

Cindi Simone
Managing Director
Labor Relations, Flight Service



December 11, 2014

Mr. Roger Holmin
US Airways AFA Contract Enforcement Committee (CEC)
205 Regency Executive Park Drive
Suite 310
Charlotte, NC 28217

RE: Penalty Pay- December 2014 and January 2015 in CLT

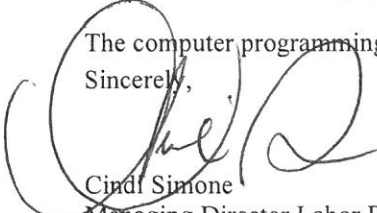
Dear Roger:

As a result of a time change problem between HNL-PHX-CLT, the pairing generator failed to recognize the provisions of Section 11.K.4 of the Collective Bargaining Agreement. After identifying the aforementioned problem, numerous exchanges took place to find a remedy for the affected flight attendants awarded such December and January pairings. As a result of those exchanges between Mike Flores, Carol Austin, Chip Mayer and me, the parties agreed to the following provisions on a non-precedent setting basis:

- The Charlotte Flight Attendants will be notified of the affected pairing and conditions.
- The trip value flown will be paid at 200%. 100% will be pay and credit and the other 100% will be pay-no-credit. All premiums will be paid at 200%. This 200% pay will not apply to Holiday Pay.
- December and January trips will remain as published.
- The Penalty Pay will be automatically paid by Claims once the pairing is flown. If a pairing is split during actual operation for sick, legalities, etc., the Flight Attendant flying the last day is entitled to the penalty pay (PNC) because that is where the violation of 11.K.4 occurs.
- Penalty Pay will be paid to any Flight Attendant that flies such pairing or pairings regardless of how he/she obtains such trip(s).

The computer programming error will be corrected in the pairing generators by February 2015.

Sincerely,



Cindi Simone
Managing Director Labor Relations

Agreed to by:



Date 1-2-15

Laura Glading
National President
Association of Professional Flight Attendants

cc: Roger Holmin, Carol Austin, Cathy Bossi, Keith McCarty, Wendy Stockton

4333 Amon Carter Blvd.
MD 5235
817-963-1610 Office
480-286-8374 Cell
Cindi.simone@aa.com

