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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

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**Company Proposal – Flight Attendants
Article 11 – Language
Version 4.0
Date: 3/26/2009**

PROPOSAL:

- 11.A. – Three (3) month lock-in (as opposed to 6 months) if speaker holds proffer by virtue of seniority rather than language qualification
- 11.A. – The Company will allow mutual lateral transfers for foreign language speakers serving a lock-in. Any remaining lock-in will be assumed by the Flight Attendant with whom s/he transfers
- 11.D. – Pay for Speakers bid denied during a vacation month will be addressed in Article 3.O

New Language:

- Create “Speaker Flex Test”, which includes increased TTOT flexibility and speaker pick up option