

the daily credit for each day of the jury duty obligation. If a Flight Attendant is released from jury duty after 1200, she/he shall be eligible for pay protection at the daily rate for the following day (assuming the sequence that was given up was operated on such date) but not thereafter.

4. A Lineholder who is serving on jury duty for a full month will be paid to her/his applicable monthly maximum. A Reserve serving on jury duty for a full month will be paid on the basis of sequences missed as described above. In no case would such Reserve be paid and credited less than her/his applicable monthly guarantee, and in no case more than her/his applicable monthly maximum.
5. If, through any combination of a Flight Attendant's scheduled duty with the Company and jury duty, she/he is not provided with at least one (1) calendar day off in seven (7), such Flight Attendant shall have the right to move her/his scheduled day(s) off as necessary to provide the required minimum one (1) day off.

#### **H. DRUG TESTING**

A Flight Attendant will be paid fifteen dollars (\$15.00) for each random drug or alcohol test she/he is required to undergo after her/his release from duty. There will be no credit associated with the test or the payment.

#### **I. FOREIGN LANGUAGE SPEAKER PREMIUM PAY**

1. A Speaker will be paid at two dollars (\$2.00) per hour, prorated to the nearest minute, in addition to any other pay and applicable premiums, for all credit hours on any flight segment requiring her/his language skills. The Speaker premium will apply to all hours on deadhead flights.
2. International premium of three dollars (\$3.00) or three dollars and seventy-five cents (\$3.75) per hour, as applicable, in addition to the Speaker premium of two dollars (\$2.00) per hour, shall apply to International segments for which the Flight Attendant's language skills are required.
3. A Speaker, qualified in the language specified for the required Speaker positions on a flight segment, who is on the flight but not filling a required Speaker position, will be paid two dollars (\$2.00) per hour, prorated to the nearest minute, in addition to any other pay and applicable premiums, for all credit hours on any segment matching her/his language skills.

#### **J. HOLIDAY PAY**

In addition to all other compensation, a Flight Attendant working on a sequence or serving Reserve Standby duty, which touches a "Compensated Holiday", i.e., Thanksgiving Day, December 25<sup>th</sup> (Christmas Day) and/or January 1<sup>st</sup> (New Year's Day), shall be paid seventy-five dollars (\$75.00) per holiday.

#### **K. PREMIUMS FOR PAID TIME OFF**

Flight Attendants who are on sick leave, bereavement leave, settling days or jury duty are not entitled to Purser, Lead, Aft, Galley, Speaker, CRAF or International premiums. Flight Attendants will receive each applicable Purser, Lead, Aft, Galley, Speaker, CRAF and International pay premium for vacation hours only if the credit hours in her/his primary line or PBS award, as applicable, are inclusive of one hundred percent (100%) of any single premium(s), e.g., 100% Speaker, 100% Lead, 100% Aft, etc.