

ARTICLE 13 - SENIORITY GENERAL

A. SENIORITY ACCRUAL / EMPLOYMENT THRESHOLD

1. Seniority as a Flight Attendant shall be based upon the length of service as a Flight Attendant with the Company.

2. Seniority shall begin to accrue from the date the Flight Attendant is placed on the Company's payroll on a Flight Attendant status, from which date seniority shall continue to accrue during the Flight Attendant's period of service. Flight Attendants' names shall be placed on the Flight Attendant System Seniority List in order of the date of their placement on the Company's payroll on a Flight Attendant status, except as otherwise provided herein. In the event that more than one (1) Flight Attendant has the same seniority date, the oldest Flight Attendant will appear first on the seniority list as determined by the date of birth.

3. In order to maintain employment, Flight Attendants will be required to meet a minimum annual threshold of four hundred twenty (420) paid hours on a calendar year basis (January 1st – December 31st), or be paid an average of thirty-five (35) hours per active month during the same period if the Flight Attendant has been inactive during the year due to unpaid status.

4. Flight Attendants who are active less than 15 days in a month as a result of removal due to injury-on-duty or union leave will receive full accrual for that month, provided they meet the minimum paid hours requirement for each month of active status.

5. Any Flight Attendant whose services with the Company are permanently severed shall forfeit his/her seniority rights.

B. SENIORITY RIGHTS

Seniority shall govern employees in their retention in case of reduction in force, their reemployment after release due to reduction in force, and their choice of vacancies, provided the employee's qualifications are sufficient for the available assignment. In the event a Flight Attendant with adequate seniority is considered by the Company not to be sufficiently qualified, the Company shall immediately furnish such Flight Attendant written reasons therefore, if requested by the Flight Attendant(s) affected, in writing.

C. AWARDING OF TRIP SELECTIONS

1. The trip selections flown by all Flight Attendants from their base stations shall be awarded in accordance with the individual preference of such Flight Attendants, exercised by them in accordance with the provisions of Article 9 governing the selection of flying assignments at such base stations, in accordance with their relative position on the System Seniority List.

2. A Flight Attendant will be considered to continue to be qualified to perform a specified service if s/he has actually flown a trip involving that service during the prior six (6) month period. It will be the Flight Attendant's responsibility to inform the Company of the date on which s/he flew such flight involving the required qualifications.

D. APPLICATION OF THIS ARTICLE

In the application of this Article, other provisions of this Agreement, in conflict, or to the contrary, shall not apply.