

January 26, 2017

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

RE: Miscellaneous LUS JCBA Implementation Items

Dear Bob:

This letter will confirm our understanding and agreement to modify the implementation date for the following AA/APFA Joint Collective Bargaining Agreement (JCBA) provisions for Legacy US Airlines (LUS) Flight Attendants. These provisions, originally scheduled for implementation at Flight Attendant Operational Integration (FOI), will be implemented in accordance with the timeline below:

The following JCBA provisions will be implemented effective March 2, 2017:

Section 10.H.5 – Red Flagging Open Time:

A Flight Attendant may exceed her/his monthly maximum to pick up a red flagged sequence.

Section 11.J.1 & 2 – Domestic Minimum Layover Rest:

This provision includes the requirement, in actual operations, to provide eight (8) hours behind the door minimum rest for flight attendants. If the minimum rest (eight (8) hours behind the door) cannot be met in the actual operation of a trip sequence, the crew upon reaching the layover hotel should contact the Company directly to reschedule the crew.

Section 12.H.1 – Minimum Reserve Call Out Time:

A Reserve shall be required to report within two (2) hours from the time she/he is notified of a sequence by Crew Schedule. If a Reserve reports to the airport after check-in time for the sequence, she/he shall receive pay and credit for the sequence as if she/he had checked in for the sequence at the same time as the rest of the crew. As an exception, Reserve Flight Attendants at co-terminals shall be provided three (3) hours call out.

The following JCBA provision will be implemented effective August 31, 2017:

Section 10.D.18 – Reserves:

This provision includes providing reserves with a minimum of twelve (12) scheduled days free of duty ("days off") at his/her crew base each month. Eight (8) such days shall be Golden Days and four (4) shall be Flex Days (currently referred to as Moveable Days).

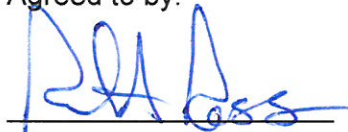
It is understood that the provisions of the AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 1/27/17

Bob Ross, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Sumit Batra
Chip Mayer
Thomas Wooten
Lynne Greene
Nena Martin
Marcy Dunaway
Eugenio Vargas
Vince Heyer

Miscellaneous LUS JCBA Implementation Items