

August 25, 2015

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

**RE: JCBA Section 12.A.4. – Vacation/PLOA: Effect on Reserve Rotation**

Dear Laura:

This letter will confirm our understanding and agreement regarding the intent of the language in Section 12.A.4 and 12.A.4.b., of the AA/APFA Joint Collective Bargaining Agreement (JCBA). The following edits reflect the intent of the JCBA:

Section 12.A.4:

*Vacation/~~PLOA~~VLOA: Effect on Reserve Rotation*

Section 12.A.4.b:

*No Reserve will be granted a ~~personal~~ voluntary leave of absence (VLOA), ~~except in conjunction with her/his vacation~~ until all leaves have been granted to Flight Attendants with monthly flying assignments. Once these leaves have been granted and there is still an overage, a Reserve may be granted a leave.*

The parties agree that during negotiations for the AA/APFA Joint Collective Bargaining Agreement (JCBA), it was understood the order in which a leave is awarded in Section 12.A.4.b., would be handled as an exception to Section 25.B.2., which awards leaves in seniority order.

It is understood that the provisions of the AA/APFA JCBA, 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 \_\_\_\_\_  
Laura R. Glading, National President  
Association of Professional Flight Attendants

cc: Laurie Lofgren  
JC Gulbranson  
Marcus Gluth  
Vince Heyer

JCBA Section 12.A.4. – Vacation/PLOA: Effect on Reserve