

D. PBS AWARDS

1. Each bid period, the Company shall identify the designated Flight Attendant sequences and number of positions per cabin to be filled by Speakers in accordance with Paragraph A. The required language(s) for the designated sequence will be identified in the Speaker package, PBS system, TTS and ETB.
2. Sequences containing Speaker flying will be awarded at the applicable crew base on a seniority basis utilizing the PBS system as provided in Scheduling, Section 10.D. Such sequences will be available for bid only at those base(s) designated by the Company. Speaker sequences and Speaker Reserve lines will be awarded to Speakers seniority order in her/his language. A Speaker may construct a line containing IPD and NIPD sequences in her/his speaker language.
3. A Speaker Lineholder may be awarded non-Speaker sequences in her/his line consistent with her/his seniority provided the PBS solution can distribute substantially all Speaker trips to Speaker Lineholders in accordance with the recommendations of the JSIC, and consistent with the PBS system and the recommendations of the vendor.
4. During the Speaker-only PBS run, a Speaker Lineholder selecting the High Option in PBS, will be awarded Speaker sequences above the regular line maximum as established in Scheduling, Section 10. However, she/he, when being processed with non-Speaker in PBS may select the High Option for non-Speaker sequences.
5. Only Speaker Lineholders may be awarded Speaker sequences in PBS. Remaining Speaker sequences will be distributed pursuant to Paragraph F.
6. Separate Reserve lines for Speaker Reserve coverage may be created utilizing the PBS system pursuant to Scheduling, Section 10, after Speaker sequences are distributed. The PBS system may require a minimum number of Speaker Reserves.
7. On any trip sequence to more than one (1) destination or a destination which requires more than one (1) language of destination, at least one (1) Speaker may be assigned for each such destination.
8. A Flight Attendant with multiple language qualifications may be awarded or assigned trip sequences in any language for which she/he is qualified.
9. Foreign language qualified Flight Attendants awarded sequences above the maximum complement shall be awarded positions in accordance with the provisions of Seniority, Section 20.

E. LANGUAGE ASSIGNMENT

1. In the event there are insufficient qualified bidders for any trip sequence requiring foreign language speaking Flight Attendants during the monthly bidding process, the Company may assign the junior qualified Flight Attendant to such trip sequence in reverse order of seniority.
2. In the event there are insufficient qualified lineholders possessing the foreign language speaking qualification required by the Company, the Company may assign the junior Reserve(s) at the base possessing the qualification to a bid vacancy in reverse order of seniority.

3. Foreign language qualified Flight Attendants above the maximum complement shall be awarded positions in accordance with the provisions of Seniority, Section 20.

F. ASSIGNMENTS OF SPEAKER SEQUENCES THROUGH TTS, FUTURE PROCESSING, DAILY PROCESSING AND RESERVE PROCESSING

1. Awards of Speaker flying through Future and Daily Processing
 - a. Open Speaker flying will be processed for all Speaker languages before any non-Speaker open flying is processed.
 - b. Open Speaker flying will be covered first by a Flight Attendant qualified in the appropriate Speaker language who has indicated a preference for such trips in accordance with Scheduling, Section 10.
 - c. In the event open Speaker flying is not covered by such a Flight Attendant, the sequences will be offered to the appropriate Speaker qualified Reserve.
 - d. Only Speaker Lineholders may pick up Speaker sequences from Company time in TTS. After the final TTS run prior to the sequence, the sequence will be offered to non-Speaker Flight Attendants only if there are no Speaker Reserves available to take the sequence.
 - e. If such sequence still remains uncovered, the sequence will be awarded to the appropriate non-Speaker Lineholder who has requested the sequence through the Unsuccessful Bidders List. If the sequence remains uncovered after offering it to the appropriate non-Speaker Lineholder, the sequence will be assigned to a non-Speaker Reserve.
2. A Speaker may be bypassed for a non-Speaker flying assignment and retained on her/his RAP as a result of her/his foreign language qualification or days of reserve availability. Such override shall be reflected on the Flight Attendant's monthly activity record and indicated when the Flight Attendant receives her/his assignment notification with the reason for the override, e.g., retained for language qualification.
3. Charters requiring a Speaker will be bid and awarded in accordance with the provisions of Charter, Section 18.
4. The Company system developed to identify those Flight Attendants who have successfully qualified for the Speaker program for reference in bid awards and sequence assignments will not be used, construed, or interpreted to establish separate seniority lists or permanent position assignments. A Flight Attendant who has successfully qualified in more than one (1) Speaker category will have each Speaker identifier likewise placed by her/his name.

G. POST LINE AWARD ADJUSTMENT (ETB, TTS)

1. Adding Sequences with ETB or TTS Pick-up Transactions

A Speaker Lineholder may use TTS or the ETB to add any sequences (Speaker or non-Speaker) after her/his original line award. A Speaker Reserve may use ETB to add sequences (Speaker or non-Speaker) on days off.

2. Sequences Trades through ETB

When using ETB, a Speaker may only trade a Speaker sequence with another Speaker