

July 17, 2015

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

RE: JCBA Section 21 – Period of Probation (LUS & LAA)

Dear Laura:

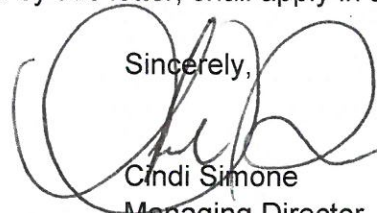
This letter will confirm our understanding and agreement regarding the length of probation Section 21.A.1 of the AA/APFA Joint Collective Bargaining Agreement (JCBA). The following edits reflect the agreed upon change to the language in the JCBA:

Section 21.A.1:

During the first ~~one hundred and eighty (180) days~~ six (6) months of service with the Company on Flight Attendant status, a Flight Attendant shall be on probation. Should a probationary Flight Attendant be in a non-pay status for more than sixteen (16) consecutive calendar days, or be granted an approved leave of absence, paid or unpaid, for more than sixteen (16) calendar days, the probationary period shall be extended by the number of days such Flight Attendant was in a non-pay status.

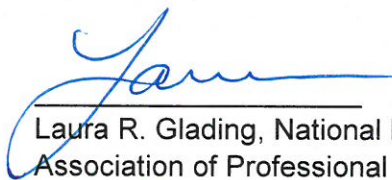
This change is effective immediately for new hire Flight Attendants and any Flight Attendant currently on probation will remain under the 180 day language. It is understood that the provisions of the AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 07/22/2015
Laura R. Glading, National President
Association of Professional Flight Attendants

cc: Laurie Lofgren
Marcus Gluth
Vince Heyer