

Options to Mitigate Flight Attendant Overage

Option	Deadline	Eligibility	How Awarded	How To Proffer	Travel Benefits
Travel Separation Program	Thursday, July 30, 2009 2300 CDT	Any F/A with at least 5 years of Company Seniority as of July 30, 2009. F/As subject to furlough are eligible.	System-wide without regard to overages at each base.	Jetnet Online Election Form From the Homepage, go to "Policies and Procedures", then "People Reduction Information", then "Who's Offering"	<ul style="list-style-type: none"> • Unlimited D2 Travel for 5 or 10 years. • No OAL Travel • No Parent Travel or D3 Travel
Overage Leaves (OLOA)	Friday, July 31, 2009 1000 CDT	All active F/As. F/As subject to furlough are eligible. Those on SK/US, IOD or M4 must have a clear date prior to start of leave by deadline.	<ul style="list-style-type: none"> • After travel separation, OLOAs will be awarded by Occupational Seniority at each base. • Company will make an effort to transfer flying to accommodate the maximum number of OLOAs. 	Overage Leave ballot on the Flight Service webpage.	<ul style="list-style-type: none"> • Unlimited D2 travel • OAL travel is permitted • D3 and parent travel permitted • No reciprocal cabin seat travel on OAL.
Modified Partnership Flying-MPF (Similar to Part-Time)	Friday, July 31, 2009 1000 CDT	All active F/As. F/As subject to furlough are eligible. Those on SK/US, IOD or M4 must have a clear date prior to start of leave by deadline.	<ul style="list-style-type: none"> • After OLOAs are processed, Partnership Flying will be offered at a base where an overage still exists. 	Modified Partnership Flying Ballot on Flight Service webpage.	<ul style="list-style-type: none"> • All travel privileges for active employees are retained
Article 30	No expiration	<ul style="list-style-type: none"> • Flight Attendants at least 45, but not yet 55 years old • 20 years of Company Seniority 	<ul style="list-style-type: none"> • Six month notice required. • Company may waive notice requirement on a case by case basis. 	Notify your FSM of your intent to take Article 30.	<ul style="list-style-type: none"> • Ten D2 passes per year • No OAL travel • No D3 travel
Normal Retirement	No expiration	Varies depending on Flight Attendant's age and seniority.	<ul style="list-style-type: none"> • Any eligible Flight Attendant may retire. 	Notify your FSM of your intent to retire.	<ul style="list-style-type: none"> • Normal retiree travel privileges.

Available Overage Leave Blocks

OLOA Block	O	N	D	J	F	M	A	M
	C	O	E	A	E	A	P	A
	T	V	C	N	B	R	R	Y
Key A	X	X	X	X	X	X	X	X
Aux B	X	X	X					
Aux C				X	X	X		
Aux D							X	X
Aux E				X	X	X	X	X
Aux F*	X	X						
Aux G*	X							
Aux H*		X						
Aux I			X	X	X	X	X	X

*F/As bidding these AUX blocks will receive credit for fulfilling their reserve obligation, if it is their regular reserve rotation and their seniority is subject to reserve.

Key Points to Consider

- Travel Separation is effective October 1, 2009, unless F/A has a carry-over trip. F/As will be required to fly their carry-over trip.
- F/As accrue full Occupational (Bidding) Seniority on OLOA.
- F/As currently on OLOA may bid to extend their OLOA by bidding auxiliary blocks. The AUX block will be awarded if the F/A can be combined with another F/A to create a key block.
- Medical benefits on OLOA will not be subsidized by the company. F/As will be required to pay the full amount for insurance. F/As should contact Employee Services at 1-800-447-2000 to determine the cost of insurance while on OLOA.
- Modified Partnership Flying (MPF) does not require a partner. F/As can fly unlimited hours in their portion of the month. MPF flying is for the three month period OCT-DEC 2009. F/As will resume a full schedule in JAN 2010.
- F/As on OLOA or Partnership Flying will remain dues obligated.
- Please visit www.apfa.org or the Flight Service website for more details regarding each of these options.