

LEGEND

All Sections of the Agreement remain “BOOK” unless otherwise indicated in the following document.

CLARIFICATION – Indicates the language is current policy, practice or understandings, Letters of Agreement which have been incorporated from Section 35, and Letters of Agreement which have not yet been inserted into the Contract.

AMENDED – Indicates language in the Agreement that has been changed, altering the meaning by adding and/or deleting words, sentences or Paragraphs.

NEW – Indicates new language.

DELETE – Indicates that an entire Section or Paragraph has been removed.

(*) – Indicates words, sentences, or paragraphs that have been deleted.

ITALICS – Indicates provisions to be discussed

Any language that has been clarified, amended, is new or has been moved is indicated by underlining.

SECTION 11 DEADHEADING

AMENDED

11.B.1.

1. All Flight Attendants shall be furnished non-revenue positive space (NRPS - BP-1) must-ride transportation on deadhead flights and shall be booked in Economy Plus or Exit Row seats on two class aircraft in aisle, window, middle seat priority.

AMENDED

11.B.2.

2. Flight Attendants will be booked in business class on three class aircraft, if available. If business class is not available, the Flight Attendant will be booked in Economy Plus or Exit Row seats in aisle, window, middle seat priority.

AMENDED

11.B.3.

3. Notwithstanding sub-paragraph 1. and 2. above, on-line transportation of Flight Attendants for International segments over four (4) hours will be booked in business class on three class aircraft, if available (*).

NEW

11.B.5.

5. Regardless of class of service booked, all Flight Attendants will compete in Company seniority order for seating and/or upgrades in business class or first class, if available, at departure time.

SECTION 12 INTERNATIONAL

AMENDED
NEW

12.A.2.

2. A Flight Attendant may be scheduled or rescheduled to work both flights in a single duty period ID between the West Coast and Hawai'i provided she/he does not exceed fourteen and one-half (14 1/2) hours on duty except that a Flight Attendant who goes on duty between 1400 and 2359 shall not be scheduled on duty in excess of twelve (12) hours.

A Flight Attendant scheduled under the aforementioned may not be reassigned and/or drafted to flights operating under other provisions of the Collective Bargaining Agreement.

AMENDED

12.C.1.

1. Flight Attendants shall be required to obtain and maintain a current passport, all required immunizations and over water qualifications. In the event a Flight Attendant's passport is lost or stolen, the Company, at the Flight Attendant's request, will provide the necessary documentation to expedite obtaining a replacement. The Company shall bear all necessary costs to include replacement, additions, expedited fees and required courier services.

AMENDED

12.C.3.

3. Visas/Residency/Work Permits

Local management shall monitor International trips and arrange visas as required. A domicile with trips to particular visa-requiring countries may specify a required visa qualification at their location. Flight Attendants in the domicile who have special visa needs based on their citizenship may be required to maintain certain visas. (*) The Company shall actively assist the Flight Attendants in successfully acquiring visas (*). The Company's arrangements for visas shall be no less advantageous than for any other group on the property.

The Company shall sponsor Flight Attendants seeking to acquire residency/work permits.

AMENDED

12.C.6.

6. The Company shall bear the cost of any necessary passports, visas, work permits required to be domiciled at that location, residency permits, immunizations and immunizations recommended by the Centers for Disease Control (CDC) and/or the World Health Organization (WHO) for destinations served by the Company.

AMENDED

12.C.7.c.(3).i.

i. Flight Attendants flying in the designated language qualified positions shall be paid, in addition to all other compensation, \$2.50, per hour, prorated, for each credited hour flown on International IDs which contain a flight which originates or terminates in a city which is outside the continental United States, and Canada provided that in no event shall the time for which compensation is provided be less time than that generated by the application of the provisions of Section 8.A.

Such compensation shall be paid on a per hour basis for aircraft flown and for all credited time including sick leave and vacation.

DELETE

12.C.7.h.

h. (*)

DELETE

12.C.7.k.(2).

2. (*)

AMENDED

12.C.7.l.

I. Language Incentive Pay

Notwithstanding the designated Language Qualified positions, the Company may identify additional language needs. Flight Attendant(s) qualified in the identified language(s) as designated in the bid cover letter working in other than the designated Language Qualified position(s) shall be paid, in addition to all other compensation:

\$1.50 per hour prorated for each credited hour flown.

Such compensation shall be paid on a per hour basis for aircraft flown and for all credited time including sick leave and vacation. The identification of additional language needs will not prevent any Flight Attendant(s) from bidding and being awarded these IDs.

NEW

12.C.7.n.

n. A Flight Attendant who does not desire to maintain her/his language qualification will give the Company six (6) months notice.

DELETE

12.D.2.b.

b. (*)

DELETE

12.D.2.c.

c. (*)

DELETE

12.D.3.a.

a. (*)

AMENDED

12.D.3.b.(1).

(1). The Company shall offer Purser qualification training in system seniority order to those individual Flight Attendants who have satisfied all eligibility requirements.

AMENDED

12.D.3.b.(3).

(3). Purser Qualification Training (PQT) will be provided at reasonable intervals, but not less than bi-monthly or six (6) times a year. Notwithstanding the above, a Flight Attendant who has flown as Purser on ten (10) IDs or two hundred and seventy (270) hours will be considered Purser qualified, at their option, and will be treated in the same fashion for all intents and purposes as a Flight Attendant who has successfully completed PQT.

DELETE 12.D.3.b.(4).

(4). (*)

AMENDED 12.D.3.c.(1).

(1). A Flight Attendant who wishes to withdraw from the (*) training process may do so at any time (*).

DELETE 12.D.3.c.(2).

(2). (*)

AMENDED 12.D.4.

4. The following Purser Pay rates shall apply for International ID(s):

a. WIDE BODY EQUIPMENT
B-747, DC-10, B-767, B-777
\$7.00

b. NARROW BODY EQUIPMENT
\$5.00

c. B-747 Aft Purser
\$7.00

AMENDED 12.D.4.d.

d. Such compensation shall be paid on a per hour basis per aircraft flown. (*)

AMENDED 12.D.4.e.

e. A Flight attendant shall be eligible for qualified Purser pay for her/his vacations.

AMENDED 12.D.5.a.

a. A Flight Attendant who successfully completes Purser qualification training (*) may be awarded a Purser position in the bid award process in seniority order.

AMENDED

12.D.5.d.

d. A Purser position open the day before departure may be filled by a Flight Attendant not Purser qualified through an open flying request or a trade with open flying, provided one (1) Purser qualified Flight Attendant is currently assigned to flight. Under the provisions of this sub-paragraph, the Purser qualified Flight Attendant assigned to the flight will fill the vacant Purser position.

CLARIFICATION

AMENDED

12.D.5.e.

e. If no Purser qualified Flight Attendant(s) is assigned to the flight, a Purser qualified reserve may be assigned out of time accrued order to fill the Purser position.
Open flying requests (OFR) from non Purser qualified Flight Attendants shall be awarded prior to assigning a non Purser qualified Reserve to an open Purser ID.

AMENDED

12.D.5.f.

f. If no Purser qualified Flight Attendant(s) is available, the position will be filled in accordance with Section 12.D.8.

AMENDED

12.D.6.

6. Trip Trading

Trades involving Purser positions will be governed by Section 9.G. Flight Attendants trading into a Purser position must be Purser qualified, except that a Purser position assigned through Relief shall not be treated as such until it has been traded to a qualified Purser or acquired through open flying by a qualified Purser.

DELETE

12.D.7.a.(1).

(1). (*)

DELETE

12.D.7.a.(2).

(2). (*)

AMENDED

12.D.7.a.(3).

(3). Failure to (*) perform responsibilities as outlined in the Flight Attendant Operations Manual will result in an informal performance review at which time the Purser will be afforded refresher training, on the job training, and/or any other appropriate assistance. The Company will subsequently observe performance and offer reasonable assistance if necessary to improve performance to a satisfactory level.

If after the above steps have been exhausted, the Purser still fails to meet expectations, the Purser will be disqualified.

CLARIFICATION
NEW

12.D.8.

8. Filling of Qualified Purser Positions

If a qualified Purser Position is open, it shall be filled in the following order:

a. By the most senior Purser qualified Flight Attendant who elects to fill the position (including anyone in a LQ position who is also Purser qualified).

b. If a senior Purser qualified Flight Attendant does not volunteer, the open qualified position is filled as follows:

(1). By the most junior qualified Reserve. If none is available, then,

(2). By the Flight Attendant who picked up the position through the open flying process, if Purser qualified. If not qualified, then,

(3). By the most junior Purser qualified Flight Attendant on board.

c. If no Purser qualified Flight Attendant is on board, the open qualified Purser position is filled as follows:

(1). By the most senior Flight Attendant with at least three months of seniority who volunteers to work the position. If no one volunteers, then,

(2). By the most junior Reserve with at least three months of seniority. If none is available, then,

(3) By the Flight Attendant who picked up the position through the open flying process, if she/he has at least three months seniority. If not, then,

(4) By the most junior Flight Attendant on board with at least three months of seniority.

(5) If there is no Flight Attendant with more than three months of seniority, then the Purser position will be filled by the most senior Flight Attendant on the crew.

Note: the name of the Flight Attendant assigned an open qualified Purser position, either voluntarily or not, will appear in the Purser position on the FLTLOF (marked by an asterisk, indicating that it was open). If the Flight Attendant was assigned the position involuntarily (through drafting or reassignment), she/he is not considered to have picked up the position through the open flying process.

AMENDED

12.F.2.

2. Crew Meals

a. (*) Crew meals and bottled water shall be boarded on all segments (*).

b. (*)

c. All food components of the crew meals referenced in this paragraph shall be first class quality or better. Flight Attendants shall have the ability to request special dietary meals based on the list of options the Company offers revenue passengers. Flight Attendants shall be permitted to remove their meal(s) and bottled water from the aircraft.

AMENDED

12.F.3.

3. In addition to all other compensation, Flight Attendants flying International IDs shall receive Fifty Cents (\$.50) per hour paid in accordance with Paragraph F.1 above for incidental expenses.

AMENDED

12.F.4.

4. Should any unusual business-related expenses occur which are not contemplated by the provisions of Section 6 while the Flight Attendant is flying an International ID, the Company shall reimburse the Flight Attendant for such expenses when supported by receipts within thirty (30) days of submission.

CLARIFICATION

12.H.1.

1. Bidding

International and Domestic lines of flying, cover letters and key pages will be sent in sufficient supply to major layover locations to be available for at least three (3) twenty-four (24) hour periods during the bid process. The Company will establish a method by which Flight Attendants on layovers will be able to submit their bid requests.

AMENDED

12.I.1.

1. Paragraph 8.K shall (*) apply to International IDs.

AMENDED

12.I.2.a.

a. For International IDs of four (4) calendar days or less, any International ID for which she/he is legal provided that the ID to which reassigned is scheduled to return the Flight Attendant to her/his home domicile no more than twelve (12) hours later than the original scheduled ID and that it does not interfere with the next scheduled ID. Flight Attendants shall be reassigned IDs in the same operation. In addition to all other applicable pay protection provisions, the Flight Attendant shall be compensated at twice her/his rate of pay including premium and language for what is actually flown.

AMENDED

12.I.2.b.

b. For International IDs in excess of four (4) calendar days, the Company will be allowed a maximum of two (2) reassignments provided that the ID to which reassigned is scheduled to return the Flight Attendant to her/his home domicile no more than twenty-four (24) hours later than the originally scheduled ID. Priority will be given to assigning Flight Attendants to IDs on the same days. Flight Attendants shall be assigned in the same operation. In addition to all other applicable pay protection provisions, the Flight Attendant shall be compensated at twice her/his rate of pay including premium and language for what is actually flown.

CLARIFICATION
 AMENDED

12.I.2.c.

c. After a Flight Attendant is aware of the reassigned ID, the Flight Attendant will have the option to decline the reassignment under paragraphs 2.a. and b. above. (*) If the Flight Attendant declines the reassignment, her/his projection and line guarantee will be reduced by the value of the original assignment.

NEW

12.I.2.d.

d. At the Flight Attendant's option, she/he may pick up from open flying on the guarantee days. Flight Attendants can increase/decrease their projection and line guarantee by this action.

AMENDED

12.M.1.a.

a. <u>Flt/Dhd. Time</u>	<u>Block-to-Block Minimum</u>	<u>Key in Hand Minimum</u>
0-8:00	11	9
8:01-10:00	18	16
<u>10:01-11:29</u>	<u>22</u>	<u>20</u>
<u>11:30-13:59</u>	<u>25</u>	<u>23</u>
<u>14:00-16:00</u>	<u>33</u>	<u>31</u>
<u>Over 16:00</u>	<u>48</u>	<u>46</u>

CLARIFICATION
AMENDED

12.M.1.c

c. Notwithstanding sub-paragraph a. above, for purposes of all flights from the United States to Japan, the following exception shall apply:

<u>Block- to-Block Minimum</u>	<u>Key in Hand Minimum</u>
22	20

AMENDED

12.M.2.

2. At Home

Minimum Legal Rest

<u>Flt/Dhd Time in Last Duty Period</u>	<u>Lineholder</u>	<u>Reserve</u>
Up to 8:00	<u>12</u>	<u>14</u> - Where next ID's scheduled time away from home is up to 44:59
Up to 8:00	<u>12</u>	18 - Where next ID's scheduled time away from home is 45:00 to 74:59
Up to 8:00	<u>12</u>	24 - Where next ID's scheduled time away from home is 75:00 or more
8:01 - 10:00	24	24
10:01 - 12:00	36	36
Over 12:00	36	48

Notwithstanding the provisions above, a Reserve shall receive a minimum legal rest at home of eighteen (18) hours if the next flight assignment is an all-nighter.

Notwithstanding the provisions above, a Flight Attendant shall receive a minimum legal rest at home of twenty-four (24) hours if the next flight assignment is over sixteen (16) hours.

AMENDED

12.M.3.

3. Upon returning from an ID of more than five (5) days, a reserve Flight Attendant shall be guaranteed forty-eight (48) hours regardless of the amount of flight time in the last duty period. If the application of this provision projects a reserve over her/his scheduled number of days off, the Company may change a day off to an availability day. Preference as to which reserve day off will be changed will be subject to the concurrence of the Flight Attendant and Onboard Scheduling.

AMENDED

12.M.5.a.(2).

(2). Flight Attendants shall be permitted up to thirty (30) minutes of crew rest on flights where the scheduled non-stop or multi-segment flight time is ~~six (6)~~ hours or more and operates between 2200 and 0600. (*)

NEW

12.M.5.a.(3).

(3) Pursers shall be responsible for the coordination and scheduling of on-board rest. Pursers shall use their best judgment in determining length and numbers of breaks to ensure cabin coverage and service consistency.

NEW

12.M.5.d.

d. In-Flight Rest

Notwithstanding the above, when time permits during a flight, provided all scheduled in flight services are completed, a Flight Attendant shall be permitted to take in flight rest in a Flight Attendant or cockpit jumpseat, or, if available, a passenger seat in the last row of economy class, provided that there are no passengers seated in the row. Flight Attendants may eat, drink or read during the designated in-flight rest period.

NEW

12.M.5.e.

e. The Company shall implement the recommendations of the Crew Rest Improvement Workgroup established during the discussions leading to the 1996-2001 and 2001-2006 Agreement, within 24 months from the date of signing of the current Agreement. The Company and the Union commit to working jointly to resolve unforeseen issues arising during the implementation process.

AMENDED

12.O.3.

3. If a Flight Attendant is unable to make herself/himself legal at least seven (7) days before the schedule change (or as soon as possible if she/he does not know the new schedule seven [7] days in advance), Onboard Scheduling will then reschedule the ID(s) involved in such a manner that the reassignment will not make the Flight Attendant illegal for her/his next scheduled ID or sequence of IDs. In addition, the reassignment must not project her/him over ninety-two (92) hours for the first month in the quarter or one hundred eighty-four (184) hours for the second month in the quarter, combination of flight credit and projected time for the two (2) months, or two hundred sixty-one (261) hours for the third month of the quarter, combination of flight credit and projected time for the quarter. Only with the concurrence of the Flight Attendant may the reassignment interfere with scheduled unassigned days.

AMENDED

12.O.5.

5. Flight Attendants shall be assigned to IDs in the same operation (*).

AMENDED

12.P.1.b.

b. Flight Attendants shall be assigned to IDs in the same operation and may only be used on the same days as the originally scheduled ID(s).

AMENDED

12.Q.

Q. Assignment of Open ID(s)

Assignments for open flying shall be in the order as listed below. In the application of Paragraphs 2 and 3, a Flight Attendant who, due to the irregularity is projected the greatest number of hours beneath her/his line guarantee, will be assigned first. In the application of Paragraph 4, a Flight Attendant with the lowest line guarantee will be assigned first. In the application of Paragraph 6, a reserve with the lowest projection will be assigned first. Within Paragraphs 2, 3, 4, and 6, if the number of hours is equal for two (2) or more Flight Attendants, the assignment will be according to seniority preference.

Flight Attendants shall be reassigned to IDs in the same operation and may only be used for the same days as the originally scheduled ID(s) except as contemplated in Section 12.1.2.b above. In addition to pay all other applicable pay protection provisions, reassigned Flight Attendants shall be compensated at twice their rate of pay including premium and language for what is actually flown.

CLARIFICATION

12.Q.1.

1. Converted Flight Attendant

A Flight Attendant converted from deadhead to working status on the same flight. Conversions shall be offered in seniority order. A Flight Attendant shall not be converted if it will cause her/him to be illegal for the remainder of her/his scheduled ID(s). A Flight Attendant may only be converted to avoid cancellation or understaffing. A Flight Attendant on a Domestic ID may not be converted to work an International segment.

AMENDED

12.Q.2.b.

b. Who has lost her/his flight or ID, if in the opinion of the crew scheduler such reassignment will prevent drafting. The reassignment must be prior to the Flight Attendant's next scheduled ID and not cause her/him to be illegal for her/his next ID or sequence of ID(s), reduce days off below the monthly minimum or project over ninety-two (92), one hundred eighty-four (184) or two hundred sixty-one (261) credited hours in the first, second and third months of the quarter, respectively. In addition to pay all other applicable pay

protection provisions, the Flight Attendant shall be compensated at twice her/his rate of pay including premium and language for what is actually flown.

CLARIFICATION 12.Q.4

4. A Home Lineholder

A home lineholder who desires to increase flight time, provided the assignment would not disrupt her/his assigned schedule or project over maximum credited hours. (A Flight Attendant may make up military ANP.)

The following order shall apply to this category at the time of the award:

AMENDED 12.Q.4.e.

e. A Flight Attendant who (*) desires to make up PTO and ANP.

AMENDED 12.Q.6.

a. A home reserve Flight Attendant who wishes to pick up open flying on scheduled days off (*) (as described in Section 10.F.2. and 3.).

b. (*)

AMENDED 12.Q.7

7. Drafting

a. The most junior home international Flight Attendant who can work the flight and still be legal for her/his next scheduled ID (*).

b. The most junior home international Flight Attendant available.

c. Any Flight Attendant legal for the flight (in inverse order of seniority(*)).

CLARIFICATION

NEW

12.Q.7.d.

d. A Flight Attendant shall not be drafted on the basis of language or purser qualification.

NEW

12.R.2.b.(4).

(4). In addition to all other applicable pay protection provisions, reassigned Flight Attendants shall be compensated at twice their rate of pay, including language and premium for what is actually flown.

AMENDED

12.U.2.

2. (*) The manner in which Reserves' days off are sequenced will be determined by the type of International flying assigned to the domicile. Section 12.K. shall apply to Reserves.

(*)

AMENDED

12.U.4.

4. International Reserves shall be (*) assigned in accordance to Section 10.C.

AMENDED

12.U.5.

5. All Reserves will be given round trip assignments (*).

CLARIFICATION

12.U.6.

6. Notwithstanding the provisions of Paragraph G, of this Section, a Flight Attendant assigned to reserve status for the third month of the quarter shall be eligible for assignment up to eighty-seven (87) credited hours or to their quarterly maximum, if higher. The eighty-seven (87) hours maximum shall be reduced accordingly based on awarded PTO and ANP.

SECTION 13
MILITARY AIRLIFT COMMAND

- BOOK

SECTION 14
TEMPORARY DUTY ASSIGNMENTS

- BOOK

**SECTION 15
TRAINING AND MEETINGS**

AMENDED

15.A.

Flight Attendants required to attend any Company training or meeting shall receive full pay at their hourly rate of pay, for credit purposes, per hour, prorated. This provision is not applicable to removal from flight schedule as described in Paragraph G. This provision includes personal meetings and domicile indoctrination. Flight Attendants shall receive full pay for flight time associated with travel for training purposes.

AMENDED

15.F.

F. Flight Attendants will be provided single occupancy hotel rooms for layovers related to training or meetings. The Company may only use AFA approved hotels for layovers related to trainings or meetings.

AMENDED

15.J.1.

1. For the purpose of legal rest requirements and maximum duty periods only, either of which may be waived at the Flight Attendant's option, a Flight Attendant will be considered on duty during times she/he is required to and attends any general training or any meeting as contemplated in this Section. Per hour expenses as described in Section 6 shall apply. (*)

AMENDED

15.J.3.

3. A Flight Attendant returning to her/his home domicile from training whose scheduled flight time exceeds nine (9) hours, whether non-stop or multi-segment with no intervening rest, shall receive a minimum fifteen (15) hour rest prior to her/his next assignment

AMENDED

15.L.

L. When a Flight Attendant is required to complete a home study course, she/he shall receive full pay at her/his hourly rate for credit purposes for a reasonable time established by the Company.

AMENDED

15.O.1.

1. (*) Flight Attendants will be permitted to bid month, if applicable, date and time for all required training.

AMENDED

15.O.2.

2. After a Flight Attendant has (*) been awarded a training/meeting date, the Flight Attendant may trade her/his date, with two (2) business days' notice, for any open slot in the same schedule month not reserved by Training. Such trades will be awarded on a first come, first served basis.

DELETE

15.P.

P. (*)

NEW

15.Q.

Q. The Company shall offer International Service Training (IST) in system seniority order. Training shall be provided at reasonable intervals, but not less than bi-monthly or six (6) times a year.