. Professional Standards is a program administered by your fellow peers and overseen by both SIA and SAPA. It is a completely confidential, non-punitive, peer based program that helps crewmembers work through issues in the workplace. Last month, 17 volunteer Flight Attendants completed training and are ready to help our employees in this program. Volunteer mediators can assist with CRM issues, Crew Communication, SOP Interpretation, Cabin Management Style, Personality Conflicts and Distracting Personal Habits. All volunteer mediators can be identified by the ID backer pictured here. This amazing group of peer mediators is passionate about helping their fellow Flight Attendants resolve conflict. Please use them as a resource if you need assistance resolving conflict and prefer to do this in a confidential, peer setting.

You can also call Professional Standards at 855.2.OURSIA. We are here to help!

*Professional Standards cannot assist with matters relating to SP53, Policy Grievance Matters, Possible FAA Violations, Substance Abuse, Medical Issues, Illegal Activity, or Pilot/Flight Attendant Proficiency Issues.*

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**FLIGHT ATTENDANT POLICY MANUAL - REVISION 04 CHANGES**

<table>
<thead>
<tr>
<th>New Policy Updates/Enhancements</th>
<th>Brief Overview</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1. TR 04-29 <em>Exchange, Swap, Trade</em> (SP2317 Scheduling)</td>
<td>This policy offers clarification to be consistent with the SkedPlus+ User Guide and adds ‘Restricted Open Time’.</td>
</tr>
</tbody>
</table>
Restricted Open Time Update

In just 16 days since the inclusion of ‘Restricted Open Time,’ Flight Attendants have had 99 successful ‘Restricted Open Time’ exchanges. The few transactions that have failed have primarily been due to the minimum qualified Reserves for the ERJ not being met. This new option did slow SWOL down at first, but the processing times were normal and the automatic queue was cleared with no delay by around 2200 MT on February 23rd. As a reminder, per the Restricted Open Time Policy, if a Flight Attendant is trying to exchange his/her pairing with a paring from ‘Restricted Open Time’ for a different aircraft type, “…reserve minimums for that aircraft type must be met.” [TR 04-29 11.C.1(c)].

SkedPlus+ Calendar vs. List

Since the “List” page has never been color coded like the “Calendar” page and has never been changed, it was never considered necessary to change it for the new ‘Restricted Open Time’. After careful review, SIA recognizes that the lack of pairing color designation or having the pairing listed as just ‘Open’ can be frustrating when a Flight Attendant is not aware that the pairing he/she is trying to exchange is in fact a ‘Restricted Open Time’ pairing with different qualifications needed to be a successful transaction. We have discussed a couple improvements with the Company and it will be included as an item on SIA’s agenda for the upcoming PBS/SkedPlus+ meeting in April. We hope to have an improvement in the near future. Thank you to those Flight Attendants who have provided their feedback on this topic.

Manual Queue Due to CQ Dequalification

Because CQ is awarded two months prior to the actual month you are scheduled, there may be times when SkedPlus+ transactions will be placed in the Manual Queue. For example: Your base month for CQ is February, your grace month is March, and your dequal month is April. In December you are awarded February 23rd-24th for CQ. On February 17th you are awarded a carry-out pairing for March 31st and April 1st. Since April 1st falls in the dequal month and you do not officially complete CQ until February 24th (after SkedPlus+ opens for March), your schedule will show you as being dequaled until you have successfully completed CQ and your SkedPlus+ schedule has been updated. Unfortunately, when this happens all of your automatic transactions will be placed in the manual queue. This will generally only happen if your CQ date falls after the 17th of the base month. SIA suggests that if you do a lot of trades/exchanges/drops, you should bid around this type of scenario in order to avoid this happening.
From Your Hotels/Benefits Rep

Thank you to

for participating in SIA’s "Love Your Heart" event in ORD & LAX!

Travel Tools & Tips

Chase Sapphire
This credit card gives you the option of moving points to airline and hotel reward programs, making this a truly valuable travel card. In the first quarter of 2016, this could be particularly valuable to you as Chase just announced that cardholders will receive 5X rewards on up to a combined $1,500 spent at gas stations and on local commuter traffic. In addition to bonus points on taxis, subways, and buses, that means cardholders will also get 5X points on apps like Uber, Lyft….etc. For those that do not have the card, there is currently a sign-up bonus of $150 (15,000 points) when you spend $500 in the first three months.

Seateroo
This public app has created an online marketplace where ticketed passengers can swap seats with one other. This is part of an ongoing trend, as more airlines will be launching auctions in 2016 for selling more premium seats rather than giving them away free to loyal customers such as Seatboost and Plusgrade.

EAU
Every Thursday evening at Boyd Park, locals and visitors enjoy a free “snow social” which features ice skating complete with warming hut, snowshoeing along a torch-lit trail, snow sculptures, hot drinks, live music and a giant fire pit – www.pinterest.com/crewexplorer and search EAU for more details.

FLIO
This app makes airports more enjoyable and no need to download individual apps – FLIO provides exclusive discounts at airport restaurants and retail locations and the ability to access the free public Wi-Fi network in seconds without entering any personal information.
Parking Spot Partners with SkyWest Crewmembers

In an effort to find reasonably priced and convenient parking for our commuting crewmembers who do not utilize Company paid parking privileges, SIA’s Benefits Committee has reached a partnership with the Parking Spot in several locations. The purpose of this search was initiated when a Flight Attendant proposed that Crew Members be reimbursed for parking expenses for out-of-base crews who, in their case, was spending $800+ annually at the LGA airport to commute to ORD. This issue has been a recurring item of contention throughout the years. While no alternations to our Company paid parking policies will be made at this time, SIA hopes that all SkyWest employees will benefit from these discounts being offered to us.

Discounts vary at each facility. SkyWest Employees may receive their discount by ordering a SkyWest Associate Spot Club Exec Corporate Discount Card through the weblink on SkyWest Online > Travel Page > Travel Planner > Discounts > Discount Type > Special Airline Offers > The Parking Spot.

SkyWest Employees may also receive their discount by showing their ID badge or business card to the cashier upon exiting the facility. The benefits of ordering the Spot Club card are that the discounts are already loaded and thus people can use their cards to check out of the Express Lanes and can earn frequent parking points with each stay. Head to the Travel Page on SWOL for more details!

<table>
<thead>
<tr>
<th>Location</th>
<th>Discount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atlanta (Both locations)</td>
<td>40%</td>
</tr>
<tr>
<td>Austin</td>
<td>33%</td>
</tr>
<tr>
<td>Baltimore</td>
<td>20%</td>
</tr>
<tr>
<td>Buffalo</td>
<td>25%</td>
</tr>
<tr>
<td>Columbus</td>
<td>27%</td>
</tr>
<tr>
<td>Dallas (DAL &amp; DFW)</td>
<td>25%</td>
</tr>
<tr>
<td>Denver</td>
<td>36%</td>
</tr>
<tr>
<td>Houston Hobby (HOU)</td>
<td>The Parking Spot 1 &amp; 2 - 40% Spot Hobby - 25%</td>
</tr>
<tr>
<td>Houston Bush (IAH)</td>
<td>The Parking Spot JFK Blvd - 25% The Parking Spot Will Clayton - 40% Spot IAH on Will Clayton - 15%</td>
</tr>
<tr>
<td>Kansas City</td>
<td>20%</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>20%</td>
</tr>
<tr>
<td>Nashville</td>
<td>20%</td>
</tr>
<tr>
<td>New York (JFK)</td>
<td>30%</td>
</tr>
<tr>
<td>New York (LGA)</td>
<td>30%</td>
</tr>
<tr>
<td>Newark</td>
<td>Haynes – 30, McClellan – 23%, Spot – 10%</td>
</tr>
<tr>
<td>Orlando</td>
<td>10%</td>
</tr>
<tr>
<td>Pittsburgh</td>
<td>25%</td>
</tr>
<tr>
<td>Philadelphia</td>
<td>20%</td>
</tr>
<tr>
<td>Phoenix (PHX)</td>
<td>The Parking Spot 1 - 40%, 2- 38%</td>
</tr>
<tr>
<td>St. Louis</td>
<td>The Parking Spot 1 &amp; 2 - 72%, *The Parking Spot 3 - no discount available Park Express - 76%</td>
</tr>
</tbody>
</table>

From Your ASAP/Safety Rep

MARIE WELCH

Possible Changes to Flight Attendant Rest & Fatigue Risk Management

Legislation supported by the FAA has been introduced on Capitol Hill. Included in the bill are items addressing 10 hours required rest between duty periods and a Fatigue Risk Management Plan. SIA encourages Flight Attendants to educate themselves on this bill as this may affect our profession in the future. On March 16th, supporters of this bill are participating in a ‘Rally for Rest’. For information on how to participate in the rally, go to https://cdn.ofacw.org/issues/rest/ and select SkyWest from the dropdown option. You can also call the Capitol Hill switchboard (202.224.3121) to connect with your Senator and express whether you feel he/she should or should not support this bill. SIA will continue to follow the progress of this and keep you updated with the latest as more information becomes available.
**From Your Outreach Rep**

**MICHELE KATSILAS**

**Adding Credit Hours to your SkedPlus+**

Flight Attendants may add credit hours to any future day off in the current month. This is a great tool to use if you are falling low on minimum required hours, or just need a little extra on your paycheck!

1. **Right click on a future day off in SkedPlus+.**
2. **Select Add Credit Block.**
3. **In the “Bank” drop down menu, you can select Vacation or User.**

Vacation defaults to 4:18 credit hours. User time allows Flight Attendants to select 4:18 credit hours all the way up to 8:00 credit hours.

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**From Your Reserve Rep/Scheduling Liaison**

**LISA DEANNUNTIS**

**What is TDT (Temporary Domicile Transfer) and is it Being Used?**

SIA has been asked why so many Flight Attendants are utilizing the TDT option on the standing bid list when no one is hardly ever awarded this option. TDT is a part of our contract that allows the Company to accommodate a leave of absence (LOA) or staffing shortage in a domicile. The complete policy is outlined in SP2323 7.

The Company has used the TDT awards in the past when we have had no new hire classes to cover the operation and some domiciles were short staffed while others were overstaffed. TDT is also used more for small domiciles when a Flight Attendant is on a Leave of Absence and coverage is temporarily needed. When available, it is not announced, but rather the current standing bid list is used.

**TDT Highlights - Per SP 2323.7 Temporary Domicile Transfer**

- The purpose of TDTs are to “accommodate a leave of absence or staffing shortage.”
- TDTs “do not qualify for per diem, moving expenses, or lodging.”
- TDTs are “awarded based on seniority from flight attendants within domiciles determined by the Company to have sufficient staffing and may be awarded at any time.”
- “The Company may cancel any or all TDT assignments at any time and those flight attendants affected will be required to return to their permanent assigned domicile in a time frame that will allow for normal PBS bidding.”
Hello SIA,

I am a commuting FA in ORD and on Day 3 of my 4 day pairing, our last leg was cancelled in ORD. It was too late into the evening to commute back home. I called Crew Support for a hotel room that night so I could resume my pairing the next day, only to find out that Crew Support would not book me a room in my Domicile (ORD). This does not seem right. It was not my fault the flight cancelled.

Signed,

Please put me up for the Night

Dear Please Put Me Up for the Night,

Regardless of whether you are a Reserve or Lineholder, or whether you commute by air or by car, the Company is not required to provide hotel accommodations when there has been a cancellation in your domicile. It can certainly be frustrating when uncontrollable cancellations cause these inconveniences. Unfortunately, policy is very clear about the Company’s responsibility with regard to when a hotel must be provided. Please refer to SP 2309.2.A.1), Expenses. The policy states that “…the Company pays for the cost of comfortable, adequate…lodging…at a location other than their assigned domicile.” This same situation can be frustrating for those that live in domicile as well, perhaps with a 1 or 2 hour drive.

SIA recognizes that anytime a cancellation takes place it can be very frustrating for everyone involved. However, the Company’s stance is that they discourage Flight Attendants from commuting, although it is not an official requirement that we live in base. As a result, if you choose to do so, whether it is a 3 hour drive or a 2 hour flight, no liability will be assumed by the Company for hotel accommodations in your domicile. To be honest, SIA has gone back and forth with the Company on the issue of providing hotels outside of the current policy requirements several times this past year. The Company has been consistent in their position that they will not incur additional expenses for Crewmembers who choose to commute. SIA recommends that if Flight Attendants choose to commute by air, that they have a plan in place should they find themselves in a situation where lodging may be required.

SIA