



An IROP at JetBlue can be a stressful time as many of us have disruptions and modifications to the schedules we were awarded. This guide may not answer every question about every scenario, but hopefully you will find that it steers you in the right direction. As always, for any unanswered questions, contact your base representatives. If they do not have an answer at that time, they will do their best to get the right answer.

### Questions:

- 1) [Can my pairing be disrupted?](#)
- 2) [Should I be returned to my original pairing after disruption?](#)
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### Answers:

#### 1) Can my pairing be disrupted?

Yes. A normal disruption will only be initiated by one of three criteria: (FSM E.4). If the disruption does not meet one of the three criteria, it is an Emergency Assignment (EA)

- Flight cancellations or equipment substitutions.
- Legality conflict(s) (projected or actual) that are directly associated with that Pilot.
- When a Pilot's inbound ETA is less than thirty-five minutes (0:35) from the departure time of their next Flight Segment they can be removed by Crew Services.

*A reassignment not associated with the above is an Emergency Assignment*



**2) Should I be returned to my original pairing after disruption?**

When a Pairing is disrupted, the pilot will be returned to their OSP as soon as possible. [\(E.4.1\)](#)



**3) What will happen if I cannot be returned to my original pairing?**

If sufficient reserves exist, you will be released with full pay protection [\(E.4.2\)](#).

If insufficient reserves exist, you can be assigned open segments within the pairing footprint. "When feasible" the total number of Flight Segments should match the Original Pairing. "If not originally scheduled for duty through the Redeye Period on a specific calendar day, the Pilot will not be reassigned for duty through the Redeye Period on that calendar day without Pilot concurrence." [\(E.4.2\)](#)



**4) Can I be assigned segments outside my pairing footprint?**

Yes, but there are several conditions that must be met. Any added flying that extends outside the footprint will pay premium and JRA (min 5 hrs) i.a.w. extended pairing segment pay. In addition, any future pairings dropped for conflict with EPS will be pay protected at straight time independent of Extended Pairing segment pay. (EPS) [\(E.4.3\)](#) and [G.22](#)



**5) When scheduled into day off with a DH return to base, can I self-deadhead?**

Yes, you may at your own discretion. [\(E.4.3\)](#)



**6) How does pairing disruption pay work?**

"Pilots are pay protected, scheduled or actual whichever is greater with all applicable Rigs, to the point of disruption. After the disruption, they are pay protected for the greater of each Flight Segment from the Originally Scheduled Pairing or each new leg assigned within the Pairing Footprint." [\(G.17.2\)](#)

For questions regarding multiple iterations of a pairing, click [HERE](#).



**7) Are other assignments considered Emergency Assignment?**

Yes. When Section C.13 “Crew Services Assignment of Open Time” process would result in:

- A departure delay of greater than thirty minutes (0:30).
- The inability to comply with airport curfew restrictions at either the departure or arrival airport. (E.5)

See #3 above for Flight Segment & Redeye limitations.



**8) How will I be paid when on Emergency Assignment (EA)?**

“Pilots are paid scheduled or actual, whichever is greater, to the point the Emergency Assignment begins.

After the EA, the Pilot is pay protected for scheduled Flight Segment(s) or the EA Flight Segment(s) on a leg-by-leg basis scheduled or actual, whichever is greater, at JA Pay until returning to their Originally Scheduled Pairing.” (G.17.3.1)



**9) What requirements must be met to extend me beyond my footprint?**

You must be the ONLY resource available that can prevent the flight from cancelling, there are No VDA or Reserve Pilots legally capable of flying the segment, and the assignment returns you to base within single duty period (which can be extended 6 hrs. However, exception exists if Crew Services cannot return you to base in that duty period. (E.4.3).



**10) How am I paid if extended beyond my Pairing Footprint?**

You will be paid at premium rates plus JRA for the scheduled or actual for each leg with a 5 hr minimum. If you are extended into another duty period you will continue to be paid premium rates plus JRA for the scheduled or actual for each leg with a 5 hour minimum for each duty period. Any future pairing segments that are not flown due to conflict with extended pairing segments will be paid at straight time in addition to pay of this section. (G.22) (E.5.2) (E.4.3)



**11) How am I paid if a modification to a pairing reverts to a previous iteration or cancels?**

Each time a pairing is modified, the pairing suffix is changed to the next higher letter (i.e. B5425A). We call these iterations. As a result of a grievance settlement, there is now unambiguous language regarding a pairing modification that is reverted back to a previous iteration or cancels. For the full language AND examples that help explain this language, click [HERE](#).

In short, normal Iterations will be handled per current practice (**Question 6**); Rainmaker will compare the final operated pairing to your OSP on a leg by leg basis, and pay whichever is greater. If you are modified into an EA or an EPS assignment that subsequently cancels (with no further modification) while you are within the duty period containing the modification, you will be paid an additional 2 hours at base rate above the guarantee (Once you report for the duty period that contains the modification, Exception #1 or #2 will always apply). If you are modified to report for the start of your duty period or OSP early or to stay beyond your duty period or OSP footprint and after you do, it cancels, you are pay protected as if you worked the EA or EPS respectively under Exception #1. Any modification (E.4 or E.5) that is an EPS and cancels outside the Pairing footprint will be pay protected at EPS rates.

In any situation where you reported early for or stayed past your duty period or OSP footprint and the modification is removed, ensure Crew Services properly places an FDP or DTY code on your schedule.

**JetBlue Airways Corporation (the "Company") and the Airline Pilots Association ("ALPA") hereby agree that modifications under E.4 and E.5 will be paid in accordance with current practice (i.e. OSP or actual, whichever is greater), except as provided below:**

**Exception 1:**

**Pay Protection for an Emergency Assignment (EA) or Extended Pairing Segment (EPS) that is assigned and subsequently removed, shall be paid in accordance with the FSM, provided all of the following occurs:**

- 1. If a Pilot is given an Emergency Assignment or Extended Pairing Segment that requires him to report prior to or stay after the prior iteration of that duty period and**
- 2. the Pilot actually sits that extra duty (before or after the prior iteration of that duty period) with intent to complete the EA/EPS assignment and**
- 3. during this extra duty period, the EA/EPS is removed and an FDP code added with no further modification for this duty period (i.e.**



**EA/EPS is removed, not replaced with another modification at that time).**

**Note: In order to be eligible to receive the EA/EPS pay protection the Pilot must submit a pay request either via Rainmaker while available for the bid period, or by sending an email to [iterationsettlement@jetblue.com](mailto:iterationsettlement@jetblue.com) within 60 days of the event.**

**Exception 2:**

**Emergency Assignments or Extended Pairing Segments, other than described above, that are assigned & subsequently removed, shall be paid two (2) hours of pay based on the following:**

- 1. If a Pilot has reported for a duty period that has been modified as a result of an EA/EPS assignment, and**
- 2. while on the duty period containing that EA/EPS, the EA/EPS is removed, and**
- 3. he is either reverted back to the prior iteration of that duty period or released.**

**Note: In order to be eligible to receive the two (2) hours pay the pilot must submit a pay request either via Rainmaker while available for the bid period, or by sending an email to [iterationsettlement@jetblue.com](mailto:iterationsettlement@jetblue.com) within 60 days of the event.**



**Language:**

**E.4.1 Disruption with Return to OSP**

When a pairing is disrupted, via the provisions of this section the pilot will be returned to their OSP as soon as possible. This will be accomplished by assigning a combination of any of the following:

- Flight Segment(s) / Deadhead(s) on JetBlue flights / Limo transportation / Other 14 CFR Part 121 commercial transportation (excluding OAL jumpseats)
- The Pilot may be assigned a layover to facilitate a return to their OSP. Any layover in the Pilot's Base greater than or equal to five hours (5:00), as per Section F.11, "Extended Duty Day Sits or In-base Layovers", will include a Company provided hotel of equal or greater quality than those commonly used for all Pilots. A Pilot may contact Crew Services to cancel a hotel room.

• **Note** •



Travel will utilize a reasonable and expeditious route with preference given to JetBlue flights. Per Diem will continue to accrue during any period free of Duty occurring in the Pilot's Base, which is part of the Disrupted Pairing.



#### **E.4.2 Disruption without return to OSP**

When Crew Services cannot return a Pilot to their OSP via the above provisions, the Pilot will be released with pay protection, provided:

- Reserves in the Pilot's Base are ABOVE the Hourly Reserve Attrition (HRA) level for that time of day. And;
- Reserves in the Pilot's Base are ABOVE the SCR Requirement for each subsequent calendar day of their OSP.

● **Note** ●

Releases are granted based on the circumstances that exist at the time the Pilot's disruption is processed.

If Crew Service cannot return a Pilot to their OSP, and:

- IF Reserves are not above required minimums, pilots may be scheduled open segments within his footprint.

Limitations:

- When feasible, the total number of Flight Segment(s) should be close to the number contained in their Originally Scheduled Pairing.
- If not originally scheduled for duty through the Redeye Period on a specific calendar day, the Pilot will not be reassigned for duty through the Redeye Period on that calendar day without Pilot concurrence.

If CS cannot meet these 2 criteria, pilot will be released or may be Emergency Assigned.



#### **E.4.3 Footprint Exceptions for Pilot Return to Base**

Pilots may be required to continue covering their Pairing outside of the Pairing Footprint without their concurrence. This is required if an Open Segment fails to comply with the criteria in Section E.4, "Pairing Disruption" because it would fall outside of the Pairing Footprint, the assignment may be issued provided all of the following are complied with:

- Crew Services is unable to fill the Open Segment(s) with a Voluntary Day Off Assignment (VDA) as per Section C.14, "Voluntary Day Off Assignment (VDA)".



- System wide there are no legal, available Reserves capable to cover these Open Segment(s) as per the assignment hierarchy in Section C.13, "Crew Services Assignment of Open Time".
- The Pilot in question is the only resource available to prevent the Flight Segment(s) from canceling due to lack of crew.
- The assignment returns the Pilot to their Base within a single Duty Period.
- To return the Pilot to Base, Crew Services may extend the Originally Scheduled Pairing Footprint up to six hours (6:00) or the end of the calendar day whichever is earlier, or for twenty-four hours (24:00) for operations which qualify for International Override.
  - If Crew Services cannot return the Pilot within the preceding limitations, they may on the next calendar day Deadhead, or assign the Pilot to operate, on the first available Flight Segment in order to return the Pilot to Base. If assigned a Deadhead, the Pilot may at their sole discretion elect to self- deadhead.

Credit for flying outside of the OSP will be as per Section G.22, "Extended Pairing Segment Pay"



### **G.17.2 Disrupted Pairing Pay Protection.**

When an Originally Scheduled Pairing (or an amended Pairing) is disrupted, Pilots will be guaranteed the greater of the scheduled or actual block time of each subsequent leg, determined on a leg-by-leg basis.

Pilots are pay protected, scheduled or actual whichever is greater with all applicable Rigs, to the point of disruption. After the disruption, they are pay protected for the greater of each Flight Segment from the Originally Scheduled Pairing or each new leg assigned within the Pairing Footprint. Pay protection is calculated on a leg-by-leg basis and includes eligibility for all applicable Rigs.

At no time will a Pilot receive less than the published value of an Originally Scheduled Pairing as a result of disruption or modification of the Originally Scheduled Pairing.



### **G.17.3.1 Emergency Assignment Received Followed by a Return to Originally Scheduled Pairing.**

Pilots are paid scheduled or actual, whichever is greater, to the point the Emergency Assignment begins. After the Emergency Assignment, the Pilot is pay protected for scheduled Flight Segment(s) or the EA Flight Segment(s) on a leg-by-leg basis scheduled or actual, whichever is greater, at Junior Assignment Pay until



returning to their Originally Scheduled Pairing. Once returning to the Originally Scheduled Pairing, the Pilot earns scheduled or actual, whichever is greater for these legs and includes eligibility for all applicable Rigs.

● **Note** ●

The total credit associated with the Emergency Assignment Pairing (in its entirety) or the Originally Scheduled Pairing whichever is greater will be paid. All Overrides associated with the Emergency Assignment Pairing (in its entirety) or the Originally Scheduled Pairing whichever is greater will be paid.

● **Note** ●

Any flying added outside the Originally Scheduled Pairing Footprint is considered an Extended Pairing Segment and paid as per Section G.22, "Extended Pairing Segment Pay (EPS)".



## **G.22 Extended Pairing Segment Pay (EPS) Pay**

Pay for the Flight Segment(s) outside of the Pairing Footprint will be at Premium Rates plus Junior Assignment Pay for the scheduled/actual block time or five hours (5:00), whichever is greater, to include any applicable Rig. Refer to Section C.15, "Extended Pairing Segments (EPS)" for additional information.



## **E.5 Emergency Assignment**

Pilots may be issued an Emergency Assignment to cover Open Segment(s) or Pairing(s) only when the Section C.13, "Crew Services Assignment of Open Time" assignment process would result in:

- A departure delay of greater than thirty minutes (0:30).
- The inability to comply with airport curfew restrictions at either the departure or arrival airport.

Any Emergency Assignments in excess of two (2) per calendar year requires that Pilot's concurrence.

Should a reassignment under this section make a Pilot illegal (FAR or FSM conflict) to fly any portion of the Pilot's future schedule, the Pilot shall be pay protected for the future Flight Segment(s) removed as per Section C.9, "Removal for Maximum Block Hour, Maximum Flight Duty Period and Required Rest" from their schedule. The Pilot will be obligated to operate the balance of the remaining future Pairing(s)





when legal to do so.



### **E.5.2 EA Pairing Footprint Extensions**

Pilots may be required to cover a segment(s) that falls outside their Pairing Footprint provided ALL of the following

- CS is unable to fill the Open Segment(s) with a VDA as per Section C.14,
- System wide there are no legal, available Reserves able to cover these Open Segment(s) as per the assignment hierarchy in Section C.13, "Crew Services Assignment of Open Time".
- The Pilot is the only resource available to prevent the Flight Segment(s) from canceling due to lack of crew.
- The assignment returns the Pilot to their Base within a single Duty Period.
- To return the Pilot to Base, Crew Services may extend the OSP Footprint up to six hours (6:00) or the end of the calendar day whichever is earlier, or for twenty-four hours (24:00) for operations which qualify for International Override.
  - If Crew Services cannot return the Pilot within the preceding limitations, they may on the next calendar day Deadhead, or assign the Pilot to operate, on the first available Flight Segment in order to return the Pilot to Base. If assigned a Deadhead, the Pilot may at their sole discretion elect to self- deadhead.



### **E.3.1 (Notification) Time Limits**

All schedule changes associated with a cancellation/ disruption will be completed and available in CrewTrac for the affected Pilot within time limits. The "time limits" begin with the latest of:

- Time at which the affected Flight Segment was canceled
- Time at which the Pilot arrives at the station from which the canceled Flight Segment is scheduled to depart
- Duty Period Report time.

The maximum time limits for Pilot notification are as follows:

- *Two hours* (2:00) With a cancellation(s) or cancellation package(s) of less than or equal to twenty (20) cancellations.
- *Three hours* (3:00) of twenty-one (21) up to and including forty (40) cancellations.
- *Four hours* (4:00)) greater than forty (40) cancellations.





### **E.3.2.2 Pilot Obligations**

If Positive Contact has not occurred within the time limits defined in Paragraph E.3.1, "Time Limits", Pilots shall comply with the following procedures:

- If the Pilot has received the, "Cancellation Package - COMPLETE" e-mail, the Pilot should check CrewTrac and self notify of the modification.
- In all other circumstances (i.e. CrewTrac not available to the Pilot) or if questions exist regarding the reassignment, the Pilot will initiate Positive Contact with Crew Services for details of the reassignment.

**• Note •**

FLiCA will not be used to accept and verify Pairing modifications due to latency between CrewTrac and FLiCA.



### **E.3.2.3 Time Limit Reached No Assignment**

Pilots who comply with SubParagraph , "E.3.2.2 Pilot Obligations", and are not notified of modifications affecting their Pairing are Released from all further duty for that Pairing with full pay protection.

**• Note •**

Absence of a Pairing modification(s), indicated by no CrewTrac displayed "red flight numbers" or missing Flight Segment(s), the Pilot will assume the Pairing is operating as viewed in CrewTrac.

