

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 16 UNIFORMS

AMENDED

16.C.3.

3. The Company shall provide the same selection of coats for both males and females. (*) An optional wool coat shall be made available and shall be within the yearly point allotment. It may also be purchased in accordance with paragraph 16.J. or through a Company credit program.

NEW

16.C.4.

4. The Company shall provide non-wool uniforms for Flight Attendants with wool allergies.

NEW

16.D. 5.

5. Unused uniform points for all Flight Attendants on voluntary furlough, medical, occupational, maternity leaves or on inactive status shall be carried over until such Flight Attendant returns to active status.

AMENDED

16.G.

G. Alterations

The Company shall bear the cost of all alterations required to properly fit a Flight Attendant in a new uniform or resulting from a Company required style change in the uniform. Such alterations must be requested by the Flight Attendant within one (1) month of uniform use. Cost of alterations requested by the Company or resultant from defects in the material, shall be borne by the Company. Alteration costs or the purchase of a new uniform or parts thereof due to weight adjustment shall be borne by the Flight Attendant. Cost for actual alterations/repairs shall be paid by the Company if a fit center or repair center is not available to a Flight Attendant.

NEW

16.L.

L. The Company shall not require Flight Attendants to wear any advertising or commercial attire as part of the uniform.

**SECTION
17 SENIORITY**

AMENDED

17.E.4.

4. A Flight Attendant who is transferred to non-flying duties with the Company because of physical incapacity or injury, shall retain and continue to accrue seniority during such period of sickness or injury for a continuous period of seven (7) years. If a Flight Attendant does not return to Flight Attendant duty within the time limits as described herein, such Flight Attendant's name shall be permanently removed from the Flight Attendant System Seniority List.

**SECTION 18
VACATION**

AMENDED

18.B.

B. After the provisions of Paragraph A of this Section have been complied with, Flight Attendants shall receive sixteen (16) days vacation each year provided employment had been continuous. Commencing in the calendar year following the completion of continuous service shown below, Flight Attendants shall receive vacation in the following schedule:

Years of Service	Vacation Days Each Year
Five (5)	<u>Twenty-Three (23)</u>
Ten (10)	<u>Thirty (30)</u>
Seventeen (17)	<u>Thirty-Seven (37)</u>
Twenty-Five (25)	<u>Forty-Four (44)</u>
<u>Thirty (30)</u>	<u>Fifty-One (51)</u>

AMENDED

18.D.

D. A Flight Attendant may split her/his vacation into periods of not less than six (6) days with a maximum of two (2) separate periods for Flight Attendants with less than thirty (30) calendar days vacation and a maximum of three (3) separate periods for Flight Attendants with thirty (30) calendar days or more vacation.

CLARIFICATION

AMENDED

18.G.4.

4. Vacation left open and vacated (*) vacation days, including those created by awarded furloughs will be posted for bid in the next interim bid process. If there are fewer than five (5) workdays prior to the next interim bid process, the vacated and open days will be posted in the following month.

NEW

18.K.

K. Vacation Pay Procedures

Flight Attendants shall be paid the greater of trips missed because of vacation, including any overlapping trips, or five (5) hours per vacation day, prorated for any partial day.

DELETE

18.K.2.

2. (*)

DELETE

18.K.3.

3. (*)

AMENDED

18.L.3.

3. Vacation pay for the "buy back" option shall be calculated by multiplying the number of days (7, 14, 21, etc.) times five (5) hours pay credit.

AMENDED

18.U.4.

4. Day at a time vacation days will be paid at the rate of five (5) hours per day.

SECTION 19 SICK LEAVE

AMENDED

19.A.1.

1. Flight Attendants shall be credited for sick leave purposes with six (6) hours of sick leave credit for each month during their employment (*). Upon resignation or retirement from the Company the value of the remaining sick leave hours shall be paid to the Flight Attendant.

AMENDED

19.A.3.

3. When a reserve is on sick leave, her/his sick leave credit shall be charged five (5) hours (*) for each day scheduled to be available for duty.

AMENDED

19.A.4.

4. A Flight Attendant may be credited with a combination of flight time credit and sick leave credit up to her/his scheduled flight time for the month provided the Flight Attendant has the required hours in her/his sick leave bank.

CLARIFICATION

AMENDED

19.A.5.

a. When a Flight Attendant is on sick leave or Family Medical Leave an entire month or more, she/he shall have the option, each month, of receiving sick leave pay for her/his projection for that month, the sixty-five (65) hour minimum or maximum flight time allowable for the month to the extent she/he has sick leave accrued in her/his bank.

b. A Flight Attendant on sick leave or Family Medical Leave shall be allowed to bid for, and be awarded a Line of Flying. The ID(s) shall remain in the Flight Attendant's line of Flying pursuant to Section 9.N.3. of the Agreement.

AMENDED

19.A.7.

a. If a Flight Attendant becomes ill or sustains an injury in the course of employment, and such illness or injury is covered by Workers' Compensation Benefits, the Flight Attendant shall receive a six (6) month salary continuance and this shall be considered salary for the purposes of both the Company contribution and the match under the 401(k) Plan provisions. Should it be necessary for the Flight Attendant to remain out of work, the Flight Attendant may use accrued sick leave for the period of her/his illness/injury.

b. Notwithstanding paragraph a. above, if a determination over a claim for Occupational injury/illness has not been resolved within sixty (60) days, the Flight Attendant shall be placed on a salary continuance until such time as the claim is rejected or accepted. The Flight Attendant shall be subject to paragraph a. above if the claim is accepted.

AMENDED

19.A.8.

8. Sick leave for Workers' Compensation injuries will be used to supplement Workers' Compensation lost time benefits up to 100% of pay for the period of lost time or the amount of sick leave hours in the bank, whichever is less and subject to the pay provisions in paragraphs 4 and 5 above. Vacation encompassed by an occupational illness or injury leave shall be paid in addition to Workers' Compensation lost time benefits. If the Flight Attendant so elects and receives her/his paycheck through direct deposit, all payments and reimbursements shall be electronically deposited. The Flight Attendant shall also be provided detailed statements for such payments/reimbursements. Flight Attendants shall not be required to pay out of pocket for medical examinations, treatments or medication for an occupational injury.

DELETE

19.A. 10.

10. (*)

AMENDED

19.B.1

a. Sick leave pay shall be granted only in cases of actual sickness or injury.

b. Flight Attendants shall have the ability to use sick leave for the care of a member of her/his immediate family or of her/his spouse/domestic partner's immediate family.

AMENDED
CLARIFICATION

19.B.3.

3. (*) The Company shall reimburse Flight Attendants for the cost of obtaining an Absence Certificate or other medical documentation required by the Company to include charges from medical professionals for completing such documents, fax transmissions and transportation expenses.

The Company shall designate at least one medical facility where such certificates can be obtained at no cost to Flight Attendants, in every city where there is a Flight Attendant domicile.

DELETE

19.B.7.

7. (*)

CLARIFICATION
NEW

19.B.9

9.

a. The Company may not require a Flight Attendant to visit a medical facility on a day off and shall be protected for any loss of income.

b. When a Flight Attendant is required to travel to a medical facility, the Company shall provide an advance for reasonable expenses if so requested.

**SECTION 20
PHYSICAL EXAMINATIONS**

- BOOK