



SECTION 6: Moving Expenses

- A. A Flight Attendant will be eligible for Company-paid moving expenses in the following situations:
 - 1. If she/he is involuntarily or voluntarily displaced to another base from her/his present base.
 - 2. If she/he is recalled to a base other than the one from which involuntarily or voluntarily furloughed and has exhausted her/his option to bypass recall.
- B. The Flight Attendant will pay moving expenses when:
 - 1. A Flight Attendant moves to a domicile incident to initial employment.
 - 2. A Flight Attendant is awarded a bid to a domicile (i.e., voluntary move).
 - 3. A Flight Attendant is recalled from furlough and has not exhausted her/his option to bypass recall.
- C. When the Company is required to pay moving expenses, receipts from the moving expenses must be submitted within forty-five (45) days after incurring the expenses.
- D. A Flight Attendant eligible for Company-paid moving expenses will be reimbursed reasonable expenses incurred in moving, for packing and moving, up to a maximum of one thousand five hundred dollars (\$1500.00) for any move within a radius of five hundred (500) statute miles or a maximum of two thousand dollars (\$2000.00) for any move outside a radius of the specified five hundred (500) miles. The Company will designate or approve the moving company, provided such is a common carrier that is licensed and insured to move household goods.
- E. A Flight Attendant eligible for moving expenses in accordance with Section 6.A. above will be eligible for one of the following:
 - 1. Reimbursement for expenses for driving two (2) personally owned automobiles from her/his old domicile to her/his new domicile at the maximum IRS allowable rate per mile based on the most direct AAA mileage; or
 - 2. A Flight Attendant who is displaced to a domicile that requires a move over water (i.e. to or from SJU) will be entitled to have one (1) vehicle shipped to her/his new domicile at Company expenses, excluding taxes and licenses.
 - 3. A Flight Attendant who is eligible for Company-paid moving expenses will remain eligible for such expenses for one (1) year from the triggering event as described in A. above.



- a. The move for which expense reimbursement is claimed need not be the first move undertaken subsequent to the triggering event so long as it occurs within the one (1) year period.

EXAMPLE 1: Flight Attendant Ramos is displaced from MIA to DFW effective 15 January, 2012 and commutes to work. On 18 October 2012, Ramos voluntarily transfers to JFK and decides to relocate to JFK. He is eligible for Company-paid moving expenses to JFK.

- b. If, subsequent to the event triggering expense reimbursement eligibility, another triggering event transpires, the Flight Attendant will be eligible for reimbursement for an additional move. She/he will be eligible for one additional move for each triggering event.

EXAMPLE 2: Flight Attendant Potter takes voluntary displacement from MIA to JFK on 20 July, 2012 and elects to move. The Company will pay for that move. On 10 August, 2012, Potter is displaced out of JFK to DFW. Potter elects to move to DFW and receives Company-paid moving expenses.

- F. A Flight Attendant who is eligible for Company-paid moving expenses in accordance with Section 6.A. above will be eligible to receive two (2) nights lodging at a Company-provided hotel and three (3) days of per diem at the applicable rate for either the purpose of moving, seeking permanent lodging at a new domicile or effecting the actual move or automobile relocation.

G. Moving Days

1. A Flight Attendant who is eligible for moving expenses in accordance with Section 6.A. above may request, at the time of the monthly bid, up to five (5) consecutive days off for the purpose of driving to the new domicile and/or actually moving to the new domicile. Requests made prior to the bid closing for the affected month will be awarded in the final bid. Requests made after the bid closing for the affected month shall be mutually agreed upon by the Flight Attendant and the Company. Any pairings that are required to be dropped for this purpose shall be unpaid. The days in this Paragraph are in addition to the days provided for qualifying moves in accordance with Section 15.A.4. of this Agreement.
2. A Flight Attendant who is not eligible for moving expenses in accordance with this Section may be entitled to scheduled days off in accordance with Section 15.A.4. of this Agreement.



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- H. The Company will be responsible for reimbursement of eligible expenses under this Section that are incurred up to and including twelve (12) months after the Flight Attendant reports to a new domicile.
 - I. A Flight Attendant who is eligible for Company-paid moving expenses may elect to have the move paid from a location other than the domicile from which she/he is being transferred to any location within eighty (80) miles of the new domicile; provided that at the time of the move, the Flight Attendant resides more than eighty (80) miles from the new domicile airport. However, the Company 's responsibility will not exceed the cost of moving the Flight Attendant from the domicile from which she/he is transferred to her/his new domicile.
 - J. When the Company is required to pay moving expenses, nothing in this Section is intended to prevent the Company and Flight Attendant from agreeing to an amount to be paid to the Flight Attendant in lieu of the moving expenses provided for herein, provided that the agreement is subject to prior written approval by the Union.
 - K. Flight Attendants making a Company-paid move will be permitted, upon application, to draw an interest-free advance not to exceed \$750.00 to be repaid at a rate of \$50.00 per pay period, beginning with the next pay period. Such advance shall be requested and will be made prior to the move.
 - L. For qualifying moves in accordance with Section 6.A. above, the Company will provide, upon request, documentation to assist the Flight Attendant in terminating a lease. In the event that the efforts of the Flight Attendant are not successful, the Company will pay a broken lease penalty, if incurred, not to exceed the lesser of one (1) month's rent or \$500.00. In order to be eligible for this provision, the affected Flight Attendant must provide the Company with accurate contact information for the leasing agent or landlord.