AA Proposal

AA Proposal	**Date: 6/23/2009**	**Time: 1000**
Subject: Sick Leave		**Version: 4**
Proposal Reference(s): APA Paid Time Off – 10/23/07, 8/12/08, 3/31/09,5/7/09; AA Proposal – 7/21/2008, 3/4/09, 4/2/2009		
Contract Reference(s): Section 10		

The Company proposes no change to the 4/2/2009 Sick Leave proposal, restated as follows:

- At pilot option, fifty (50) % of a pilot's sick leave accrued in the previous calendar year, less sick hours used in the previous calendar year, may be paid out each January. For example, if a pilot accrued 60 hrs in the previous calendar year, and he/she used 10 hours sick leave, the pilot may elect to be paid for 20 hours of such sick accrual (60 / 2 – 10). The remaining 40 hours will be added to the pilot's cumulative sick leave bank.

- After the addition of the previous year's sick leave accrual, all hours in excess of 1,000 in a pilot's sick leave bank will be paid out each January.

- 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.)

- 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.