

## **SECTION 20 - SENIORITY**

### **A. OCCUPATIONAL SENIORITY**

1. A Flight Attendant's occupational seniority shall be based upon the length of service as a Flight Attendant with the Company.
2. For Flight Attendants hired before August 1, 2014, seniority among Flight Attendants is based on the seniority list proffered to the Company on October 1, 2014. For Flight Attendants hired after August 1, 2014, seniority among Flight Attendants shall be based on the first day of initial training. Such seniority will continue to accrue except as provided in Paragraphs D and E.
3. The order of seniority of Flight Attendants who begin training on the same date will be determined by the Flight Attendants' date of birth, with the oldest Flight Attendant being placed first on the Seniority List except that Company employees transferring from another department will be first in seniority within their training class. If there is more than one (1) Flight Attendant with the same birth date, the ascending last four (4) digits of the Social Security Number will be used to determine relative seniority.
4. When there is more than one such Company employee in a class, their relative seniority will be established on the basis of Company date of hire, with the Company employee with the earliest Company date of hire being placed first on the Seniority List. Nothing herein shall give a transferring Company employee greater seniority than a Flight Attendant with an earlier date of hire as a Flight Attendant nor change the relative seniority of Flight Attendants employed prior to the effective date of this Agreement. If there is more than one (1) Flight Attendant with the same company hire date and birth date, the ascending last 4 digits of the Social Security Number will be used to determine relative seniority.
5. Occupational Seniority shall govern all Flight Attendants for purposes of bidding rights, furlough, recall, vacation preferences, and filling of vacancies, and for pass travel purposes if Company Travel Policy utilizes seniority for pass travel purposes.

### **B. CLASSIFICATION/LONGEVITY SENIORITY**

1. For compensation and vacation accrual, classification/longevity seniority shall begin to accrue on the date of graduation as a Flight Attendant and shall continue to accrue during such period of employment, except as otherwise provided in this Agreement.
2. As of December 13, 2014, a Flight Attendant shall retain classification/longevity for pay and vacation accrual purposes for any time accrued in another Company position that prior to December 13, 2014, had been applied toward Flight Attendant service in accordance with a previous Collective Bargaining Agreement. Flight Attendant accrued longevity shall be retained for pay and vacation accrual purposes and will be subject to future adjustments pursuant to Leaves of Absences, Section 25.

### **C. SENIORITY LIST**

1. The System Seniority List shall be revised to reflect each Flight Attendant's respective seniority as of January 1<sup>st</sup> and July 1<sup>st</sup> of each year and shall be posted on the Company intranet and at each crew base within thirty (30) days thereafter. This list will contain the name, Company ID number, seniority date, and crew base of each Flight Attendant.
2. A Flight Attendant shall have thirty (30) days after the posting of such list in which to protest in writing to the Company any alleged omission or incorrect posting affecting their seniority on any such revised list, but such protest shall be confined strictly to error or change occurring

subsequent to the posting of the prior System Seniority List.

3. When a Flight Attendant is on vacation or an authorized leave of absence, e.g., medical, maternity, adoption, educational, sick leave, jury duty, etc., at the time the above list is posted, such Flight Attendant may protest any alleged omission or incorrect posting within thirty (30) days after their return to duty.
4. The Company shall provide the Union via electronic means with the System Seniority List at the same time it is posted and notify the Union of any changes to this list as a result of protests filed by Flight Attendants as provided in Paragraph C.

D. A Flight Attendant whose service with the Company is permanently severed shall forfeit their seniority rights.

**E. TRANSFER TO NON-FLYING OR SUPERVISORY DUTIES**

1. Temporary Transfer to Inflight Management and Related Inflight Duties, e.g., Food & Beverage, Training, etc.

A Flight Attendant who accepts a temporary position shall continue to accrue and retain Occupational Seniority, Company Seniority and Classification/Longevity Seniority while holding such temporary position.

2. Transfer to Inflight Management and Related Inflight Duties, e.g., Food & Beverage, Training, etc.
  - a. A Flight Attendant who transfers to a Management or other non-flying duties directly related to Inflight shall continue to accrue and retain Occupational Seniority, Company Seniority and Classification/Longevity Seniority while holding such position.
  - b. Flight Attendants who are serving in positions covered by Paragraph E and are currently retaining Occupational Seniority shall be extended the retention and accrual provisions in Paragraph E.1.
  - c. In order to accrue and retain seniority, the Inflight employee must maintain Flight Attendant qualifications.

**F. TRANSFER TO NON-RELATED DUTIES**

1. A Flight Attendant who transfers to another position in the Company not related to Flight Attendant duties shall retain and continue to accrue Occupational Seniority for one (1) year, and thereafter their name shall be deleted from the Flight Attendant System Seniority List.
2. The time a Flight Attendant works in another position for American Airlines while on a "furlough status" as a Flight Attendant under Section 23.E.2 will not count toward the one (1) year period in this Paragraph.

**G. TRANSFER DUE TO DISABILITY**

A Flight Attendant who is transferred to non-flying duties with the Company because of physical incapacity, sickness or injury, shall retain and continue to accrue seniority during such period of sickness or injury for the amount of time provided in Leaves of Absence, Section 25, including any approved extension.

**H. DUES PAYMENT**

Inflight Management and related employees covered by Paragraphs E.2 and F shall not be required to pay dues to the APFA.

**I. RETURN TO LINE FLIGHT STATUS**

Upon return to duty from non-flying or Inflight duties as outlined in Paragraphs E, F, and G, the Flight Attendant will be permitted to return to their former base station. Should the former base no longer exist, the Flight Attendant will be permitted to fill any vacancy. Flight Attendants returning to duty under this Paragraph shall be subject to a reasonable qualifying period and must meet the basic qualifications of all other Flight Attendants.

**J. RIGHT OF REPRESENTATION**

None of the provisions of this Section or any other provision of this Agreement shall cause individuals who are serving in positions covered by Paragraphs E.2 or F to be covered by the provisions of this Agreement, and the APFA shall not have the right nor obligation to represent such individuals.