

January 22, 2016

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

RE: JCBA Section 27 – Injury on Duty (LUS & LAA)

Dear Marcus:

This letter will confirm our understanding and agreement regarding the use of sick leave following the conclusion of six (6) months of salary continuance provided for in Section 27.D. and 27.I. of the AA/APFA Joint Collective Bargaining Agreement (JCBA).

After the completion of the contractual 6th month of salary continuance:

1. A flight attendant with no available sick hours will be placed on an **unpaid** Occupational Injury/Medical Leave of Absence.
2. A flight attendant with available sick hours will be placed on a **paid** Occupational Injury/Medical Leave of Absence. At the point the flight attendant's sick bank is exhausted, he/she may apply for Long Term Disability, if applicable.

As an exception, a flight attendant with available sick hours may request within (7) business days of the end of the salary continuance period to be placed on an unpaid Occupational Injury/Medical Absence. Flight Attendants who choose to be placed on an unpaid status without exhausting her/his sick bank will be not eligible for Long Term Disability.

In accordance with Section 27.I, a flight attendant who exhausts salary continuance will be placed on a medical leave and subject to provision set forth in Section 25.E, Medical Leave of Absence.

This provision will become effective for any Occupational Injury/Medical Leave of Absence commencing on or after January 1, 2016. It is understood that the provisions of the AA/APFA Joint Collective Bargaining Agreement and LUS 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:



Marcus Gluth, National President
Association of Professional Flight Attendants

Date 01-22-14

cc: Laurie Lofgren
Tana Edwards
Rick Knuth
Vince Heyer

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