

Implementation Schedule

Section	Exceptions	Implementation Date- LAA	Implementation Date - LUS
1-Scope	Entire Section	12/2/14	Current
2-Definitions	Entire Section	12/2/14	12/2/14
3-Compensation	All provisions in this section will be implemented on 12/2/14 with the following exceptions:		
	Minimum Monthly Guarantee (3.B)	PBS	FOI
	Purser Lead Pay	4/1/15	Current
	Aft	4/1/15	Current
	Galley	4/1/15	Current
	Paid at greater of actual or scheduled for Purser, Lead, Aft, Galley and Speaker	Until programming is completed.	Current
	Holding Time (3.D)	4/1/15	Current
	Understaffing (3.E)	4/1/15	Current
	International Pay (3.F.1.3)	\$3.00 for IPD until programming for 1:15 boarding time complete, Thereafter \$3.75 for IPD	\$3.00 for IPD until programming for 1:15 boarding time complete Thereafter \$3.75 for IPD
	International NIPD - International premium paid for International segments, or paid trip removals on NIPD leg(s) including diversions,deadheading IPD - International premium paid for the entire sequence.	5/2/2015	Current
	All Mexico flights paid Int. Premium	5/2/2015	Current
	Jury Duty (3.G)	Concurrent with PBS	Current
	Drug Testing (3.H)	As soon as practicable	Current
	Holiday Pay (3.J)	12/2/2014	12/2/2014
	Premiums for Paid Time Off (3.K)	Prior to PBS – terms of Current CBA After PBS – line must be 100% of any single premium(s)	Prior to PBS – term of Current CBA After PBS – line must be 100% of any single premium(s)
	ATC Hold/ Actual Time “OUT” (3.L)	Current	1/1/15
	Diversion Pay (3.M)	Current	1/1/15
	Transition to New Payroll Schedule (3.N)	90 day notice prior to bid month of the transition	Current
	Pay Discrepancies (3.O)- respective prior CBA prior to implementation	90 day notice prior to bid month of the transition	Current
	Overpayments (3.P) respective prior CBA agreements prior to implementation	90 day notice prior to bid month of the transition	Current

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4-Expenses	All provisions in this section will be implemented on 12/2/14 with the following exceptions:		
	Per Diem –	12/2/2014	12/2/2014
	Per Diem for NIPD/IPD	All segments until programmed , then NIPD legs only, and all IPD sequences.	Current
	Per Diem – In base training (4.A.4)	As soon as practicable	Current
	Per Diem – Standby(4.A.7)	Implementation of Reserve system	FOI
	Crew Meals – removal of crew meals for 8 hour of block time or more. (4.C)	N/A	FOI
	Parking (4.D)	As soon as practicable	As soon as practicable
5-Moving Expenses	Entire Section	12/2/14	12/2/14
6-Crew Accommodations	Entire Section	12/2/14	12/2/14
7-Uniforms	Uniforms	Covered under the current agreement until issuance of new uniform.	Covered under the current agreement until issuance of new uniform.
8 – Vacation	Covered under the terms of respective prior CBA until LAA PBS implementation with the following exceptions:	Concurrent with PBS	N/A
	Vacation- PVDs	1/1/15 until PBS, 6 PVDs per year at daily rate 3:30	N/A
	Vacation accrual in 2014 - LAA	Current agreement	N/A
	Vacation accrual in 2015 – LAA	5/1/2015-12/31/2015 – new vacation accrual rate begins	N/A
	LUS – Vacation	N/A	Transition to fiscal year effective with 2015 accrual. VC bid in 2015 will be bid for 1/2016-4/2017 One time opportunity to carry over 7 days or less from 2015 award.
	Red Circle LAA flight attendants – Vacation	Accrue Current vacation days until the amount is higher on the TA vacation chart.	N/A

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	Vacation- the ability to pick up trips from ETB on Vacation Days	PBS	Current
	Vacation Premiums (B.2)	Current Agreement until PBS	Current
9 - Sick	Entire section will be implemented on 12/2/14 with the following exceptions:		
	Sick Accrual (9.C.1)	1/1/2016	Current
	Claiming Sick Leave (9.D)	PBS	FOI
	Sick Leave Cap removed	As soon as practicable	Current
10 - Scheduling	All provisions in this section will be implemented As soon as practicable for LAA, and FOI for LUS with the following exceptions:		
	PBS will not be implemented for LAA before 24 months following DOS		
	Flight Attendants will continue to have the ability to drop consistent with the current contract. Sick and Vacation Accrual Threshold (420 hours) will apply until TTS and ETB implementation.	Until TTS and ETB implementation	
	480 hour requirement for Sick and Vacation accrual / 204 hour Employment Threshold	TTS and ETB implementation	As soon as practicable
	Satellite Bases (10.U)	Current	Company Discretion
	Red Flagging of Trips	Current	DOS
	Last Live Leg (10. P)	As soon as practicable	Current
	Voluntary waivers, rest, double ups, waivers to allow additional sequence to pick up	As soon as practicable	Current
	Pay Protections	JSIC Priority	Current
	ETB,TTS	JSIC Priority	JSIC Priority
11 – Hours of Service	All provisions in this section will be implemented as soon as practicable for LAA, and FOI for LUS with the following exceptions:	As soon as practicable	FOI
	Report/on board requirements	As soon as practicable	As soon as practicable
	30% - 4 Day trips	DOS	Current
	Voluntary Duty Day Waiver (Domestic) (11.O.1)	DOS	Current
	1 for 2 Duty Rig (11.D.5)	Current	As soon as practicable
	35/7	As soon as practicable	Current

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12 – Reserve	All provisions in this section will be implemented ASAP for LAA, and FOI for LUS with the following exceptions:	As soon as practicable	FOI
	Reserve Rotation	PBS	FOI
	LUS - 12 days off/ 12 hours rest	N/A	FOI
	Reserve Section for LAA	JSIC Priority	N/A
13- TDY		As soon as practicable	FOI
14 - International	All provisions in this section will be implemented as soon as practicable for LAA, and FOI for LUS with the following exceptions:	As soon as practicable	FOI
	*LAA/LUS Purser/CSD remain in program		
	Remove the domestic/NIPD purser designation	As soon as practicable	Current
	Voluntary Duty Day Waiver (14.D.1) NIPD	DOS	Current
	Location Delay Incentive (14.M.7)	DOS	DOS
15 - Speaker	All provisions in this section will be implemented as soon as practicable for LAA, and FOI for LUS with the following exceptions:	As soon as practicable	FOI
	Staffing (A.1) DOS with the following exceptions: LUS – DOS +1yr , may add 1 speaker on WBB 2. LUS -FOI – may add 2 nd additional speaker on WBB 3. Prior to FOI, if speaker is included as part of complement on LUS, Company will include at least one segment requiring the language speaker in each duty period of sequence. *LUS - LOD/O permitted to maintain qualifications concurrent with implementation of this system.		
16 – Deadheading	All provisions in this section will be implemented as soon as practicable for LAA, and FOI for LUS with the following exceptions:	As soon as practicable	FOI
	Exception: Commuter Valet checked bag	N/A	Eliminated concurrent with the elimination of the same provision for LUS Pilots.
17- Co-Terminals	All provisions in this section will be implemented as soon as practicable	As soon as practicable	FOI

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18-Charters	All provisions in this section will be implemented as soon as practicable	As soon as practicable	FOI
19-CRAF	All provisions in this section will be implemented as soon as practicable	As soon as practicable	FOI
20 - Seniority	Entire Section	12/2/14	12/2/14
21 - Probation	Entire Section	12/2/14	12/2/14
22 – Filling of Vacancies	All provisions of this section will be implemented concurrent with FOI	FOI	FOI
	Vacancies will be posted in advance of FOI. Systemwide openings will be awarded concurrent with the effective date of the first bid month of FOI.		
23 – Reduction in Force	Entire Section	12/2/14	12/2/14
24 – Hostage	Entire Section	12/2/14	12/2/14
25 – Leaves of Absence	All provisions of this section will be implemented 1/1/16 except for the following:		
	Maternity/Paternity (25.G)	DOS	DOS
	Medical Leave Duration (25.E.5/6)	DOS	DOS
	Unpaid Leaves of Absence (25.N) Seniority Accrual and Longevity Accrual)	DOS	DOS
26 – Insurance, Retirement, and Other Benefits	All provisions in this section will be implemented DOS with the following exceptions:		
	LUS – continue to receive Medical, Dental, Vision, LTD, Life Insurance and AD&D under the terms of their prior CBA for 2015.	N/A	2015 Calendar year
	LUS – DC Plan	N/A	As soon as practicable/no later than 1/1/15
	LAA – 1/1/15 no longer allowed to defer payment of their portion of medical/dental/life insurance and optional premiums while on unpaid leave of absence.	1/1/15	Current
	420 Lookback benefit threshold eliminated	1/1/2015	N/A
27-Injury on Duty (IOD)	All provisions of this section will be effective 1/1/15 for flight attendants with a disability date on or after 1/1/15.	1/1/15	Current

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29 – Training	All provisions in this section will be implemented on DOS with the following exceptions:		
	Training Pay	1/1/15	1/1/15
	Bidding and assignment 29.D Duty and Rest 29.H	PBS	PBS
30-Grievance procedure	All provisions in this section will be implemented on DOS, except previous filed grievances prior to DOS, use prior CBA	DOS	DOS
31 – System Board	All provisions in this section will be implemented on DOS, except previous filed grievances prior to DOS, use prior CBA	DOS	DOS
32 – Union Business	Entire Section	12/2/14	12/2/14
33 – EAP	Entire Section	12/2/14	12/2/14
34 – Safety and Security	Entire Section	12/2/14	12/2/14
35 – Union Security	Entire Section	12/2/14	12/2/14
36 – APFA PAC	Entire Section	12/2/14	12/2/14
37 – General	All provisions in this section will be implemented DOS with the following exceptions:		
	Cabin Cleaning (37.F)	FOI	FOI
	Jumpseat (37.G)	Vote/ no later than 7/15/15	Vote/ no later than 7/15/15
	Jumpseat – Weight Restriction		Concurrent with elimination of LUS pilots
	Commuter Policy (37.I)	1/1/15	1/1/15
	Inflight Rest (37.S)	12/2/14	12/2/14
38- Crew Rest	Entire Section	As soon as practicable	As soon as practicable
39 – Amendments to the Agreement	Entire Section	12/2/14	12/2/14
40 - Duration	Entire Section	12/2/14	12/2/14