

April 23, 2015

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

**RE: Access to Open Time after Unpaid Trip Removal to Attend Training for LAA**

Dear Laura:

This letter will confirm our understanding and agreement regarding access to Open Time for LAA Flight Attendants who are removed from a trip(s) to attend training. Effective May 2, 2015, trip removals as the result of a direct conflict with scheduled training will be unpaid and will reduce monthly guarantee, however, Flight Attendants will have access to Open Time to recoup the value of the trip(s) lost plus one (1) hour. A Flight Attendant may contact Crew Schedule once during the month to request one of the following options:

- 1) A Flight Attendant may pre-plot a trip(s) by calling Crew Schedule to request the open trip(s).
- 2) A Flight Attendant may have HVBL days added on the day(s) of her/his choice by calling Crew Scheduling to make the request.

Example:

A Flight Attendant schedules training for 7-8 May and is removed from 2 turnaround trip sequences worth a combined 12:00 (6:30 + 5:30). The Flight Attendant may call Crew Schedule one time to pick up a trip(s) during the month worth up to 13:00 (6:30 + 5:30 + 1:00) or she/he may request 2 HVBL days be added to her/his schedule during the same month as the unpaid trip removals.

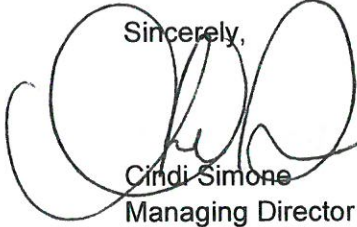
5 May	24	
6 May	24	
7 May	1-day trip 6:30	Training
8 May	1-day trip 5:30	Training
9 May	DO	

If a Flight Attendant has a subsequent illegality as a result of training, she/he must follow the MIC procedures in Article 9.P., to protect Bid Line Guarantee or Adjusted Guarantee.

The above procedures will remain in effect until Section 10 of the Joint Collective Bargaining Agreement (JCBA) is implemented. Furthermore, it is understood that the

provisions of the current LAA/APFA and Joint Collective Bargaining Agreements, 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 05/18/2015  
Laura R. Glading, National President  
Association of Professional Flight Attendants

cc: Cathy Scheu  
Laurie Lofgren  
Dan Herring  
Jaimie McNeice  
Vince Heyer