

APFA Proposal

Article 10/Appendix I

Eliminate Appendix I and incorporate into Article 10

- 10. A- Delete existing language and replace with I.10.A language, delete I.10.A.2 reference to Reserve Flight Attendant having no choice in assignment to specific trips
- 10. A.3- NEW Dual Qualified Reserve is a Flight Attendant who is qualified to fly both the Domestic and International Divisions and may bid and/or be assigned to flying or standby in either Division (Scheduling Dual Qualified Flight Attendants will be determined when agreement is reached on a combined Domestic/International Operation. Should no agreement be reached, all references to Dual Qualified will be deleted from Article 10)
- 10. B—NEW 3. Reflect reduced guarantees with variable days of reserve availability
- 10. C.3 -Amend to reflect that Limited Option (L2) and Optional Exchange (OE) will be paid above guarantee
- 10. D.2 – Incorporate 3/20/2008 Reserve Trip Trade Letter of Agreement and amend to include ability to trade standby sequence
- 10. D.6.—Eliminate limitation for using two Duty Free Periods for purpose of flying Sick Make Up
- 10. D.3—Amend to reflect Limited Option II (L2) and Optional Exchange (OE) will be paid above guarantee
- 10. E.2— Amend to reflect any modifications of Article 7.I
- 10. E.3—Amend to reflect any modifications to Article 7.J
- 10. F.1—Modify language to:

When the Automated Reserve Line Builder programming is implemented:

Permit reserve selections with 12/13, 13/14, 14/15, 15/16, 16/17, 17/18 days of reserve duty with a pro-rated guarantee

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Eliminate duty free period patterns with the exception of:

Requiring periods of reserve availability with no more than six days and no less than the longest trip at the base, with permitted exception for 48 hour blocks during the overlap period

Permit assignment of one stand alone DFP limited to X% of the selections at a base

NEW Create chart reflecting vacation days that must be paid when Vacation falls during a reserve month

10. F.2 NEW APFA and the Company may mutually agree to exceptions to Duty Free Patterns

10. F.2-6—Delete

10. F.7 – Modify language to provide ability to bid on days available and reserve duty free periods

10. G.8 NEW- Modify language to allow a duty free period to be moved to released day of availability

10. H.1 –Modify language to include “day-before” reserve preference bid and assignments based on seniority once in pool for assignment. Bid/Assignment pool will be determined by (1) blocks of availability and (2) first in/first out principle

10. H.2 – Delete existing language and modify to provide for “day before” reserve preference bid and assignments based on seniority once in pool for assignment. Bid/Assignment pool to be determined by (1) blocks of availability and (2) GTD and (3) Co-terminal

10. H—NEW Permit for inclusion of more than required number of reserves in pool for bidding on assignments and permit for assignment of Reserve during block of reserve availability prior to a planned absence of greater than 14 days

10. I – Delete existing language

10. J.1 – Modify to expand reserve preferences to add position, equipment, specific trip, stand-by, and AM/PM reserve availability

10. J.2.a – Modify language to delete reference to Long Call and add AM/PM reserve availability

10. K.1 – Modify language to comport with 10.H.2 (above)

10. K.1.d – Modify language to delete reference to Long Call and add AM/PM reserve availability

10. K.2.a – Modify to include reference to “Dual Qualified Regular Flight Attendants”

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- 10. K.2.b – Modify to include language that considers a Flight Attendant's preference for stand-by
- 10. K.3.a and b. – Delete references to utilization range
- 10. K.4 – Modify language to delete reference to Long Call and add AM/PM reserve availability
- 10. K.6.e NEW – Modify to provide reserve option to request and be awarded next day PVD/ER prior to reserve assignment
- 10. L – Define AM/PM reserve availability period to be 15 hours of ready reserve availability to begin at X times. Assignments must sign in within period of availability. Permit exception to allow assignment of PM Flight Attendant to departures after X LBT
- 10. M.5 – Revise stand-by limitations for Flight Attendants that preference stand-by
- 10. M.6 NEW – Amend to reflect that a Regular Flight Attendant can bid stand-by and that Guaranteed Available and Reserve Flight Attendants can be assigned stand-by
- 10. N.2.c – Modify to assume verification of assignment/status via automated daily bidding system during the reserve bid run and create parameters for contact when assigned outside of bid run period during rest or duty free period
- 10. Q.3 NEW – Add language to reflect any reserve Flight Attendant must clear the sick list prior to 1200 Local Base Time (LBT) or sick bank will be charged for that day
- 10. S.3 – Explore reserve rotations for new hires and recalls reporting to base
- 10. T – Modify language to provide ability to bid on days available and reserve duty free periods. Daily Required number of reserves will be posted for each day of month when bidding. Flight Attendants will be awarded Reserve Days/Duty Free Periods in seniority order. Unselected days will be assigned in reverse order of seniority.
- 10. Y. – Move to NEW Article 22—Training
- 10. X. – Modify language to include AM/PM reserve
- 10. Z—Move to NEW Article 22—Training
- 10-Letter-I – Incorporate and Improve capability to display Flight Attendant status and reasons for assignment (transparency)

10-Letter-II – Incorporate

Accept AA Appendix I Proposal dated 5/28/2009

The final acceptance of this Tentative Agreement is contingent upon resolution of the following items:

AM/PM

Percentage that will be offered at each base

Diurnals for AM and PM

Implementation Schedule for IT changes

Parameters for contact outside bid run period

Percentage of Variable Reserve Days Available selections and freestanding DFP

“Squish Factor” – reserves greater than required number that will be permitted to bid in the reserve assignment bid run

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