

See Also: IFS Operations Handbook – Section 4 – Language of Destination Program

Reduction and Realignment Exemption for LOD Flight Attendants

- In an involuntary reduction or realignment situation, flight attendants meeting the requirements to participate in the LOD program in those languages identified as having insufficient staffing may be offered exemption from a seniority-based realignment or reduction.
- Flight attendants accepting an offer of reduction or realignment exemption based on language skills must meet the following criteria:
 - Accept assignment to a base where the specific language skill is required.
 - Remain in base as long as language skill is required in the base.
 - Commit to the LOD Program for a period of two years. After completing the 2 year commitment, flight attendants may remain in the LOD program under the reduction/realignment exemption for as long as their seniority number remains below the furlough or involuntary base transfer line, there is a need for their language, and they otherwise meet the LOD program eligibility requirements.
 - Maintain language qualification at all times.
- Delta will exempt flight attendants with qualifications in language categories with projected insufficient staffing until its base language needs have been met or the list of eligible language-qualified flight attendants has been exhausted. Base awards will be made in language category system seniority order.
- Failure of a reduction/realignment-exempted LOD flight attendant to maintain his/her language qualification as a result of allowing the qualification to expire or failure to pass the language re-qualification proficiency test on a second attempt will result in automatic conversion to furlough status effective the following bid period.
- LOD Flight attendants granted a reduction/realignment exemption and who, for any reason, are unable to maintain any aspect of the LOD program commitment will automatically convert to furlough status effective the following bid month.
- Bidding seniority will continue to be determined within language categories by In-Flight Service seniority number.

Recall of LOD Flight Attendants

- Language-based recalls may be offered whenever bases have projected insufficient staffing within language categories that cannot be covered by active language-qualified flight attendants.
- Flight attendants accepting a language-based recall must meet the following criteria:
 - Accept assignment to a base where the specific language skill is required.
 - Remain in base as long as language skill is required in the base.
 - Commit to the LOD Program for a period of two years. After completing the 2 year commitment, flight attendants may remain in the LOD program pursuant to a language-based recall for as long as their seniority

number remains below the furlough line, there is a need for their language, and they otherwise meet the LOD program eligibility requirements.

- Maintain language qualification at all times.
- The recall process for a language-based recall is conducted within identified language categories using a flight attendant's Furlough / Recall Seniority number within the category.
- Within the language category, the flight attendant's Base Preference form, together with his/her Furlough / Recall Seniority, will become the factors in determining whether or not she/he is contacted in the event of a language-based recall. For example, if In-Flight Service determines a need for Greek speakers in ATL, furloughed flight attendants with the specified language qualification (Greek) and base preference (ATL) will be recalled in furlough/recall seniority order.
- Furlough flight attendants who wish to be recalled to a specific base(s) but do NOT wish to be recalled according to a specified language need, must drop their specified language qualification. For example, a flight attendant with a Greek qualification may wish to be recalled to ATL, but not to be recalled to participate in the LOD program. In this case, he/she would have to contact the IFS Connection team to have his/her language qualification removed. Once dropped, a language qualification cannot be reinstated for one year from the effective date of removal.
- Furlough flight attendants who are recalled based on language qualification and base preference, but choose not to return to Delta, will be terminated. Therefore, it is important for language-qualified furlough flight attendants who do not wish to be recalled to a specific base(s), to make sure that they have a base preference form on file, which clearly indicates their base preference choices.
- If a language-based recall does not produce a sufficient number of language qualified flight attendants to meet Delta's language staffing needs, those on applicable leaves with the appropriate designated language qualification will then have an opportunity to return via the eBid process.
- Eligible leave flight attendants who do not wish to submit interest in a return opportunity may remain on their applicable leave, and are not required to drop their specified language qualification.

LOD Program Flight Attendant Recruitment Process

1. Active LOD-qualified flight attendants
2. Active LOD-qualified flight attendants exempted from reduction or realignment
3. Recall of furloughed LOD-qualified flight attendants
4. Job bid for LOD-qualified flight attendants on applicable voluntary leaves
5. Job bid for LOD-qualified company transfers
6. Job bid for LOD-qualified external candidates