

**CONFIDENTIAL**

**Company Proposal – Flight Attendants  
Article 31 – Union Security  
Version 2.1  
Date: 2/11/2009**

TA 2.11.08  
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**PROPOSAL:**

**A.1.:**

- Amend to include “assessments”.

**D:**

- Change to “except that payment of membership dues shall not be required as a condition of employment during unpaid sick leaves of absence and / or unpaid injury on duty or during periods of transfer to classifications not covered by this agreement.” This exception shall not apply to leaves, IOD or periods of transfer of less than 30 consecutive days.
- Amend to reflect that a Flight Attendant who holds a Flight Service supervisory and related position (as described in Article 17.C.) for more than twelve (12) consecutive months after the date of ratification will be required to pay a \$250 assessment to APFA if they return to the bargaining unit, or they will forfeit the occupational seniority accrued while holding such Flight Service supervisory and related position. During the first twelve (12) consecutive months after date of ratification, no assessment fees will be required for Flight Attendants holding a Flight Service supervisory and related position who return to the bargaining unit.

**G:**

- Amend to provide that termination under this Article will be based solely on the failure to tender the “initiation fee and / or membership dues (not including fines and penalties)”.