

Cindi Simone  
Managing Director  
Labor Relations – Flight Service



December 4, 2015

Marcus Gluth  
National Vice President  
APFA  
1004 W Eules Blvd  
Eules, TX 76040

Dear Marcus:

This letter confirms the parties' collaborative efforts to address the problems associated with the December 2015 PBS award. The parties agree to provide compensation outside the provisions set forth in the 2013 US/AFA Collective Bargaining Agreement for the identified affected flight attendants who were mis-awarded during the PBS bid. Flight Attendants who agree to fly the mis-awarded sequence/s will be paid 300% (100% pay and credit and 200% pay-no-credit). If the flight attendant declines the 300% pay protection, he/she shall make herself/himself available for a "like pairing" during the final ISAP run. There will be no requirement necessary for pay protection during the initial ISAP run. A flight attendant, who traded the mis-awarded pairing prior to the notification of the mis-award, will be entitled to pay protection for the value mis-awarded pairing.

Additionally, the parties agree to enhance flexibility for all LUS flight attendants during the December bid month by relaxing ISAP constraints as described below:

- The initial ISAP run on November 30 for the bid month of December will allow for 6% open time for the entire month (December 2-31)
- All subsequent ISAP runs:
  - Trips originating during December 3 through December 15 will allow for 6%
  - Trips originating in the remaining weeks of December 16 through December 31 – return to 3% but evaluate daily the need for further upward adjustment – daily scheduling evaluation and review to be completed with the APFA
  - Crew Scheduling will review available staffing on daily basis and may further relax daily/monthly maximum open limits, therefore eliminating the triggering event when the daily/monthly limits are relaxed Example: allows a flight attendant to drop a 4 day trip to pick up 3 day trip



- All trips, including those added as a result of ISAP, ETB or ISAP/AIL transactions that originate between December 1 through December 31 will be paid at a rate of 150% (100% credit; 50% no credit). The 150% rate will apply to all trips flown by line-holders or reserves (including all flying and OPR on AVL and OFF days) over this period of time.

These added flexibilities are being extended due to the complexities associated with the 1<sup>st</sup> PBS bid involving two holidays and the related flying distribution during the holiday period.

It is understood that this agreement does not modify the 2013 US/AFA Collective Bargaining Agreement or the 2014 AA/APFA JCBA, nor does it constitute a precedent in any way.

Very truly yours,

Cindi Simone  
Managing Director, Labor Relations



Marcus Gluth  
National President, APFA

Date 12/4/2015

cc: Hector Adler, Laurie Lofgren, JC Gulbranson, Rick Knuth

