

ARTICLE 18 - MOVING EXPENSES

A. PROVISIONS WHEN TRANSFERRED AT COMPANY REQUEST

1. When a Flight Attendant is moved by the Company at Company expense, the Company shall engage and compensate a reputable, bonded furniture moving company with suitable equipment to move the normal personal and household effects of such Flight Attendant up to a maximum of twelve thousand (12,000) pounds. Such expense shall include packing, unpacking, shipping, insurance up to a maximum that conforms to Company policy for non-management employees, drayage and storage of household effects for a period not to exceed sixty (60) days.

2. When automobile transportation is selected by the Flight Attendant and his/her immediate family, the Company shall pay a mileage travel allowance at the cent per mile rate conforming with Company policy for non-management employees, for each car owned by the Flight Attendant, up to two (2) cars, for the most direct AAA mileage from point of origination to point of destination, plus toll fees in transit.

3. Hotel/Meal expenses for the Flight Attendant and family members shall be equal to allowable expenses conforming with Company policy for non-management employees

B. ADDITIONAL DIRECT MOVING EXPENSES

In addition, Flight Attendants will be entitled to a miscellaneous moving allowance conforming with Company policy for non-management employees.

C. REIMBURSEMENT PROCEDURES

All moving expenses shall be claimed on appropriate Company expense forms according to Company policy and, all moves must be completed and expenses submitted for reimbursement within one (1) year of the transfer date.

D. CLOSING OF A BASE

1. Flight Attendants transferring from a closed base station will be covered under the provisions of this Article.

2. The Company will provide Flight Attendants with as much advance notice as practicable of a base closing, but in no case will Flight Attendants receive less than one hundred twenty (120) days notice.

E. TIME OFF TO ACCOMPLISH THE MOVE

When a Flight Attendant is moved by the Company at Company expense and is required by the Company to report to another base station with less than fifteen (15) days' notice, s/he shall be afforded reasonable time off at a later date, not to exceed seven (7) days, at the time of his/her household move to facilitate completing the moving arrangements.

F. TRANSFER OUTSIDE OF THE CONTIGUOUS 48 STATES

The Company and APFA shall negotiate reasonable moving expense provisions when a Flight Attendant is transferred at Company request to any new base outside of the contiguous 48 states.