AA Proposal

AA Proposal	**Date: 6/21/2010**	**Time: 3:45 PM**
Subject: Drug and Alcohol Testing – Supplement L		**Version: 4**
Proposal Reference(s): APA: 10/24/07, 5/27/08, 6/10/08; AA: 5/27/08, 5/29/08, 7/23/08		
Contract Reference(s): Supplement L		

The Company proposes the following changes to Supplement L:

1. Supplement L.5. TESTING OCCASIONS
   - Add the following bullet point (3) to Supplement L.5

     A. Pre-employment / Re-Entry Drug Testing

     (3) Employees who are reinstated from termination or suspension that involves payroll transaction activity (PTR) must successfully complete a DOT pre-employment drug test and will not be placed on active status until the day after a negative result is received.

2. Supplement L.8.A REFUSAL TO SUBMIT AND/OR COOPERATE IN TESTING AND CONSEQUENCES
   - Replace the current Supplement L.8.A paragraph with the following:

     A. Pre-employment / Re-Entry Drug Testing

     A refusal to submit to a drug test and/or an alcohol test includes any failure to cooperate or any action or refusal to act that interferes with or adversely affects any part of the process or the results under the then-current testing procedures.

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3. Supplement L, Appendix A (list of prohibited substances or their metabolites)
   - Delete Supplement L, Appendix A and replace all references to Appendix A with "**the DOT's list of prohibited substances or their metabolites and Company expanded panel located in The AMR Alcohol & Drug Testing Policy on Jetnet"**

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4. Supplement L.2.C - RIGHTS (GENERAL)
   - Change Supplement L.2.C (expanding the list of drugs specified in Appendix A) to read as follows:

     "If the Company wishes to expand the list of drugs beyond those currently required AMR policy, the parties will meet to discuss the suggested changes. DOT's prohibited substances, metabolites and cutoff levels, listed in 49 CFR Part 40 40.85 and 40.87, will be included in AMR policy located on Jetnet."

5. Supplement L, Appendix B – REQUEST FOR TESTING OF SPLIT SPECIMEN.
   - Delete Supplement L, Appendix B and replace the reference to Appendix B in **6.A(2)(a)** with a reference to Jetnet.

6. Supplement L.G – PILOT COMPENSATION AND BENEFITS

   - Remove Supplement L.11.G as a result of the mental health parity act:
     Company benefits will pay for substance abuse rehabilitation only one time in a pilot's career, unless mutually agreed by the Company and the Association

7. **The Company will work with APA to make the necessary administrative edits to Supplement L previously identified.**