

March 1, 2016

Rick Knuth  
National Vice President  
Association of Professional Flight Attendants  
1004 West Euless Boulevard  
Euless, TX 76040-5018

**RE: JCBA Section 11.H Minimum Days off for Lineholder**

Dear Rick:

This letter will confirm our understanding and agreement regarding the minimum number of days off for a Lineholder having scheduled vacation days within the month. Effective with the implementation of PBS under the Joint Collective Bargaining Agreement (JCBA), Lineholders would have days off in conjunction with scheduled vacation consistent with the Reserve language in Section 10.D.18.c-d:

a. A Lineholder who has less than seven (7) days in a bid period shall receive a minimum of eleven (11) days off. A Lineholder who has seven (7) or more days off in a bid period shall receive days off at a pro-rated rate consistent with the chart in Paragraph 10.D.18.d.

b. The chart below shall be used to determine the number of days free from duty for a Lineholder who is bidding for or returning to schedule as a Lineholder with less than a full bid period. This chart shall be used to determine the number of days free from duty during the Lineholder's days of availability in a partial bid period.

| 30 Day Month   |                   | 31 Day Month   |                   |
|----------------|-------------------|----------------|-------------------|
| Available Days | Prorated Days Off | Available Days | Prorated Days Off |
| 29-30          | 11                | 30-31          | 11                |
| 27-28          | 11                | 28-29          | 11                |
| 24-26          | 10                | 25-27          | 10                |
| 22-23          | 9                 | 22-24          | 9                 |
| 19-21          | 8                 | 20-21          | 8                 |
| 17-18          | 7                 | 17-19          | 7                 |
| 15-16          | 6                 | 13-16          | 5                 |
| 10-14          | 4                 | 10-12          | 4                 |
| 7-9            | 3                 | 8-9            | 3                 |
| 5-6            | 2                 | 5-7            | 2                 |
| 2-4            | 1                 | 2-4            | 1                 |
| 1              | 0                 | 1              | 0                 |

It is understood that the provisions of the 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 \_\_\_\_\_  
Rick Knuth, National Vice President  
Association of Professional Flight Attendants

cc: Marcus Gluth  
Laurie Lofgren  
JC Gulbranson