

APFA/AA Joint Collective Bargaining Agreement Implementation Schedule

(Updated 9/30/17)

Implemented items are shaded

SECTION	DESCRIPTION/EXCEPTIONS	IMPLEMENTATION LAA	IMPLEMENTATION LUS
1 – Scope	Entire Section	1/1/15	1/1/15
2 – Definitions	Entire Section	1/1/15, as applicable	1/1/15, as applicable
3 – Compensation	Wage Rate Table (3.A)	1/1/15	1/1/15
	Minimum Monthly Guarantee (3.B)	PBS	Current/JCBA
	Purser/CSD	5/2/15	LUS PBS
	Lead	5/2/15	Current/JCBA
	Aft Lead	5/2/15	Current/JCBA
	Galley	5/2/15	Current /JCBA
	Paid at greater of actual or scheduled for Purser, Lead, Aft, Galley and Speaker	5/2/15	Current/JCBA
	Holding Time (3.D)	5/2/15	Current/JCBA
	Understaffing (3.E)	5/2/15	Current/JCBA
	Understaffing (3.E) – Paid at the greater of scheduled or actual	5/2/15	Current/JCBA
	International Pay (3.F.1.3)	5/2/15 \$3.00 for NIPD \$3.75 for IPD	5/2/15 \$3.00 for NIPD \$3.75 for IPD
	International NIPD - International premium paid for International segments, or paid trip removals on NIPD leg(s) including diversions, deadheading IPD - International premium paid for the entire sequence.	5/2/15	Current/JCBA
	All Mexico Flights paid Int'l Premium	9/3/15	Current/JCBA
	Jury Duty (3.G)	Concurrent with PBS	Current/JCBA
	Drug Testing (3.H)	4/7/15	Current/JCBA
	Foreign Language Speaker	1/1/15	Current/JCBA
	Foreign Language Speaker – Paid at the greater of scheduled or actual	5/2/15	Current/JCBA
	Holiday Pay (3.J)	1/1/15	1/1/15
	Premiums for Paid Time Off (3.K)	Prior to PBS – terms of Current CBA After PBS – line must be 100% of any single premium(s)	Prior to PBS – term of Current CBA After PBS – line must be 100% of any single premium(s)
	ATC Hold/Actual Time “OUT” (3.L)	Current/JCBA	1/31/15
	Diversion Pay (3.M)	Current/JCBA	1/31/15
	Transition to New Payroll Schedule (3.N)	90-day notice prior to bid month of the transition	Current/ JCBA
	Pay Discrepancies/Overpayments (3.O-P) – according to legacy CBA prior to implementation	90-day notice prior to bid month of the transition	Current/JCBA

APFA/AA Joint Collective Bargaining Agreement Implementation Schedule

(Updated 9/30/17)

Implemented items are shaded

SECTION	DESCRIPTION/EXCEPTIONS	IMPLEMENTATION LAA	IMPLEMENTATION LUS
4 – Expenses	Per Diem	1/1/15	1/1/15
	Per Diem for NIPD/IPD	All segments until programmed , then NIPD legs only, and all IPD sequences.	Current/JCBA
	Per Diem – In-base training (4.A.4)	5/2/15	Current/JCBA
	Per Diem – Standby (4.A.7)	May 2018	FOI
	Crew Meals – Removal of crew meals for domestic/non-IPD 8 hours of block time or more. (4.C)	N/A	FOI *CLT and PHL flights retain crew meals for all IPD sequences
	Parking (4.D)	4/1/15	4/1/15
5 – Moving Expenses	Entire Section	1/1/15	1/1/15
6 – Crew Accommodations	Entire Section	1/1/15	1/1/15
7 – Uniforms	Uniforms	1/1/17	1/1/17
8 – Vacation	Covered under the terms of respective prior CBA until LAA PBS implementation with the following exceptions:	Concurrent with PBS	Current/JCBA
	Vacation- PVDs	1/1/15 until PBS, 6 PVDs per year at daily rate 3:30	N/A
	Vacation accrual in 2014 - LAA	Current agreement	N/A
	Vacation accrual in 2015 – LAA	5/2/15– new vacation accrual rates begin	N/A
	LUS – Vacation	N/A	Transition to fiscal year effective with 2015 accrual. VC bid in 2015 will be bid for 1/2016-4/2017 One time opportunity to carry over 7 days or less from 2015 award.
	Red Circle LAA Flight Attendants – Vacation	Accrue Current vacation days until the amount is higher on the TA vacation chart.	N/A
	Vacation - the ability to pick up trips from ETB on Vacation Days	May 2018	Current/JCBA

APFA/AA Joint Collective Bargaining Agreement Implementation Schedule

(Updated 9/30/17)

Implemented items are shaded

SECTION	DESCRIPTION/EXCEPTIONS	IMPLEMENTATION LAA	IMPLEMENTATION LUS
9 – Sick	Entire section will be implemented on 1/1/15 with the following exceptions:		
	Sick Notification (9.B.2)	As soon as practicable	Current/JCBA
	Sick Accrual (9.C.1)	1/1/16	Current/JCBA
	Sick Leave Bank Accrual-1500 hrs. (9.C.2)	1/1/15	Current/JCBA
	Claiming Sick Leave (9.D)	PBS	FOI
	Sick Leave Cap Removed	5/2/15	Current/JCBA
	All trips eligible for paid sick hours	5/2/15	Current/JCBA
10 – Scheduling	All provisions in this section will be implemented as soon as practicable for LAA, and FOI for LUS with the following exceptions:		
	PBS	Will not be implemented for LAA before 24 months following DOS	FOI
	Sick and Vacation Accrual Threshold (420 hours)	Until PBS	N/A
	Ability to drop to zero hours	Until PBS	N/A
	Red Flagging of Trips/Critical Coverage Pay	Current/JCBA	DOS
	Red Flagging – Exceed monthly max (10.H..5)	Current/JCBA	3/2/17
	Last Live Leg (10.P)	As soon as practicable	Current/JCBA
	Satellite Bases (10.U)	Current/JCBA	Company Discretion
	Satellite Coordinator (10.U.1.d) 15 hours monthly pay	3/2/15	1/31/16
	Voluntary waivers, rest, double ups, waivers to allow additional sequence to pick up	As soon as practicable	Current/JCBA
	Pay Protections	JSIC Priority	Current/JCBA
	ETB,TTS	May 2018	FOI
11 – Hours of Service	All provisions in this section will be implemented as soon as practicable for LAA, and FOI for LUS with the following exceptions:	As soon as practicable	FOI
	Boarding Time Requirement	5/2/15	Current/JCBA
	Sign in (Report)	As soon as practicable	12/1/15
	30% - 4 Day trips	DOS	Current/JCBA
	35/7 – Reserves (11.B.1)	7/2/15	Current/JCBA
	35/7 - Lineholders	As soon as practicable	Current/JCBA
	Call Out Pay (11.D.3)	Current/JCBA	12/1/15
	1 for 2 Duty Rig (11.D.5)	Current/JCBA	8/1/15
	Dom Minimum Layover Rest (11.J.1-2)	As soon as practicable	3/2/17

FOI – Flight Attendant Operational Integration
DOS – Date of Signing/Effective Date of the Agreement - 12/13/14
JSIC – Joint Scheduling Implementation Committee

APFA/AA Joint Collective Bargaining Agreement Implementation Schedule

(Updated 9/30/17)

Implemented items are shaded

SECTION	DESCRIPTION/EXCEPTIONS	IMPLEMENTATION LAA	IMPLEMENTATION LUS
	Voluntary Duty Day Waiver (Domestic) (11.O.1)	DOS	Current/JCBA
	Crew Schedule Error (11.O.4)	1/1/16	Current/JCBA
12 – Reserve	All provisions in this section will be implemented as soon as practicable for LAA, and FOI for LUS with the following exceptions:	May 2018	FOI
	12 days off (10.D.18.b)	Current/JCBA	8/31/2017
	Reserve Rotation (12.A.3)	PBS	FOI
	12 hours Home Base Rest (12.E.1)	Current/JCBA	FOI
	Minimum Reserve Call Out Time (12.H.1)	7/2/15	3/2/2017
	Minimum Reserve Call Out Time (12.H)	5/1/16	Current
13 – TDY	Entire Section	As soon as practicable	Current/JCBA
14 – International	All provisions in this section will be implemented as soon as practicable for LAA, and FOI for LUS with the following exceptions:	As soon as practicable	FOI
	*LAA/LUS Purser/CSD remain in program	DOS	DOS
	Remove the Domestic/NIPD purser designation for LAA with the exception of 757-BA or 767 flying.	5/2/15	N/A
	Voluntary Duty Day Waiver (14.D.1)	DOS	FOI
	Sign in / Report (14.E)	As soon as practicable	12/1/15
	Location Delay Incentive (14.M.7)	DOS	Current/JCBA
15 – Speaker	Staffing (A.1) DOS with the following exceptions: 1. LUS – DOS +1yr , may add 1 speaker on WBB 2. LUS -FOI – may add 2nd additional speaker on WBB 3. Prior to FOI, if speaker is included as part of complement on LUS, Company will include at least one segment requiring the language speaker in each duty period of sequence. *LUS - LOD/O permitted to maintain qualifications concurrent with implementation of this system.	DOS	DOS See exceptions on left
	Language Lock-In (15.B)	Current/JCBA	FOI
	Language Pay (15.C)	Current/JCBA	FOI
	PBS Awards (15.D)	PBS	FOI
	Language Assignment (15.E)	PBS	FOI

APFA/AA Joint Collective Bargaining Agreement Implementation Schedule

(Updated 9/30/17)

Implemented items are shaded

SECTION	DESCRIPTION/EXCEPTIONS	IMPLEMENTATION LAA	IMPLEMENTATION LUS
	Assignment-TTS, Future, Daily, RSV (15.F)	TTS/ROTA - May 2018	FOI
	Post Line Adjustment (15.G)	ETB/TTS - May 2018	FOI
	Language Proficiency (15.H.1-5)	1/1/16	FOI
	Language Proficiency (15.H.6)	As soon as practicable	FOI
	Education (15.I)	1/1/16	FOI
	15.J-N	1/1/16	FOI
16 – Deadheading	All provisions in this section will be implemented as soon as practicable for LAA, and FOI for LUS with the following exceptions:	As soon as practicable	FOI
	100% Pay and Credit (16.A)	1/1/16	Current/JCBA
	Greater of Scheduled or Actual (16.A)	1/1/16	Current/JCBA
	RFD/Code 59 Pay for Deadheading (16.A)	3/2/17	3/2/17
	Advising Crew Schedule of Release (16.G-H, excluding G.7 and last sentence of H.2)	3/2/17	FOI
	Deadhead/Commuter Valet Checked Bag (16.K.4)	5/11/15	5/11/15
17 – Co-Terminals	Entire Section	12/2/2016	FOI
18 – Charters	Entire Section	4/1/2017	FOI
19 – CRAF	Entire Section	As soon as practicable	FOI
20 – Seniority	Entire Section	DOS	DOS
21 – Probation	Entire Section	1/1/15	1/1/15
22 – Filling of Vacancies	All provisions of this section will be implemented concurrent with FOI	FOI	FOI
	Vacancies will be posted in advance of FOI. Systemwide openings will be awarded concurrent with the effective date of the first bid month of FOI		
23 – Reduction in Force	Entire Section	1/1/15	1/1/15
24 – Hostage	Entire Section	1/1/15	1/1/15
25 – Leaves of Absence	All provisions of this section are implemented 1/1/16 with the following exceptions (LAA only):		
	25.K.4	PBS	Current/JCBA
	25.K.7	PBS	Current/JCBA
	25.L.2.a-c	No effective date	Current/JCBA
	Bid Leave to provide sick and vacation accrual as if active	5/2/15	Current/JCBA
	VLOA (25.B)	1/1/16	Current/JCBA
	Medical Leave Duration (25.E.5/6)	DOS	DOS

FOI – Flight Attendant Operational Integration

DOS – Date of Signing/Effective Date of the Agreement - 12/13/14

JSIC – Joint Scheduling Implementation Committee

APFA/AA Joint Collective Bargaining Agreement Implementation Schedule

(Updated 9/30/17)

Implemented items are shaded

SECTION	DESCRIPTION/EXCEPTIONS	IMPLEMENTATION LAA	IMPLEMENTATION LUS
	Maternity/Paternity (25.G)	DOS	Current/JCBA
	Adoption Leave (25.H)	DOS	Current/JCBA
	Union Leave (25.I)	DOS	Current/JCBA
	Bereavement Leave (25.L)	1/1/16	1/1/16
	Unpaid Leaves of Absence (25.N) Seniority Accrual and Longevity Accrual) for leaves commencing on or after 12/13/14.	DOS	DOS
26 – Insurance, Retirement and Other Benefits	All provisions in this section will be implemented DOS with the following exceptions:		
	LUS – continue to receive Medical, Dental, Vision, LTD, Life Insurance and AD&D under the terms of their prior CBA for 2015.	N/A	2016 Calendar year
	LUS Transition Payment	N/A	Payment issued to eligible LUS flight attendants on 1/26/15
	LUS – DC Plan	N/A	No later than 1/31/15
	LAA – 1/1/15 no longer allowed to defer payment of their portion of medical/dental/life insurance and optional premiums while on unpaid LOA	1/1/15	Current/JCBA
	420-hour Lookback Benefits threshold eliminated	1/1/15	N/A
27 – Injury on Duty (IOD)	All provisions of this section will be effective 2/1/15 for flight attendants with a disability date on or after 2/1/15.	2/1/15	Current/JCBA
28 – Medical Examinations	Entire Section	1/1/15	Current/JCBA
29 – Training	All provisions in this section will be implemented on DOS with the following exceptions:		
	Bidding and assignment (29.D)	PBS	Current/JCBA
	Training Pay (29.E)	5/2/15	JCBA
	Duty and Rest (29.H)	PBS	Current/JCBA
30 – Grievance Procedures	All provisions in this section will be implemented on DOS. Exception: Grievances filed prior to DOS will utilize prior applicable CBA.	DOS	DOS
31 – System Board	All provisions will be implemented on DOS, except previous filed grievances prior to DOS, use prior CBA	DOS	DOS

APFA/AA Joint Collective Bargaining Agreement Implementation Schedule

(Updated 9/30/17)

Implemented items are shaded

SECTION	DESCRIPTION/EXCEPTIONS	IMPLEMENTATION LAA	IMPLEMENTATION LUS
32 – Union Business	Entire Section	1/1/15	1/1/15
33 – EAP	Entire Section	1/1/15	1/1/15
34 – Safety and Security	Entire Section	1/1/15	1/1/15
35 – Union Security	Entire Section	1/1/15	1/1/15
36 – APFA PAC	Entire Section	1/1/15	1/1/15
37 – General	All provisions in this section will be implemented on DOS with the following exceptions:		
	Cabin Cleaning (37.F)	FOI	Current
	Jumpseat (37.G)	10/17/15	10/17/15
	Commuter Policy (37.I)	1/1/15	1/1/15
	Inflight Rest (37.R)	1/1/15	1/1/15
	Jumpseat – LUS Weight Restriction	N/A	10/17/15
38 – Crew Rest	Entire Section	2/23/15	2/23/15
39 – Amendments to the Agreement	Entire Section	1/1/15	1/1/15
40 – Duration	Entire Section	Five Years: 12/13/14 – 12/13/19	Five Years: 12/13/14 – 12/13/19