

- E. A Flight Attendant will be able to submit her/his transfer bids electronically on Company Intranet. Upon request, the Company shall provide the APFA National President the names and seniority numbers(s) of all Flight Attendant(s) bidding for the position(s), including those with standing bids, and which Flight Attendants were awarded the position(s) via electronic file.
- F. If a vacancy is posted and no Flight Attendant bids, such vacancy may be filled pursuant to Paragraph H, or by a new Flight Attendant if no Flight Attendant remains on involuntary furlough.
- G. A Flight Attendant on an authorized leave of absence, as provided for in Leaves of Absence, Section 25, shall retain and hold her/his position at the crew base at which she/he was located prior to going on such leave of absence, unless otherwise displaced or furloughed pursuant to the provisions of this Agreement.

#### **H. DISPLACEMENT/PRIORITY RETURN**

1. When a Flight Attendant is displaced, the displaced Flight Attendant shall be the most junior Flight Attendant at the crew base.
2. When a Flight Attendant is displaced as a result of overstaffing at her/his crew base, she/he shall be permitted to exercise her/his seniority to fill open vacancies throughout the system. The APFA and the Company shall meet and discuss the available vacancies and, to the extent possible, agree to create openings which are:
  - a. In close proximity to the crew base being reduced or closed; and,
  - b. At a base that operates similar flying, e.g., International flying.
3. A Flight Attendant who is displaced on or after the effective date of this agreement may exercise priority return over non-displaced Flight Attendants and utilize her/his seniority to return to her/his former crew base when a vacancy occurs or the crew base is reopened. Furthermore, free available space on Company transportation facilities for the shipping of personal belongings shall be furnished to the extent permitted by law.
4. A Flight Attendant who wishes to exercise this option of returning to her/his former crew base must file the preference form within thirty (30) days of her/his displacement. Should the Flight Attendant decline the first opportunity to exercise a priority return, or subsequently transfer voluntarily to a crew base in another location, this right of return will be forfeited. Subsequent displacements will not cause the Flight Attendant to forfeit the right of return.
5. If a priority return preference form is on file at the time a Flight Attendant is involuntarily furloughed, the priority return will remain on file. However, the priority return will be considered in an inactive state and the Company will not process the request while the Flight Attendant remains on an involuntary furlough status. Upon a Flight Attendant's recall to active status from an involuntary furlough, the Flight Attendant's priority return request will return to an active state provided the Flight Attendant has not withdrawn the priority return while on involuntary furlough. The Flight Attendant shall be only able to exercise the priority return for vacancies subsequent to her/his return to service and this does not confer a right for priority recall from furlough to a given crew base.
6. A Flight Attendant who is involuntarily furloughed and recalled to a crew base other than the crew base from which she/he was furloughed may file a priority return preference form within thirty (30) days from the date of recall to the new crew base. The Flight Attendant shall be only able to exercise the priority return for vacancies subsequent to her/his return to service and this does not confer a right for priority recall from furlough to a given crew base.

7. Upon request, the Company will provide the APFA National President with notification when vacancies are filled by a Flight Attendant with a priority return on file. Such notification shall include the names and seniority of Flight Attendants with priority returns on file for the crew base and the names of the Flight Attendants awarded the positions.
8. The Company shall provide each furloughed and displaced Flight Attendants with a packet detailing her/his options and shall provide a copy of the packet to the APFA National President.

#### **I. CREW BASE CLOSURE**

1. When a crew base is closed or moved to a new location, any Flight Attendant who is affected shall be allowed to exercise her/his seniority to move to a crew base where vacancies exist and to exercise her/his seniority at such crew base. The APFA and the Company shall utilize the process specified in Paragraph H.2. All such moves shall be considered as being at the request of the Company. A crew base shall be considered closed if the location of the new crew base is greater than seventy-five (75) miles from the existing crew base.
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 and twenty (120) days' notice, except when the base closure is a result of unforeseen circumstances.

#### **J. FOREIGN LANGUAGE SPEAKERS**

1. Vacancies for foreign language speakers will be filled in accordance with the provisions in Section 22. However, only a language qualified Flight Attendant will be considered eligible to bid for such vacancy.
2. In order to maintain the minimum requirements of the operation, the Company may retain foreign language qualified Flight Attendants in a crew base where displacements may otherwise be occurring. Foreign language speaker vacancies that are not bid for a given crew base may be involuntarily assigned to the language qualified Flight Attendant with the least system seniority or by a new hire language qualified Flight Attendant, if no Flight Attendants remain on involuntary furlough.
3. In the event of a furlough, the system seniority provision of Seniority, Section 20, will prevail and there will be no exception for Foreign Language Speaker qualified Flight Attendants as it relates to furlough.

#### **K. MUTUAL TRANSFERS**

The Company will establish a method of allowing Flight Attendants from different crew base stations within the same Operation to mutually transfer as provided herein.

1. The Company will process Mutual Transfers on a monthly basis following the processing of vacancy transfer requests, if applicable, as described in Paragraph A.
2. A Flight Attendant who desires a Mutual Transfer should update her/his standing preference list.
3. The Company will maintain a list of Flight Attendants requesting Mutual Transfers.
  - a. Mutual Transfers will be processed in system seniority order.
  - b. Flight Attendants may be required to possess the same equipment/service qualifications