



SECTION 15: Filling of Vacancies

A. Awarding of Permanent Vacancies

1. A permanent vacancy shall be any vacancy, including new domicile vacancies (not caused by maternity leave, medical or other leaves), anticipated to exist for longer than ninety (90) days. Any other vacancy will be classified as temporary.
2.
 - a. In the event that a vacancy occurs, the Company will post the vacancy for a minimum of fourteen (14) calendar days on 1) HI6 – or its equivalent; and 2) in the daily open time recordings currently referred to as AVRS – or its equivalent.
 - b. The Company shall maintain a permanent vacancy bid file in which a Flight Attendant shall be afforded the opportunity to bid for a permanent vacancy at any domicile. The Company shall review the permanent vacancy bids and award the vacancy/vacancies in seniority order by the 25th of the month two (2) months prior to the effective month of the bid (e.g., by October 25th if December is the effective month of the bid). A Flight Attendant shall be able to change her/his permanent vacancy bid at any time immediately preceding the closing date of any specific permanent vacancy bid period. The Flight Attendant will be advised in writing of the award and the effective date. Once a Flight Attendant is awarded or assigned a vacancy, she/he shall be responsible for the new assignment.
 - c. A Flight Attendant may submit an initial bid, change a permanent bid, or delete her/his permanent bid in writing, including via facsimile.
3. Any vacancy that is not bid upon will be assigned to the most junior Flight Attendant or at the Company's discretion by hiring a new Flight Attendant.
4. The Flight Attendant awarded a vacancy will be removed from all pairings for which any part of the pairing falls within the three (3) moving days period immediately preceding the effective date of transfer or have moving days inserted as a pre-planned absence. If the move is involuntary, such Flight Attendant shall be paid and credited as if she/he had flown the dropped pairing(s). If the move is voluntary, such Flight Attendant shall not be paid and credited for the dropped pairing(s), however she/he shall not fall below guarantee for pay purposes.
5. The Flight Attendant's three (3) move days will be determined as follows:



- a. Following the award of the base transfer, the Company will contact the Flight Attendant to inform her/him that the move days will be scheduled on the last three (3) days of the month preceding the effective date of the transfer.
 - b. The Flight Attendant must contact the Flight Service Manager to choose from the following:
 - i. Accept the scheduling of the move days on the final bid days of the bid month preceding the effective date of the transfer; or
 - ii. Waive the move days; or
 - iii. Request an alternate set of three (3) days preceding transfer, pursuant to paragraph d. below.
 - c. This contact must be made no later than a date specified by the Company, which will allow a minimum of seven (7) days from notification of award.
 - d. The request for an alternate three-day period must specify the calendar dates requested. It is understood that the dates must remain as three (3) consecutive calendar days.
 - e. It is understood that the three-day duty-free period may not be scheduled over the following days: New Year's Day, U.S. Independence Day, Thanksgiving, Christmas Eve, and Christmas Day.
6. A new hire Flight Attendant will be assigned to a base only after the permanent vacancy to which the new hire Flight Attendant is assigned has been properly posted, and then, only after no Flight Attendant with a higher seniority bid was awarded the vacancy.
 7. A Flight Attendant awarded or assigned a base transfer or vacancy or initial base assignment shall be provided A-12 travel to the new domicile in order to obtain a new SIDA badge prior to reporting to the new base.

B. Temporary Vacancies/TDY

1. When temporary vacancies/TDY are anticipated to exist for a full monthly bid period, such vacancies shall be filled in accordance with this section. A temporary vacancy/TDY will be awarded or assigned one (1) bid month at a time.
2. No later than the 7th of the month preceding the month in which the vacancy/TDY assignment will be offered, the Company will post the temporary vacancies at any and all bases which it determines have more than adequate staffing levels and afford the Flight Attendants at such base(s) the opportunity to bid for the vacancy/TDY. The awarding



of a temporary vacancy/TDY will be done in seniority order from among the Flight Attendants who bid for the vacancy/TDY at the bases at which the vacancy/TDY is posted.

- a. A Flight Attendant bidding for Temporary Vacancies (TDY) may bid for one, more than one, or all Temporary Vacancies. Bids will be expressed in order of preference. [SL - II]
 - i. Flight Attendants at domiciles in which the Company has determined have more than adequate staffing levels will be eligible to submit bids for any or all of the TDY assignments.
 - ii. TDY assignments will be awarded in seniority order to those Flight Attendants who have submitted a bid for the available assignment.
 - iii. TDY assignments will be awarded to Flight Attendants at a specific domicile until such time that any further TDY awards would cause the domicile to fall below adequate staffing levels. (For example, if twenty (20) TDY assignments are available and a specific domicile has more than adequate staffing levels by ten (10) Flight Attendants, no more than ten (10) Flight Attendants from that domicile may be awarded TDY assignments.)
 - iv. TDY assignments remaining unassigned will be filled in reverse seniority order among the Flight Attendants at domiciles with more than adequate coverage.
3. Bidding for the temporary vacancy/TDY will close at 1000 CT on the 10th of the month preceding the month in which the vacancy/TDY will be offered.
 - a. A Flight Attendant who bids and is awarded TDY and who has vacation during the TDY period will be required to be paid out for any vacation day(s) that fall within the TDY period and thus will remain available for assignment during the time previously scheduled for vacation.
 - b. The Flight Attendant's vacation shall be paid at the value of the vacation week in accordance with the table in Section 10.D. and such hours shall be paid above the guarantee.
4. TDY bids will be awarded at 1200 noon CT on the 10th of the month preceding the month in which the vacancy/TDY will be offered.
5. A Flight Attendant awarded a TDY assignment, will be able to utilize PBS in the same manner as any Flight Attendant at that domicile based on their seniority.
6. If no Flight Attendant bids for such TDY, the most junior Flight Attendant(s) in the base(s) which have more than the adequate staffing level described in (B.2.) above will be assigned to the TDY duty.



No Flight Attendant shall be involuntarily assigned to more than one (1) TDY assignment in any 12-month period unless every other Flight Attendant in the domicile has been involuntarily assigned a TDY assignment.

7. Flight Attendants assigned to or awarded TDY will be paid and compensated according to the provisions of Section 5 of this Agreement.
8. The Company will provide a Flight Attendant on a TDY with priority (A-12 or its equivalent) passes to and from the TDY assignment (beginning and end of month). Passes will be issued from the Flight Attendant's domicile or other requested location so long as it is on the AAG Company system. A Flight Attendant who, otherwise, travels to and from the TDY location during the TDY assignment utilizing their regular pass privilege benefits (not the A-12 pass) shall continue to receive per diem and be paid as if she/he remained at the TDY location.
 - a. A Flight Attendant whose schedule must be altered to accommodate deadheading to or from a TDY assignment in the current month or in the TDY month or the following month and who subsequently loses time will be pay protected for any time lost due to the scheduling of the deadhead in accordance with Section 4.C.
 - b. If the Company-required deadhead to the TDY is on the Flight Attendant's day off and would cause the Flight Attendant to fall below the minimum days off per Section 7.D., the day off will be restored in that bid month. Such Flight Attendant must request a replacement day off no later than the 5th day of the TDY bid month.

C. Establishment of New Domiciles and/or Closing of Existing Domiciles

1. The Company shall announce the closing of a domicile as far in advance as possible, but not less than sixty (60) days prior to the actual closing, except that such notice is not required when a base is closed due to circumstances beyond the control of the Company.
2. In the event that a domicile is closed, the Flight Attendants at the domicile(s) involved may exercise all of their rights provided for in this Agreement. Additionally, if the Company is unable to schedule the relocation days off, in accordance with Section 6.G.1., and/or Section 15.A.4. of this Agreement by the effective date of the domicile closure, the Flight Attendant will be eligible for up to seven (7) nights at a Company-provided hotel.
3. The Company shall advise the Association of any additions of domiciles as soon as the Company is made aware of or decides to open a domicile. Flight Attendants will be afforded the option to bid for openings at the new domicile in accordance with the provisions of this Agreement.