

<u>Years of Active Service</u>	<u>Furlough Pay</u>
1 year but less than 2 years	0.5 month
2 years but less than 3 years	1.0 month
3 years but less than 4 years	1.5 months
4 years but less than 5 years	2.0 months
5 years but less than 6 years	2.5 months
6 years but less than 7 years	3.0 months
7 years but less than 8 years	3.5 months
8 years but less than 9 years	4.0 months
9 years and thereafter	4.5 months

14. Furloughed Flight Attendants and their dependents shall be eligible to remain in the Company's group medical and dental insurance plans through any period of furlough pay. Following the furlough pay period, the Flight Attendant may continue medical and dental coverage under COBRA by paying the entire premium. The Flight Attendant may continue coverage in this manner for a period in accordance with COBRA, or until she/he is covered under another group health plan, whichever occurs earlier.
15. Group life insurance coverage will be extended through any period of furlough pay. Upon completion of the furlough pay period, group life insurance coverage shall cease. However, the Flight Attendant may convert the coverage to an individual policy. Premiums for the converted policy and a statement of good health are determined by the Company's insurance carrier. Each furloughed Flight Attendant will receive a conversion form from the Company for the purpose of continuing such insurance, if desired, with no lapse in coverage.
16. The Company shall not fill any Flight Attendant positions with an internal transfer while any Flight Attendant is on furlough. For the purposes of this Section, an internal transfer is defined as a Company employee who does not have a current Flight Service seniority number and whose name does not appear on the Flight Attendant System Seniority List.
17. A Flight Attendant who accepts recall and reports for duty and is subsequently furloughed within one (1) month shall be guaranteed a minimum of one (1) month's pay.
18. A furloughed Flight Attendant will return to active status on the specified date of recall.
19. Flight Attendants who are involuntarily furloughed are entitled to unlimited on-line passes for twenty-four (24) months with a boarding priority in accordance with Company policy.

D. EDUCATION/INTERIM EMPLOYMENT

1. Education/Interim Employment Outside the Company

- a. A Flight Attendant who accepts employment while on furlough which requires a contractual commitment for a period of up to three (3) years, shall be allowed to fulfill such obligation and shall be considered to be on personal leave of absence commencing with the date of recall until fulfillment of such employment obligation, provided such Flight Attendant has notified the Company prior to such contractual commitment. A Flight Attendant who has entered into a full time educational program while on furlough and who receives notice of recall before said program is completed shall be placed on a leave of absence (personal) until the end of the current semester.
- b. Paragraph D.1.a, under certain conditions allows a Flight Attendant to pass recall. In addition, a furloughed Flight Attendant who can substantiate that alternate employment would require her/him to sign a contract with an interim employer for a specific period of time that would exceed the time stipulated in Paragraph D.1.a, shall file a request and

substantiated documentation for approval by the Flight Service Department prior to a furloughed Flight Attendant accepting such interim employment. When such Flight Attendant is subject to recall and is unavailable to accept employment for the above reason, she/he will be considered on leave of absence.

c. A Flight Attendant on a voluntary or involuntary furlough will be allowed to work other employment within the aviation industry.

2. Interim Employment with the Company

A furloughed Flight Attendant seeking alternate employment with the Company may be considered for such available employment for which she/he may be qualified.

E. PAYMENT FOR UNUSED VACATION

At her/his option, a Flight Attendant who is furloughed will receive vacation pay for all unused vacation time to the end of the month preceding her/his furlough. If the option is not exercised, the vacation will be carried until the Flight Attendant is recalled from furlough.