

at the time of her thirty-second (32nd) birthday, the Company shall pay her full travel and moving expenses (in accordance with AA Regulations) to the city where the job selected or made available, as the case may be, is located.

6. A stewardess who is transferred to other employment under the provisions of this Memorandum Agreement shall be guaranteed:

- (a) Her accredited Company seniority;
- (b) Time equivalent to her length of service with the Company to be credited to her new job.
- (c) Effective October 1, 1965 a monthly rate of pay not less than the base pay applicable to her final month of service as a stewardess plus five (5) hours' incentive pay at jet equipment rates.
- (d) Effective June 1, 1966 a monthly rate of pay not less than the base pay applicable to her final month of service as a stewardess plus seven (7) hours' incentive pay at jet equipment rates.

7. In the event of a layoff involving employees in her new job classification, Company seniority shall govern in determining her relative position among the groups of employees concerned. During her first year and one half of service in her new job, proficiency alone will not be considered grounds for termination, in that this period of time shall be considered a training period in the type of work assigned. After the first year and one half in her new job, seniority and ability shall be considered as applicable to all employees in the group(s) concerned.

8. A stewardess who desires not to transfer to other employment with the Company under the provisions of this Memorandum Agreement may elect instead to terminate her employment relationship with the Company. In the event such stewardess elects to terminate, she shall be permitted to defer her termination date to but not beyond the last calendar day of the twelfth (12th) month following the month in which her thirty-second (32nd) birthday occurs, at which time she shall be terminated in any event.

9. A stewardess who terminates her employment in the month in which her thirty-second birthday occurs or in any of the succeeding twelve (12) months shall be entitled to severance pay in the amount of two hundred and fifty dollars (\$250.00) for each year of compensated service as a stewardess with the Company, pro-rated from her date of hire as a stewardess up to her date of termination or the last day of the month in which her thirty-second (32nd) birthday falls, whichever first occurs.

10. The provisions of this Memorandum Agreement shall not apply to any stewardess who was in the service of the Company as a stewardess (including a stewardess on leave of absence) on November 30, 1953.

11. Each stewardess employed on or after the effective date of this Memorandum Agreement shall, at the time of employment, be informed of the provisions of this Agreement, and that her acceptance of such provisions is a condition of such employment.

12. The following provisions shall apply in the event the foregoing provisions of this Agreement are invalidated during the term of the Agreement by (i) the enactment of federal legislation, or (ii) the finding of a federal administrative agency, and (iii) a final judicial determination that such legislation or finding, as the case may be, is applicable to stewardesses in the employ of the Company:

- (a) Within thirty (30) days following entry of such final judicial determination, the Company shall give written notice (mailed to the last known address as shown by Company records) to each former stewardess who after the effective date of this Agreement left the Company's employ or is employed in another position in the Company pursuant to the terms of this Agreement of her right to re-employment as a stewardess upon the following terms and conditions:

- (1) She must file with the Company a written application for reemployment within sixty (60) days following the date of the Company's notice;

- (2) She must meet all qualifications required by the Company of its stewardesses.

- (3) If reemployed as a stewardess she will be assigned the Company and stewardess seniority that she would have had if her employment as a stewardess had not been terminated;

- (4) Upon such reemployment she will have the right to return to the base at which she was last employed or, if she desires, to such other base to which she would have been entitled by the Basic Agreement.

- (5) If her election of a base pursuant to subparagraph (4) hereof