

May 21, 2015

Laura Glading, National President  
Association of Professional  
Flight Attendants  
1004 West Euless Boulevard  
Euless, TX 76040-5018

**RE: Reserve Sick Charge for LUS**

Dear Laura:

This letter will confirm our understanding and agreement regarding a Reserve sick charge for LUS Flight Attendants under Section 9.2., of the LUS/AFA Collective Bargaining Agreement. Daily Scheduling will determine if a Reserve Flight Attendant would have been utilized based on the following criteria:

At this time, ROTA will not consider sick utilization for Future processing and all proposed changes will occur in CATS.

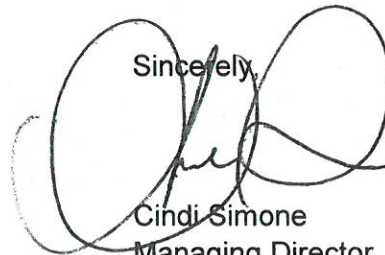
- 1) If the Flight Attendant has not been awarded or assigned a trip sequence or OPR, Daily Scheduling will determine if the Flight Attendant would have been utilized for either a trip sequence or OPR based on the following:
  - The trip sequence will be based on days of availability by the click count and inverse seniority
  - The OPR will be based on OPR click count and inverse seniority
  - If Daily Scheduling has already assigned a trip sequence, but the Flight Attendant has not been notified, the Flight Attendant will be marked as utilized for the entire trip sequence.
  - Language of Destination/Origination (LOD/O) Flight Attendants will only be considered after processing all non-LOD/O Flight Attendants.
  - If the Flight Attendant is not assigned a Reserve Availability Period (RAP) during Reserve Open Time Assignment (ROTA), no RAP will be considered in the sick utilization process.
  - If the Flight Attendant was assigned a RAP in ROTA processing, the RAP will not be considered in the sick utilization process.



- 2) If a Flight Attendant has already been awarded or assigned a trip sequence or On Premise Reserve (OPR), she/he will be shown as utilized for the value of the entire trip sequence or OPR and charged sick for each day of the trip sequence.

It is understood that the provisions of the current LUS/AFA and Joint Collective Bargaining Agreements, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:



Date 05/26/15

Laura R. Glading, National President  
Association of Professional Flight Attendants

cc: Marcus Gluth  
Cathy Scheu  
Laurie Lofgren  
Dan Herring  
Jaimie McNeice  
Vince Heyer