

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.