

E. FILLER DAYS

1. A Flight Attendant, at her/his option, may hold twenty percent (20%) of accrued vacation days to a maximum of six (6) days to be used as filler days. All filler days must be taken in the vacation fiscal year subsequent to accrual.

Example: Total Accrual 24
 20% 5

2. The Company will establish a separate pool of vacation slots which will be dedicated for filler day use. The formula for determining this pool will be based on the number of filler days awarded to Flight Attendants throughout the system but never less than five percent (5%) of the average vacation days allotted for each crew base on a day by day basis as determined by the master yearly matrix. When the percentage results in a decimal it will be rounded up to the next whole number.

| Date | Crew Base | Daily Crew Base Allotment | Filler Day Allotment |
|---------------|-----------|---------------------------|----------------------|
| June 15, 2016 | PHL | 241 | At least 13 |

3. The award of filler days will be accomplished as follows:
 - a. The master yearly filler day matrix will be posted on the Company intranet at the same time vacation bids open.
 - b. Filler days for the following month will be awarded on or before the eighth (8th) of each month effective with PBS (prior to PBS, the tenth (10th) of each month), immediately after monthly vacation rebid awards.
 - c. If a vacation slot(s) for the following month remains open after the monthly rebid process, including any vacation slot(s) that become available as a result of that month's Flight Attendant rebid, such slot(s) will be added to the minimum five percent (5%) filler day pool.
 - d. A Flight Attendant who uses filler day(s) in a month shall be paid and credited three and one-half (3.5) hours for the filler day(s).

F. VACATION BUYBACK

1. The Company will make available on an annual basis in each crew base a minimum of five and one-half percent (5.5%) of the total annual crew base vacation accrual, excluding any vacation carryover, for vacation buyback. Vacation buyback will be awarded by crew base in seniority order to individual Flight Attendants prior to the annual vacation bid and establishment of the vacation matrix. Any reduction in the vacation matrix due to vacation buyback shall be distributed equally throughout the year. Vacation buyback awarded in accordance with the provisions of this Paragraph will be paid in the subsequent year, no later than the first pay period in June.
2. Following the completion of the annual vacation buyback process as specified in Paragraph F.1, the Company may, at its sole discretion, make available additional vacation buyback in any crew base on a monthly basis. The Company shall notify Flight Attendants of the vacation buyback prior to the first of the bid month. If vacation buyback is offered, the award will be processed in seniority order by crew base with eighty percent (80%) of such vacation buyback allocated for Lineholders and twenty percent (20%) allocated for Reserves. If insufficient Reserves/Lineholders bid their respective buyback, the time will be awarded in

seniority order to the other respective group. Such buyback shall be awarded prior to the opening of bidding. Any previously awarded vacation time will be removed as preplanned absences and such vacation time shall be paid as pay no credit.

3. A Flight Attendant making this election will fly the line she/he bid and was awarded unless she/he modifies her/his line pursuant to the Agreement.

4. The Flight Attendant will be paid pursuant to Paragraph A for the vacation day(s) at her/his applicable rate. This will not apply to her/his line until the vacation month. The vacation cash out will be effected on a pay, no credit basis subject to the pay provisions of Paragraph B. Thus, the payment for vacation day(s) will be above the monthly guarantee for a Reserve and in addition to the Flight Attendant's pay and credit for the month. The vacation payout will not apply to the monthly maximum for the Flight Attendant.

G. WORKING WHILE ON VACATION

1. A Flight Attendant will not be required to work during a vacation.
2. A Flight Attendant may elect to pick up ETB time on a vacation day(s).

H. VACATION WHEN TRANSFERRING FROM ANOTHER CREW BASE

When a Flight Attendant transfers from another crew base, she/he will be permitted to transfer her/his vacation dates without any change to the vacation matrix in the new crew base.

I. VACATION TRADES

A Flight Attendant may, at her/his option, trade a vacation period(s), or portion thereof, with another Flight Attendant in her/his crew base provided both Flight Attendants submit the request through the ETB, by the eighth (8th) of the month prior to the month in which the trade occurs and provided that the trade does not result in a Flight Attendant having more than one grouping of three (3) days or less for that year.

J. OTHER

1. Flight Attendants may donate current year vacation days to another Flight Attendant according to the Company Gift Vacation Day policy.
2. A Flight Attendant who has completed her/his probationary period and whose service with the Company is terminated shall be paid for any accrued vacation.
3. A Flight Attendant's vacation period will begin at 0000 and end at 2359 Home Base Time.
4. Once awarded, vacation shall not be cancelled by the Company.