

December 16, 2004

Mr. Brett Durkin
Vice President
Association of Professional Flight Attendants
1004 W. Eules Blvd
Eules, TX 76040

RE: FMLA Notice of Disputes

Dear Brett,

This letter serves to summarize our discussions regarding the procedure for resolving disputes between the Company and flight attendants who have filed Notices of Dispute (NOD) on the denial of their Family Leave Request.

In circumstances where the subject of the Notice of Dispute is the denial of Family Leave on the basis of medical or administrative criteria, the parties have agreed to waive the procedural provisions of Article 28.A and proceed to submit the NOD as a grievance directly to the System Board of Adjustment. In these instances, a Dispute Resolution Conference will not be required.

This letter is in no way intended to change the intent of Article 28, nor is it intended to alleviate either parties responsibilities in the administration of disputes as outlined in the Collective Bargaining Agreement related to all other matters.

Sincerely,

Michael J. Waldron
Senior Principal
Employee Relations

Agreed to by:

Brett Durkin
Vice President
APFA

Date