

Contract Items to be Implemented January 1, 2015

- T/A pay rates (Section 3)
- Increased per diem rates for LAA (Section 4)
- Holiday pay of \$75 for working listed holidays including New Year's day (Section 3)
- Commuter policy (Section 37.1)
- PVDs limited to 6 days per calendar year for LAA and paid at the daily rate of 3:30 hours (Section 8)
- Eliminate the 420 benefit threshold for LAA (Section 26)

| Section | Description | LAA | LUS |
|--|--|---------------------------|---------------------------|
| 3 Compensation | Hourly wage rate increases \$75 pay for working listed Holidays including New Year's Day | Implemented 1/1/15 | Implemented 1/1/15 |
| 4 Expenses | Increased per diem rates | Implemented 1/1/15 | Current |
| 8 Vacation | PVDs paid at a day rate of 3:30 per day and limited to 6 per year | Implemented 1/1/15 | N/A |
| 26 Insurance, Retirement and Other Benefits | Eliminate the rolling 420 benefit threshold for Health Insurance Ability to defer payment of Flight Attendant portion for medical/dental/life insurance and optional premiums while on unpaid leave of absence eliminated | Implemented 1/1/15 | N/A |
| 37 General | Commuter policy includes provision for "load" on second flight In-flight breaks for flights under 7 hours scheduled flying time | Implemented 1/1/15 | Implemented 1/1/15 |

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| 6 Crew Accommodations | <p>Hotel rooms provided for all scheduled and unscheduled ground time of 4 hours or more</p> <p>“Me too” with Pilots on hotel accommodations</p> <p>Improved transportation language when waiting for hotel transportation.</p> | Implemented 1/1/15 | Implemented 1/1/15 |
| 21 Probation | <p>First 180 days with the company as a Flight Attendant. Leaves of 16 or more days during that period will extend the probationary period for an equal number of days. Full protection of the contract for all probationary Flight Attendants except the right to file a grievance for termination.</p> <p>Trip trades may be done prior to the first day of the bid month. After the first of the month trades can be done with approval from Flight Service Manager.</p> | Implemented 1/1/15 | Implemented 1/1/15 |
| 23 Reduction in Force | <p>Leaves must be offered prior to any reduction in force due to a Flight Attendant overage.</p> <p>Any involuntary furlough would receive furlough pay.</p> | Implemented 1/1/15 | Implemented 1/1/15 |

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| <p>5 Moving Expenses</p> | <p>Moving expenses are covered for moves due to the:</p> <ul style="list-style-type: none"> • opening of a new crew base • a crew base closure, or displacement from crew base for any reason • Recalled from furlough to a different crew base <p>Settling days: 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 for purposes of settling days at the Flight Attendants option.</p> <p>General: Paid moving expenses if move is completed within three (3) years of the effective date of the transfer.</p> <p>Voluntary Transfers: Company shall provide up to five (5) consecutive calendar days free of duty</p> | <p>Implemented 1/1/15</p> | <p>Implemented 1/1/15</p> |

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| <p>1 Scope</p> | <p>Company recognizes APFA as the representative of Flight Attendants</p> <p>In the event the Company is merged with another airline, Flight Attendants will be provided labor protective provisions no less favorable than the labor protective provisions in this Section, i.e.(Allegheny-Mohawk labor protective provisions) or as provided in the agreement for Section 8, 11 of the LPP</p> | <p>Implemented 1/1/15</p> | <p>Implemented 1/1/15</p> |
| <p>33 Employee Assistance Program, Professional Standards, Drug and Alcohol</p> | <p>Covers employee assistance programs including but not limited to alcohol/drug testing, mental health disorders, professional standards and critical incident stress management.</p> <p>Procedures for drug and alcohol testing, duty rest requirements and pay</p> <p>Professional Standards resolves conflicts between Flight Attendants or between a Flight Attendant and another employee group.</p> | <p>Implemented 1/1/15</p> | <p>Implemented 1/1/15</p> |

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| <p>34 Safety and Security Department</p> | <p>APFA will be advised of all areas of safety concerning flight attendants</p> <p>Company will consider all recommendations of SSD and will meet quarterly to discuss any changes.</p> <p>In the event of an aircraft accident or incident, Company will notify APFA. Flight Attendant has right to Union representation in the event of an aircraft accident/ incident.</p> <p>Company and APFA recognize the Critical Incident Stress Debrief Program for incidents.</p> <p>A Flight Attendant will not be required to lift, or assist in the lifting of weight which, in the Flight Attendant's best judgment, could result in an injury on duty.</p> <p>Company will provide each Flight Attendant with an Individual Personal Resuscitation Mask.</p> | <p>Implemented 1/1/15</p> | <p>Implemented 1/1/15</p> |
| <p>36 APFA PAC</p> | <p>Company must provide a method to payroll deduct Flight Attendant contributions</p> | <p>Implemented 1/1/15</p> | <p>Implemented 1/1/15</p> |
| <p>39 Amendments to the Agreement</p> | <p>Amendments may be made by either party provided both parties agree.</p> | <p>Implemented 1/1/15</p> | <p>Implemented 1/1/15</p> |