

Contractual Items Implemented in December

- Red-Flag Pay for LUS (Section 10.H)
- 30% four (4) day pairing limitation for LAA (Section 11.K.6)
- Voluntary duty-day waiver for LAA (Section 11.O.1 and Section 14.D.1)
- Location Delay incentive for LAA (Section 14.M.)
- Foreign Language Speaker for LAA (Section 15.A.1)
- Seniority (Section 20)
- Leaves of Absence
 - Maternity/Paternity for LAA (25.G)
 - Medical Leave Duration for LAA and LUS (25.E.5/6)
 - Unpaid Leaves of Absence for LAA and LUS (25.N)
- Grievance Procedure (Section 30)
- System Board (Section 31)

Section	Description	LAA	LUS
10.H Red-Flag Pay	150% pay for sequences/pairings during times of critical coverage for Crew Scheduling	Current	Implemented
11.K.6 4-Day Limitation Pairing	No more than 30% of sequences/pairings at a base may be 4 day trips	Implemented	Current
11.O.1 and 14.D.1 Voluntary Duty Day Waiver	At Flight Attendant option, duty day limitations may be exceeded. Flight Attendant will be paid, but not credited, at the rate of one (1) minute of flight pay for each two (2) minutes on duty for the entire duty period, commencing at the duty period's actual report time and ending fifteen (15) minutes after the actual block-in, or thirty (30) minutes for International flights	Implemented	Current

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Section	Description	LAA	LUS
14.M.7 Location Delay Incentive	<p>If a Flight Attendant's departure is delayed from an International Premium Station (IPD) (Europe, Asia, deep South) for more than 10 hours after scheduled departure, such Flight Attendant shall receive 5 hours of pay and credit, including all premiums in addition to the value of the trip. If the delay is greater than 24 hours, an additional five hours, including all premiums, will apply, and every 24 hours or fraction thereof. This Delay Incentive Pay is in addition to actual flight time and applicable duty rigs.</p>	Implemented	Current
25.G Maternity/Paternity Leaves	<p>Mandatory disability period of 28 weeks prior to birth has been eliminated. FA is eligible to take 180 days maternity/paternity leave as soon as baby is born.</p>	Implemented	Current
25.E.5-6 Medical Leave Duration	<p>Any FA who is on an unpaid Medical Leave and unable to return to active service after 5 consecutive years shall be deemed to have voluntarily resigned. Removal from the seniority list shall not be automatic, and company shall consider whether an additional period of leave of specific duration may be reasonable.</p>	Implemented	Implemented
25.N Unpaid Leaves of Absence	<p>Seniority/Longevity accrual when on unpaid leaves of absences</p>	Implemented	Current

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Section	Description	LAA	LUS
30 Grievance Procedure	Contractual process for Flight Attendants, the union and the company in resolving contractual disputes	Current	Implemented
31 System Board of Adjustment	Provides jurisdiction over disputes between any employee covered by the JCBA and the Company after following procedures outlined in the grievance process.	Current	Implemented
15.A.1 Speaker Staffing	<p>Narrow body: up to 1 speaker</p> <p>Wide Body/Dual Aisle less than 200 PAX in M/C: up to 1 per class of service <i>** As an exception, a scheduled segment to/from or within Asia, (1) additional speaker may be added</i></p> <p>Wide Body with 200 or more M/C PAX: up to 1 per premium class: up to 2 in M/C</p>	Implemented	LOD/O until FOI
15.A.1 Seniority	Defines Occupational and Classification/Longevity seniority and requires publication of the seniority list twice a year.	Implemented	Implemented
40 Duration	Agreement is effective for 5 years	Implemented	Implemented