

FLICA Crew Resource Report

User ID is flg + your employee ID ** If your ID is less than 6 digits then you need to add 0s in front of your ID number to make it 6 digits long. **

FLICA.net - **“Tools” – “View Crew Resource Report”**

** Easiest to use/view CRR on a PC vs your phone. **

Definitions:

CRR – Crew Resource Report

FA – Flight Attendant

RSV – Reserve

RR – Ready Reserve

TA – Time Available

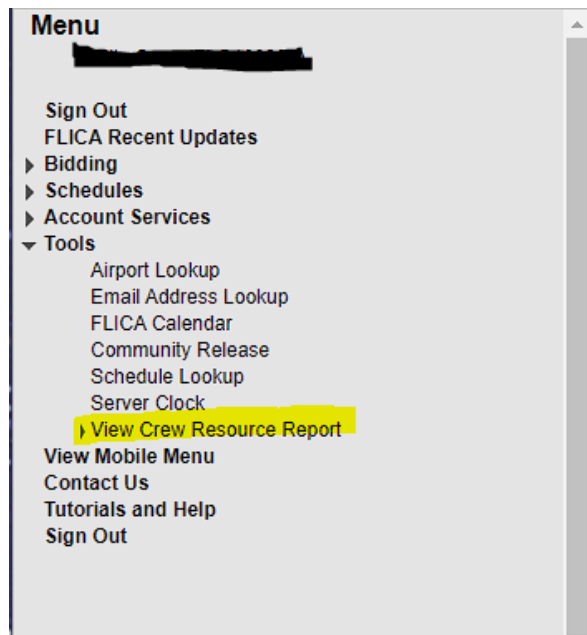
PRO – Pickup RSV at 100%

RRA – Ready RSV AM

RRP – Ready RSV PM

RRL – Ready RSV Late

CBA – Collective Bargaining Agreement aka the contract



The CRR is a very important and extensive report that shows all working crew based on their position and base. This report can be used to determine order of assignment.

On the main page of the CRR you can adjust the results based on the date on the left, and the base/crew on the right.

** This means everyone has access to the CRR for all bases, for those that pick up out of base. Also be sure if changing search criteria that you click search (it will say “searching” as it loads). **

For our examples in the CRR overview we will be looking at 05/18/23 and the ATL base FAs. There are 4 categories within the CRR. These are listed by the arrows on the left side of the report, and they include: “Time/Commuter Available”, “Reserve”, “Ready Reserve”, and “Reserves on Assignment”. These categories are clickable to expand, showing FAs within each, and upon search they are automatically expanded when there are FAs within that category. The view seen below is just to show you that there are 4 categories, and you will have to scroll or collapse a category to get to the others.

SEN	EMPNO	NAME	ACT TYPE	AVL TIME	DAYS AVAIL	ACT END DATE	ACT END TIME	PROJECTED BLOCK	AIRPORT RSV	CDO PREF
>	Time/Commuter Available									
>	Reserve									
>	Ready Reserve									
>	Reserves on Assignment									

“Time/Commuter Available” – contains those on TA from misconnects, IROPS, etc.

The top bar of the report has 16 different categories in total.

SEN	EMPNO	NAME	ACT TYPE	AVL TIME	DAYS AVAIL	ACT END DATE	ACT END TIME	PROJECTED BLOCK	AIRPORT RSV	CDO PREF	NON CDO PREF	VOL AIRPORT RSV	NEXT		
													ACTIVITY	START DATE / TIME	END DATE / TIME

It is hard to see in this format the whole bar completely, and it is very difficult to scroll through the report on a phone. For this document, I will split the top bar into two sections to easily display them but know this that the entire bar starts with SEN and ends with NEXT – END DATE/TIME.

SEN	EMPNO	NAME	ACT TYPE	AVL TIME	DAYS AVAIL	ACT END DATE	ACT END TIME
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SEN - Seniority

EMPNO – Employee number

NAME – FA’s name

ACT TYPE – Activity type (RSV, PRO, RRA, RRP, RRL, or a pairing number)

AVL TIME – Available time (the time the activity starts)

DAYS AVAIL – Days available

ACT END Date – Activity end date

ACT END TIME – Activity end time

PROJECTED BLOCK	AIRPORT RSV	CDO PREF	NON CDO PREF	VOL AIRPORT RSV	NEXT		
					ACTIVITY	START DATE / TIME	END DATE / TIME

PROJECTED BLOCK – projected block of the FA at that time

AIRPORT RSV – the preference in a FA’s bid for airport RSV (AM, PM, or LATE)

CDO PREF – this was the preference for CDO or not when they were a thing, you can ignore this category

NON CDO PREF – the preference in a FA’s bid for LAST or FIRST out (a blank means they did not bid with a preference)

VOL AIRPORT RSV – illustrating if the FA volunteered for RR (YES/NO)

The NEXT category is to show the FA’s next assignment. NEXT is over three individual categories.

NEXT – ACTIVITY – the FA’s next activity type

NEXT – START DATE/TIME – the next activity’s start date and time

NEXT – END DATE/TIME – the next activity’s end date and time

FA’s can be in more than one category at a time. Fa available on RSV then called for an assignment will show in the “Reserve” section and the in the “Reserves on Assignment” section with their respective times. The CRR tries to incorporate all activities so you can see exactly who, where, when, and what FAs are working.

	SEN	EMPNO	NAME	ACT TYPE	AVL TIME	DAYS AVAIL	ACT END DATE	ACT END TIME
>	Time/Commuter Available							
∨	Reserve							
	2310	[REDACTED]	[REDACTED]	RSV	10:00	1	18May	23:59
	2323	[REDACTED]	[REDACTED]	RSV	10:00	1	18May	23:59
	2839	[REDACTED]	[REDACTED]	PRO	04:00	1	18May	18:00
	3050	[REDACTED]	[REDACTED]	RSV	10:00	1	18May	23:59

The "Reserve" section of the CRR lists FAs by DAYS AVAIL and then their SEN.

So, 1 day available FAs are listed at the top of the list with the first FA being the most senior and the last FA in the 1 day available being the most junior FA. Then the list continues with the 2 day, then 3 day, then 4 day, etc. In our example, SEN 2310 is the most senior FA of the 1 day available FAs. It is done in this manner because assignments are given based on the number of days the trip is. More on that later.

** If you notice, SEN 2839 is listed as a PRO ACT TYPE, meaning they were, for the month of May, a line holder that picked up RSV from another FA, which gave them the PRO listing on their schedule instead of RSV. When this happens, they are still held to their own bid preferences for RSV (in PBS bidding referencing LAST, FIRST, RR VOL, AIRPORT RSV preference). When you trade RSV, you are only trading your RSV period (P1, P2) for that base, not your preferences. **

PROJECTED BLOCK	AIRPORT RSV	CDO PREF	NON CDO PREF	VOL AIRPORT RSV	NEXT		
					ACTIVITY	START DATE / TIME	END DATE / TIME
14:31	LATE		LAST	NO	RSV	20May 10:00	20May 23:59
06:59			LAST	NO	DRP	19May 10:00	19May 23:59
10:21	AM		LAST	NO	PRO	20May 04:00	20May 18:00
23:07	PM			NO	***	***	***

Looking at the same four people in the “Reserve” section of the CRR, we scroll across, and you can see different information. For instance, you see that the second FA didn’t list anything in their bid for AIRPORT RSV, which just means they didn’t list a preference.

Moving to the NON CDO PREF, the fourth FA didn’t list a preference in their bid. Since they did not designate FIRST or LAST out in their bid, the CBA dictates that they will be treated as FIRST out. This is important to note because if this FA and junior FA, for example, are in the same bucket for an assignment it would go to this FA because they are telling CS that they want flying by being FIRST out, even though it is blank.

Under the ACTIVITY section you can see the next scheduled activity for these FAs, including RSV, DRP (meaning dropped, so they dropped that RSV day), PRO, and ***. When you see *** listed in the CRR it can mean that the FA has a meeting with management (or other undisclosed activities). I reference this because meetings really mess with the availability of FAs sitting RSV. You may see that FAs will have their day availability stop and when you scroll across their next activity isn’t an assignment but ***. When this happens, they can still be eligible for assignments up to and potentially after the *** time.

	3531	[REDACTED]	[REDACTED]	WIL	00:00	7	18May	23:59
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Here is an example of something you will occasionally see. This is an FA that called CS as a WIL, or WILL FLY. They are looking for flying and can specify what kind of flying they are willing to do. Please read the CBA section of WILL FLY. They are NOT a RSV and they have different rules. They are not considered for the bucket when an assignment comes up.

13:39	LATE			NO	[REDACTED]	19May 05:00	19May 13:00
20:37	LATE		LAST	NO	[REDACTED]	19May 05:00	19May 13:00
35:15	AM			NO	[REDACTED]	19May 10:05	21May 17:37
28:22	AM			NO	[REDACTED]	18May 08:00	21May 20:05
25:10	PM		LAST	NO	RSV	22May 10:00	22May 23:59
39:16	AM			NO	[REDACTED]	18May 07:15	20May 08:03

Here is another example of information provided and how to use the CRR.

This is a random section of the “Reserve” category, showing the second half of the information. Though the pairing numbers are blocked out, you can see that many of the FAs have assignments. This is still 05/18, so FA with PROJECTED BLOCK 28:22 was assigned a trip that same day with report at 800 and ending 2005 on 05/21. Same with PROJECTED BLOCK 39:16 who was assigned something that day at 715 and ending days later. The two FAs show something a little different. They have an assignment the next day (05/19) of RRA, you can tell based on the hours of the assignment and if you want to check you can change the CRR to show the 05/19 and look to see if those FAs are listed under the “Ready Reserve” category.

As FAs get assignments, they will move around the CRR. For instance, all the FAs in the example above are listed under 1 day availability because they currently have assignments that day or the next day, or they are on their last day like the one RSV FA that shows their next assignment as RSV on 05/22 (and they were not assigned anything that day otherwise it would show up as their next assignment).

CS Order of Assignments for Home Reserves

Section 23 pg 23-4.h.1&2&3&4

- (1) First, to Home Reserve Flight Attendants whose number of available reserve days is equal to the number of days of the assignment. In the event there is no Home Reserve Flight Attendant with a number of available days equal to the number of days of the assignment, the Company shall assign the pairing to the Flight Attendants whose schedule contains the next greater number of available reserve days than the number of days of the assignment;
- (2) Second, as between Flight Attendants with the same number of available days, to the Home Reserve Flight Attendant with the lowest projected monthly block hours at the time of the assignment. Flight Attendants whose projected monthly block at the time of assignment are within ten (10) hours of the Flight Attendant with the lowest monthly block shall be deemed to be the same;
- (3) Third, after applying (1) and (2) above, the assignment will be made based upon Flight Attendant preferences as identified in Section 23.A.2.g.; and
- (4) Fourth, any remaining Home Reserve Flight Attendant who is available for duty.

In layman's terms:

Step 1. When flying needs to be covered CS looks at how many days the trip is. Then looks at FAs on reserve and *only* considers those with reserve days that match the days of the trip. For example; If it's a three day, Crew Scheduling will look at all FAs with three days availability.

Step 2. Amongst those FAs, they then make what CS refers to as the "bucket" based on projected block hours. The bucket starts with the lowest block time of the FAs being considered for the trip. From the lowest block time (zero-0), the bucket goes 10 hours from it and if there is only one FA in this bucket then it goes to them. If there is more than one FA, then it goes to step 3.

For instance, if for the 3 day trip there are 4 FAs, and the lowest block time is 2 hours, then the bucket would go from 2-12 hours. If the other FAs block times were 4 hours, 8 hours, and 14 hours, then the only FA that doesn't currently qualify for the trip is the FA with 14 hours.

Step 3 and Step 4. This step takes into account preferences like First Out, Last Out, and seniority.

CS Order of Assignments for Home Reserves Assigned Airport Rsv

There is a slightly different order of assignments for home reserves being assigned airport reserve, even though airport reserve itself is considered an assignment.

Section 23 pg 23-6.3.a.1&2&3

a. Assignment of Home Reserves to Airport Reserve

(1) A Flight Attendant may submit a preference for Airport Reserve as set forth in Section 23.A.2.g., and may also designate a preference for Airport Reserve "AM," "PM," or "Late."

(2) The Company may assign Home Reserve Flight Attendants to Airport Reserve status based on operational needs. When assigning Home Reserve Flight Attendants to Airport Reserve, the Company will do so in the following order, subject to contractual flight and duty limitations and any applicable FAR limitations:

First, in seniority order to available Home Reserve Flight Attendants who have preferred for Airport Reserve and the Airport Reserve shift matching the assignment (AM/PM/Late);

Second, in the event no available Home Reserve Flight Attendant has preferred the Airport Reserve shift matching the assignment, in reverse seniority order to Home Reserve Flight Attendants who have preferred Airport Reserve;

Third, in the event no available Home Reserve Flight Attendant has preferred Airport Reserve, to the Home Reserve Flight Attendant with the lowest projected monthly block hours at the time of assignment. Home Reserve Flight Attendants whose projected monthly block is within ten (10) hours of the Flight Attendant with the lowest monthly block shall be deemed to be the same. Section 23 – Reserves 23-7

Fourth, as between Home Reserve Flight Attendants who have not preferred Airport Reserve, and who have same projected monthly block, the assignment will be made in reverse seniority order.

(3) A Home Reserve Flight Attendant will not be assigned to Airport Reserve PM, or Late, on the last day of a set of reserve days unless he or she is the only Flight Attendant available for that assignment.

Essentially, they built in volunteering for airport rsv, and after that then it is assigned based on the same bucket system built off the lowest monthly block.

** Notice here though since it is not a trip with designated days, *all* FAs are considered for airport rsv based on lowest block. **

Airport Reserve Pairing Assignment

Assigned flying while sitting Ready Reserve is different than when assigned from being on Home Reserve. When sitting ready reserve, CS does not time balance (aka they do not make a bucket by looking at projected block hours and those within 10 hours).

Section 23 pg 23-9.f.

Airport Reserve Pairing Assignment

- (1) When more than one (1) Flight Attendant is on Airport Reserve during the same period, pairing assignments shall be made based on the needs of the operation, and with due consideration of days of availability, and, in the case of Flight Attendants with the same days of availability, to the Flight Attendant with the lowest projected block time accrued for the month.

First thing CS looks at is similarly situated as assigning on home RSV. So, if it is 1 day of flying, we would look at the 1 day available ready reserves. If there is more than 1 RR who has 1 day available, then from those flight attendants we would select who has the lowest block, no time balance.

Examples:

Let's consider an example of how the CRR can help you determine who should get an assignment. Here is an example of a Home Reserve getting an assignment.

3931	[REDACTED]	[REDACTED]	RSV	10:00	5	21Jun	17:59
4423	[REDACTED]	[REDACTED]	RSV	10:00	5	21Jun	23:59
4657	[REDACTED]	[REDACTED]	PR0	10:00	5	21Jun	23:59
5062	[REDACTED]	[REDACTED]	RSV	10:00	5	21Jun	17:59

17:25	LATE		LAST	NO	[REDACTED]	21Jun 18:00	21Jun 23:59
38:20	PM			NO	RSV	22Jun 10:00	22Jun 23:59
40:01				NO	PR0	22Jun 10:00	22Jun 23:59
29:39	PM		LAST	NO	[REDACTED]	21Jun 18:00	21Jun 23:59

I have changed the CRR to 06/21 now to look at an easier example. Above is the information for four FAs showing the whole screen of their information between the two photos.

If on 06/21 a 5 day needs to be assigned, CS would look at just these 4 FAs because all others have different days of availability which means they are not an option for this assignment. If you look at the ACT END TIME you can see that two of the four FAs have a time that don't end at a typical P1 or P2 time, which means they have an assignment already. If you scroll across to their NEXT sections, you see that they have an assignment that day from 1800 to 2359, looks like they were both assigned RRL. You could also confirm this by scrolling down to the "Ready Reserve" category to check if their names show up. So, they would not be used for this 5 day trip because they already have an assignment for the day.

** Those ready reserve FAs would only be used if a 5 day came up and all other 5 day FAs were used, and even then CS can start to use 6 day FAs for the trip before taking someone off airport reserve, it is up to CS at that point. **

Thus, there are two FAs available for the trip. Of these two, the first one listed as 4423 is senior to 4657. 4423 has a block time of 38:20 and 4657 has a block time of 40:01. This means the bucket would start at 38:20 and go to 48:20, making both FAs in the bucket. However, they both do not have a NON CDO PREF listed which means they are both considered FIRST out. This means the trip would go to 4423 because they are senior and desire flying (that is what FIRST out means). If both FAs had listed LAST instead then the trip would go to 4657.

This example is easy because both FAs are available for the same time too, P2 10-2359.

2839	[REDACTED]	[REDACTED]	PRO	04:00	2	21Jun	18:00	48:59			LAST	NO	PRO	22Jun 04:00	22Jun 18:00
3050	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	10:02	22:50	PM		LAST	NO	[REDACTED]	[REDACTED]	[REDACTED]
3614	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	18:10	AM			NO	[REDACTED]	[REDACTED]	[REDACTED]
4035	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	04:01	25:20	AM		LAST	NO	[REDACTED]	21Jun 18:00	21Jun 23:59
4447	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	54:41	AM		FIRST	NO	RSV	22Jun 04:00	22Jun 18:00
4474	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	39:07				NO	RSV	22Jun 04:00	22Jun 18:00
4615	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	21:00	AM		LAST	NO	[REDACTED]	[REDACTED]	[REDACTED]
4529	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	23:59	65:29	LATE		LAST	NO	RSV	22Jun 10:00	22Jun 23:59
4553	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	12:59	19:22	PM		LAST	NO	[REDACTED]	21Jun 13:00	21Jun 21:00
4634	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	23:59	51:46	PM			NO	[REDACTED]	22Jun 10:00	22Jun 16:05
4649	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	23:42				NO	[REDACTED]	[REDACTED]	[REDACTED]
4706	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	34:20	LATE			NO	[REDACTED]	22Jun 04:00	22Jun 14:59
4798	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	23:59	33:48	LATE		LAST	NO	RSV	22Jun 10:00	22Jun 23:59
4821	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	12:59	18:36	AM			NO	[REDACTED]	21Jun 13:00	21Jun 21:00
4903	[REDACTED]	[REDACTED]	RSV	08:00	2	21Jun	18:00	48:53	AM			NO	[REDACTED]	22Jun 04:00	22Jun 12:29
4910	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	12:59	20:57	PM		FIRST	NO	[REDACTED]	21Jun 13:00	21Jun 21:00
4920	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	40:55	AM			NO	RSV	22Jun 04:00	22Jun 18:00

Now let's look at the same day, 06/21, for a 2 day assignment with a report of 6am and end time on 06/22 of 12pm. There are a lot of people listed for two day so there are a lot of factors you have to sort through.

The highlighted yellow FAs are those that have an assignment that day when this 2 day showed up so CS wouldn't consider them. You can tell this again by the ACT END TIME and the NEXT ACTIVITY showing you when and what they are assigned already. *However*, when you look the NEXT ACTIVITY CS will also see that several others have an assignment on 06/22 that starts before this trip will be back, so they are also not considered (they are highlighted in green). Those with a blue mark have an assignment the next day and it may be a factor for CS. CS will also look at the report for the trip to see if rest and report limitations will knock any other FAs out of availability. As it happens SEN 4798 reports at 10am, so they won't get this trip because they can't report on time.

Next CS looks at block time to start their bucket. The lowest block of those available for assignment is 34:20, meaning that the bucket ranges from 34:20 – 44:20.

2839	[REDACTED]	[REDACTED]	PRO	04:00	2	21Jun	18:00	48:59			LAST	NO	PRO	22Jun 04:00	22Jun 18:00
3050	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	10:02	22:50	PM		LAST	NO	***	***	***
3614	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	18:10	AM			NO	RSV	22Jun 04:00	22Jun 09:59
4035	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	04:01	25:20	AM		LAST	NO	[REDACTED]	21Jun 18:00	21Jun 23:59
4447	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	54:41	AM		FIRST	NO	RSV	22Jun 04:00	22Jun 18:00
4474	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	39:07				NO	RSV	22Jun 04:00	22Jun 18:00
4515	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	21:00	AM		LAST	NO	RSV	22Jun 04:00	22Jun 04:59
4529	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	23:59	65:29	LATE		LAST	NO	RSV	22Jun 10:00	22Jun 23:59
4553	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	12:59	19:22	PM		LAST	NO	[REDACTED]	21Jun 13:00	21Jun 21:00
4634	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	23:59	51:46	PM			NO	RSV	22Jun 10:00	22Jun 16:05
4649	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	23:42				NO	RSV	22Jun 04:00	22Jun 09:09
4706	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	34:20	LATE			NO	RSV	22Jun 04:00	22Jun 14:59
4798	[REDACTED]	[REDACTED]	RSV	10:00	2	21Jun	23:59	32:48	LATE		LAST	NO	RSV	22Jun 10:00	22Jun 23:59
4821	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	12:59	18:36	AM			NO	[REDACTED]	21Jun 13:00	21Jun 21:00
4903	[REDACTED]	[REDACTED]	RSV	08:00	2	21Jun	18:00	48:53	AM			NO	RSV	22Jun 04:00	22Jun 12:29
4910	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	12:59	20:57	PM		FIRST	NO	[REDACTED]	21Jun 13:00	21Jun 21:00
4920	[REDACTED]	[REDACTED]	RSV	04:00	2	21Jun	18:00	40:55	AM			NO	RSV	22Jun 04:00	22Jun 18:00

These FAs highlighted in yellow are within that block time bucket. That leaves SEN 4474, 4706, and 4920. Looking at NON CDO PREF, all three are considered FIRST out, which means it will go to the most senior person, 4474.

** If CS sees that SEN 4706 with block 34:20 couldn't get the assignment because it would inhibit on daily duty time on 06/22 then this would change the bucket to start at 39:07 changing the parameters and who would be in the bucket again however it would still go to SEN 4474 in this instance. **

** As mentioned above, this whole process can be messed up because of SEN 3050. They technically don't have an assignment, they have a meeting and CS doesn't like to take them out of the bucket because they "could" be used after their meeting, but as you noticed they aren't listed as available after their meeting, so they likely won't be considered anyway. In this specific example they are not available at the time of report so it doesn't matter, but if it was a later report CS may use that person as the start of the bucket because they have such a low block time, even though they can't get the assignment. If this happens report it to a RSV union rep with documentation! **

As you can see when there is a lot of flying that needs to be covered it can really be difficult to determine who is even available for assignment. The CRR is a great resource, but it isn't perfect and doesn't give us as FAs all the information as CS has on their end. Try your best when assignments come up and if you think a specific person should have gotten it in front of you then ask CS, but always be polite, and they'll likely be able to explain to you why that person couldn't get it. If you broadly ask, "Why did I get this assignment?" That isn't defined enough for CS to answer, and they aren't going to walk you through this process.

It is imperative that you read your CBA and try to understand it as much as you can. Ask questions! Screenshot the CRR immediately upon an assignment if you don't understand why, you got the trip and contact your RSV union rep! We will do the best we can, but you must actively have the CRR at the time of assignment to get a clear answer.

Questions? Reach out to the AFA Reserve Committee:

<https://edvafa.org/reserve/>