

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

and/or the same language qualifications. The net result of required equipment and/or language qualification shall be the same between bases. The most junior Flight Attendant causing the qualification imbalance within the pool may be required to attend training.

- c. Any required training must be accomplished on day(s) off, available day(s) or a reserve day at the first available opportunity. If the first available opportunity to attend training conflicts with a scheduled trip sequence, the Flight Attendant will be removed from the sequence unpaid and uncredited and the guarantee will be adjusted accordingly.
 - d. Failure to complete the required training during the first month that it is offered will result in a non-qualified status without regard to the current qualifications until such base qualification is obtained.
 - e. A Flight Attendant must be active (in a flying status) the entire calendar day of the mutual transfer match to be eligible for the transfer.
 - f. When a transfer match is made, those Flight Attendants desiring the Mutual Transfer shall be notified by the Company. Such transfer shall be effective on the first day of the next contractual month as defined in this Agreement. A Flight Attendant may not rescind a Mutual Transfer award.
4. Flight Attendants are eligible to mutual transfer each month regardless of an existing lock-in. The Flight Attendant transferring to the base where the lock-in exists will be required to fulfill the remaining portion of the lock-in.
 5. The Mutual Transfer shall be at the Flight Attendant's expense.
 6. A Flight Attendant involved in a Mutual Transfer shall be responsible for rearranging her/his schedule to avoid trip sequence conflicts. If the Flight Attendant cannot rearrange her/his schedule to avoid a conflict, the Flight Attendant shall be removed from the first trip sequence at the new base as a schedule conflict, and the Flight Attendant shall not be paid or credited for the trip removal and the monthly guarantee shall be reduced accordingly.
 7. The Company will make available to Flight Attendants a list of the qualifications typically required and/or held at a particular base.

L. MUTUAL TRANSFERS WHILE ON A PERIOD OF PROBATION

1. A probationary Flight Attendant will be eligible to mutual transfer in accordance with Paragraph K.
 - a. A probationary Flight Attendant awarded a mutual transfer will be required to attend a Base Indoctrination at her/his new base.
 - b. Such Base Indoctrination will be scheduled by Flight Service and if it conflicts with a scheduled trip sequence, the Flight Attendant will be removed from the sequence unpaid and uncredited, but monthly guarantee will not be impacted.
 - c. Failure to attend a Base Indoctrination will result in a non-qualified status without regard to the current qualifications until a Base Indoctrination is completed.
2. A probationary Flight Attendant may only be awarded a mutual transfer one (1) time during her/his Period of Probation.