

Cindi Simone
Managing Director
Labor Relations



September 9, 2016

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

Re: Negotiations Protocol Agreement – "market-based in the aggregate analysis"

Dear Bob,

The Negotiations Protocol Agreement (NPA) provides that the parties are to "determine how the initial United joint collective bargaining agreement affects the 'market-based in the aggregate' analysis" no later than 30 days following implementation of the UA JCBA. Based on the September 1 implementation date, the parties have until October 1, 2016, to make that determination. If no agreement can be reached within 15 days from our initial meeting (which has yet to be scheduled), the NPA states that the parties are to submit their dispute to arbitration immediately.

The parties have agreed to cooperate if it becomes necessary to mutually extend the time period beyond October 1, for making their determination of the effect of the UA JCBA on AA wage rates. And, in order to provide adequate time to resolve any differences that might arise, they will work together should it be necessary to extend the 15-day period after the initial meeting for submitting the matter to arbitration.

Please contact me to coordinate the initial meeting. Thank you for your consideration and cooperation.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 9/9/16

Bob Ross, National President
Association of Professional Flight Attendants

cc: Paul Jones
Lucretia Guia
Bob Siegel
Mark Richard

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