

CONFIDENTIAL

**Company Proposal – Flight Attendants
Article 13 – Seniority General
Version 3.0
Date: 7/24/2009**

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PROPOSAL:

A Flight Attendant who has been paid less than 200 hours during a calendar year shall have her/his Company, Classification and Occupational seniorities reduced by one (1) year

How It Works:

- Following the first full calendar year after ratification and every year thereafter, the Company will perform an annual look back to determine a Flight Attendant's paid hours
- In order to be eligible to accrue seniority a Flight Attendant must be paid a minimum of 200 hours during the calendar year, or be paid an average of 16:40 hours per active month during the calendar year if the Flight Attendant has been inactive during the calendar year due to unpaid status
- A Flight Attendant who has been paid less than 200 hours during a calendar year will have her/his Company, Classification and Occupational seniorities reduced by one (1) year
- The seniorities will be adjusted in January and reflected on the System Seniority List and published in February
- Amend Article 14 - Seniority List to reflect the posting of the System Seniority List in February