

ATTACHMENT 17

to Operations/Human Performance Group Chairman's Factual Report

Flight Operations Manual
(Headset Reference)

DCA10IA001

Headsets/Boom Microphones**Headsets/Earpieces**

- Required to be used on all aircraft during operations below 18,000 feet.
- Strongly recommended for **all** operations in international airspace.
- Jump seat occupants are encouraged to monitor radio communications.
- Headsets must be TSO compliant.

Note: To use a personal headset on Airbus aircraft, an adapter is required to convert from the PJ-055/PJ-068 type connectors, standard on U.S. aircraft, to the XLR5 type connector, standard on Airbus aircraft.

Boom Microphones

Use is required below 18,000 feet to include checklist accomplishment during ground operations until the SHUTDOWN checklist is complete. If the system is inoperative, refer to MEL.

Note: The boom microphone requirement does not apply to the DC-9 and the B-747-200 fleets.



Sexual Harassment

Sexual harassment is discrimination, illegal under Title VII of the 1964 Civil Rights Act. Delta strictly prohibits such misconduct. Any pilot engaging in sexual misconduct may be subject to termination. This behavior can include:

- Verbal behavior - Unwanted sexual comments or suggestions, jokes, or pressure for sexual favors.
- Nonverbal behavior - Suggestive looks or leering.
- Physical behavior - Pats, squeezes, or repeated brushing against someone's body.

Headsets

If a pilot chooses to use a personal headset, it must be TSO compliant and compatible with the aircraft to be flown. Additionally, maintenance of a personal headset is the responsibility of the pilot.

Leaves of Absence

Jury Duty

Upon notification of jury duty, a pilot must immediately notify their Chief Pilot. Crew Scheduling should also be notified of jury duty. If a pilot is relieved early of jury duty and is able to return to work, inform Crew Scheduling. If requested by the Chief Pilot, the pilot will provide a copy of the jury duty notification.

Maternity Leave

A pilot will notify her Chief Pilot by letter as soon as pregnancy is confirmed by her physician and will indicate an estimated delivery date. The pilot may continue flight duties until the end of the 26th week of pregnancy with a written release from her physician. However, the leave may begin at any time after confirmation of pregnancy.

- The leave will extend for six weeks after normal delivery or eight weeks after caesarian section delivery. In addition, reinstatement to flying status must be requested in writing to the Chief Pilot within 30 days following the delivery. The reinstatement will be contingent upon a letter from the physician certifying fitness to return to full flight status without restrictions or limitations.
- Any exceptions to this policy will be requested through the Chief Pilot. Questions concerning benefits while on leave should be addressed to Employee Service Center.