

September 7, 2016

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

Dear Bob,

Subject: Letter of Clarification

This letter serves as clarification as to the intent of the Section 9.D.1, of the 2014 Flight Attendant Collective Bargaining Agreement (JCBA).

A Flight Attendant who is not available for at least fifteen (15) days in a bid month as a result of an unpaid absence, will accrue sick and vacation for the month, provided she/he achieves a minimum of forty (40) paid hours through Company Time (TTS), excluding ETB. The forty (40) paid hours may include paid sick, vacation and other credited time.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

Date _____

Bob Ross, National President

cc: Mark Moscicki
— Vince Hoyer
— Kris Venable