

D. PBS AWARDS

1. Each bid period, the Company shall identify the designated Flight Attendant sequences and number of positions per cabin to be filled by Speakers in accordance with Paragraph A. The required language(s) for the designated sequence will be identified in the Speaker package, PBS system, TTS and ETB.
2. Sequences containing Speaker flying will be awarded at the applicable crew base on a seniority basis utilizing the PBS system as provided in Scheduling, Section 10.D. Such sequences will be available for bid only at those base(s) designated by the Company. Speaker sequences and Speaker Reserve lines will be awarded to Speakers seniority order in her/his language. A Speaker may construct a line containing IPD and NIPD sequences in her/his speaker language.
3. A Speaker Lineholder may be awarded non-Speaker sequences in her/his line consistent with her/his seniority provided the PBS solution can distribute substantially all Speaker trips to Speaker Lineholders in accordance with the recommendations of the JSIC, and consistent with the PBS system and the recommendations of the vendor.
4. During the Speaker-only PBS run, a Speaker Lineholder selecting the High Option in PBS, will be awarded Speaker sequences above the regular line maximum as established in Scheduling, Section 10. However, she/he, when being processed with non-Speaker in PBS may select the High Option for non-Speaker sequences.
5. Only Speaker Lineholders may be awarded Speaker sequences in PBS. Remaining Speaker sequences will be distributed pursuant to Paragraph F.
6. Separate Reserve lines for Speaker Reserve coverage may be created utilizing the PBS system pursuant to Scheduling, Section 10, after Speaker sequences are distributed. The PBS system may require a minimum number of Speaker Reserves.
7. On any trip sequence to more than one (1) destination or a destination which requires more than one (1) language of destination, at least one (1) Speaker may be assigned for each such destination.
8. A Flight Attendant with multiple language qualifications may be awarded or assigned trip sequences in any language for which she/he is qualified.
9. Foreign language qualified Flight Attendants awarded sequences above the maximum complement shall be awarded positions in accordance with the provisions of Seniority, Section 20.

E. LANGUAGE ASSIGNMENT

1. In the event there are insufficient qualified bidders for any trip sequence requiring foreign language speaking Flight Attendants during the monthly bidding process, the Company may assign the junior qualified Flight Attendant to such trip sequence in reverse order of seniority.
2. In the event there are insufficient qualified lineholders possessing the foreign language speaking qualification required by the Company, the Company may assign the junior Reserve(s) at the base possessing the qualification to a bid vacancy in reverse order of seniority.