

1520 TH  
11/20/08  
Tom

**CONFIDENTIAL**

**Company Counter Proposal – Flight Attendants  
Article 12 – Filling of Vacancies  
Version 4.1  
Date: 11/20/2008**

**PROPOSAL:**

- 12.A. – A Flight Attendant in a non-flying status will be allowed to transfer if her/his report to base will be accomplished within 15 days of scheduled report date
- 12.A. – The Company shall provide seven (7) days notice in advance of transfers/proffers to all Flight Attendants. A Flight Attendant may remove her/his name from the transfer/proffer list at any time prior to the transfer/proffer. This right shall also apply to Flight Attendants who are otherwise eligible for an automatic proffer
- 12.D. – Eliminate the right of a Flight Attendant to rescind a domestic vacancy transfer award
- I.12.D. – A Flight Attendant in a non-flying status will be allowed to proffer if her/his report to base and training will be accomplished by the scheduled report date. If not the Flight Attendant will automatically be awarded the next proffer. This automatic proffer will only be offered once. A Flight Attendant who is inactive at the time of next proffer shall not be eligible for an automatic proffer

**12.G and I.12.I Mutual Transfers**

- Eliminate the right of a Flight Attendant to rescind a domestic or international mutual transfer award
- Incorporate current agreements for pool pairing and processing of domestic and international mutual transfers on a monthly basis
- International mutual transfers will be processed using the same seniority-based/qualification pool procedures as domestic mutual transfers
  - International mutual transfer Flight Attendants may be required to possess or obtain the same equipment/service qualifications, and/or the same language qualifications prior to the transfer