



SECTION 14: Seniority

A. Seniority Accrual

1. Seniority as a Flight Attendant shall be based upon length of service as a Flight Attendant with the Company.
2. Seniority shall begin to accrue from the date the Flight Attendant completes Company-approved Flight Attendant training.
3. In the event that more than one (1) Flight Attendant has the same date of hire, the oldest Flight Attendant, as determined by date of birth, shall appear first on the seniority list. A Flight Attendant who has transferred from another job classification at the Company will be given a Flight Attendant seniority date of one (1) day prior to the date of completion of Flight Attendant training. If two (2) or more Company transferees are in the same new-hire class, their relative seniority will be determined by years of service with the Company.

B. Posting of Seniority List

1. A system seniority list will be posted as of the date of ratification and in January and July on the Company website.
2. Protests of Inaccuracy within 30 Days
Each Flight Attendant will be permitted a period of thirty (30) days after the applicable system-wide posting, or thirty (30) days following the Flight Attendant's return from a leave of absence or furlough, whichever is applicable, in which to protest in writing to the Company any alleged omission or incorrect posting affecting her/his seniority. In such cases, the Flight Attendant shall have the right to seek an appropriate adjustment going back to the date of the posting.
3. Protests of Inaccuracy After 30 Days
Notwithstanding B.2.above, a Flight Attendant shall have the right to file a written protest with the Company alleging an error at any time. In such cases where the protest was made more than thirty (30) days following the incorrect posting or thirty (30) days following the Flight Attendant's return from a leave of absence or furlough, whichever is applicable, any adjustment made will have prospective application only.
4. A Monthly Bid List (a list of all of the Flight Attendants at a base indicating the seniority of each Flight Attendant and her/his status, either active or inactive, for bidding purposes for that month) will be posted monthly in each crew room and on the Company website.



C. Loss of Seniority

Seniority will be lost under the following circumstances:

1. Resignation
2. Discharge
3. Retirement
4. Transfer to non-flying position in accordance with sub-section D. below
5. Continuous furlough in excess of five (5) years
6. Failure to report for duty upon expiration of a leave of absence

D. Transfer to Non-Flying or Supervisory Duties

1. A Flight Attendant transferred to supervisory or other non-flying duties directly related to Flight Attendant duties shall continue to retain and accrue all forms of seniority for a period equal to the Flight Attendant's years of service as a Flight Attendant. Thereafter, the Flight Attendant will retain but not accrue occupational and classification seniority. A Flight Attendant performing supervisory or other non-flying duties directly related to Flight Attendant duties on or before October 27, 2005 shall retain and accrue all forms of seniority.
2. A Flight Attendant who transfers to a Company position not directly related to Flight Attendant duties shall retain and accrue all forms of seniority for one (1) year. After one (1) year, she/he shall be removed from the Flight Attendant Seniority List.
3. Upon return to duty from a supervisory or non-flying position, other than temporary assignments, the Flight Attendant shall be permitted to exercise accrued seniority to bid for any available vacancies or to displace the most junior Flight Attendant in the system.

E. General

Seniority will govern all Flight Attendants in the case of bidding rights, reduction in force, recall after furlough, vacation preferences, and other domicile assignments, provided, however, that in the case of emergencies such as strikes or other causes considered beyond the control of the Company seniority for furloughs will not apply.