

December 13, 2014

Laura R. Glading, National President
Association of Professional Flight Attendants
1004 W. Eules Blvd.
Eules, TX 76040-5018

Dear Laura:

As a result of discussions during negotiations for the Joint Collective Bargaining Agreement, the parties agree the following provisions from the US Airways Flight Attendant Agreement dated February 28, 2013, will remain in effect:

Section 25, Leaves of Absence/Approved Time Off, Paragraph M.2.

Flight Attendants commencing applicable leaves under the East collective bargaining agreement prior to June 1, 2005, may continue medical and dental insurance benefits by continuing to reimburse the Company, on a monthly basis, the equivalent of the group rate.

Section 9, Sick Leave, Paragraph C.1.d.

On February 28, 2013, all Pre-Merger America West Flight Attendants will be eligible for Short Term Disability (STD) benefit coverage for a period of two (2) years, ending on February 28, 2015, in addition to the sick leave accruals as provided for in Section 9, Sick Leave, Paragraphs C.1.a-c. The STD benefits provided will be consistent with the current Pre-Merger America West Flight Attendant plan. As an exception, STD benefits will cease after one hundred twenty (120) days of disability concurrent with eligibility for Long Term Disability (LTD) benefits. Each Pre-Merger America West Flight Attendant shall retain the unused portion of her/his current year sick leave grant, as well as her/his sick leave grant from the previous year minus actual usage.

Legacy American Airlines – Article 30, General, Paragraph A

Flight Attendants who have submitted their resignation under Article 30 prior to January 1, 2015 will have their requests honored in accordance with the existing language and timelines specified in the AA/APFA CBA. Request submitted after January 1, 2015 will not be accepted. Per Article 30, a Flight Attendant may rescind such resignation within three months of submittal.

Sincerely,

Cindi Simone
Managing Director-Labor Relations

Agreed to by:

_____ Date _____
Laura R. Glading, National President
Association of Professional Flight Attendants