

February 28, 2018

Bob Ross
Association of Professional
Flight Attendants
1004 West Eules Boulevard
Eules, TX 76040-5018

RE: Modifications to the JCBA Recurring Calendar of Events

The parties agree to modify various recurring events contained in the Joint Collective Bargaining Agreement (JCBA) to the dates and times as reflected in the attached document.

In addition, the Company and APFA Joint Scheduling Committee ("JSC") will review the ROTA processing time as a routine part of its monthly meetings. And, after nine full months of experience with the newly implemented ROTA, the parties agree to meet and discuss the Company's ability to reduce the processing timeline for ROTA.

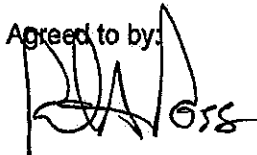
This Letter of Agreement shall become effective as of the date it is signed and shall remain in full force and effect concurrent with the duration of the Joint Collective Bargaining agreement signed December 13, 2014.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:



Bob Ross, President Date 2/28/18
Association of Professional Flight Attendants

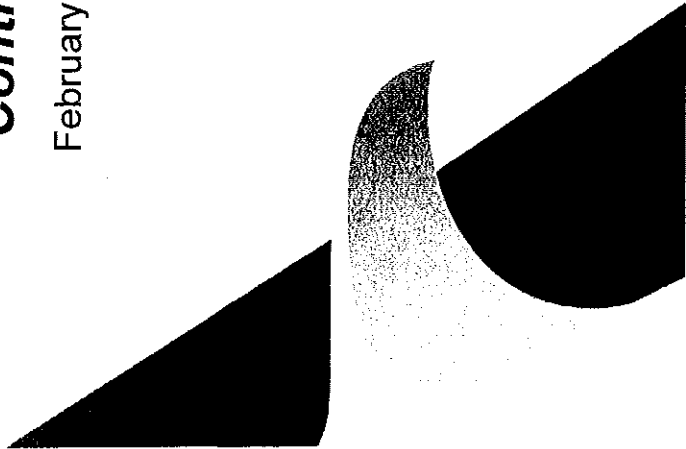
cc: Jill Surdek
Chuck Schubert
JSIC



FA Recurring Calendar

Contractual References

February 12th, 2018



Monthly calendar adjustments

App	JCBA Language	Adjustment	Contract Ref
TBS	Training Bidding Opens on the 1st day of contractual month prior to bid period no later than 0900 DFW	1st day of calendar month prior to bid period no later than 1200 DFW	10.C.6
TBS	Recurrent Training Bidding Closes on the 6th day of contractual month prior to bid period at 0900 DFW	6th day of calendar month prior to bid period at 1200 DFW	10.C.6
TBS	Training Award Publication on the 7th day of contractual month prior to bid period no later than 0900 DFW	7th day of calendar month prior to bid period no later than 1200 DFW	10.C.6
TTS	Bids for next month will be stored and processed in the TTS Queue on the second to last day of the bid period at 2100 HBT	Bids for next month will be stored and processed in the TTS Queue on the 22 nd day of the calendar month at 2300 HBT	10.E.2.a
ETB	All sequence transactions will be awarded immediately following the PBS award	All sequence transactions for the next month will be processed on the 23 rd of the calendar month at 0400 HBT	10.G.2.a
ETB	Submit vacation trades: By the 8th of the month prior to the month in which the trade occurs	Submit vacation trades: By the 5th of the month prior to the month in which the trade occurs	8.I

Daily calendar adjustments (1 of 3)

App	JCBA Language	Proposed Adjustment	Contract Ref
TTS	TTS Queue will close each day at 2100 HBT for sequences which depart on or after the calendar day beginning at 0000, twenty-seven (27) hours later	TTS Queue will close each day at 2300 HBT for sequences which depart on or after the calendar day beginning at 0000, twenty-five (25) hours later	10.E.2.b
TTS	Awards will be posted at 0600 HBT for the calendar day beginning at 0000, eighteen (18) hours later	Awards will be posted no later than 0400 HBT for the calendar day beginning at 0000, twenty (20) hours later	10.E.2.c
ETB	ETB transactions will not be processed between the time the TTS bid closes at 2100 and is awarded at 0600	ETB transactions will not be processed between the time the TTS bid closes at 2300 and is awarded at 0400	10.G.2.b
Post TTS Processing (UBL)	Sequences that open between 2100 and 0600 . Process and post trips, which open during TTS is processing, at 0600 HBT daily	Sequences that open between 2300 and 0400 . Process and post trips, which open during TTS is processing, no later than 0400 HBT daily	10.F.3.a
Post TTS Processing (UBL)	Processing after 0600 HBT: Any sequences that become available prior to two hours (three hours for co-terminal) before departure	Processing after 0400 HBT: Any sequences that become available prior to two hours (three hours for co-terminal) before departure	10.F.3.b
Post TTS Processing (UBL)	FA awarded a sequence after 1700 HBT will receive positive phone contact by Crew Schedule	FA awarded a sequence after 1500 HBT will receive positive phone contact by Crew Schedule	10.F.4.c

Daily calendar adjustments (2 of 3)

App	JCBA Language	Adjustment	Contract Ref
ROTA	Reserve awards and assignments shall begin one (1) day prior at 1700 HBT	Reserve awards and assignments shall begin one (1) day prior at 1500 HBT	12.J.2
ROTA	A Reserve may elect to work on a Golden or Flex Day and the Reserve shall make such choice known to Future Crew Schedule prior to 1700 HBT, concurrent with the beginning of Future Reserve processing	A Reserve may elect to work on a Golden or Flex Day and the Reserve shall make such choice known to Future Crew Schedule prior to 1500 HBT, concurrent with the beginning of Future Reserve processing	12.B.2.b.i
ROTA	Crew Scheduling shall publish Standby, sequence, and RAP assignments for the following day no later than 1800 HBT. A Reserve shall acknowledge the assignment prior to 2100 HBT	Crew Scheduling shall publish Standby, sequence, and RAP assignments for the following day no later than 1930 HBT. A Reserve shall acknowledge the assignment prior to 2230 HBT	12.J.4
ROTA Daily (ROTD)	Sequences which open during or after the Future Scheduling Award and Assignment Process 1700 HBT one (1) day prior	Sequences which open during or after the Future Scheduling Award and Assignment Process 1500 HBT one (1) day prior	12.K.1.a

Daily calendar adjustments (3 of 3)

App	JCBA Language	Adjustment	Contract Ref
Manual Process	A Reserve may trade a Standby shift with another Reserve who has a Standby shift on the same day. Such trade request must occur prior to the commencement of the Standby shift but in no case later than 1700 HBT on the day the Standby shift is scheduled	A Reserve may trade a Standby shift with another Reserve who has a Standby shift on the same day. Such trade request must occur prior to the commencement of the Standby shift but in no case later than 1500 HBT on the day the Standby shift is scheduled	12.F.18