



1 B. System Seniority List

2  
3 1. Posting of Flight Attendant System Seniority List

4  
5 Semi-annually, no later than January 31 and July 31, respectively, the Company  
6 shall issue and post an updated "Flight Attendant System Seniority List" effective  
7 the date posted. The list shall include each Flight Attendant's new system seniority  
8 number, former system seniority number, name, employee number, seniority date,  
9 date of hire, SIV date, longevity date and adjusted date of hire, when applicable.  
10 The list shall be made available to Flight Attendants in CENTRY, ATLAS (in PDF  
11 format) or the Company's designated automated system. Whenever the names of  
12 new Flight Attendants are added to the seniority list, a copy of the page(s) of the list  
13 reflecting such additions shall be posted at each base and an electronic copy to the  
14 **MEC President and to each LEC President.**

15  
16 2. Challenge of System Seniority List

17  
18 Flight Attendants shall be allowed a maximum period of sixty (60) days after the  
19 **electronic** posting of **both the January 31 and the July 31** lists to file a written  
20 protest with the Vice President Inflight Services, or his/her designee, setting forth  
21 the specifics of any error, omission or incorrect posting which affected their  
22 seniority.

23  
24 Failure to protest to the Company any such alleged omission or incorrect posting  
25 within sixty (60) days after the issuing or posting of the seniority list upon which  
26 the alleged omission or incorrect posting initially appeared shall preclude a Flight  
27 Attendant from protesting same, except that when a Flight Attendant is on  
28 vacation, leave of absence, flight duty away from base or sick leave, such Flight  
29 Attendant shall protest any alleged omission or incorrect posting within sixty (60)  
30 days after the return to flight duty at his/her base. In the event more than one (1)  
31 Flight Attendant is employed on the same day, they shall appear on the seniority list  
32 as determined by their birthdates. Seniority lists shall only include Flight  
33 Attendants in such classifications who are covered by this Agreement and shall not  
34 cover foreign national employees assigned to flights pursuant to paragraph B. of  
35 Section 1 of this Agreement. A Flight Attendant may file only one (1) protest over  
36 the same issue.

37  
38 3. Flight Attendant System Seniority List – Other

39  
40 In the event Northwest Airlines, Inc. purchases, absorbs or merges with another  
41 airline, or disposes of its operations as a whole, the Flight Attendant System  
42 Seniority List of Northwest Airlines, Inc. and of the other company or companies  
43 involved, shall at such time be determined by agreement between the  
44 representatives of the respective Flight Attendant groups involved, and the  
45 Company's recommendations shall be considered.

1 C. Retention and Loss of Seniority

2  
3 1. Transfer to Positions Within the Inflight Services Department

4  
5 a. A Flight Attendant transferring or who has in the past transferred to a position(s)  
6 within the Inflight Services Department outside the coverage of this Agreement  
7 shall retain and accrue seniority during the entire period of service in such  
8 position(s) through December 31, 1989. Thereafter, Flight Attendants who  
9 occupy or transfer to such position(s) shall retain but not accrue seniority while  
10 occupying such position(s), except as described in **subparagraph 1.b.**, below.  
11 This paragraph shall not operate to restore seniority to any person who lost  
12 his/her seniority prior to February 21, 1984.

13  
14 b. A Flight Attendant transferring to a position within the Inflight Services  
15 Department shall, if he/she returns to line Flight Attendant status within three  
16 hundred and sixty-five (365) days of first occupying the management position,  
17 have his/her seniority reinstated as though he/she had not transferred.

18  
19 2. Transfer to Positions Outside the Inflight Services Department

20  
21 a. A Flight Attendant transferring to a position(s) outside the Inflight Services  
22 Department shall retain seniority for a period of one (1) year of "continuous  
23 service" in such position(s) after which he/she shall lose all seniority with the  
24 exception of **subparagraph 2.b.**, below. A period of service shall be deemed  
25 "continuous service" until it is broken by a transfer back to the position of Flight  
26 Attendant:

27  
28 (1) For a period of at least twelve (12) months; and

29  
30 (2) The Flight Attendant has performed at least six hundred hours (600:00) of  
31 active duty within any rolling twelve (12) month period.

32  
33 **b.** A Flight Attendant who has been involuntarily furloughed **in accordance with**  
34 Section 14 of this Agreement shall continue to retain and accrue seniority while  
35 working in a position outside the Inflight Services Department in a position  
36 covered by a collective bargaining agreement as long as the Flight Attendant  
37 has not subsequently declined recall to the Flight Attendant position **in**  
38 **accordance with** Section 14.D. of this Agreement.

39  
40 **c.** A Flight Attendant transferring to a position outside the Inflight Services  
41 Department on account of physical incapacity, illness or injury shall retain and  
42 accrue seniority for a period of five (5) years of "continuous" service in such  
43 position after which he/she shall lose all seniority. A period of service shall be  
44 deemed "continuous service" until it is broken by a transfer back to the position  
45 of Flight Attendant:

46  
47 (1) For a period of at least nine (9) months; and

48  
49 (2) The Flight Attendant has performed at least four hundred and fifty hours  
50 (450:00) of active duty within any rolling nine (9) month period.

1 D. Special Assignment Flight Attendant (SAFA) Positions

- 2
- 3 1. Flight Attendants may be assigned on a voluntary basis, to a position outside the
- 4 definition of Flight Attendant, as defined in Section 2.HH. of this Agreement.
- 5
- 6 2. Special Assignment Flight Attendant (SAFA) positions shall include:
- 7
- 8 a. Inflight Recruiter
- 9
- 10 b. Flight Attendant Training Curriculum Developer
- 11
- 12 c. Initial Training Instructor
- 13
- 14 d. Probationary Training Instructor
- 15
- 16 e. ART Instructor
- 17
- 18 f. Flight Attendant Service Seminar Instructor
- 19
- 20 g. Other Airline Flight Attendant Training Instructor
- 21
- 22 h. PBS Central
- 23
- 24 i. Flight Attendant Communication Center Positions
- 25
- 26 j. Inflight Procedure Development and Test Support
- 27
- 28 k. Publicity Assignments
- 29

30 NOTE: Within six (6) months of the effective date of this Agreement, the Company

31 shall provide the **MEC** President with a functional job description for the SAFA

32 positions noted in paragraphs 2.a. through 2.j., above. The Company and the

33 Union **shall** then meet in a good faith effort to resolve any issues or concerns

34 arising from any of the job descriptions.

35

- 36 3. All positions not covered by **subparagraph D.2.**, above, must be approved in
- 37 writing by the **MEC** President before the provisions of paragraph D. of this Section
- 38 shall apply. Company requests for such positions must be in writing and
- 39 accompanied by a functional job description and the requested duration of the
- 40 assignment. If approved, the **MEC** President retains the right to cancel such
- 41 positions upon forty-five (45) days advance written notice to the Vice President
- 42 Inflight Services, or his/her designee.

1 4. A Flight Attendant transferring to a special assignment position which involves  
2 more than forty hours (40:00) of special assignment pay and credit per month shall  
3 retain and accrue seniority for a period of one (1) year in such position. Thereafter  
4 he/she shall retain but not accrue seniority unless the special assignment is broken  
5 by a transfer back to line flying:  
6

7 a. For a period of at least two (2) months; and  
8

9 b. The Flight Attendant has performed at least one hundred hours (100:00) of  
10 active duty within any rolling two (2) month period.  
11

12 NOTE: A month in which a Flight Attendant receives forty hours (40:00) or less of  
13 special assignment pay and credit shall not be considered as one of the months  
14 towards the one (1) year special assignment limit cited in **subparagraph D.4.**,  
15 above, or the five (5) year special assignment limit cited in **subparagraph D.5.**,  
16 below. Such month shall be treated as a month of line flying, except that the  
17 special assignment pay and credit shall not be counted towards the one hundred  
18 hours (100:00) of active duty cited in **subparagraph D.4.**, above, or the three  
19 hundred hours (300:00) of active duty cited in **subparagraph D.5.**, below.  
20

21 5. The provisions of **subparagraph D.4.**, above, shall not apply to ART Instructors or  
22 to Flight Attendants serving in a PBS capacity. A Flight Attendant serving in one of  
23 these positions which involves more than forty hours (40:00) of special assignment  
24 pay and credit per month shall retain and accrue seniority for a period of five (5)  
25 years. Thereafter, he/she shall retain but not accrue seniority unless the PBS or  
26 ART assignment is broken by a transfer back to line flying:  
27

28 a. For a period of at least six (6) months, and  
29

30 b. The Flight Attendant has performed at least three hundred hours (300:00) of  
31 active duty within any rolling six (6) month period.  
32

33 6. Other exceptions to **subparagraph D.4.**, above, may be granted in writing on a  
34 case by case basis by the **MEC** President. Company requests for such extensions  
35 must also be in writing.  
36

37 7. During the period that a Flight Attendant serves in a special assignment position  
38 (SAFA) with the Company, he/she:  
39

40 a. Shall not be assigned as a working member of the Flight Attendant crew, except  
41 under emergency circumstances to meet FAA minimum crew requirements;

1 b. Shall not be assigned to have responsibility for taking disciplinary action against  
2 Flight Attendants but:

3  
4 (1) May perform quality assurance rides on probationary Flight Attendants;

5  
6 (2) May provide the Company with reports or information regarding the  
7 performance of individual probationary Flight Attendants. It is understood,  
8 however, that such reports will not be used as cause for any disciplinary  
9 action or termination.

10  
11 c. Must comply with the provisions of Section 24 of this Agreement as a condition  
12 of retaining and accruing seniority.

13  
14 8. The Company **shall** determine how many hours of credit to apply to each SAFA up  
15 to a maximum of one hundred and **ten** hours (**110:00**) per month, each hour to  
16 be paid at the Flight Attendant's hourly **incentive** rate of pay. SAFA **shall** not be  
17 eligible for other Flight Attendant pay premiums or Flight Attendant per diem as  
18 part of their SAFA assignment. SAFA credit hours **shall** count towards monthly  
19 flight time limits.

20  
21 E. Return to Flight Attendant Position

22  
23 A Flight Attendant in a position with the Company outside the coverage of this  
24 Agreement shall at his/her option, during the period while he/she retains seniority, be  
25 permitted to return to the position of Flight Attendant by exercising his/her seniority at  
26 the base station at which he/she had last been assigned as a Flight Attendant. If the  
27 Flight Attendant's seniority is insufficient to hold a Flight Attendant position at his/her  
28 former base or if that base has been closed, the Flight Attendant shall be permitted to  
29 exercise his/her seniority on the system.

30  
31 F. Loss of Seniority

32  
33 A Flight Attendant shall lose his/her seniority and his/her employment with the  
34 Company shall be terminated if he/she:

35  
36 1. Quits or resigns;

37  
38 2. Is discharged for just cause;

39  
40 3. Retires;

41  
42 4. Is on furlough status for sixty (60) consecutive months; **or**

43  
44 5. Is on furlough status and fails to respond to recall or fails to return to service  
45 pursuant to the provisions of Sections 12 and 14 of this Agreement.

1 G. Period of Probation

- 2
- 3 1. Flight Attendants shall be considered as probationary employees for the first (1<sup>st</sup>)
- 4 six (6) months of actual service as a Flight Attendant except,
- 5
- 6 a. If, during his/her probationary period, a Flight Attendant is on paid or unpaid
- 7 leave in excess of fourteen (14) consecutive calendar days, his/her probationary
- 8 period **shall** be extended by the total number of consecutive days on leave.
- 9
- 10 b. The probationary period shall be extended by one (1) month if a Flight
- 11 Attendant via Letter of Preference is awarded a permanent base transfer, as
- 12 provided in Section 12.C.
- 13
- 14 2. During the period of probation, a Flight Attendant shall not be permitted to:
- 15
- 16 a. Engage in mutual pattern or line trades with a Flight Attendant from another
- 17 base;
- 18
- 19 b. Serve the Company in any position not covered by this Agreement;
- 20
- 21 c. Serve the Company in a special assignment position as provided in paragraph D.
- 22 of this Section without prior approval by the MEC President, or his/her
- 23 designee.
- 24

25 H. Monthly Reports

26

27 The Company shall provide the MEC President with a monthly updated list of Flight

28 Attendants who occupy or transfer to SAFA positions in the Inflight Services

29 Department or any other department within the Company. Such list shall include dates

30 of hire, dates of transfer and positions held.