

March 11, 2015

Laura Glading, National President  
Association of Professional  
Flight Attendants  
1004 West Euless Boulevard  
Euless, TX 76040-5018

**RE: JCBA Section 32.G. – Monthly Union Business**

This letter will confirm our understanding and agreement regarding the elimination of the 350 hour monthly flight pay loss and the 26% fringe benefit override for monthly Union business. The following changes have been made to the Joint Collective Bargaining Agreement language:

Section 32.G:

~~The Company will provide monthly flight pay loss of three hundred and fifty (350) hours, plus applicable premiums, which may be shared among Union representatives in any given month by designation of the APFA National President.~~

Section 32.G.4:

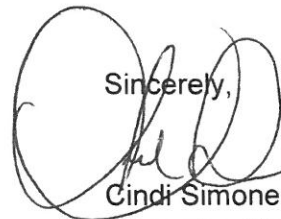
The Company shall invoice the Union each month for flight pay loss ~~in excess of the amounts provided for in Paragraph G.1.~~

Section 32.G.8:

~~The Union shall be charged a fringe benefit override of twenty six percent (26%) for the amounts invoiced to the Union in accordance with Paragraph G.~~

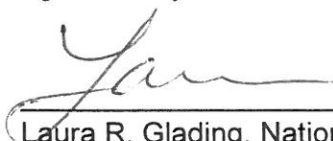
It is understood that the provisions of the AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:



Date 03/20/2015

Laura R. Glading, National President  
Association of Professional Flight Attendants