

Overview

Appropriate staffing levels will be determined on a system level. The difference in the staffing level required for the future flight schedule and the forecasted active flight attendant headcount will be the basis for determining if a staffing overage exists. In the event system-wide flight attendant staffing levels have been determined to exceed the operational staffing requirement based on forecasted flight schedules, the following policy will govern the realignment and reduction of flight attendant personnel.

Flight attendants subject to furlough will be given advance notification as soon as possible but no less than thirty days prior to the effective date of the furlough.

Workforce Reduction Process

The process outlined below applies only in the event of a system-wide overage:

- System-wide voluntary options will be offered to minimize the overage. In the event the necessary headcount reductions are not met after the voluntary options have been offered, the following process will take place:
- The Involuntary Reduction System Seniority Roster will be produced. This list is used solely for the involuntary reduction and recall of furloughed flight attendants. The list is comprised of the Delta Flight Attendant System Seniority list through the seniority date of 11/1/91* and an "adjusted list" to credit company transfers for their length of service. Company transfers who entered the flight attendant position after 11/1/91 are given adjusted credit for their company length of service. However, in no instance will a company transfer receive adjusted credit for any company length of service that would place them on the Involuntary Reduction System Seniority roster any earlier than 11/2/91.
- In reverse order of the Involuntary Reduction System Seniority Roster, flight attendants who are in excess to the system operational staffing requirements will be identified and notified they are subject to furlough. Such flight attendants who are subject to furlough will be placed on one list in seniority order.
- Concurrently, for each base that is overstaffed, flight attendants who are in excess of the base requirement will be notified they are subject to an involuntary base transfer in reverse order of the System Seniority List.
- Flight attendants subject to involuntary base transfers will be worked in tandem with the normal base transfer requests. However, those who are subject to being involuntarily transferred will be given priority transfers into bases with current openings. Any flight attendant who is involuntarily transferred will be given priority back into the base from which they were involuntarily transferred, for a period of 180 days from the effective date of the transfer.
- Flight attendants who are subject to involuntary base transfers, but who are not subject to involuntary furlough based on the Involuntary Reduction System Seniority Roster, will be advised they may either: Participate in the Involuntary Base Transfer Process to be awarded a position in a base with current vacancies; or be furloughed with applicable severance allowance, recall rights and other benefits.
- Flight attendants who are subject to furlough are eligible to bid on additional base vacancies that remain after the Involuntary Base Transfer process.
- LOD participants in language categories that have insufficient staffing may be excluded from the Involuntary Reduction System Seniority roster and Involuntary Base Transfer Process, providing they commit to the LOD program, maintain their language qualification for the duration their seniority is furloughed and are subject to involuntary base transfers to fulfill language category requirements. LOD furlough exemptions will be granted within specific language categories on a system-wide basis.

Seniority Accrual On Furlough Status

- A flight attendant may maintain furlough status for five (5) years from the effective date of furlough. During this time the flight attendant will continue to accrue seniority for bidding and will continue to be eligible for travel based on their employment date. If a flight attendant remains on furlough status at the end of these five years, the flight attendant will be terminated from the service of the company.
- While out on furlough status, if a flight attendant accepts a position within Delta but outside of the In-Flight division or a position deemed not directly in support of In-Flight Service, their seniority accrual will cease and they will forfeit all recall rights.

Recall Process

- Once determined that flight attendant staffing levels are insufficient, openings will be filled through a recall process. Operational requirements will determine to which base(s) flight attendants are recalled (no base is guaranteed a recall). The Involuntary Reduction System Seniority Roster combined with a base preference list will be used for recall purposes. If a flight attendant preferences at least one of the base(s) to which flight attendants are being recalled, the flight attendant will be eligible for recall in seniority order.
- Language-based flight attendant recalls may be offered in seniority order on the Involuntary Reduction System Seniority Roster, among those flight attendants who are qualified with that specific language whenever bases have projected insufficient staffing within language categories that cannot be covered by active language-qualified flight attendants, providing they commit to the LOD program, maintain their language qualification for the duration their seniority is furloughed and are subject to involuntary base transfers to fulfill language category requirements.

Base Preference Process

- In-Flight Service provides a base preference choice(s) form for furloughed flight attendants to be used in the event of a recall. Flight attendants are advised to select only the base(s) he/she is willing to return to in the event of a recall. Flight attendants may update their base preference form twice each year during February and August.

Notice of Recall

- In the event that a recall is implemented, a notification recall letter will be mailed to the home of all eligible flight attendants providing a minimum of 14 calendar days to report date. The letter will include the dates and times of the Recall Period. All eligible flight attendants, who have been notified, must be available for phone contact during the Recall Period or must respond within 48 hours of the Recall Period via the method described in the letter. Failure to respond or to accept the recall will be treated as an election not to return and the flight attendant will end all rights to recall and be terminated effective the date of the call.

Accepting Recall

- A flight attendant who accepts the recall is required to report for duty on the date specified during the recall process. The flight attendant will be required to attend Continuing Re-qualification training and any other company mandated requirements such as but not limited to drug screening, fingerprinting and background verifications prior to returning to active status.

Furlough Status Overview

- Furloughed flight attendants do not accrue pay credit, sick leave or vacation and are not required to attend Continuing Qualification training.

* The 11/1/91 date reflects the date of the integration of the former Pan Am flight attendants into the Delta seniority list. That integration was subsequently affirmed by a court as final and binding. The company transfer length of service credit for furlough purposes was implemented after that date and was done so in a manner so as not to affect that prior integration.