



APFA/AA
**Tentative
Agreement**
HIGHLIGHTS

OCTOBER 2014



Dear Flight Attendant,

After months of exhausting work, the Joint Negotiating Committee (JNC) is pleased to present an industry-leading Tentative Agreement (T/A). As we get set to begin a tour of each of the Flight Attendant bases at the new American, all of the JNC members want to thank you for the privilege and honor of serving you, our colleagues. Our goal in negotiations was to blend the cultures of our two proud workgroups, maintain our coveted work rules, and achieve pay rates that would finally give Flight Attendants long-term financial security. We are pleased to report that the T/A's value far exceeds our goals and what we thought would be achievable in negotiations. We are eager to share it with you in its entirety and answer your questions.

Contract negotiations are always a challenge. They require carefully-crafted strategy and intense preparation. These particular negotiations had unique challenges: an expedited timeframe, a new company, and the interests of two very different workgroups. It was a difficult balancing act. Our team worked together as a cohesive unit. This is truly an agreement negotiated by a Joint Negotiating Committee. We negotiated on behalf of the 24,500 Flight Attendants of the new American and we walked away with a T/A that we all agree puts us at the top of the industry in pay and work rules.

We are well aware that this T/A means big changes for Flight Attendants from both legacy airlines. None of the choices the JNC made at the table were taken lightly. We fought hard to keep every sentence of valuable language. We did our best to reach consensus before making some tough decisions. We understand your concerns because we had the very same concerns while we were sitting at the table. But we are confident in the work we did. We negotiated a T/A that sets the bar for the rest of the industry.

In the coming weeks, you will have an opportunity to vote on the T/A. Before you do, make sure you get all of the information. Speak to the FACT Reps and Mobilizers on the line. Attend your local road show and get your questions answered. You can also call APFA Headquarters' T/A Call Center at (682) 292-0244 (open Monday through Friday from 9 a.m. to 5 p.m. Central Time) or email your questions to FACTRep@apfa.org.

Thank you again for the opportunity to work on your behalf and the trust you placed in each of us.

In Unity,
Joint Negotiating Committee

BALLOTS AND VOTING

T/A ratification balloting will begin on October 10, and the voting period will be 30 days. Members can cast their votes via the internet or by telephone. A ballot packet with voting instructions will be sent to all APFA members and to all LUS Flight Attendants at the last home address on file with APFA. If you need to update your address, please contact the Membership Department by emailing membership@apfa.org. Votes will be counted on November 9, 2014.

If you are not an APFA member, to have your vote counted you must become a member no later than the 5th day prior to the end of the balloting period -- by the close of business on November 4. We encourage you to sign up now by visiting www.apfa.org.

Also, if you are a member in bad standing (more than 60 days in dues arrears), to be eligible to vote you must arrange to be in good standing by the close of business on November 4. To do that, contact the APFA Dues Department by emailing dues2@apfa.org.

Once the ballot packets are mailed, we will post Q&As on the balloting process. In the meantime, you can send any questions to APFA's National Ballot Committee at ballot@apfa.org.

T/A CALL CENTER

Questions about the T/A? Give us a call! The T/A Call Center is staffed with APFA representatives from both LUS and LAA bases who are ready to answer your questions about the T/A.

(682) 292-0244
9:00 a.m. to 5:00 p.m. Central Time
Monday-Friday

Visit apfa.org/negotiations for continuously updated T/A Q&As, highlights and other T/A-related information.

APFA

BOARD OF DIRECTORS MEETING

SPECIAL BOARD OF DIRECTORS MEETING

September 24, 2014
Washington Marriott Wardman Park
Washington, DC

Resolution Tally Sheet	Resolution #: 2
	Maker: Casadey
	Second: MacPherson
	Date: 09/24/2014
	Time: 3:02 p.m.

Resolution Name: BOD Tentative Agmt Resolution

	BOS	BOSI	CLT	DCAA-AA	DCAA-US	DFW	IDF	JFK	LAX	LAXI	LGA	MIA	IMA	ORD	PHL	PHX	IOR	RDU	SFO	STL	PRES — Tie-Breaker	
	Denmark	Vargas	Bossi	Valenta	Britton	Barnes	Bedwell	Lewis	Nikides	Ransom	Casadey	Moyer	Trautman	Breckenridge	Kaswinkel	Martinez	Wroble	MacPherson	Salas	Foust	Glading	
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
NO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PASS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PXY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
REC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YES: 20 NO: 0 ABSTAIN: 0 ABSENT: 0

Status: *Passed* *Failed* *Tabled* *Withdrawn* *Show of Hands*

WHEREAS, Article XI, Section 1.A of the APFA Constitution provides that: “A proposed Collective Bargaining Agreement will be submitted to the affected membership for approval only after it has been accepted by a majority vote of the Negotiating Committee and presented to the Executive Committee” for the Executive Committee to accept or reject the proposed Collective Bargaining Agreement (Tentative Agreement) for purposes of sending it to the membership for ratification; and

WHEREAS, the Joint Negotiating Committee voted unanimously to accept the Tentative Agreement and presented it to the Executive Committee with its unanimous endorsement; and

WHEREAS, the Executive Committee voted unanimously to have the Tentative Agreement submitted to the membership for ratification;

BE IT THEREFORE RESOLVED, that the APFA Board of Directors supports the Executive Committee’s decision to send the Tentative Agreement to our members for ratification.

APFA

EXECUTIVE COMMITTEE MEETING

2Q14 MEETING
 September 23-24, 2014
 Washington Marriott Wardman Park
 Washington, DC

Resolution Tally Sheet	Resolution #: 2
	Maker: Glading
	Second: Gluth
	Date: 09/24/2014
	Time: 1:48 p.m.

Resolution Name: Tentative Agreement

	Aurigemma	Watson	Bernstein	Taylor	Nasca	Treasurer	Secretary	Vice President	President
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
NO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PASS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PXY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
REC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YES: 9 NO: 0 ABSTAIN: 0 ABSENT: 0

Status: *Passed* *Failed* *Tabled* *Withdrawn* *Show of Hands*

WHEREAS, under the historic merger between American Airlines and US Airways, an equally historic Negotiations Protocol Agreement (NPA) was entered into among the Association of Professional Flight Attendants (APFA) as the representative of the Legacy American Airlines Flight Attendants (LAA), the Association of Flight Attendants (AFA-CWA) as the then-representative of the Legacy US Airways (LUS) Flight Attendants, and the new American Airlines; and

WHEREAS, a Joint Negotiating Committee (JNC) was formed in early 2014, comprised of an equal number of LAA Flight Attendants chosen through APFA's processes and LUS Flight Attendants chosen through AFA-CWA's processes; and

WHEREAS, the NPA provided for an expedited negotiations process of 150 days of intensive bargaining for a Joint Collective Bargaining Agreement (JCBA); and

APFA
EXECUTIVE COMMITTEE MEETING

WHEREAS, the NPA further provided as a backstop that if a Tentative Agreement was reached but not ratified by the membership or if no Tentative Agreement was reached, the parties would submit outstanding disputes to interest arbitration; and

WHEREAS, under the NPA, if interest arbitration occurs the authority of the arbitrators will be limited to crafting a decision that results in a JCBA with an economic value that is “market-based in the aggregate;” and

WHEREAS, our goal in bargaining was to reach an industry-leading contract, exceeding in value a contract that would be the product of an interest arbitration; and

WHEREAS, on September 2, 2014, the National Mediation Board certified APFA as the exclusive bargaining representative of the combined Flight Attendant workgroup at the new American; and

WHEREAS, on September 19, 2014, the final day of the 150-day negotiation period under the NPA, the JNC and American Airlines reached a Tentative Agreement; and

WHEREAS, the Tentative Agreement is industry-leading; and

WHEREAS, the Tentative Agreement not only will benefit American Airlines Flight Attendants but also will enhance our profession by raising the bar for our fellow Flight Attendants at all network carriers; and

WHEREAS, the Tentative Agreement very substantially exceeds the “market-based in the aggregate” JCBA that the arbitrators would be limited to crafting in an interest arbitration; and

WHEREAS, Article XI, Section 1.A of the APFA Constitution provides that: “A proposed Collective Bargaining Agreement will be submitted to the affected membership for approval only after it has been accepted by a majority vote of the Negotiating Committee and presented to the Executive Committee” for the Executive Committee to accept or reject the proposed Collective Bargaining Agreement (Tentative Agreement) for purposes of sending it to the membership for ratification; and

WHEREAS, Article XI, Section 1.B of the APFA Constitution provides that a decision by the Executive Committee to submit a Tentative Agreement to the membership for approval “should not necessarily be construed as an endorsement of the merits of the proposed agreement;” and

WHEREAS, the JNC voted unanimously to accept the Tentative Agreement and has presented it to the Executive Committee with its unanimous endorsement;

BE IT THEREFORE RESOLVED, that the Executive Committee approves the Tentative Agreement; and,

BE IT FURTHER RESOLVED, that the Tentative Agreement shall be submitted to the membership for ratification; and

BE IT FURTHER RESOLVED, that the Executive Committee unanimously endorses the Tentative Agreement for ratification.

SCOPE & RECOGNITION - Section 1

- Recognition
- Scope
- Successorship
- Labor Protective Provisions
- Partial Transaction Protections
- Force Majeure / Bankruptcy Protection
- Severability
- Remedies

IMPLEMENTATION SCHEDULE

Please visit apfa.org/negotiations

DURATION - Section 39

5-year contract; one-year early opener

COMPENSATION - Section 3

YOS	CURRENT RATES		NEW T/A RATES				
	Current	Current	DOS	DOS+12	DOS+24	DPS+36	DOS+48
	AA	US		2%	2%	2%	3%
1	\$21.58	\$21.96	\$23.28	\$23.74	\$24.22	\$24.70	\$25.44
2	\$23.44	\$23.21	\$24.69	\$25.18	\$25.69	\$26.20	\$26.99
3	\$25.39	\$24.68	\$26.27	\$26.79	\$27.33	\$27.87	\$28.71
4	\$26.70	\$25.37	\$27.97	\$28.53	\$29.10	\$29.69	\$30.58
5	\$29.83	\$28.76	\$30.82	\$31.43	\$32.06	\$32.70	\$33.69
6	\$34.46	\$35.35	\$34.90	\$35.59	\$36.31	\$37.03	\$38.14
7	\$37.27	\$38.31	\$39.02	\$39.80	\$40.59	\$41.40	\$42.65
8	\$39.27	\$39.26	\$40.26	\$41.07	\$41.89	\$42.73	\$44.01
9	\$40.92	\$40.52	\$41.38	\$42.20	\$43.05	\$43.91	\$45.22
10	\$42.54	\$41.83	\$42.92	\$43.78	\$44.65	\$45.55	\$46.91
11	\$43.93	\$42.73	\$44.10	\$44.99	\$45.89	\$46.80	\$48.21
12	\$45.48	\$43.76	\$46.21	\$47.13	\$48.07	\$49.03	\$50.50
13	\$46.74	\$44.72	\$53.52	\$54.59	\$55.68	\$56.80	\$58.50
14	\$47.88	\$45.70					
15	\$49.05	\$47.62					

SENIOR LEAD/PURSER PAY PREMIUMS

Aircraft Type	Domestic	International (IPD & NIPD) Non-Purser	IPD Purser
E190	\$1.25	\$1.25	
B737-800/900	\$2.50	\$2.50	
A319/A320	\$2.50	\$2.50	
MD80	\$2.50	\$2.50	
A321	\$3.25	\$3.25	\$4.75*
B757	\$2.75	\$3.75	\$5.75
B767	\$3.25	\$6.50	\$7.50
B777	\$3.25	\$6.50	\$7.50
B787	\$3.25	\$6.50	\$7.50
A330	\$3.25	\$6.50	\$7.50
A350	\$3.25	\$6.50	\$7.50

*Domestic Transcon

AFT/GALLEY PAY PREMIUMS

Aircraft Type	AFT Domestic	AFT International (IPD & NIPD)	*Galley International (Domestic Widebody, A321T, IPD & NIPD)
B737-800/900	–	–	–
A319/A320	–	–	–
MD80	–	–	–
A321T Only	–	–	\$1.00
B757	\$1.00	\$1.75	\$1.00
B767	\$1.00	\$1.75	\$1.00
B777	\$1.00	\$1.00	\$1.00
B787	\$1.00	\$1.00	\$1.00
A330	\$1.00	\$1.75	\$1.00
A350	\$1.00	\$1.00	\$1.00

NOTE: rates shown are per hour

* One (1) galley position on 757, 767, and A330

* Two (2) galley positions on 777-200, with 3-class service

* One (1) galley position on 777-200 with 2-class service

* Two (2) galley positions on 777-300

These galley positions are in addition to the AFT position.

OTHER COMPENSATION

- Monthly Guarantees: 71 hours, Line Holder; 75 hours Reserve
- Holding time: \$7.00 per hour after first 30 minutes
- Understaffing: \$10.50/hr.
- International Pay - \$3.75 for IPD Sequences; \$3.00 for NIPD flights or segments
- Training Pay: \$75/day
- Jury Duty Pay: 4:15 per day
- Drug Testing: \$15.00
- Language Pay: \$2.00
- Galley Pay: \$1.00
- Holiday Pay: \$75 for Thanksgiving, Christmas, and New Year's Day
- Premiums for Paid Time Off
- ATC/Diversion Pay

EXPENSES - Section 4

- Crew Meals: 12 hr. + block as well as IPD sequences originating at CLT and PHL
- Parking: at base, or at AA/Envoy commuting station — cost of base from where you commute.

PER DIEM RATES

Effective Date	Domestic	International
DOS	\$2.10	\$2.40
1/1/2017	\$2.15	\$2.45
1/1/2019	\$2.20	\$2.50

VACATION - Section 8

Years of Active Service	Days per Year
1-4	7 days
5	10 days
6	12 days
7-9	14 days
10-12	18 days
13-15	21 days
16-17	23 days
18-25	31 days
26+	35 days

- LUS: Status quo of 4.0/3.5 hrs.
- LAA: Trips missed until PBS implementation, then LUS accrual (4.0/3.5 hrs.)
- Filler Days: 3.5 hr. value – vacation days bid individually up to 20% of total days accrued up to a maximum of 6. Ability to bid filler days throughout the year
- VAC Bidding: two rounds, both rounds by seniority
- VAC Buyback: minimum of 5.5% available at each base total annual VAC accrual
- FA may fly Electronic Trade Board (ETB/HIBOARD) time while on VAC
- Transferring FAs carry awarded VAC with them to new crew base
- PVDs: LAA until the implementation of PBS — 6 per year/3.5 daily rate

NOTE: An LAA Flight Attendant hired prior to the Date of Ratification, who is accruing more vacation days than the amount specified in the JCBA vacation chart, will be red circled and will retain the higher number of vacation days until s/he moves to a higher rate on the vacation chart specified in the JCBA. Example: A Flight Attendant with one year of longevity will continue to accrue nine days of vacation until s/he reaches five years of active service at which point s/he shall move to the ten days per year as specified in the vacation section of the JCBA.

INSURANCE, RETIREMENT, OTHER BENEFITS - Section 26

- Life Insurance: Employee base salary over \$1,500/mo., basic coverage two times her/his base salary taken to the next higher multiple of \$100, but not more than \$70,000.
- Medical/Dental Plan:
 - LAA plan
 - LUS remain on their plan for 2015
 - For LUS – Transition Payment of \$3,000
- Optional STD plan available
- DC Plan: LAA – status quo; LUS: 3% employer contribution plus 2.5% employee match

TRAINING - Section 29

- Training periods limited to 9 hours
- Bidding for training will be electronic
- Training Pay: \$75/day plus per diem
- Home Study/Computer Based Training:
 - Up to 2 hours \$25
 - 2-4 hours \$50
 - 4 or more hours \$75
- Travel + Training not to exceed 16 hours (duty)
- Scheduled positive space authorization to/from training

SICK LEAVE - Section 9

- Paid and credited at 100% of scheduled hours
- FA who is unable to report for 21 or more consecutive days will be required to notify Flight Service Manager
- Call in Sick on trip by trip basis or expected return date
- Accrual:
 - LUS: Status Quo – 4.5 hours/month
 - LAA: 3.0 hours/mo. in 2015, 3.5 hours/mo. in 2016, 4.0 hours/mo. in 2017, 4.5 hours/mo. in 2018 and thereafter.
 - 1500 hour accrual cap
- FA may rejoin sequence if trip passes through FA base
- FA will not automatically be required to provide a doctor's statement based on a specific number of sick calls
- If sick while on a trip, FA will receive positive space travel to residence

CREW ACCOMMODATIONS - Section 6

- AA hotel policy consistent with past practice
- Hotel provided when scheduled or unscheduled ground time exceeds 4 hours block-to-block;
- If layover is 10:30 or more, transportation to hotel will be available within 20 minutes; if layover is less than 10:30, transportation will be available within 10 minutes. If not, alternate transportation is authorized, paid either by hotel or by FA expense report
- Flight Attendants will be offered the same hotels as pilots

SCHEDULING - Section 10

PREFERENTIAL BIDDING SYSTEM (PBS)

- Line Construction: Min 70 credit hours, max 90 credit hours; Company may flex line value 5 hours per month for a total of 25 hours per year (max 5 months)

- FA may construct bid lines from 40-110 credit hours, subject to a targeted line average
- Company can set a targeted line average from 75 to 85 hrs. (88 hrs. in flex month)
- New line scheduling software known as Trip Trade System (TTS) for improving a Line Holders PBS award. Will include drop/pickup/trade sequences throughout the bid month
- Unsuccessful Bidders (UB) list established to allow FAs to pickup trips until day of departure
- FAs will retain their position in PBS, TTS, and ETB.
- Position Move Up allows FA to move into a premium position on their sequence up until 2 hours before departure
- Electronic Trade Board (ETB): Real time mechanism to drop, pickup, and trade sequences up until 1 hour prior to departure
- Reserves may utilize ETB for trading and dropping company time sequences on days of availability
- Reserves may utilize ETB to pickup sequences on Golden/Flex Days for pay above credit

RED FLAGGING OF OPEN TIME

- Critical coverage sequences identified by Crew Schedule paid at 150% and credited at 100%
- FA may exceed monthly maximum to fly red flag sequence

DOUBLE UP

FA may waive to receive two pairings within the same duty day not separated by legal domicile rest. FA may be awarded a sequence separated by 30 min. from check-out to check in. FA may waive to FAR maximum duty period.

Example:

Trip 1003	Flt. 0556 CLT 0940 CZM 1243	Block 0303
	Flt. 0557 CZM 1345 CLT 1636	Block 0251
		PAYS 05:51
Trip 1004	Flt. 1112 CLT 1950 BWI 2111	Block 0121 RON
	Flt. 0586 BWI 1350 CLT 1515	Block 0125
	0586 CLT 1625 MCO 1800	Block 0135
	0587 MCO 1900 CLT 2047	Block 0137
		PAYS 10:00

FA has trip 1003 and she picks up trip 1004 on the same day her original trip arrives. She has 3:14 between trips which satisfies requirement of 30 minutes plus her debrief (15) and report (1:00). Her new duty period observes the requirement of not exceeding her FAR Maximum Duty Day of 14 hours. Her newly created 2-day double up trip is worth **15:51**

LAST LIVE LEG

A FA may fly another FA's last live leg for her/him provided all contractual legalities are met.

Example:

Trip 100 Flt. 1901-DFW-CLT Flt. 1902 CLT-DFW

FA 1 lives in CLT but is based in DFW.

FA 2 lives in DFW but is based in CLT.

FA 2 is commuting to DFW to start work.

FA 1 last live leg is Flt 1902 (which is Booked full).

FA 2 is allowed to work for FA 1 as long as he/she is legal.

FA 1 stays in CLT and FA 2 works for FA 1, allowing FA 2 to get home on a full flight.

FA 1 goes home with pay and FA 2 commutes home to DFW.

SATELLITE BASES

- Retained LAA Satellite Base Language
- 15:00 pay/credit per month for Satellite Base Coordinator

RESCHEDULING

- Rescheduling provisions are not intended to treat a Line Holder as a Reserve.
- A Reserve on an ETB trip shall be considered a Line Holder for the purposes of this section.
- If a FA trip sequence is modified 3 days prior to commencement of the sequence, s/he shall not be required to accept the sequence, but will forfeit pay protection.
- If a FA trip sequence is modified within 3 days of departure, the FA, with Company consent, shall not be required to accept the sequence, but will forfeit pay protection.
- At time of rescheduling, Crew Schedule will make every attempt to return the FA to their crew base no later than the time s/he was originally scheduled.
- More than a three-hour delay: If a flight is delayed more than three hours, a FA shall not be required to standby and shall be relieved of duty provided other FAs are available.
- A FA who is rescheduled will be guaranteed the pay value of her/his originally awarded sequence, or actual time, whichever is greater. This protection applies to a FA who is replaced as a result of crew or equipment substitution.

NOTIFICATION OF DELAY

Report no Fly: 3 hours pay in the event the FA has been notified less than 3 hours prior to report time if FA has departed residence.

ILLEGAL THROUGH NO FAULT

If FA is FAR or contractually illegal during a sequence, FA shall have the option to split back onto sequence once s/he becomes legal. (Splitting onto a trip is joining your original sequence on any leg other than the initial leg.)

If impractical to split back on, FA will be released and paid value of originally scheduled trip. Must be FAR illegal for pay protection.

FA will be paid and credited for any portion of sequence flown by a substitute crew up until the point where they could split back onto sequence.

Example: FA is unable to split back on to original sequence.

TRIP A

SKD 25 BA 1653 MIA 0950 POS 1341 3.51
SKD ONDUTY 5.21 ODL 15.50

SKD 26 49 2282 POS 0701 MIA 1100 3.59
SEQ SKD 7.50 P/C 2.10 TL 10.00 TAFB 26.40

TRIP B

SKD 27 BA 1653 MIA 0950 POS 1341 3.51
SKD ONDUTY 5.21 ODL 15.50

SKD 28 49 2282 POS 0701 MIA 1100 3.59
SEQ SKD 7.50 P/C 2.10 TL 10.00 TAFB 26.40

FA on Trip A overflies into trip B causing a direct conflict. FA cannot be legally split back on at any point. FA will be protected for the value of both trips.

Example: FA is able to split back on to Trip B.

Trip A

SKD 01 49 986 MIA 1058 STT 1343 2.45 1.05
SKD 01 49 986 STT 1448 MIA 1744 2.56
SEQ SKD 5.41 P/C 0.00 TL 5.41 TAFB 8.16

Trip B

SKD 02 49 281 MIA 0715 DFW 0925 3.10 1.45
SKD 02 49 1601 DFW 1110 CUN 1340 2.30 1.05
SKD 02 49 1601 CUN 1445 DFW 1735 2.50
SKD ONDUTY 12.50 ODL 15.35

SKD 03 BA 2414 DFW 1040 MIA 1429 2.49 2.36
SKD 03 BA 1306 MIA 1705 SDQ 1926 2.21
SKD ONDUTY 9.16 ODL 11.36

SKD 04 BA 1145 SDQ 0832 MIA 1055 2.23 1.40
SKD 04 49 1481 MIA 1235 SDQ 1455 2.20 1.13
SKD 04 49 1481 SDQ 1608 MIA 1830 2.22
SEQ SKD 20.45 P/C 0.00 TL 20.45 TAFB 60.45

FA on Trip A overflies into Trip B causing a direct conflict. FA can be legally split back on sequence day 2 MIA/SDQ leg. Will be pay protected up until the point at which they can be split back on.

LAST SEQUENCE OF THE MONTH PAY AND CREDIT

FA is pay protected if her/his last trip of the month is canceled or if any trip in the last series of trips occurring in their schedule is canceled.

Example: FA has four consecutive trips Oct. 28 thru Oct.31, any lost time in that series is protected in its entirety (last series can happen anytime in month).

SEQUENCE SPLITS

A Sequence Split is joining a sequence on any leg other than the initial leg.

Company-Initiated Split: Replacement FA will receive minimum 5:00 per duty period

FA-Caused Split: FA causing split will receive duty rig calculated for duty periods prior to or following the day of the split only as applicable. FA will receive the greater of: 3:00 min day, scheduled or actual segments flown, for duty periods completed prior to the day/ following the day of the split, and actual pay for the day of the split.

Example:

Trip 1002- Flt. 323 CLT-PIT-LGA ron
 Flt. 324 LGA-CLT-MCO ron
 Flt. 523 MCO-CLT-BNA ron
 Flt. 524 BNA-PIT- CLT

FA 1 is awarded trip 1002. FA 1 gets sick on 2nd day and splits off in CLT. FA 2 picks up trip in CLT and finishes trip. FA 1 receives pay for LGA-CLT leg. FA 2 receives sequence recalculated at a 5 hour average.

NO FURLOUGH

Scheduling efficiencies, including but not limited to PBS, will not result in furloughs of any FAs employed as of the ratification date. Protection ends 12 months after full implementation of PBS

HOURS OF SERVICE - Section 11

- FA will receive actual or scheduled flying time on a leg-by-leg basis, whichever is greater.
- A Reserve may not be scheduled to fly over thirty-five (35) block hours in any seven (7) consecutive days.
- A Line Holder may not be scheduled to fly over thirty (30) block hours in any seven (7) consecutive days. However, in no case shall a Line Holder be required to exceed thirty-five (35) block hours in actual operations.
- ETB/HIBOARD trip pick ups will not count towards the thirty-five (35) block hour limitation.
- Minimum Guarantee: FA will be guaranteed three (3) hours minimum pay for each duty period in a multi-day trip sequence; in addition to the aforementioned minimum, a five (5) hour average day rig will also apply for each duty period when flying is performed.
- Trip Rig: A FA will receive one (1) hour pay and credit for each three hours, thirty minutes (3.30) s/he is away from base.
- Duty Rig: A FA will receive one (1) minute pay and credit for each two (2) minutes s/he is on duty.

DOMESTIC DUTY LIMITATIONS (Monthly Pairing Construction Only)

Maximum Scheduled Duty Period (Hours) Based on Number of Flight Segments							
Report Time (Home Base)	1	2	3	4	5	6	7
0000-0359	9:15	9:15	9:15	9:15	9:15	9:15	9:15
0400-0459	10:15	10:15	10:15	10:15	9:15	9:15	9:15
0500-0559	12:15	12:15	12:15	12:15	11:45	11:15	10:45
0600-0659	13:15	13:15	12:15	12:15	11:45	11:15	10:45
0700-1259	13:15	13:15	13:15	13:15	12:45	12:15	11:45
1300-1659	12:15	12:15	12:15	12:15	11:45	11:15	10:45
1700-2159	12:15	12:15	12:15	11:15	10:15	9:15	9:15
2200-2259	11:15	11:15	10:15	10:15	9:15	9:15	9:15
2300-2359	10:15	10:15	10:15	9:15	9:15	9:15	9:15

Note: The above chart is limited to 8 hours and 59 minutes (8:59) block hours. However, a duty period may exceed in both duty and block time provided the sequence is limited to one (1) duty period and to no more than two (2) live segments. The scheduled on-duty maximum for such pairing shall be fourteen (14) hours and fifteen (15) hours in actual operations.

DOMESTIC ON-DUTY LIMITATIONS (Actual Operations)

Report Time	Rescheduled On-Duty Max	Operational On-Duty Max
0500-1659	13:15 hours	15:00 hours
1700-2259	12:15 hours	13:00 hours
2300-0459	11:15 hours	12:00 hours

On Duty limitations may be waived by a FA who will be paid an additional rate of 1 minute for every 2 minutes on duty for the entire duty period from report through the end of debrief (15 minutes for domestic). Once waived, it cannot be rescinded and the FA will be paid even if the on duty limitations are not exceeded. Flight may operate with minimum crew should some crew members not waive their maximum duty period.

Standby Reserve Duty Limitations Subject to Duty Period Maximums in Table Above

- Minimum Days Off: Line Holder will have no less than 11 calendar days free from duty in crew base
- Domestic Home Base Rest: 11 hours calculated from release from duty to report for duty; may be waived in PBS/TTS/ETB
- Domestic Minimum Rest Overnight (RON) Layover Rest: 9:30 scheduled from release from duty to report for duty; in actual operations, may not be reduced below 8:20. 8 hours 'behind the door' language retained.
- Crew Schedule will reschedule crew if they do not receive 8 hours 'behind the door'
- Domestic Flight Segments: Red-eye sequence touched 0100 through 0101 local time
- On-Duty All Nighter (ODAN): includes on duty hours between 0100 and 0500 Home Base Time (HBT)
- Domestic On-Board/Boarding Requirements
 - 165+ seats 35 minutes prior
 - 165 or less seats 30 minutes prior
 - Domestic Report and Release Times/Sign-in and Debrief:
 - 1 hour prior to departure at both origination of sequence and RON
 - 15 minutes release after aircraft block-in

RESERVE - SECTION 12

- A Reserve FA will have 12 days off a month (8 Golden Days and 4 Flex days)
- PBS will be used to bid Golden Days or Flex Days
- Golden Day (GD): A day off which may not be assigned flying unless FA consents to the assignment.
- Flex Day (FD): A day off into which flying may be assigned in accordance with a strict order of assignment.
- A Reserve FA will have 12 hours HBR (Home Base Rest).

RESERVE ROTATION

- First twelve months after initial training will be straight Reserve
- After one year, Reserve duty will be 1 month on/1 month off for a period of three years
- After four years, Reserve duty will be 1 month on/3 months off

SENIOR BUMP

Allows FA currently not on Reserve to bid onto RSV to change assigned RSV month

TRANSFERS: EFFECT ON ROTATION

If a FA transfers to a base where her/his seniority places him in the Reserve duty group, s/he will be scheduled for RSV for the first full scheduling month at the new base, irrespective of previous Reserve service at the former base.

VACATION/PLOA: EFFECT ON ROTATION

FA who is granted VAC or approved LOA for part or all of their scheduled RSV month will be considered as fulfilling her/his obligation for an entire month's RSV and will maintain normal position in the rotation

SCHEDULED DAYS FREE OF DUTY

- RSV may bid for a sequence that originates on a RSV day that flies into a GD. Processed after all available reserves, and any pay on her/his GD shall be paid as pay and credit.
- If actual operations cause a RSV's duty period to be extended into a GD, any pay hours will be paid at pay /no credit (above guarantee). If flown into GD by one hour or less, GD will not be restored. If flown into GD by more than one hour, GD will be rescheduled.
- RSV may bid for a sequence that originates on a RSV day that flies into a FD. Processed after all available reserves, and any pay on her/his GD shall be paid as pay and credit.
- A RSV may be assigned into a FD and all pay associated with sequence will be pay and credit. If a RSV is assigned to work into a FD, a new day off will be scheduled.
- If actual operations cause a RSV's duty period to be extended into a FD, any pay hours will be paid at pay no credit (above guarantee). If flown into FD by one hour or less, FD will not be restored. If flown into FD by more than one hour, FD will be rescheduled.
- RSV may bid for a sequence that originates on a RSV day that flies into a FD. Processed after all available reserves, and any pay on her/his GD shall be paid as pay and credit.
- A RSV may pick up a sequence on a FD or a GD and all pay associated with sequence will be pay no credit(above guarantee)

TRADING DAYS OFF

ETB (Electronic Trade Board) will be used for trading days off. Reserves may also trade days off with Company. All FAs requesting trades with the Company will be combined into a single seniority list according to the days approved for trade, and requests will be awarded in seniority order.

RESTORING FLEX/GOLDEN DAYS

RSV will contact Crew Schedule within 48 hours for the reinstatement of a Golden Day; FA and Crew Schedule will mutually agree on an alternative day. If they cannot agree, or RSV fails to call within 48 hours, or there are no more days of availability in the Reserve period, the FA will receive pay/no credit equal to the value of a Reserve Day (min guar/avail days in that month)

UNINTERRUPTED CREW BASE REST

- At the end of a RSV sequence, RSV will be considered released from RSV duty to begin legal crew rest. RSV will not be required to contact Crew Schedule during rest
- Crew Schedule may not call for the first 8:30 of rest, unless operationally necessary to change the next flying assignment. FA is not obligated to take the call. RSV will check the Crew Management System to acknowledge any assignment concurrent with the start of their Reserve Availability Period (RAP) or Standby assignment.
- After rest, RSV will be placed on a full RAP shift unless RSV requests to be placed on RAP with a modified start time, subject to Crew Schedule awarding the modified RAP. Modified RAP will contain the same end time as the originally published RAP.

STANDBY RESERVE

- Must be legal and available for the number of duty days required for a standby shift. Must also be legal and available for the number of hours times the min day (1 day = 5 hours, etc).
- 4- or 6-hour shifts (3:30 or 5:15 pay)
- May not be assigned Standby more than two times a month unless all Reserves at a base have been assigned Standby at least two times
- Sequence must depart no later than two hours after standby period
- 1:1 pay for boarding duty extended beyond standby shift
- Call out for RSV: 2 hours or 3 hours (co-terminal)
- Pay will be 1 hour of pay for every 1 hour and fifteen minutes on duty (1: 1.25) for duty time on standby, and any additional time up to departure of sequence plus full value of the sequence.

Example:

Standby shift: 0700 – 1100

Assigned Sequence departing at 1300

1:1.25 for 0700-1200 report + full sequence value

RESERVE AVAILABILITY PERIOD (RAP)

- RAP is the duty period during which a Reserve is available to be called for a trip.
- No more than 4 daily RAPs
- RAPs will be published in bid package for following bid period for each base
- RAPs will be 12 hours in duration
- Automatically released at end of RAP if no assignment
- Not contactable outside of RAP
- Report no later than two hours after the end of the RAP
- FAs must acknowledge assignments through automated system at commencement of RAP

MINIMUM RESERVE CALL OUT TIME

2 hours/3 hours in a co-terminal city

FUTURE RESERVE BIDDING

- Bidding will be via electronic system
- Entered no later than 1700 HBT for sequences that report on/after 0200 HBT the next day, through sequences that report up until 0159 HBT the subsequent day
- RSV may indicate a standing bid on file

FUTURE SCHEDULING AWARD/ASSIGNMENT

- RSV awards one day prior starting at 1700 HBT
- Open pairings from Unsuccessful Bidders List shall be awarded to RSVs, as well as RAP assignments and Standby assignments no later than 1800 HBT through an automated system
- RSV shall acknowledge assignment prior to 2100 HBT
- If on a sequence, RSV must acknowledge assignment no later than 1 hour after release
- RSVs grouped according to remaining days of availability.
- Sequences grouped according to number of days the sequence operates
- CLOSED GROUP: When the number of sequences within group exceed number of RSVs in the corresponding group
- OPEN GROUP: When the number of sequences within the group are less than number of RSVs in corresponding group
- EXCEPTION: RSV may bid for International trip or one day trip greater than 8:59 block; will not apply 11/15- 1/5.
- Sequences and standby are assigned in seniority order to Reserves within the base
- If grouping becomes closed during this process, RSV must select a sequence within her/his grouping, except when sequences in higher groups would remain uncovered.
- If the group is open at time of processing, RSV may Remain on Call (ROC), or accept sequence outside her/his grouping.
- If FA opts to ROC, they may be assigned a RAP or a trip.

DAILY SCHEDULING AWARD AND ASSIGNMENT

- Sequences that are open after Future Scheduling award or assignment
- Assigned in order of RAP award, then least to most previously assigned daily assignments, then inverse or of seniority

AGGRESSIVE RESERVE

- Reserve requesting to be assigned first on RSV days, FDs or GDs. May indicate aggressive status on a monthly or daily basis
- First 40 hours of Aggressive Reserve flying will be pay and credit, credited as month to date hours

CALLING OUT OF TIME

Monthly maximum established for Line Holders

PRIORITY OF ASSIGNMENT

Sequences that remain open after Future or Daily processing

- Out of base RSVs by inverse seniority; out of base RSV may choose sequence if more than one remains open
- RSV on a RAP previously assigned a sequence by Daily (reassignment)
- Legal and available inbound Reserves at Crew Schedule's option;
- RSV on a FD in inverse seniority
- Line Holder on days off in inverse seniority order

SEQUENCE VERIFICATION AND RESERVE CHECK-IN

RSV must acknowledge assignments at beginning of RAP

Daily assignments made by positive contact

RSV may be removed from sequence if they check-in 10 minutes past the scheduled report time

ASSIGNMENT INFORMATION

- RSV will be provided real-time info that allows a RSV to view RSV names, seniority numbers, RAP shifts and bids, sorted and displayed by seniority
- All sequence information, including last and current assignments
- Pay and credit
- Days of availability remaining
- Flex days adjacent to last day of RSV availability

MONTH-TO-MONTH INTEGRATION

Reserve to Line Holder:

- Transition sequence shall be operated in its entirety
- RSV will not be assigned the sequence until after the RSV order of

assignment language which RSVs have been assigned sequences into Flex Days

- RSV entitled to pay protection for any flight time lost as a result of this assignment
- If the assignment causes an illegality, RSV is protected consistent with Illegal Through No Fault language

Line Holder to Reserve:

- Transition sequence which overlaps Golden/Flex days shall be paid at pay/no credit and days off not restored
- If sequence awarded prior to PBS run, FA may elect during the PBS bid whether to treat the sequence as RSV (pay and credit), or days off (pay/no credit/above guarantee).

RESERVE TRIP TRADING/DROPPING

- RSV may trip trade with another FA
- RSV may utilize ETB to relinquish sequence to another FA- guarantee will be reduced by the value of the trip
- All legalities related to the dropped trip sequence will be assumed as scheduled to be flown

RESERVE FAS WITH MISSED TRIPS

RSV may either:

- Be released from obligation from remainder of the day, and guarantee reduced by that one day; OR
- Remain available for the remainder of that day. In this instance, RSV may be assigned another sequence, assigned to standby, or assigned to Reserve for the day. RSV guarantee will not be docked, even if RSV stays available but is not utilized

Missed trip will remain on FA's record for attendance purposes

INTERNATIONAL - Section 14

International – Any operating or deadheading flight outside of the (48) contiguous United States with the exception of Canada and Alaska. This exception does not apply if a flight originates outside the contiguous forty-eight (48) United States and proceeds non-stop to Canada, or Alaska and vice versa.

****ALL Mexico flying is now considered International flying (NIPD)****

INTERNATIONAL PREMIUM DESTINATION (IPD)

Any flight to/from Europe, Asia and destinations in Deep South America that have a premium level of service. Hawaii and other destinations that have a premium level of service will be considered IPD.

NON-INTERNATIONAL PREMIUM DESTINATION (NIPD)

International flying that does not meet the definition of International Premium Destination Flying, including Mexico, the Caribbean, and northern South America.

NON-LONG RANGE FLYING

International duty period that does not contain flying in excess of 12 hours "block". You will not be scheduled/rescheduled over 14 hours.

MID-RANGE FLYING

International duty period that does not exceed 12 hours "block", however the duty period will be scheduled or rescheduled for more than fourteen (14) hours but not to exceed fifteen (15) hours.

LONG-RANGE FLYING

International duty period with a scheduled international segment in excess of twelve (12) hours, but not more than 14:30 block.

EXTENDED LONG-RANGE FLYING

International duty period with a scheduled International segment in excess of fourteen hours and 30 minutes (14:30) block.

Duty Type	On-Duty		Max Block excluding deadhead	Segment Restrictions
	Max Schedule	Max Actual		
Non-Long Range	14:00	16:00*	12:00	A duty period may include any mix of International or International and Domestic segments.
Mid-Range	15:00	17:00*	12:00	A duty period may include either one Domestic segment and one (1) IPD segment, or one day turn (2 NIPDs) or two (2) NIPD segments. CO AGREED 8/26/14
Long-Range	16:00	18:00	14:30	A duty period may include one (1) IPD segment (only).
Extended Long-Range	Flt time plan sign in debrief, max 20:00	Original scheduled duty plan 3:00	NA	A duty period may include one (1) IPD segment (only).

* Exceeding 16 hour on-duty maximum in actual operations will be subject to 200% pay premium.

**INTERNATIONAL FLYING –
REPORT AND RELEASE FROM DUTY**

- Report: 1 hour 15 minutes for IPD flights; 1 hour NIPD report
- Release time depends on last segment flown (INT/DOM ... 30/15)

INTERNATIONAL ON-BOARD REQUIREMENT

- IPD Flights 50 minutes
- NIPD Flights 45 minutes

DUTY PERIOD

A duty period containing IPD flying, shall be limited to:

- IPD flying only; or
- IPD flying plus one (1) additional operating or deadheading segment of any type preceding or following the IPD segment.

LAYOVER REST PERIOD

- NIPD duty period shall be scheduled for no less than 9 hours 30 minutes. (Must have 8 hours behind the door)
- A FA on an IPD duty period shall be provided no less than 14 hours layover rest.
- A FA on a duty period, which exceeds 6 hours block with an RON in Hawaii, shall be provided a 14 hour layover.
- As an exception to the layover rest specified in this section, the union and the company may agree to shorter layover rest to allow certain high value sequences. (Example: DFW-EZE, JFK-GRU “rockets”)

PURSER

The #1 position will be considered Purser only on all IPD flights. (ALL other #1 positions will be considered LEAD)

FILLING OF PURSER VACANCIES

- Qualified Purser at each domicile shall include 150% above the operational requirements.
- The company agrees to train a minimum of 80 FAs per year system-wide.
- Once trained, Purser will have a 6-month lock-in
- Three-month advance notice in order to resign the Purser position.
- Resignation may only be rescinded in the first 30 days.

PURSER ELIGIBILITY/SELECTION CRITERIA

- 18 months of active service as a FA
- Complete all required qualification training
- Criteria must be met in order to be eligible for Purser program (must not be on second stage of discipline)
- 150 paid Purser hours exclusive of vacation and sick each calendar year

CREW REST - New Section 38

- Provides for inflight crew rest in various locations: cabin/cockpit jumpseat, passenger seat, designated crew rest seat, or crew bunk.
- Includes a *Crew Rest Guideline* Chart.
- Sets minimum standards for crew rest facilities on Long-Range and Extended Long-Range flights: No less than (4) crew bunks on 777 & 787 aircrafts; no less than four (4) curtained off, reclining/sleeper seats on all other aircrafts.
- If a LAA 757 operates to/from CLT and PHL on flights 7 or more hours, the crew would be provided with the six (6) hydro lock seats; however, this provision will cease when/if the Company has curtained off three (3) Main Cabin Extra seats for crew rest.
- Sets minimum design standards for designated crew rest seats and crew bunks on 757 (LAA & LUS), 767-200 (LUS), 767-300, A330, 777, and 787
- Includes language to ensure the Company meets with APFA to discuss the design of crew rest facilities for existing and future aircraft.
- Provides language and procedures when a crew rest seat or bunk is unavailable due to significant malfunction.
- Allows Lead FAs/Purser to coordinate and schedule specific inflight rest periods for each working FA

LANGUAGE - Section 15

Staffing – The maximum number of required foreign language speaking FAs shall be as follows:

- Up to one (1) per narrow body/single aisle with fewer than 200 economy seats
- Up to one (1) per class of service on wide body/dual aisle aircraft with fewer than 200 economy seats
- On aircraft with 200 or more Economy class seats, up to one (1) each in each class of service as applicable, and up to two (2) in Economy

Aircraft Type	Number of Speakers
Narrowbody*	Up to 1 per flight
Widebody/Dual aisle with < 200 main cabin seats**	Up to 1 per class of service
Widebody with 200 or > main cabin seats	Up to 1 per each premium cabin, up to 2 in main cabin

Note: In the event a charter or scheduled segment where the majority of customers have been identified as foreign speaking, the Company may require two (2) foreign speakers.

As an exception to paragraph above, in the event a scheduled segment to/from or within Asia, the Company may require one (1) additional speaker.

- Purser is not prohibited from serving in a required foreign language position.
- Required Foreign Language qualified FAs are restricted from serving in a galley position.

LOCK IN

- 6 months from effective date or transfer
- In a mutual transfer, any remaining lock-in period will remain at the respective base.

PAY

- \$2.00/flight hour
- All FAs on a flight that are qualified speakers will be paid speaker pay.
- Reserve Speaker shall be required to fly Speaker sequences until Reserve monthly maximum is met, or unless otherwise permitted by Crew Schedule.

PBS AWARDS

Each bid period, the Company shall identify the designated FA pairings to be filled by a speaker.

POST LINE AWARD ADJUSTMENTS (ETB, TTS)

Speakers may use TTS (trip trade system) to conduct Drop/Pick up transactions with other Speakers

LANGUAGE PROFICIENCY

The Company may schedule, no more than once every two years, a language assessment test.

EDUCATION

In the event the Corporate Tuition Reimbursement Program is not available, FA will be reimbursed for foreign language courses up to \$1,000.00.

LANGUAGE RESIGNATION

- The Company will establish the number of language qualified FAs who will be permitted to resign a language qualification according to operational needs, however the number will be between two and a half (2.5%) and five (5%) of the qualified FAs at each base.
- FA must have ten (10) years or more of occupational seniority and may not be serving a lock-in.
- Company may restrict FAs from dropping their language qualification if:
 - No FA qualified in such language have been hired in the twelve (12) months preceding the month in which the Language Drop Proffer would occur; or
 - The Company can demonstrate ongoing unfilled vacancies in such language.

CHARTERS - Section 18

- Charters will be built into sequences at a crew base; if not known before sequence construction, the charter sequence will be placed into open time
- Cap customer selected crews at 10% of charters with agreement that in selecting FAs for such charters, the Company will adhere to the 'No Discrimination' policy in Section 37 A.

UNIFORMS - Section 7

- Detailed Uniform List
- Uniform Dollars based on Paid Hours in previous calendar year
- Luggage Replacement every 3 Years
- Coat replacement every 5 Years
- Company Paid Uniform Replacement in the Event of Complete or Partial Uniform Change
- Company Maternity Uniforms Provided for Loan
- Uniform Committee Input

UNIFORM DOLLARS

Paid Hours	Uniform Dollars
> 960	\$250
721-960	\$225
481- 720	\$175
200 -480	\$125
Less than 200	\$0

DEADHEAD - Section 16

- Full pay and credit
- Space positive authorization for scheduled and unscheduled deadheads
- Next scheduled flight vs. next available flight

SENIORITY - Section 20

- Occupational Seniority: First day of initial training or SID
- Longevity: Seniority pay and VAC accrual accrued from another company position will be applied for FAs prior to DOS
- FA transferring to non-flying/supervisory duties shall retain and accrue seniority
- FA transferring to non-related duties shall accrue seniority for one year

LEAVES OF ABSENCE - Section 25

PERSONAL LEAVE

A FA may be granted a personal leave of absence without pay for a period not to exceed one hundred eighty (180) days.

VOLUNTARY LEAVE OF ABSENCE (VLOA)

- The FA may be granted a VLOA without pay for one (1) bid period.
- The Company may offer a VLOA of less than a bid period
- If there are remaining leaves available they shall be granted on a first-come, first-serve basis

LEAVE IN LIEU OF FURLOUGH

- A leave in lieu of Furlough without pay will be available to bid at a crew base in lieu of a reduction of personnel in accordance with Section 23 – RIF.
- The Company will NOT actively contest claims for unemployment benefits.

MEDICAL LEAVE OF ABSENCE

- Company shall grant medical LOA due to illness or injury
- Company will require a written verification from physician confirming inability to perform FA duties
- Any FA who is on an unpaid medical leave as of the effective date of this Agreement shall be afforded five (5) years from the Agreement effective date, unless s/he is released to return to active duty and fails to return during such time period
- Any FA who is unable to return to active service from an unpaid Medical Leave after (5) consecutive years shall be deemed to have voluntarily resigned. Removal from the seniority list, however, shall not be automatic. Instead, the Company, upon request from the FA, shall consider whether an additional period of leave of a specific duration may be reasonable.

FAMILY MEDICAL LEAVE (FMLA)

- FA will be required to use her/his sick hours while on FMLA for own illness. At FA's option, s/he may use vacation that is or may be scheduled during the year while on FMLA for her/his own illness.
- While on FMLA, the use of vacation while caring for a family member will be in accordance with Company policy

OTHER EMPLOYMENT WHILE ON LEAVE

- FA commencing in other employment or previously engaged in other employment while on PLOA, VLOA, Leave in Lieu of Furlough, Educational, Maternity, Adoption, Military or Union Leave shall not be required to obtain permission of the Company.
- Voluntary/Involuntary Furlough will be allowed to work in the aviation industry

RETURN FROM A LEAVE OF ABSENCE

- FA shall provide the Company with at least fifteen (15) days' notice.
- Recurrent training must be scheduled to begin within the first seven (7) days of the return
- Extended training will be placed in next class. Class date shall not exceed (31) days from return date
- If no training class made available, Company will pay protect FA
- FA requesting alternate class will waive pay protection.

BEREAVEMENT DAYS

FA will be granted up to three (3) days off when there is death in FA's immediate family: Spouse, domestic partner, children, stepchildren, grandchildren, parents, step-parents, grandparents, brothers, sisters, legal guardian and spouse/domestic partner's family.

Bereavement will also be granted in the event of death of any member of the employee's household residing at the same address.

PERSONAL DAY POLICY

FA is entitled to two (2) Personal Days per rolling twelve (12) month period

REDUCTION IN PERSONNEL - Section 23

- Voluntary Furlough, VTSP, and Leaves in Lieu of Furlough will be offered
- Involuntary furloughs will be done in reverse order of seniority, and recalled in order of seniority
- Medical and Dental insurance maintained during furlough pay period
- Travel passes valid for first 24 months of furlough
- Education/Interim employment allowed during furlough
- Furlough Pay:

Years of Active Service	Furlough Pay
1 year but less than 2 years	0.5 months
2 year but less than 3 years	1.0 months
3 year but less than 4 years	1.5 months
4 year but less than 5 years	2.0 months
5 year but less than 6 years	2.5 months
6 year but less than 7 years	3.0 months
7 year but less than 8 years	3.5 months
8 year but less than 9 years	4.0 months
9 years and thereafter	4.5 months

FILLING OF VACANCIES - Section 22

- Ability to conduct mutual transfers using seniority
- In the event of displacement or base closure, Company agrees to create openings at nearby bases with similar flying. These base assignments will be awarded by system seniority
- Three month lock-in period after a voluntary transfer; this provision waived if first or second choice of base transfer was not available at time of award

CO-TERMINALS - Section 17

- Co-terminals shall mean two (2) or more airports serving the same metropolitan area.
- Compensation for surface deadhead between co-terminals shall be paid and credited; the time paid shall be flight pay in accordance with the contractual co-terminal pairing chart.
- Surface deadhead between co-terminals shall be treated as if it were a flight deadhead for purposes of determining legalities and duty rigs.
- All premiums and per diem will apply to surface deadhead.

GENERAL - Section 37

- Cabin Cleaning: Status quo at LAA and LUS until merged operations; then legacy US language
- Cabin jump seats: Membership vote by July 1, 2015;
- Cabin jump seat priority list
- Weight Restriction: Pilot 'me too' and non-discriminatory application
- Commuter Policy: LUS to include "full flights"

TEMPORARY DUTY ASSIGNMENT (TDY) - Section 13

- Limits to Award & Assignment
- TDY vacancies will be for Reserve positions only
- TDY vacancies will be available for bid by Reserves and will be awarded in seniority order

EXPENSES

- Hotel Accommodations
- Per diem commencing one (1) hour prior to departing from her/his home base and continuing until fifteen (15) minutes after arrival at her/his home base at the conclusion of the TDY assignment
- The cost of a compact size rental car, including gas and hotel parking; or, at the Reserve's option, s/he will be reimbursed for transportation, in lieu of a rental car, not to exceed the cost of a compact size rental car
- Reasonable telephone access fees and one (1) long distance call per day from the TDY hotel facility not to exceed five (5) minutes
- Actual laundry and cleaning expenses for uniforms and personal clothing if TDY assignment is seven (7) days or more.

PAY AND CREDIT

- Monthly pay guarantee plus five (5) additional hours for each week of TDY assignment
- Deadhead pay to and from her/his TDY assignment

UNION BUSINESS - Section 32

- Company will provide each FA with copy of the JCBA
- Reports provided monthly to Union
- Travel for Union Business: 'me too' with other workgroups
- Monthly union flight pay loss: 350 hours, plus applicable premiums

MOVING EXPENSES - Section 5

QUALIFYING FOR EXPENSES

- Opening of a new crew base
- Crew base closure
- Displacements from crew bases for any reason

SETTLING DAYS

Upon request, the Company will provide a FA with five (5) consecutive calendar days free of all duty, three (3) days of which shall be paid and credited.

GENERAL

Paid moving expenses if move is completed within three (3) years of the effective date of the transfer.

VOLUNTARY TRANSFERS

- Company shall provide five (5) consecutive calendar days free of duty
- Unpaid, no expenses

NEW HIRES

- Upon completion of initial FA Training
- Five (5) consecutive settling days of which three (3) days paid and credited
- Hotel accommodations

INJURY ON DUTY (IOD) - Section 27

Statutory Waiting Period:

- FA must use accrued sick leave hours, if available; or
- At FA's option, s/he may use vacation time when sick leave hours have been exhausted
- If a FA receives retroactive payments of Workers' Compensation benefits for the statutory waiting period, s/he will be required to reimburse the Company for any sick leave and vacation used during such period.

SALARY CONTINUANCE

- In addition to receiving Workers' Compensation benefits, a FA must select a physician from the Preferred Provider Network (PPN) to be eligible for salary continuance, except in the following cases:-
 - S/he lives in a state where the Company chooses not to participate in a PPN
 - The state does not have a PPN
 - The FA's primary residence is more than 45 miles from the nearest PPN provider
- The amount of a FA's salary continuance will be equal to her/his six (6) month average but in no case shall s/he receive an amount greater than one hundred and ten (110) hours
- A FA's salary continuance will be offset by her/his Workers' Compensation benefits
- FAs shall be eligible to receive salary continuance for up to six (6) months
- If a FA sustains injuries as a direct consequence of an aircraft accident that results in substantial aircraft damage or a single fatality, s/he will be eligible to receive salary continuance for up to thirty six (36) months
- If a FA sustains injuries or disabilities as a direct consequence of an aircraft accident that results in substantial aircraft damage with a single fatality or multiple fatalities without substantial aircraft damage, s/he will be eligible to receive seventy-five (75) hours of pay per month for a period not to exceed the length of her/his service, and such payment will end at age 65 or on the date of separation from the Company, whichever is earlier.

BENEFITS

- A FA on IOD will be considered an active employee for all purposes, save pass privileges, for the duration of time s/he is receiving salary continuance and for any period of time following the expiration of salary continuance s/he claims sick leave or vacation.

GENERAL

- A FA shall continue to accrue pay, longevity (Company) and bidding seniority for the duration of an IOD.
- A FA on IOD may, upon request, attend training if approved in advance by Flight Service.
- An IOD will not be considered a sick leave occurrence for attendance purposes.

MEDICAL EXAMINATIONS - Section 28

- Reasonable grounds by AA shall require FA to submit to medical exam.
- Company shall choose the medical or mental health professional for exams.

- The Company will conduct any examination where FA resides.
- AA will furnish positive space round-trip to nearest health care facility.
- FA may appeal the Company health care provider's determination
- FA may confirm and/or refute the Company's health provider's results at own expense, own healthcare provider.

GENERAL

- Exams shall be performed within ten (10) days.
- NO exams shall be required twelve (12) hours before/after a trip.

PROBATION - Section 21

- One hundred eighty days probationary period
- Company may discharge probationary FA without cause and without hearing

CRAF - Section 19

COMPENSATION

- International premium of \$3.25; \$5 override for Aero Medical CRAF; \$3 override for Troop Movement CRAF
- Minimum guarantee of 80 hours per month
- Greater of scheduled or actual for sequence
- Ground pay with passengers: \$12/hr.

CRAF PREFERENCE LIST

- Preference List available within 60 days of contract ratification
- List opens for re-preferencing annually on September 1st
- Name remains on List until submission of removal with 30 days written notice
- CRAF Sequences awarded in seniority order

CRAF ACTIVATION AND TRAINING

- Training begins no later than 72 hours after CRAF activated by US Government
- Training offered in seniority order
- Vacation and Leave of Absence can be cancelled at FA's option
- Dead Head Segment at beginning or end of sequence can be waived to meet first live leg or return home with full pay, credit and per diem

FLIGHT ASSIGNMENTS

- Sequences will consist solely of CRAF flight segments
- If CRAF flying is known at time of line construction, pure CRAF lines will be constructed
- After line construction sequences awarded on single sequence basis
- CRAF sequence may only be traded for another CRAF sequence

DUTY TIME/CREW REST

All provisions of CBA apply

INSURANCE BENEFITS

- Death Benefit - \$500,000
- Loss of Life/Limb/Sight - \$500,000
- Benefits in lieu of AD&D Insurance in CBA
- Missing on Duty - \$1,000,000 Death Benefit after 24 months

SAFETY AND SECURITY - Section 34

- Inclusion of the union in all aspects of safety related activities concerning the FA group.
- Quarterly meeting with the Company to evaluate safety related concerns.
- Inclusion in new cabin designs for new equipment.
- Permission to inspect any aircraft.
- Notification of any aircraft accident, serious incident, hijacking or terrorism incident. Additionally including EAP and local officers.
- CISD debriefing continued
- Specific language concerning the treatment of any FAs involved in an aircraft incident up to and including removal of subsequent duty sequences.
- Relevant information concerning cabin air quality and noise level.

UNION SECURITY - Section 35

- Adopt LAA language
- Union Membership
- Delinquent Dues Procedures
- Procedures for Discharge when dues delinquent.
- Statements of Good Faith by the Union and Company
- Dues Check Off form
- Right to Union Representation

HOSTAGE - Section 24

- Applies to Terrorism or Sabotage
- Death, Permanent Disability/Disfigurement/Dismemberment
- \$500,000 Payment to FA or Designated Beneficiary
- Temporary Disability – 12 Month Scheduled Maximum
- Worker's Compensation in addition to Company payment
- Missing – FA paid for 12 months, Death Benefits thereafter
- Seniority maintained and accrued for duration

APFA PAC - Section 36

- The Company will provide payroll deductions for FAs
- Payment remitted to APFA not later than 30 days from deduction
- Cancel PAC deduction must be in writing to APFA from FA

DISPUTE RESOLUTION - Section 30

- Dispute resolution process for notice of dispute
- Joint Alternative Dispute Resolution/Conflict training with APFA and Company
- Ability to file individual, group or base dispute
- Ability to reach a resolution prior to dispute resolution conference
- Purpose of the Dispute Resolution Conference (DRC) is to attempt to reach an acceptable resolution of the dispute informally
- Participants are the FA, the APFA representative, a company representative and a Facilitator
- If no resolution or if the FA rejects recommendation issue is submitted to System Board

SYSTEM BOARD OF ADJUSTMENT - Section 31

- Responsibility of System Board
- Purpose of considering all individual, group and base disputes submitted
- Hear Discharge Grievances and Presidential Grievances
- System board is scheduled once per quarter
- Decisions are final and binding
- National Vice President of APFA is the Commissioner of the System Board
- Expenses are shared by half with the Company
- Three members on the System Board
- One appointed by APFA
- One appointed by the Company
- One Arbitrator

AMENDMENTS TO THE AGREEMENT - Section 39

Either party hereto may, at any time, propose in writing to the other party an amendment or amendments which they may desire to make to this Agreement, or supplemental agreements thereto, and if such amendment or amendments are agreed to by both the said parties, such amendment or amendments shall be stated in writing. Each party to this Agreement agrees to keep the other informed, by written notice, of the individual(s) authorized to amend and/or enter into understandings in matters concerning this Agreement.

T/A QUESTIONS AND ANSWERS

40-HOUR MINIMUM SCHEDULING

Q: Is the 40-hour monthly minimum a threshold to maintain employment?

A: No, we do not have a threshold for employment with the T/A. The current AA threshold for accruing sick and vacation and maintaining company-subsidized medical will no longer exist.

Q: I'm a low-time flyer and I don't care about company-subsidized medical benefits. At LAA, today we have to fly 420 hours a year in order to maintain those benefits. However, I don't ever meet that threshold because I don't need health insurance. I just don't want to fly 40 hours a month. How will this work for me?

A: You have plenty of options to fly less or not at all in a given month.

You can split out your vacation bids in up to 9 different places throughout the year. (Read the Q&A below regarding vacation splits.)

You can request one of the many leaves of absence available to FAs:

- Voluntary (Bid) Leave of Absence
- You will accrue full vacation, sick, and subsidized company health benefits
- Personal Leaves and Educational Leaves
- If you are sick, you have sick leave available (paid or unpaid)
- Family Medical Leave

Q: I'm a low-time flyer. I like to fly a couple of zero-hour months during the year. With this new provision of 40 hours, how will I be able to do that?

A: You can split out your vacation bids up to 9 different places throughout the year; or you can request one of the many leaves of absence available to FAs:

- Voluntary (Bid) Leave of Absence
- You will accrue full vacation, sick, and subsidized company health benefits.
- Personal Leaves and Educational Leaves.
- If you are sick, you have sick leave (paid or unpaid)
- Family Medical Leave

Q: I'm a high-time flyer and I'm concerned I won't be able to fly high time because of the 40-hour scheduling minimum for all FAs. Meaning, no one will be dropping trips because they all have to fly 40 hours.

A: With PBS, if you desire high-time flying you can bid and hold up to 110 hours with Preferential Bidding. In addition, you can pick up more time via the Electronic Trade Board (HIBOARD)/Trip Trade System if you desire.

With PBS, FAs will be able to bid for lines as low as 40 hours and as high as 110 hours. This provision will allow FAs to be awarded a line that will require fewer transactions to achieve their monthly optimal schedule.

Q: I do a lot of trip trading and I'm concerned that I will lose flexibility with the 40-hour monthly minimum.

A: The new contract will provide increased flexibility for the LAA work group with the new Trip Trade System, including new parameters for picking up trips, vacation filler days, "double up," i.e. the ability to schedule two trips in one duty day, working on vacation days if desired, and "double dip" i.e. the ability to work on days you are receiving pay protection.

Q: With PBS, can I bid a 40-hour line and then drop my trips to another FA bringing me below 40 hours?

A: No, you will not be able to trip trade/drop below 40 hours with another FA or with the Electronic Trade Board (ETB).

Q: Will we have to fly an additional 40 hours in our vacation months?

A: No, your vacation hours will be included in the 40-hour monthly calculation. If you bid/hold 7 or more days of vacation, you will have priority to hold a low-time line.

Q: What is a vacation split?

A: A FA may split his/her vacation into multiple periods of time off throughout the year. The minimum vacation split is 4 days, with the exception of one split, which may be between 1-3 days.

If your vacation accrual is 35 days, you could split your vacation up to 9 times:

- You could split your vacation into 8 periods/months of 4 days plus 3 filler days or a 3-day vacation equaling 35 days. 4 days of vacation in each month of January, March, May, June, July, August, October, November, December and 3 filler days to use throughout the year. In each of these months, you would be required to work 26 hours to meet the 40 hour monthly minimum.
- You could split your vacation into 5 months of 7 days each. 7 days of vacation in May, July, August, November, December. In each of these months, you would be required to work 12 hours to meet the 40-hour monthly minimum.
- You could split your vacation into 3 months of 10 days plus 5 filler/vacation days. 10 days of vacation, entire month off with low bid line of 40 hours in May, August, November. The 5 filler days could then be used throughout the year.

Q: If I take a voluntary bid leave, will I have to pay for my health insurance?

A: No. You will continue to accrue full vacation, sick and company-subsidized health benefits while on voluntary bid leave. This was a provision AA FAs lost in 2003, and have now regained with this T/A.

Q: How many hours do I have to fly to maintain my company subsidized health insurance? What do I have to do to be considered “active” for the month so that I can receive full vacation and sick accrual?

A: At the end of the year, there will be no “look back” to make sure you have achieved a certain number of hours for sick accrual, vacation, medical, or employment. As long as you are considered active for the month, you will continue to accrue full vacation and sick hours and retain company-subsidized health benefits.

Q: What does it mean to be “active” in any given month in order to accrue vacation, sick and company-subsidized medical benefits?

A: Being available to the company for 15 days of the month means that you are considered on “active status” and, technically available to the company. Your days off, days between paid sick leave, voluntary leaves of absence (bid leaves) and vacation are considered active days. You change to inactive status only if you have an unpaid personal leave or unpaid medical leave that brings your active days within a given month below 15 days.

Q: When will the 40-hour scheduling minimum begin?

A: The 40-hour scheduling minimum will not begin until after PBS begins at LAA. This will give FAs time to get acquainted with Preferential Bidding. Therefore, it will not be for at least two years or longer.

**IF THE T/A IS REJECTED,
WILL WE GET BETTER IN
MEDIATION AND ARBITRATION?**

Q: The Negotiations Protocol Agreement says that if the T/A is not ratified by the membership, the parties will use mediation before going to arbitration. Some FAs think we should vote the T/A down and then get a better deal in mediation — without ever having to go to binding arbitration. Why isn’t that right?

A: If this Tentative Agreement gets voted down, the Negotiations Protocol Agreement mandates that the outstanding disputes get sent to binding arbitration within 90 days. There will not be another ongoing round of negotiations if this T/A is rejected. The mediation that follows a “no” vote, if any takes place, will focus on narrowing down the issues we will decide in arbitration.

To put the situation in context, our T/A is worth about \$193 million more annually than the current value of the two contracts (LUS and LAA) combined. “Market rate” is approximately \$111 million annually above the current combined value. Since “market rate” is the standard for arbitration, any agreement we reach in arbitration will likely be approximately \$82 million annually below the value of this T/A.

Simply put, this is not like traditional Section 6 negotiations where an agreement gets voted down and eventually the parties get back to the table, which typically results in FAs losing tens of millions dollars.

The Negotiations Protocol Agreement says, “Prior to arbitration, the parties shall use mediation.” That provision was put into the agreement based on the idea that if the union and the company were not able

to reach an agreement by the end of the 150 days of negotiations, we could try a last ditch effort to bridge the gap. The reality is, we have been in negotiations for 150 days and all during that time they have been overseen by Jim McKenzie, a mediator selected by the parties and appointed by the National Mediation Board.

We have no doubt that the mediator made every effort and used all his experience and skill to move the parties to an agreement. The end result is a T/A that is worth at least \$82 million a year above the market rate, the standard the arbitrators cannot exceed.

The following reasons make it highly unlikely that this mediator or any other mediator could convince the company to put more money on the table following the rejection of a T/A:

- The company has stated very clearly and repeatedly that the T/A is its final offer and that we will go to arbitration if it is rejected. Management believes that they have exhausted the possibilities of mediated negotiations, and would have little “use” of further mediation prior to arbitration.
- Considering the amount of mediation that has already taken place, any mediation that occurs before arbitration will probably be limited to narrowing the number of issues that would be submitted to arbitration. If the T/A is rejected, the issues in dispute are all economic including wages, healthcare, retirement contributions, etc. Together, the values of each economic component comprise a comprehensive package. None of them can be settled without affecting the overall cost of a JCBA. If the arbitrators improve one component, it will mean the money has to come from other components – and all combined within a mandatory framework of a total value that is \$82 million less than what we achieved in the T/A.
- In mediation, the company would have no incentive to put anywhere near \$193 million in annual improvements on the table, knowing the worst it could do in arbitration would be \$111 million a year beyond the combined value of our current contracts. It is no secret that the company does not want to encourage any labor group to reject a first T/A in the hope that a second T/A will be better. With negotiations ongoing at American and other work groups, the company will not want to set a precedent of rewarding “No” votes with better T/As. And for us, if the T/A is rejected, there will not be negotiations for another T/A. Instead, we will have our contract decided in arbitration, and we will lose about \$410 million dollars over the life of the contract.
- The company agreed to a T/A that is so much richer than the outcome of an arbitrated contract because the T/A is the product of good faith negotiations and requires ratification by the FAs. The value of these successes and their positive impact on labor relations will be completely lost if the arbitrators dictates the terms of the contract.

WHAT ISSUES WILL BE SENT TO ARBITRATION IF THE T/A IS REJECTED?

Q: What issues will be presented to the arbitrators if the T/A is rejected?

A: If the T/A is rejected, only the economic issues in the contract will go to arbitration.

The Negotiations Protocol Agreement, which was signed by APFA, AFA, and the company and guides the bargaining process, states that “any outstanding dispute” shall be submitted to arbitration. Prior to the last week of negotiations, the company and the JNC had reached tentative agreements on virtually every section of the contract except for the key economic provisions. These include: wages, premium pay, sick accrual, vacation accrual, medical plan, and the 401(k) plan. During the last week of negotiations, the JNC and the company exchanged comprehensive proposals on those subjects. If the company and the JNC had not reached a tentative agreement on those subjects, the T/As previously reached on the non-economic issues would have remained and those six economic subjects would have been the “outstanding disputes” that would have been arbitrated.

However, on September 19, the JNC agreed to the company’s final comprehensive proposal, resulting in the T/A that is being submitted to a vote of the membership. If the T/A is rejected, the parties will be treated as if no T/A was reached in the final week of negotiations. The parties would, in effect, return to the position they would have been in had no T/A been reached on the comprehensive economic proposals. In other words, if the T/A is rejected, all of the T/As reached before that final week would be considered settled and only the economic issues would comprise the outstanding disputes subject to arbitration.

Q: What standard would the arbitrators use in deciding the terms of our new contract?

A: The arbitrators have a floor and a ceiling in terms of the value of the Joint Collective Bargaining Agreement they impose. The ceiling is “market-based in the aggregate” and the floor is “at least equal to the current LUS and LAA contracts.” The focus of the arbitration would be how much the current agreements have to be increased to meet these standards. Each side would identify the amount that it believed fit within those parameters and would present a contract containing the terms on the six key economic items.

The JNC expects that an arbitrated JCBA would be worth no more than \$111 million. The T/A is worth approximately \$193 million.

GENERAL T/A QUESTIONS AND ANSWERS

Q: Is there an annual employment threshold in the T/A? What is this 40-hours per month I’m hearing about?

A: Under the T/A, the computer system will not process transactions that bring a FA below 40 hours. This is a scheduling restriction only; not an employment threshold. In other words, the computer system will not allow FAs to process transactions that will bring a FA below 40 hrs/month. This scheduling rule is flexible and non-punitive.

FAs who desire more time off will be eligible for available leaves of absence as well as use the new vacation flexibility, which includes up to 9 vacation splits.

If time is “lost” in any other way, for example leaves of absence, personal cancellations or a sick call, as long as your status shows as “active,” you will continue to accrue vacation and sick, and retain medical benefits.

Q: I don’t see Profit Sharing in the Agreement. Why?

A: Profit Sharing was converted into real wages in the T/A at a value of \$50 million dollars annually above and beyond the T/A’s increase of \$61m to take it to market rate. That number is based on the company’s published earnings reports and its own estimates of future profits. The company was not willing to move forward with Profit Sharing and we believed we would not do better in Arbitration.

Q: Is the Company moving to a single healthcare plan for ALL employees or just FAs?

A: The company is moving to a single healthcare plan for all employee groups. The majority of AA’s workgroups are already on the AA plans and as each labor contract is completed, the covered workers will move to the AA plans. The JNC impressed upon the company the importance of softening the impact of this by keeping LUS on its current healthcare for 2015 and providing a \$3,000 transition payment to defray the costs. Both LAA and LUS FAs will have choices in healthcare as will the entire company.

Q: Will jumpseats be issued by FCFS, seniority or a hybrid?

A: The jumpseat is a “cultural” issue and will be decided by a vote of the combined membership in July 2015.

Q: Did we retain the LUS weight-restriction language, which allows a jumpseater to be excluded from the final weight count when a flight is weight-restricted?

A: The JNC made it very clear to the company our position on weight restriction. The company was not willing to agree in the JCBA to remove a revenue passenger to accommodate a jump seat rider in either the cockpit or FA jumpseat. The JNC secured a “me-too” with the pilots stating that if APA negotiates a better rule it will apply to FAs, and the application of the policy must be non-discriminatory.

Q: Were there improvements to vacation, sick, or pay premiums?

A: The JNC insisted that we preserve the LUS provisions in the areas of Vacation, Sick Leave, and premiums, which means we would win them for LAA FAs. These are top of the industry provisions and obtaining these LUS provisions for the entire workgroup was a major win at the table. A few of the improvement are as follows:

- Lead pay
- Aft Lead pay
- Galley pay
- Purser pay
- Speaker pay
- International Override of \$3.00/\$3.75 depending upon the flight
- Vacation will be 35 days at top years of service

Sick hours will accrue at 4.5 hrs/mo. at LUS and increasing over the term of the contract at LAA from 3 to 4.5 hrs/mo.

Q: What is the difference between International Premium Destination (IPD) Override and International Override?

A: IPD is paid at \$3.75 an hour for all flights to Europe, deep South America, and Asia. International Override for other international destinations such as Mexico and the Caribbean is \$3.00 an hour. For IPD flights, FAs will sign in 1:15 prior to departure instead of the current 1:30 at LUS and 1:00 at LAA.

Q: How did the team come to the hourly rate increases?

A: On Friday, September 19, we agreed to wage rates that were 3% higher than Delta's. In response to our T/A, on Wednesday, September 24th, Delta announced it would increase its top of scale (TOS) wage rate by 4% and all other steps by 3%, effective April 1, 2015. We notified senior management of this development and CEO Doug Parker agreed that he would match the TOS rate, the one step that Delta had raised above the 3% we had already agreed to. On DOS (December 1, 2014), TOS will rise by 4% to \$53.52, a 9.1% increase at LAA and a 12.4% increase at LUS.

The out-year increases are as follows: 2% DOS+12; 2% DOS+24; 2% DOS + 36; 3% DOS+48. This will top us out at \$58.50/hr. Domestic (excluding premium pay add ins) and \$62.25/hr. with International Premium Destination (IPD = Europe, deep South America and Asia flights) Override pay.

Q: When and how will Preferential Bidding Service (PBS) be implemented? If we vote no, can we avoid PBS? I've heard I won't like it.

A: PBS has a target date of February 2015 at LUS and 2017 for LAA. PBS will be included in our joint contract regardless of a negotiated or arbitrated Agreement. PBS has evolved a great deal since its introduction decades ago. The potential for building an even more flexible schedule with today's technology is greater than ever before. There will be extensive training at LAA, much like LUS is experiencing now, before anything is put into place.

Q: Can you explain the Reserve rotation, please?

A: If the Reserve staffing requirement at your base reaches your seniority, newly-hired FAs will be subject to serving straight Reserve the first 12 months following initial training. This does not apply to those FAs on the property prior to Date of Signing (DOS).

After one full-year of being subject to straight Reserve, FAs will serve one on/one off for a period of three years, according to base operational necessity.

After four years, FAs whose seniority is still subject to Reserve based on operational necessity will serve one month on/three months off.

Q: Why is the company adamant about putting more Speakers on some of our flights – particularly destinations in Asia?

A: The JNC fought the Speaker issue to the very end of negotiations. However, the Speaker issue goes beyond Flight Service. The company is very concerned about the lucrative Asia market not having enough Speakers on-board.

A chart will be provided soon with the break down according to aircraft size. With the merger, we will fly to many more destinations, which will increase bid positions and assist in off-setting speaker bid positions.

Q: If rejected and forced to Arbitration, how can we be certain we wouldn't do even better than we did in negotiations?

A: Under the terms of the Negotiations Protocol Agreement (NPA), the arbitrator is not authorized to provide more than "market based in the aggregate." To bring our contract to market rate (without profit sharing) means \$61 million of improvements must be added to our current contracts (CLA and Red Book).

Adding the value for Profit Sharing (based on the company's own published earnings reports and P.S. potential), which brings our current contracts to true market rate, would mean another \$50 million annually. Since the arbitrator cannot exceed Market Rate, this means \$111 million of improvements to our current contracts is the cap at Arbitration. Our T/A totals \$193 million in negotiated improvements. We secured \$82 million above Market Rate.

Q: Will the company receive any financial penalties for delayed implementation items?

A: The purely financial elements of the contract would be implemented on December 1, 2014. The other items such as Scheduling, Reserve, and Hours of Service will be part of an Implementation Schedule.

Q: When will the implementation schedule be finalized?

A: The implementation schedule is nearly finished. It will be published before voting begins.

Q: When will the full and final T/A language be posted online?

A: The full and final T/A language will be posted before voting begins.

Q: Will Short-Term Disability (STD) be part of Open Enrollment?

A: Yes, STD will be an optional part of open enrollment, most likely offered to LUS in 2016.

Q: Why are LAA and LUS not receiving the same 401(k) contributions/match?

A: To mitigate the effect of LAA FAs' pensions being frozen in November 2012, the parties agreed to establish higher company contributions for a five year period ending in 2018. As of January 1, 2019 all LAA FAs will receive a company contribution of 3% and a company match up to 2.5%.

LUS will realize the same economic value as LAA's higher 401(K) contribution by adding to the company contribution of 3% a company match up to 2.5% plus a \$3,000 health care transition payment.

Q: Why is the \$3,000 for LUS FAs taxed?

A: The transition bonus is like any other bonus and will be taxed as income.

Q: Is Holiday Pay included in this T/A?

A: The JNC was able to negotiate Holiday Pay for three holidays (Thanksgiving, Christmas, and New Year's) for the combined workgroup at \$75.00 per holiday. This rate simplified the complicated language in the LUS Contract.

Q: Why did we increase the duty day on mid-range flying?

A: Since the company needed to create certain types of flying, and the membership survey indicated a strong desire to realize this type of flying, the JNC was able to negotiate a "cap" on how many mid-range duty days the company would be able to create. We also negotiated strict limits, for example limiting the use of this provision in Mexico and the Caribbean to high value one-day turns.

The JNC also negotiated 200% pay/100% credit for any crew required to stay on duty in excess of 16 hours in "actual" operations up to a maximum on duty of 17 hours. For LUS Flight Attendants this represents an improvement because currently if augmented they can be scheduled up to 16 hours on duty, and be required to remain on duty up to 18 hours without any pay incentives.

Q: Can you explain Filler days?

A: Filler days are similar to LAA "PVDs", but are drawn from a FA's current annual vacation, not from next year's vacation accrual. Filler days are an allotment of days that a FA can elect to bid from their annual vacation. Filler days can be bid a month in advance (awarded by seniority) or the day before (awarded first-come first-served) depending on availability.

Q: Does the \$3,000 transition bonus for LUS FAs offset the higher cost of health care if the T/A is ratified?

A: The \$3,000 is a transition payment to help LUS FAs migrate to the new plan.

Q: Why do we have to sign in earlier on certain International Premium trips?

A: The JNC was able to negotiate an additional .75 cents to the International Override of \$3.00 for all IPD sequences, which will serve to offset the earlier sign in time for LAA and the later sign win for LUS.

Q: Why no signing bonus?

A: Based on the survey results, FAs wanted the money incorporated into our hourly pay rates. Money put into the wage scale gets paid year after year, while signing bonuses are a one-time deal.

Q: I'm a commuter. I'm based in Phoenix, but I live in Dallas. Can I drop the last leg of my trip to PHX to another FA so I can stay in Dallas?

A: Yes. This is a very popular LUS contractual provision.

Q: What if my luggage breaks before 3 years are up since I read I can't order one online more frequently than every 3 years?

A: If your luggage is damaged and you need a replacement, notify your FSM to have it replaced.

Q: Will the company raise the price of uniform items so that they are no longer affordable?

A: APFA will address any and all unreasonable fluctuations in price that render uniform replacement items unaffordable.

Q: Will I be required to use my uniform "dollars" to buy the new uniform?

A: No. The new uniforms will be distributed to everyone outside of the uniform allowance.

Q: Will we be able to fly during our vacation?

A: Yes. This LUS provision means all FAs will be able to pick up trips from ETB/HIBOARD within your Vacation period.

Q: Are there any crew meals in this T/A?

A: Crew meals will be provided to FAs working International Premium Destination (IPD) sequences originating at PHL and/or CLT and for any flight over 12 block hours.

Q: Did LAA maintain the current sick policy or is there now a sick policy in the T/A like LUS has?

A: Legacy AA's sick policy is not incorporated into this T/A. Instead, several negotiated protections and improvements are included in the contract in this area. For example: All sick time will now be paid and credited at 100%, the company is restricted from asking for a doctor's note simply based on the number of times a FA calls in sick, and the LAA cap on the number of hours paid for sick has been eliminated.

Q: The Negotiations Protocol Agreement (NPA) addresses the impact of a United/Continental contract and the value of 'market based in the aggregate.' According to the NPA, our JCBA would be adjusted if and when a UA/CO JCBA increased that value. If the TA is ratified, would this provision of the NPA still apply in the future?

A: No.

Q: Why not?

A: Rather than postpone improvements indefinitely while UA/CO negotiate for a T/A that may improve the 'market based in the aggregate' standard, the JNC negotiated the potential for those improvements in the T/A now. Our T/A redefines the market. Just as Delta was forced to play catch-up this week by increasing their FAs' wages, United will have to deal with our having raised the market rate bar as high as we have.

Also, negotiating an industry-leading contract that establishes a new market standard was a far better outcome than going to arbitration and retaining the possibility of a UA/CO adjustment. As explained above, the arbitrators are bound by the market based in the aggregate standard, which would cap the improvements to our contracts at \$111m including profit sharing. Any increase over that amount would depend entirely on whether United and their Flight

Attendants ever reach a JCBA that raised the market rate. (After almost two years of negotiations the parties have reached agreements on only 4 sections of their contract.) Our T/A gives us certainty – a collective bargaining agreement that is \$82m above market.

LUS-SPECIFIC Q&AS

Q: Will LUS FAs receive Profit Sharing checks for 2014?

A: Yes. LUS FAs will receive their profit sharing check in 2015 based on the company's profits for all 12 months of 2014.

Q: How do wage rates in the T/A compare to current LUS "Red Book" pay rates?

A: The current Top of Scale (TOS) at LUS today is \$47.62. The T/A TOS on Date of Signing (DOS) will be \$53.52. All wage rates at every year and pay step will increase by 2% for the first three years and conclude with a 3% increase in the last year of the contract. These out-year pay increases exceed the pay increases specified in the Red Book. By the end of the agreement, the top of scale will be \$58.50 as compared with \$49.06 in the Red Book.

Q: Will the 401(k) plans be enhanced for LUS FAs?

A: Yes. LUS FAs will gain a Company contribution of up to a 2.5% match in addition to the maintained 3% Company contribution.

Q: Will the TI override be increased?

A: Yes. The TI (now called International Premium Destination, or IPD) override will be increased to \$3.75 per hour. In addition, report times for IPD duty periods will decrease for LUS FAs from 1:30 to 1:15.

Q: Did we keep any of the LUS scheduling rules?

A: Yes. The industry-leading provisions in the LUS contract have been preserved. Specifically, the JNC was able to retain the vast majority of the Scheduling, Reserve and Hours of Service rules. This was no easy task as the company wanted to gut the Red Book rescheduling rules and essentially treat Line Holders as Reserves.

Q: Does the T/A change the report times for NTI (now called NIPD)?

A: Yes. The report times for any sequence (pairing) originating with an NTI (NIPD sequence) will now match the Domestic LUS report time of 1:00.

Q: Are the Legacy American Airlines (LAA) FAs' ATC and Diversion Pay provisions maintained in the T/A?

A: Yes. This provision maintains important pay protections associated with Air Traffic Control, de-icing, and other 'stop at the gate' delays that will pay FAs flight-time pay instead of Holding pay.

Q: Does the T/A provide for improvements for LUS Reserves?

A: Yes. The T/A maintains the new Red Book Reserve Assignment process. In addition, The T/A provides an additional day off for LUS FAs. This increases the total days off to twelve (12) days off per bid month of which eight (8) will be Golden days and four (4) Flex days. Reserves will also receive 12 hours of Home Domicile Rest.

Q: Will RON rest contain a "behind the door rest" feature?

A: Yes. Although RON rest may be reduced (a current Red Book provision) a FA must receive 8 hours of "behind the door" rest. If a FA does not receive the ability to obtain such rest, notification to Crew Schedule will result in rescheduling the next departure to obtain the rest.

Q: Have LUS Duty Rigs been improved?

A: Yes. In addition to maintaining the five (5) Hour Day and the 1-3.5 Trip Rig the Duty Rig has been improved to 1-2 versus the current Red Book 1-2.25.

Q: Has the two (2) hour "Report/No fly" pay been improved?

A: Yes. Report/No fly pay will be three (3) hours.

Q: Does the T/A provide for "Satellite Bases"?

A: Yes. The LAA Satellite language has been maintained. This is an improvement for LUS FAs, as the Red Book does not provide for Satellite Bases.

Q: Does the T/A contain protections for long Block Hour Duty Periods?

A: Yes. The T/A includes the Red Book pairing construction Hours of Service chart based on number of flight segments and time of check-in for the Duty Period. In addition, any duty period that contains a block time in excess of 8:59 is limited to one duty period and two live segments. In other words, a sequence (pairing) cannot have long block time duty period "embedded" in a multi-day sequence (pairing).

Q: Does the T/A provide for Holiday Pay on Christmas Day, Thanksgiving Day, and New Years Day?

A: Yes. The T/A provides for a "flat rate" of \$75 dollars for any sequence (pairing) that touches any of the above-compensated holidays. This improves on the current Red Book Holiday pay formula based on the number of hours a LUS FA was on duty during the Holiday. For example, if a sequence merely touches a compensated holiday by one minute, the Holiday Pay will be the full \$75.00 rather than mere pennies based on the current Red Book formula.

LUS MEDICAL PLAN INFORMATION

Q: Why did we agree to move the LUS FAs from their medical plans to the LAA medical plans?

A: The effort to keep the LUS medical plans was one of the fiercest fights the JNC put up during negotiations. Unfortunately, it was a non-starter for the company and, in our calculations, we had virtually no chance of keeping the LUS plans in binding arbitration.

In light of our prospects in arbitration, we agreed to a T/A that increases the value of our contracts by \$193 million and is \$82 million above the market rate, which serves as the ceiling in arbitration. With this amount of money, we were able to significantly soften the impact of this transition to the LAA medical plans. Under the T/A:

- The LUS FAs will remain under the LUS medical plans through 2015.
- The LUS FAs will receive a \$3,000 stipend shortly after the contract takes effect, in part to help defray the costs of the new medical plans.

In 2016, the first year when LUS FAs will be covered by the LAA plans, the top of scale wage rate will be \$54.59, 14.6% higher than current LUS TOS pay.

LUS 401(K) PLAN

Q: Why are the LAA FAs continuing to receive a company contribution of up to 9.9% to their 401(k) accounts when the LUS FAs will receive only a 3% company contribution and a company match up to 2.5%?

A: The short answer is that in reaching a Tentative Agreement, the JNC strove to equalize the total economic value going to LAA and LUS FAs. So when one takes the value of the age-based 401(K) formula as applied to LAA and compares it with the enhanced 401(K) as applied to LUS flight attendants plus the medical enhancement applied to LUS FAs (continuation of medical for 2015 and transition payment) the amounts come out equal. A more detailed explanation follows.

In the Conditional Labor Agreement reached with US Airways in April 2012 and effective with its merger with American, the company agreed to three different tiers of contributions to make-up some of the benefits that would be lost from the termination of their defined benefit pension plan. From 2013 through 2018, for FAs who were on the LAA seniority list as of December 9, 2013, the effective date of American's plan of reorganization, the employer contributions would be 5.5%, 6.75% and 9.9% for FAs under age 40, age 40 to 49, and above age 50, respectively. (FAs hired after December 9, 2012, would receive an employer contribution of 3% and an employer match up to 2.5%.) Beginning in 2019 all LAA FAs would receive this contribution and match.

Based on the age demographics of the LAA FAs the average employer contribution is 7.7%. Under the T/A the LUS FAs will have added to their 3% employer contribution, an employer match up to 2.5%.

In addressing this disparity, the JNC also had to consider that the LUS medical plans were substantially richer than the LAA plans. To determine the extent of the disparity we had to compare the value of both the medical plans and the 401(k) at each carrier. When taken together, the value of the LUS FAs' medical plans and 401(k) contributions were less than LAA FAs' by approximately 2.5% of the total cost of the current LUS contract.

The JNC was intent on erasing this gap but our task was complicated by the fact that the company was insistent on moving the LUS FAs to the LAA medical plans. Consequently, we had to take two steps to fix the discrepancy. We had to allocate some of the TAs \$193m in new value to make-up for the replacement of the LUS medical plans. Also, we had to increase the 401(k) contributions for the LUS FAs.

First, with regard to the change in medical plans, the TA provides that the LUS FAs will continue to be covered by the LUS medical plans through 2015 and that they will receive a \$3,000 stipend shortly after the contract takes effect. Second, for the LUS FAs the TA will add to the employer's 3% contribution, an employer match up to 2.5%.

Keeping in mind that the three tiers of employer contributions for the LAA FAs ends in 2018, the steps we have taken should eliminate over the term of the TA, the disparity between LUS FAs and LAA FA regarding their 401(k) accounts and medical plans.

2014 TENTATIVE AGREEMENT FALL ROADSHOWS

JFK

OCTOBER 6
Hilton New York JFK Airport
11:00 a.m. - 2:00 p.m.

144-02 135th Avenue
Jamaica, NY 11436
Phone: (718) 659-0200
APFA will pay for parking
Complimentary shuttle service to/from JFK

LGA

OCTOBER 7
New York
LaGuardia
Airport Marriott
(walking distance)
11:00 a.m. - 2:00
p.m.

102-05 Ditmars Blvd.
East Elmhurst, NY 11369
Phone: (718) 565-8900
APFA will pay for parking
Complimentary shuttle service to/from
airport

ORD/IOR

OCTOBER 8-9
Conference Center:
Victoria of Rosemont Conference
Center
(Connected with the Holiday Inn
Express Chicago O'Hare)
11:00 a.m. - 2:00 p.m.

6600 North Mannheim Road
Rosemont, IL 60018
Phone: (847) 375-0566
Parking Complimentary
Complimentary shuttle service to/from
airport

BOS/BOSI

OCTOBER 10
Embassy Suites Boston at Logan Airport
11:00 a.m. - 2:00 p.m.

207 Porter Street
Boston, MA 02128
Phone: (617) 567-5000
APFA will pay for parking
Complimentary shuttle service to/from airport

PHL

OCTOBER 13-14
Philadelphia Airport
Marriott
11:00 a.m. - 2:00 p.m.

1 Arrivals Road
Philadelphia, PA 19153-3708
Phone: (215) 492-9000
APFA will pay for parking
Complimentary shuttle
service to/from airport

CLT

OCTOBER 15
Crowne Plaza Charlotte
Executive Park
11:00 a.m. - 2:00 p.m.

5700 Westpark Drive
Charlotte, NC 28217
Phone: (704) 527-9650
Parking Complimentary
Complimentary shuttle service
to/from airport

CLT

OCTOBER 16
Charlotte, North Carolina Airport
Auditorium
11:00 a.m. - 2:00 p.m.

5501 Josh Birmingham Parkway
Charlotte, NC 28208
Directions to meeting space: Go to Atrium (food
court), go up blue stairs,
Keep to the left once at the Mezz, down hallway and
it's the first double doors on the right.

RDU

OCTOBER 17
RDU Airport Guest Services for Meeting
Space
11:00 a.m. - 2:00 p.m.

Terminal 2 Conference Room
RDU Airport

DFW/IDF

OCTOBER 20
Hyatt Regency DFW Airport
11:00 a.m. - 2:00 p.m.

DFW Airport, Terminal C
2334 N. International Parkway
DFW Airport, TX 75261
Phone: (972) 453-1234

DFW/IDF

OCTOBER 24
Embassy Suites DFW South
11:00 a.m. - 2:00 p.m.

4650 West Airport Freeway
Irving, TX 75062
Phone: (972) 790-0093
Parking is complimentary
Complimentary shuttle service to/from
airport

MIA/IMA

OCTOBER 27
Hotel MIA (Auditorium at the
airport)
11:00 a.m. - 2:00 p.m.

MIA Airport Auditorium/Concourse D, 4th
Level (ABOVE the American Airlines
Credit Union)

MIA/IMA

OCTOBER 28
Miami Airport Marriott
11:00 a.m. - 2:00 p.m.

1201 N.W. 42nd Avenue
Miami, FL 33126
Phone: (305) 649-5000
APFA will pay for parking
Complimentary shuttle service to/from airport

STL

OCTOBER 29
Marriott St. Louis Airport
11:00 a.m. - 2:00 p.m.

10700 Pear Tree Drive
St. Louis, MO 63134
Phone: (314) 423-9700
APFA will pay for parking
Complimentary shuttle service to/from airport

DCA-AA/DCA-US

OCTOBER 31-NOVEMBER 1
Crystal City Marriott Reagan National
Airport
11:00 a.m. - 2:00 p.m.

1999 Jefferson Davis Highway
Arlington, VA 22202
Phone: (703) 413-5500
APFA will pay for parking
Complimentary shuttle service to/from airport

PHX

NOVEMBER 3-4
The DoubleTree Tempe Hotel
11:00 a.m. - 2:00 p.m.

2100 South Priest Drive
Tempe, AZ
85282
Phone: (480)
967-1441
Complimentary
shuttle service
to/from airport

Ballots Mailed:
10.10.14
Ballots Due:
11.09.14



Get all your
questions answered!
Attend a T/A
Roadshow!



Didn't receive a ballot?

Contact APFA's National Ballot Committee: 817.540.0108, ext. 8311
or email ballot@apfa.org.

Want to update your address?

Email membership@apfa.org

Not an APFA member?

Visit apfa.org and click on the welcome banner,
or email member@apfa.org.

Member in bad standing?

Call 817.540.0108, ext. 8151 or email dues2@apfa.org.

LAX

NOVEMBER 5-6
Hilton Los Angeles Airport
11:00 a.m. - 2:00 p.m.

5711 West Century Blvd.
Los Angeles, CA 90045
Phone: (310) 410-4000
APFA will pay for parking
Complimentary shuttle service to/from airport

SFO

NOVEMBER 7
San Francisco Airport Marriott Waterfront
11:00 a.m. - 2:00 p.m.

1800 Old Bayshore Highway
Burlingame, CA 94010
Phone: (650) 892-9100
APFA will pay for parking
Complimentary shuttle service to/from airport



www.apfa.org

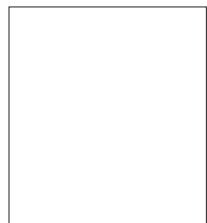


APFA/AA Tentative Agreement HIGHLIGHTS



Joint Negotiating
Committee Roadshow
Schedule Inside

APFA/AA Tentative Agreement Information Enclosed.
IMPORTANT:



ASSOCIATION OF PROFESSIONAL
FLIGHT ATTENDANTS
1004 W. Eulless Blvd.
Eulless, TX 76040

