AA Proposal **Date: 6/22/2010** **Time: 1000**

Subject: Sick Leave	**Version: 5**

Proposal Reference(s): Sick Leave: APA -10/23/07, 8/12/08, 3/31/09, 5/7/09, 6/24/09, 4/26/10; AA – 7/21/2008, 3/4/09, 4/2/2009; 6/23/09

Contract Reference(s): Section 10, Supplement K

The Company proposes to revise its 9/1/09 Pilot Sick proposal as follows:

- See The Company's Proposal on Supplement K, Retiree Medical dated 6/22/2010
- Eliminate the rapid reaccrual provision (Section 10.C.). Pilots on rapid re-accrual on date of signing shall continue accruing at a rate of 7.5 hours/month until such time as they have re-accrued an amount equal to the amount used as a result of the triggering sick occurrence.
- Modify the Sick If Needed provisions to provide for the continued sick charge from one month to the next.
- Eliminate the Long Term Sick restoration provision (Section 10.E.3.).
- Eliminate the restoration of Sick Leave credit for IOD related absences (Section 10 F.). **Sick time used for IOD related absences will be included in the calculation to determine pre-65 retiree medical coverage.**
- Upon completion of initial IOE, pilots in their first year of service shall have access to a negative sick leave bank of up to 60 hours.

Note – Nothing in this or any pending Company proposal relates to subjects such as (a) misuse, abuse and/or verification regarding sick leave taken by a pilot or (b) the Company's position regarding its rights relating to such subjects, including as discussed in past or pending arbitration cases.