



# AIR TRANSPORT

## DISTRICT LODGE 142



2010-128

December 9, 2010  
File: XJT-18

## EXPRESSJET FLIGHT ATTENDANTS DISPLACEMENT BID

It has been brought to the attention of the District Lodge that some confusion exists regarding the displacement bid award. This bulletin is intended to clarify the process.

The Collective Bargaining Agreement (CBA), **SECTION 12 SYSTEM FURLOUGHS AND DOMICILE REDUCTIONS**, explains how this process is handled.

Several flight attendants have asked why COLAs (Company Offered Leaves of Absence) were not offered. **Section 12.A, of the CBA**, states COLAs will be offered prior to sending out furlough notices. The total number of flight attendants system wide is not being reduced so no flight attendants will be involuntarily furloughed; therefore the company is not contractually required to offer COLAs.

All displaced flight attendants were displaced from their domiciles in reverse order of domicile seniority, i.e. the most junior flight attendants in the base were displaced first.

Inactive flight attendants are subject to displacement, i.e. when these flight attendants return to work they will return to their new bases. Such flight attendants are indicated under the "On Leave" Column in CIL 10-065.

CIL 10-065, as corrected and re-issued 11/04/2010, fulfills the requirements of **12.C. System-wide notice of furlough, domicile closure or displacement** and **12.D. Notice to affected flight attendants**. Each potentially affected flight attendant was given the opportunity to bid their choices. Under CBA Section 12.D.2., displaced flight attendants are allowed to:

*a) Fill a permanent vacancy on the system to which her/his seniority entitles her/him and for which she/he is qualified.* Although IAH was a choice on the bid form, it is the base with a surplus of flight attendants and is the subject of this domicile reduction, so no flight attendant was awarded IAH. All other bases were awarded in system seniority order.

Example: In **System Seniority Order**, i.e. starting from the top of the bid award list 12 flight attendants from IAH chose EWR resulting in 12 being displaced from EWR. Of these 12 flight attendants, 5 chose CLE and 7 chose ORD.

*b) Displace the most junior flight attendant on the System.* Eleven (11) of the most junior flight attendants on the system (CLE) were displaced.

*c) Be placed on voluntary furlough in her/his domicile.* Two voluntary furloughs were awarded.

In the System Vacancy Base Awards which were announced 11/24/2010 via CIL 10-068 there were 78 flight attendants displaced from IAH (active and inactive) plus 2 voluntary furloughs = 80 total.

Award Breakdown: EWR = 12, CLE = 6, ORD = 60, VFUR = 2 Total = 80

The total number of flight attendants in EWR and CLE remain the same, even though there has been movement. IAH has shrunk and ORD has grown.

Sincerely and fraternally,

Kate Romanausky  
**GENERAL CHAIRPERSON**

KR/slb

cc: R. Roach, Jr.  
S. Pantoja  
T. Brickner  
District 142 Executive Board  
opeiu #320

**POST ON ALL IAM BULLETIN BOARDS**