

CONFIDENTIAL

**Company Proposal – Flight Attendants
Article 16 – Reduction in Force
Version 6.0
Date: 7/24/2009**

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PROPOSAL:

- 16.A.4. – Replace certified mail with 2-day delivery service (eg: FedEx)
- 16.A.5. – Incorporate Seniority Accrual on Overage Leave Letter of Agreement dated 7/3/08
- 16.A.7. – Amend to include “The Company will notify APFA of the number of leaves granted at each base”
- 16.D.2. – (APFA language 7/20/09) Clarify that Domestic Flight Attendants may return on a one time basis, at the first transfer opening, after return from furlough to the Domestic base, International Flight Attendants may return to the adjacent domestic operation
- Sign a stand-alone Letter of Agreement that extends unlimited recall rights for Flight Attendants whose names appear on the recall list as of October 2, 2009, and that also provides in no case shall a senior Flight Attendant furloughed after October 2, 2009 have a recall period shorter than a more junior Flight Attendant