

# PRE-1113 TENTATIVE AGREEMENT SUMMARY

The following PRE-1113 **TENTATIVE AGREEMENTS** were negotiated with the intention of incorporating them into an overall TA that, if ratified, would have become a contract.

As part of the LBFO, the Company agreed to include these Articles in their Last Best Offer to APFA. Where necessary, any Pre-1113 TAs conflicting with the LBFO will be amended to comport with the LBFO. Those sections modified by the LBFO are underlined.

To review the individual T/As, visit the website at [www.apfa.org](http://www.apfa.org).

Article No.	Tentative Agreement	Highlights of Changes
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1	<b>Recognition &amp; Merger/Acquisition Protection</b>	No change
5	<b>Uniforms &amp; Accessories</b>	<ul style="list-style-type: none"> <li>-Increased point accrual for FAs flying above 900 hours annually; eliminates points for FAs working below <u>200 (will be modified to comport with minimum threshold for flying of 420 hours)</u> hours annually (refer to TA chart for full details)</li> <li>-Limits point value increase per item to 2 points for life of agreement</li> <li>-Incorporates Uniform Flammability Test requirement</li> </ul>
10	<b>Reserve</b>	<ul style="list-style-type: none"> <li>Provides for pay on top guarantee for Reserve Supplemental flying (OE, L2)</li> <li>Creates AM/PM period of availability for Ready Reserves</li> <li>Assignment based on days available and bid preference</li> <li>Reserves bid for blocks of availability</li> </ul>
11	<b>Language</b>	<ul style="list-style-type: none"> <li>Reduces 6 month lock in to 3 months for Language Speakers who hold proffers based on seniority</li> <li>Mutual Lateral partner can satisfy lock in obligation</li> <li>Secures vacation sequence pay protection for bid denials</li> <li>Permits for implementation of a Speaker Flex Test</li> </ul>

<b>12</b>	<b>Filling of Vacancies</b>	<p>Increased flexibility for report to base</p> <p>Seven day notice and right to remove name from transfer/proffer list</p> <p>Eliminates right of FA to rescind a domestic transfer award/international mutual transfer award</p> <p>Allows FAs on non-flying status to accept proffer as long as scheduled report can be accomplished: creates one time automatic right to next proffer if report cannot be accomplished</p> <p>Eliminates different systems for international and domestic mutuals; pool pairing (current Domestic procedure) will apply to both divisions</p>
<b>14</b>	<b>Seniority List</b>	No change
<b>15</b>	<b>Period of Probation</b>	No change
<b>16</b>	<b>Reduction in Force</b>	<p>Replaces certified mail with 2 day delivery service</p> <p>Requires notice to APFA of the number of Overage Leaves granted at each base</p> <p>Allows recalled FAs a one time chance to return to the base from which they were furloughed at the first transfer opportunity</p> <p>Provides for unlimited recall rights for all FAs whose names appear on the recall list as of 10/02/09</p>
<b>17</b>	<b>Transfer to Non-Flying or Supervisory Duties</b>	No change
<b>18</b>	<b>Moving Expenses</b>	<p>Improves expense reimbursement equal to applicable current company policy</p> <p>Deletes HNL moving allowance</p>
<b>19</b>	<b>Leaves of Absence</b>	<p>Requires the company to notify APFA of approved leaves greater than 16 days on a monthly basis</p> <p>Allows FAs on Special Assignment to maintain and accrue seniority for the length of the assignment</p> <p>Modifies language to require FA to obtain prior written approval for outside employment while on leave of absence</p>
<b>20</b>	<b>Medical Appeals / Arbitration</b>	Improves process for appeals and requires enhanced company contact obligation
<b>22 (Old)</b>	<b>Joint Scheduling Committee</b>	Moves current language to Article 9
<b>22 (New)</b>	<b>Training &amp; Meetings</b>	<p>Contractual language and Letters of Agreement relating to Training and Meetings incorporated into new Training Article</p> <p>Retain ability to self enroll for recurrent training during base month. Self-enrollment no longer an option in Grace month for those</p>

		<p>who do not attend in Base Month regardless of reason.</p> <p>Added provision for FA not qualified on any equipment at base due to retiring aircraft or aircraft type no longer flying at base</p>
<b>23</b>	<b>Emergency Assignments</b>	Requires notice to APFA if supervisors are utilized in the order of open time
<b>24</b>	<b>Copies of the Agreement</b>	Eliminate "pocket sized" (will be modified to reflect elimination of printed agreement)
<b>25</b>	<b>Exchange of Trips</b>	<p>Deletes test of comparable time for trip trades</p> <p>Prohibits parking of trips to be eligible for TTOT and MU</p> <p>Incorporates Reserve TT test</p> <p>Allows for TT and TTOT across divisions for dual qualified FAs</p> <p>Allows low time FAs to straight pick up from OT</p> <p>Allows OT seat swap to 0800 the day before</p> <p>Permits expanded TT finder and Schedule Enhancement Period (SEP)</p> <p>Requires legal rest plus 1 hour for trip trade "buffer"</p> <p>Creates reducible guarantee for AVBL schedule</p>
<b>27</b>	<b>Bereavement</b>	<p>Extends leave to domestic partners and FA grandchildren</p> <p>Provides for a charge of one PE day for a single duty period removal (turn around, regardless of calendar days involved)</p> <p>FA must use the allowed three PE days within 30 days of death</p> <p>FA may use six PVDs (3 hour daily rate) in conjunction with PE within 60 days of death</p> <p>Moves language to Article 19 – Leave of Absence</p>
<b>28</b>	<b>Dispute Resolution &amp; Grievance</b>	No change
<b>29</b>	<b>System Board of Adjustment</b>	No change
<b>30</b>	<b>General</b>	<p>Renames Article 30 Early Retirement provision to Early Out</p> <p>Moves various items to more appropriate Articles</p> <p>Requires notice of policy/procedure changes through Flight Service website</p> <p>Company shall bear expense of necessary passports and visas</p>

<b>31</b>	<b>Union Security</b>	<p>Amends 31.A.1 to include “assessments”</p> <p>Modifies 31/D to except payments only during unpaid sick, unpaid injury on duty, and transfers greater than 30 days</p> <p>Requires FAs who transfer to supervisory or related positions for more than 12 months to pay a \$250 assessment upon return to the bargaining unit or forfeit occupational seniority accrued while holding the position</p> <p>Amends 31.G to read termination under this Article will be based solely on the failure to tender the “initiation fee and/or membership dues (not including fees and penalties).”</p> <p>Modifies procedures for contesting discharge</p> <p>Modifies check-off procedure to allow deduction of dues from single monthly check</p> <p>Modifies language in 31.O.2 to permit reinstatement of check-off upon recall or reinstatement (replaces the word “reemployed”)</p>
<b>32</b>	<b>Health &amp; Safety Committee</b>	<p>Provides for company to provide necessary inoculations/immunizations</p> <p>Modifies title of Committees to incorporate Welfare into Health and Welfare and Security into Safety and Security</p>
<b>33 (Old)</b>	<b>No Strike, No Lock Out</b>	No substantive change – Moves to Union Security
<b>33 (New)</b>	<b>Crew Rest</b>	<p>Crew Rest contractual language and Letters of Agreement incorporated into new Article.</p> <p>Includes new 787 Crew Rest requirements and 30 minute in-flight crew rest on International all-niter turn-around flights with provisions for Z-blocking and FA may “nap.”</p>
<b>34</b>	<b>Purser</b>	<p>Incorporates Purser Flex Test provisions</p> <p>Sequence pay protection for bid denial on vacation</p> <p>Eliminates first year bidding obligation</p> <p>Allows for attending refresher training out of base</p>
<b>37</b>	<b>Effect on Prior Agreements</b>	No change