

**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

# Article 34 – PURSER

## A. Purser Positions

- NEW – I 34 A. Remove narrow-body purser qualification from non IFS sequences. Pay for position will remain as purser pay.
- A.1. – Will address purser pay in Article 3.M., Article I.3.M. & 3.0.

## B.2. Objective Examination.

- Periodic review of objective examination by APFA Contract Coordinator, or their designee, and the company.

## B.5. System-wide Purser Trigger Training.

- Incorporate Trigger Training Letter of 22 May 2001.

## B.6.C Initial (First Year) Bidding Obligation.

- Amend to eliminate Lock-in (first year bidding obligation)

## B.6.d Maintaining Qualification - Refresher Training.

- A Purser who wishes to attend a Purser Conference at a Base station other than their own may do so after contacting her/his Purser/Service Manager to advise them of her/his planned attendance at a different base.
- The company may discontinue the practice at any time. Prior to discontinuing the practice the company will meet and discuss the reasons with the APFA and will provide 60 days notice.

## B.6.e. Maintaining Qualification-Annual Program Participation (Flying/Bidding)

- Modify the International Purser flying requirement to a minimum 200 hours
- B.6.e.4 Reduce percentage to 50% of the monthly bidding requirement of available Purser lines rounded down for odd number of lines when the number of Purser lines at a base is ten or less.

## E. BID DENIAL/RESERVE DRAFTING PAY PROTECTION.

- When a flight attendant is denied during their vacation month, he/she will be paid for the greater value of the sequence(s) they held or were denied in accordance with the provisions of Article 3.0.6. (NEW)

3/31/09 APFA → MM

## **Article 34 – PURSER**

- Incorporate Purser Flex Test Letter of 28 March 2005: