

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

qualified in the designated language for that sequence. A Speaker may trade her/his sequence with a non-Speaker Flight Attendant provided the minimum number of Speakers is staffed per Paragraph A.

3. TTS Drop/Pick up Transactions

A Speaker Lineholder may use TTS to conduct Drop/Pick up transactions as follows:

- a. Dropping a Speaker sequence to pick up a Speaker sequence;
- b. Dropping a non-Speaker sequence to pick up a non-Speaker sequence;
- c. TTS transactions will be processed in accordance with Scheduling, Section 10.E, however percentage limitations restricting drops will be calculated from Speaker sequence days for Speaker sequence drops and non-Speaker sequence days for non-Speaker sequence drops.

4. TTS Drop Transactions

Sequences dropped using TTS will be processed in accordance with Scheduling, Section 10.E, however, percentage limitations restricting drops will be calculated from Speaker sequences only.

5. TTS/Unsuccessful Bidders

If the drop or sequence is not available, the transaction will be moved to Daily Scheduling. Daily Scheduling will process the post-TTS bids pursuant to Scheduling, Section 10.F.

H. LANGUAGE PROFICIENCY

1. The Company may schedule, no more than once every two (2) years, a language assessment test for Flight Attendants qualified in designated languages. The purpose of the assessment will be to determine a Flight Attendant's level of proficiency in her/his designated language(s). The assessment will be designed by an independent outside vendor.
2. A language qualified Flight Attendant who passes any language skills assessment test at a rating of "superior" will be exempt from all further testing.
3. A Flight Attendant must receive a minimum language skills rating as established by the Company to retain her/his foreign language qualification. A Flight Attendant who does not achieve and maintain the minimum language skills rating will lose her/his qualification.
4. Based on the assessment level achieved, the Flight Attendant will be scheduled for future language assessment testing every two (2), four (4), or ten (10) years, except as provided in Paragraph F.2.
5. The Company will maintain language books/tapes, and/or CDs and other study aids for Flight Attendant use to increase language proficiency. The use of such study aids will be on the Flight Attendant's own time and shall not be considered training under the terms of this Agreement.
6. If a Flight Attendant fails the Company-approved proficiency test, but achieves a rating one (1) level below the minimum passing score, she/he shall be given one (1) opportunity of re-testing within a sixty (60) day time frame from the original test date at Company expense. If