

January 5, 2016

Marcus Gluth, National President
Association of Professional
Flight Attendants
1004 West Eules Boulevard
Eules, TX 76040-5018

RE: JCBA Company Paid Union Business

Dear Marcus:

This letter will confirm our understanding and agreement regarding monthly union business which is paid by the Company, which became effective on May 2, 2015, unless otherwise noted below.

Section 10.D.2.a.

Effective with the November 2015 bid month, the Company will pay one hundred ten (110) hours plus \$3/hour International pay and \$7.50/hour Purser pay for the three (3) union members of the Joint Scheduling Implementation Committee (JSIC) and the three (3) union members of the Joint Implementation Resolution Committee (JIRC). Per Diem and Foreign Language Speaker Premium Pay will not be paid. The Company will also pay for reasonable lodging and expenses for the JSIC and JIRC. Pay and reasonable lodging and expenses will continue until the committee(s) is discontinued.

Section 10.D.6.b.

The Company will pay one hundred and five (105) hours (or pay per current Company policy, currently 115 hours, at the time of deployment, if greater) per month and all reasonable expenses for Flight Attendants appointed as trainers. Per diem and premiums will not be paid.

Section 32.G.2.

A lineholder removed from schedule using the daily rate will receive six (6) hours pay and credit (or pay per current Company policy at the time of deployment), if applicable, for each day removed. Per Diem and premiums will not be paid. Removals using trips missed under this provision will include any applicable premiums for Purser, Lead, Aft, Galley positions, and International. Per Diem and Foreign Language Speaker Premium Pay will not be paid.

Section 32.G.5.a. - c. & 32.G.7.

The Company will pay a daily rate of six (6) hours pay and credit for each day of the actual meeting(s) (or pay per current Company policy at the time of deployment), whether they are removed from a trip sequence, day of availability, reserve day, or duty-free period/day off. Per Diem and premiums will not be paid. Furthermore, the daily rate of six (6) hours pay and credit will apply to 32.G.7.

It is understood that the provisions of the AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 
Marcus Gluth, National President
Association of Professional Flight Attendants

cc: Laurie Lofgren
JC Gulbranson
Rick Knuth
Jeff Pharr
Greg Gunter
Vince Heyer