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## ***PBS Reserve Bidding***

Due to the COVID-19 situation and the rapid drawdown of flying, many categories have far more pilots on reserve than normal. This has resulted in many pilots bidding reserve for the first time. This *PBS Notepad* was previously released in early 2019. It is being re-released to help address questions around Reserve Bidding in PBS and covers the following topics:

- Bidding for Reserve
- Total Days Off (X-Days)
- Reserve Line Construction Rules
- Reserve Coverage Rules
- Max Reserve Limit
- Reserve Pay Calculation
- Unblockable/Unbuildable

The PBS Reserve module functions concurrently with but independent of the Regular Line module. As PBS processes each pilot's bid, the appropriate module will be activated based on the bid group under consideration at any given moment. This concurrent processing allows you to bid back and forth between Regular and Reserve lines as often as the maximum number of bid preferences (200) will allow.

You may trigger either the Regular or the Reserve module by using the appropriate Start line at the front of each bid group and by moving from one bid group to the next using Else Start Next (ESN) and/or Clear Schedule and Start Next (CSSN) as desired.

***IMPORTANT:*** If you would prefer any Regular line to a Reserve line, you must enter at least a Basic Pairings bid group at the top of your bid. Otherwise, if your first bid group is a Reserve bid group, PBS will assume that you prefer a Reserve line to a Regular line and will process your award accordingly.

### **Bidding for Reserve**

Reserve and Pairing bid groups share some of the same bid preferences. The bid preferences available in Reserve are:

- Prefer Off
  - Date List
  - Date Range
  - Weekends
  - Day of Week
- Set Condition
  - Pattern Bid
  - Consecutive Days Off
  - Slide Vacation
  - Max Above

For details on each of these bid preferences, please see the Bid Group Processing section of the [PBS Reference Handbook](#).

### **Total Days Off (X-Days)**

PBS will prorate the number of X-days that it awards based on the number of days you are available for reserve in accordance with the table in **Section 12 M. 2.** of the PWA and on the Info Tab in PBS. Additionally, if you are in a category in which the number of Reserve lines is projected to be at least 20% of the number of pilots in that category, you will be awarded one X-day more than the number shown in the applicable table. If this applies, it will be reflected on the Parameters Chart on the Info Tab in PBS.

### **Common Pre-Posted Activities and Prorating Rules**

There are hundreds of codes in PBS that are available for Delta to pre-post work and non-work activity. Most of these activities prorate your days off on reserve, but some do not. See below for a list of common activities and their associated proration status:

- Prorated Activities
  - Vacation
  - Qualification Training
  - Military Leave
  - Pilot-in-Command class
- Non-Prorated Activities
  - CQ Training: The days of CQ will be subtracted from your on-call days
  - Carry-In Trip: The days of carry-in will be subtracted from your on-call days
  - Pre-Training Period (PTP): The PTP days will be subtracted from your X-days

### ***Proration Example:***

1. 31-day bid period
2. 3 days of carry-in trip
3. 7 days of vacation
4. 2 days of CQ
5. 76:00 reserve guarantee (78:00 ALV)
6. Fewer than 20% projected reserves

In this example, only the vacation counts for X-day proration. The 3 days of carry-in and the 2 days of CQ are treated like pre-awarded Reserve days and do not count toward proration. PBS will award 10 X-days based on being available 24 days (31 total days minus 7 vacation days).

If you are unsure as to whether a planned absence is working or non-working, please contact us via the PBS Bid Inquiry link on the Crew Resources/Scheduling page on DeltaNet.

### **Reserve Line Construction Rules**

Several rules that determine possible X-day patterns govern the Reserve module. These rules are set by the PBS Working Group (PWG) by category and are published in the bid package and in the Parameters Chart on the Info Tab in PBS. Because they can make specific desired combinations of days off impossible to achieve, it is important that you consider the rules for your category when constructing your Reserve bid. Each month the Reserve Line Construction Rules may change from category to category (both for Captains and First Officers).

### **Min Days On**

The Min Days On rule sets the minimum number of consecutive day on which a Reserve pilot must be on duty between X-days and/or non-working absences such as vacation or MLOA. Normally, a narrow body category will have a Min Days On rule of 3, while a widebody category will have a Min Days On rule of 4.

A Day On does not necessarily mean an on-call day. Any working activity, i.e. a day on which you are performing duty for the Company (e.g. training or carry-in trip) is a Day On for this rule. If you are unsure as to whether a planned absence is working or non-working, please contact us via the PBS Bid Inquiry form on the Crew Resources/Scheduling page on DeltaNet. The Min Days On rule does not apply to on-call days at the end of a month. You may bid to be on-call as few as 1 day at the end of a bid period. A block of working activity which violates the Min Days On rule (e.g., on-call days at the end of the previous month, transitions pairings or CQ training), will be allowed to stand alone, but PBS will not attach any on-call day(s) to such a block unless it attaches enough to make the block comply with the minimum days on rule. For more information and examples, please see the Reserve Line Award Logic Section of the [PBS Reference Handbook](#).

### **Max Days On**

The Max Days On rule sets the maximum number of consecutive days on which a reserve pilot may be on-call between X-days and/or non-working absences. Normally, all categories have a Max Days On rule of 99 (i.e. no limit).

### **Max Off-Day Blocks**

You may be scheduled for X-day blocks of any length consistent with the previously discussed Min/Max Days On rules. However, the number of X-day blocks you can be awarded is limited. Normally, a narrow body category will have a Max Off-Day Blocks rule of 5, while a wide body category will have a Max Off-Day Blocks rule of 2, 3 or 4 depending upon the trip mix in the category.

A block of X-days at the start or end of the current bid period, even if part of a block that extends into the adjacent bid period, will count as an X-day block for the current bid period. A non-working absence such as vacation will not count as an X-day block, so long as no X-days are awarded adjacent to the absence. If you are awarded an X-day immediately before and/or after a non-working absence, then the combined block will count as a single X-day block.

As previously stated, it is very important that you consider the Reserve rules for your category when constructing your Reserve bid since it will determine the possible combinations of X-days that can be legally awarded to you. For example, if the Max Off-Day Blocks rule is set to 2, you could possibly not be awarded the same 2 days off each week throughout the bid period.

For further details and several suggested bidding strategies, please see the Reserve Line Award Logic Section of the [PBS Reference Handbook](#).

### **Reserve Coverage Awards**

Some pilots have asked, “Why did I receive coverage awards on the days I wanted off as a relatively senior reserve pilot when junior Regular line holders with no coverage awards received the days off I requested?”

Coverage awards occur when a large percentage of pilots ask for the same days off, either on a Regular or a Reserve line. PBS awards Regular and Reserve lines separately and has separate settings for each. This means that the seniority level at which coverage begins for Regular pilots in a category can be quite different than that for Reserve pilots and there is simply no way to predict from month to month the level at which it will begin.

It is important to keep in mind that the PWA does not allow the Company to assign coverage awards unilaterally. Coverage for Regular line holders beyond a certain point and all coverage for Reserves, requires the consent of the PWG. ALPA may agree to such coverage if the Company can show an operational need that is greater than the quality of life reduction that such coverage will create. In addition, the PWA prohibits the top 15% of Reserve pilots in a category with at least 20 Reserve lines from being forced into coverage.

Furthermore, bear in mind that when awarding a day of coverage, PBS must still honor the Reserve line construction rules discussed earlier. This may force adjacent days of reserve that you may or may not want onto your schedule.

The PBS Committee strongly recommends that if you absolutely need certain day(s) off and you normally bid Reserve, it is a best practice to add an Else Start Next command to the applicable Prefer Off line and enter a Regular bid group requesting those days off next as a backup, in case you cannot hold that day off as a Reserve pilot. This is especially true for holidays and weekends. Of course, the opposite is true as well, a pilot may have to bid Reserve to hold a specific day off.

### **Max Reserve Limits**

We have been asked, “Can the Company force pilots to a line?” The PBS Administrator has the contractual ability to set a parameter called Max Reserves. If that were not set, then PBS could award 100% of the pilots in a category reserve, if they so bid. As such, a pilot should always assume that the number of reserve lines that PBS will award in his category will be limited and bid accordingly.

As an example, assume that there are 50 pilots in a category and there are enough pairings for 20 lines. The Company might choose to set Max Reserves to 30 in order to cover the pairings in the bid package. In that event, only the 30 most senior pilots that bid for reserve would be awarded a Reserve line and any remaining Reserve line bidders would be forced to a Regular line.

### **Golden X-day Bidding and Awards**

The PBS Reserve module will award you a line consisting only of on-call days and X-days. Prior to **0800E** on the 19th of the month, you may bid separately in iCrew to make some of your X-days golden (a golden X-day is a hard non-fly day into which you cannot be inversely assigned).

Under the Bids tab in iCrew you will see a Reserve Golden Day Preferences option. This will take you to the menu in which you can enter the X-days that you wish to have converted into golden X-days, in priority order.

You may enter your Reserve Golden Day Preferences at any time after line bidding opens either “in the blind” (prior to seeing your reserve schedule) or after your schedule has been released. You should update your Reserve Golden Day Preferences after viewing your initial line award, since you cannot be awarded a golden X-day on a day on which does not contain an X-day from your initial line award.

Prior to **1800E** on the 19th of the month, the system will award golden X-days to each reserve pilot, in accordance with the following rules:

1. Six days on each reserve line will be golden, prorated for any pre-planned absences, as shown in the table in **Section 12 M. 3.** of the PWA
2. Golden days will be:
  - a. The earliest X-day(s) of any block that contains them
  - b. Spaced evenly in each category through the bid period; for example, no category can have golden days stacked on the same or mostly the same days or be arranged to exclude placement on any holiday(s)
3. No more than three X-days blocks will contain a golden day(s)
4. When considering a pilot’s golden day bid, the system will use the following priority:
  - a. Make the desired day golden
  - b. Make one or more days at the start of the X-day block that contains the desired day golden

**Example PBS Reserve Line Awards with Golden Days**

As with bidding for your initial Reserve line, it is important to understand the rules above when entering your reserve golden day bid preferences. Assume the following PBS Reserve line award:

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
		X	X	X						X	X	X	X						X	X					X	X	X	X		

**Legal Reserve Golden Day Awards**

Provided all X-days are available as Reserve golden days at your seniority, you could be awarded any of the following combinations of Reserve golden days:

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
		*	*	*						X	X	X	X						X	X					*	*	*	X		

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
		X	X	X						*	*	*	X						*	X					*	*	X	X		

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
		*	X	X						*	*	*	*						*	X					X	X	X	X		

**Illegal Reserve Golden Day Awards**

Even if all days are available as Reserve golden days at your seniority, you could not be awarded any of the following combinations of Reserve golden days:

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
		*	*	X						*	X	X	X						*	*					*	X	X	X		

This combination has more than three groups of X-days that begin with a golden day.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
		*	*	X						X	X	X	*						*	*					X	X	X	X		

This combination has a group of X-days (11-14) that contains a golden day but the golden day is not at the beginning of the group.

As a reminder, while a golden X-day can be moved just as any other X-day, it will lose its status as a golden day if it is moved.

### Reserve Pay Calculation

The category Reserve guarantee is based on the ALV for the category, and is equal to the ALV minus 2 hours, but no less than 72 hours and no more than 80 hours.

When a Reserve pilot is scheduled for a known period of absence, his reserve guarantee is reduced by a pro rata portion (1/30 or 1/31) of the reserve guarantee for each day of the absence and he is paid the value of the absence on top of his guarantee.

### Reserve Pay Example:

- 31-day bid period
- 7 days of vacation at 3:45 per day
- 2 days of CQ
- 76:00 Reserve guarantee (78:00 ALV)

The nine days of vacation plus CQ training reduce the pilot's Reserve guarantee by 9/31, or 22:04 (76 / 31 \* 9), making his Reserve guarantee 53:56. He is paid the value of his vacation (26:15) and CQ (8:00) on top of his Reserve guarantee, for a total of 88:11.

As always, do not hesitate to reach out to the PBS Committee ([DALPBS@alpa.org](mailto:DALPBS@alpa.org)) for assistance. If you do not normally bid reserve and want us to review your bid, please contact us via the PBS Bid Inquiry link on the Crew Resources/Scheduling page on DeltaNet. We will be happy to review your bid and ensure it meets your intent.

The next PBS Notepad will be released in a week or so discussing unblockable/unbuildable pilots.

***This is a product of the Delta MEC PBS Committee***

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