

October 6, 2016

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

**RE: LUS Flight Attendant Collective Bargaining Agreement – February 28, 2013
Section 22- Filling of Vacancies**

Dear Bob:

In an effort to provide more opportunity for transfers to occur between LUS crew bases, the parties agreed to the following process change to Section 22 – Filling of Vacancies commencing with the December 2016 contractual bid month.

When there are no vacancies available for rebid in a crew base or after all vacancies within the crew base have been filled, the Company will allow remaining standing transfer requests between two crew bases to be awarded provided there are an equal number of requests for transfers between both crew bases. The awards will be based on seniority within the domicile and such awards will be filled until there are no longer an equal number of requests between the two crew bases. The following crew base pairs will be considered for processing under this agreement.

CLT-PHL and PHL-CLT
CLT-PHX and PHX-CLT
CLT-DCA and DCA-CLT

DCA-PHL and PHL-DCA
DCA-PHX and PHX-DCA

PHL-PHX and PHX-PHL

It is understood that the provisions of the AA/APFA Joint Collective Bargaining



Agreement, except as specifically modified or excepted by this letter, shall apply in all respects. Furthermore, the above-referenced provision may be terminated by either party prior to FOI. This letter will no longer be in effect at Flight Attendant Operational Integration (FOI). The JCBA language will be in effect at FOI.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:


Date 10/7/16
Bob Ross, National President
Association of Professional Flight Attendants

cc: Hector Adler
Laurie Lofgren
Sumit Batra
Tana Edwards
Rick Carpenter