

SECTION 15 - FOREIGN LANGUAGE SPEAKER

A. STAFFING

1. The maximum number of required foreign language speaking Flight Attendants (Speakers) shall be as follows:

Aircraft Type	Number of Speakers
Narrowbody *	Up to 1 per flight
Widebody/Dual aisle with < 200 main cabin seats**	Up to 1 per class of service
Widebody with 200 or > main cabin seats	Up to 1 per each premium cabin, up to 2 in main cabin

As an exception, in the event a charter or scheduled segment with group bookings where the majority of customers have been identified as foreign speaking, the Company may require two (2) Speakers.

**As an exception, in the event a scheduled segment to/from or within Asia, the Company may require one (1) additional Speaker.

2. A Purser is not prohibited from serving in a required Speaker position.
3. Required foreign language qualified Flight Attendants are restricted from serving in a galley position. The Company may make exceptions to this restriction.
4. On any International trip sequence to more than one (1) destination which contains more than one (1) destination requiring a language of destination Speaker, at least one (1) language of destination Speaker may be assigned for each such destination.
5. Based on the unique requirements of a market, the Company may make adjustments to the allocation of Speakers on a per cabin basis. In no case shall the total number of required Speakers per flight exceed the maximums specified in Paragraph A.1. The Company will provide advance notice to the APFA prior to implementing any adjustments.

B. LANGUAGE LOCK-IN

1. A Flight Attendant awarded or assigned to a crew base on the basis of her/his language qualification, may be required to remain at such base for a period of six (6) months from the effective date of assignment or transfer.
2. A Flight Attendant who possesses a foreign language qualification and who is assigned or proffers to a crew base within one (1) year of date of hire which requires her/his qualification may be required to remain at such crew base for a period of one (1) year from the effective date of assignment or transfer.
3. In the event a Flight Attendant is awarded a mutual transfer, such lock-in will be assumed by the Flight Attendant to the base requiring the language qualification.

C. LANGUAGE PAY

On a flight where a specific foreign language qualification is required by the Company, all Flight Attendants who possess such language qualification shall be paid in accordance with Compensation, Section 3.I.