

## SECTION 22 - FILLING OF VACANCIES

- A. Flight Attendant vacancies shall be posted at all Flight Attendant crew bases as far in advance as practicable. Such bulletins shall state the number of vacancies to be filled, the reasons why the vacancies exist, the crew base, a deadline date after which bids will not be considered (not less than ten (10) days and not more than fourteen (14) days after the date of the posting), the bid award date, the effective date of the transfer, and the lowest seniority number able to hold a line of flying in the crew base in the last known line award. Upon final determination that a Flight Attendant will be displaced, the Flight Attendant will be provided written notice of the displacement along with a priority return preference form.
- B. In the event that the Company intends to open or close a crew base, the Company will promptly meet and confer with the APFA National President and share the analysis upon which the decision is based. The Company may close the affected crew base if the analysis upon which the decision is based establishes that there is a cost savings generated by the closing.**
- C. A Flight Attendant who wishes to transfer to another crew base may complete and file a standing transfer request form with the Company. A Flight Attendant has the right to withdraw a transfer request provided a written request for withdrawal is received by the Company prior to the close of the vacancy bid. Upon a vacancy transfer, a Flight Attendant shall not have the request for another vacancy transfer honored for a period of three (3) months from the date of transfer. However, if the Flight Attendant's first or second base of choice becomes open during this three (3) month lock-in period, and such base was not open during the previous three (3) months prior to the awarded transfer, a Flight Attendant shall have her/his first preference honored and awarded based on seniority.

### D. VACANCY AWARDS

1. Flying status: The most senior Flight Attendant who is in an active flying status bidding, including standing transfer requests, whose name appears on the system seniority list, shall be awarded the vacancy, except as provided in Paragraph G.
2. Non-flying Status: A Flight Attendant in a non-flying status will be allowed to transfer if her/his report to base can be accomplished within fifteen (15) days of the scheduled report date. In such case, the following shall apply:
  - a. A Flight Attendant in a non-flying status on the effective date of a transfer who reverts to active status by 2359 home base time (HBT) of the fifteenth (15<sup>th</sup>) day from the scheduled report date will retain her/his transfer.
  - b. Should a Flight Attendant in a non-flying status on the effective date of the transfer revert to flying status as described in Paragraph D.1, but subsequently reverts back to non-flying status prior to the fifteenth (15<sup>th</sup>) day from the scheduled report date that the transfer is to become effective the following shall apply:
    - i. If between the two absences the Flight Attendant flies a trip sequence at her/his new base or if she/he has another obligation at the new base, e.g., training, available day or day of reserve, she/he will retain her/his transfer.
    - ii. If between the two absences the Flight Attendant does not fly a trip or complete an obligation as described in Paragraph 2.b.i, she/he will forfeit her/his transfer.
    - iii. A Flight Attendant who is in a flying status between 0001 to 2359 HBT on the effective date of transfer but who subsequently goes into a non-flying status within fifteen (15) days of the scheduled report date will retain her/his transfer.