

**CONFIDENTIAL**

**Company Packaged Proposal  
Articles 11, I.11, 20, 30, I.30, 32, 34, I.34  
Date: 4/2/2009**

JA 170  
4.2.09  
mm  
4/2-09  
STHEI

Article 11 and I.11 – Language

- Accept Company's 3/26/09, version 4.0 proposal with the following additions:
  - 11.D. and I.11.D. – APFA bid denial vacation pay protection\*

Article 20 – Medical Appeals / Arbitration

- Accept Company's 3/31/09, version 7.0 proposal

Article 30 – General

- Accept Company's 3/31/09, version 2.0 proposal
  - TA article with the understanding that the parties preserve their right to bargain with respect to 30.K.

Article I.30 – General

- Accept Company's 3/31/09, version 1.0 proposal
  - TA article with the understanding that the parties preserve their right to bargain with respect to I.30.K.
  - Remove inoculations from I.30.N.

Article 32 – Health and Safety Committees

- Accept APFA's 4/1/09 proposal

Article 34 and I.34 – Purser

- Accept APFA's 3/31/09 proposal including:
  - 34.E. – APFA bid denial vacation pay protection\*
  - I.34. – Purser Flex Test

But not:

- I.34.A. – Delete proposed language

\*Vacation pay protection may be affected by changes in Article 6 – Vacation