



# **2024 Tentative Agreement Executive Summary**

# A Message from Your APFA Leadership

Our goal throughout these negotiations has been clear. We vowed to take on American Airlines management, to fight for the best contract we could achieve and to squeeze every penny out of this management team. We vowed to defend our work rules, to fight for the retroactive pay that we have earned, and to defend our contract against concessions.

This contract belongs to all Flight Attendants at American Airlines. As you all know, this has not been an easy fight. But through week after week of high-level mediation in Washington, D.C., your negotiating committee was strengthened by the unity and resolve of our membership.

This is your Tentative Agreement and if ratified, it will be our contract for the coming years. We encourage every Flight Attendant to study the full Tentative Agreement carefully, participate in discussions, and vote accordingly. In this booklet, at our base visits, and on the APFA Tentative Agreement section of the website, you will find ample information about this Tentative Agreement.

We are proud of our improvements and what our workgroup has accomplished.

- This contract adds over 4 billion dollars above and beyond the value of our current agreement.
- Management's framework aimed to keep compensation comparable to Delta, but we fought through and exceeded those constraints.
- Management said they did not believe in retroactive pay and wanted a paltry signing bonus, but we fought for and won retroactive pay.
- We defended our hard-won work rules. Once you give work rules away, they rarely come back.

We secured objectives such as boarding pay, increased per diem, a sit rig, improvements in sick leave payout upon retirement, and many improvements in scheduling and reserve.

Let us be clear: This Tentative Agreement would not have been possible without 28,000 American Airlines Flight Attendants standing together in solidarity. You kept up the pressure through endless picketing, a decisive 99.47% strike authorization 'YES' vote, marches on the boss, and more. The recent movement at the bargaining table is a testament to the saying, **"Strikes and the threat of strikes work."**

2024 Tentative Agreement Booklet

This Tentative Agreement booklet illustrates substantive changes included in the 2024 Tentative Agreement. Along with this booklet, you will have access to a digital 'red-lined' agreement, allowing you to

compare the 2024 Tentative Agreement with our current JCBA. Additionally, your negotiating committee will host a series of virtual town halls and conduct base visits at all ten crew bases.

The 2024 Tentative Agreement call center will be open daily from 9 am until 5 pm and may be reached at (424) 4TA INFO. Any updates to call center hours of operation will be communicated on the Tentative Agreement portion of the APFA website. Contract Action Team (CAT) Members will also be available in the airports throughout the voting process.

Thank you for your tremendous support during this long process. Please reach out to your APFA Leadership, CAT Team Members, or the Tentative Agreement call center to have your questions answered.

Reese Cole  
Negotiator

Susan Wroble  
Negotiator

Kelly J. Hagan  
Negotiator

Tim Legeros  
Negotiator

Brian Morgan  
Negotiator

Wendy Oswald  
Negotiator

Joe Burns  
Lead Negotiating Attorney

Julie Hedrick  
National President

Larry Salas  
National Vice President

Josh Black  
National Secretary

Erik Harris  
National Treasurer

Kelli Powers  
BOS Base President

John Pennel  
DCA Base President

Amber De Roxtra  
DFW Base President

Christian Santana  
LGA Base President

Randy Trautman  
MIA Base President

Dray Howard  
ORD Base President

Tracey Montanari  
PHL Base President

Robin Agee  
PHX Base President

Robert Norvell  
Executive Committee

Marcus Gluth  
Executive Committee

Kerstin Conners  
Executive Committee

Joseph Seelye  
Executive Committee

Ankit Patel  
Executive Committee

# Introduction

This Executive Summary provides a general overview of the 2024 Tentative Agreement and includes the contractual changes to the current JCBA. Schedules for base visits and information on voting may be found at the end of this booklet.

- Contractual citations used in the summary refer to the 2024 Tentative Agreement, not the JCBA.
- Informational videos and updated Q&As will be available on the 2024 Tentative Agreement website using the QR codes in the applicable sections. For non-substantive changes, a QR code will lead you to the new contractual language in the tentative agreement.
- Compare the full JCBA and 2024 Tentative Agreement contract language using the red-lined 2024 Tentative Agreement here:

Red-lined 2024 Tentative Agreement



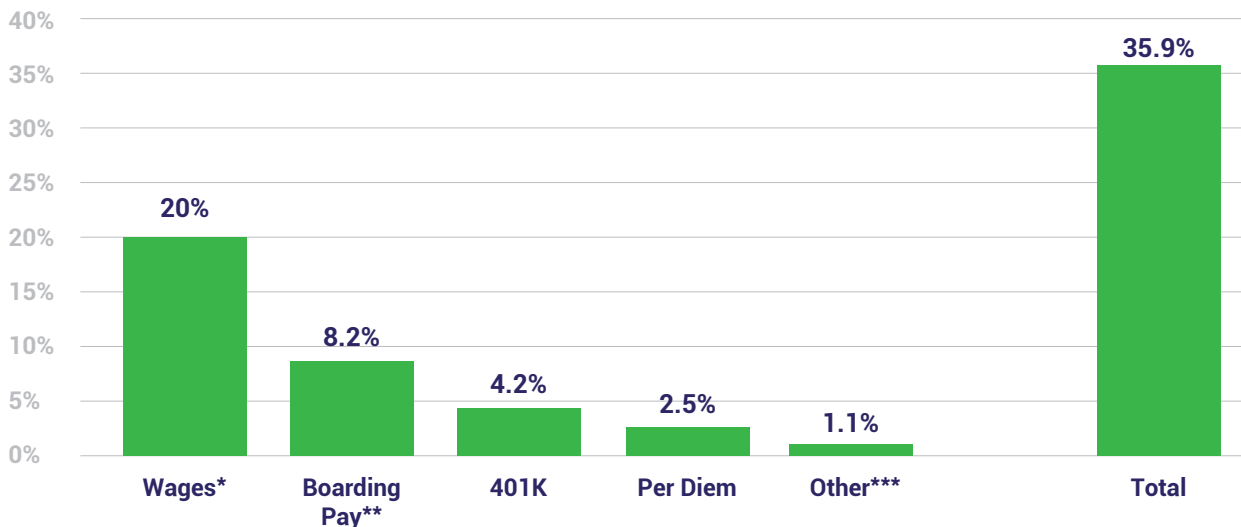
# A Quick Read: Economics and Scheduling

This 2024 Tentative Agreement adds **4.2 billion dollars** in value to our contract over five years.

- Five-year duration.
- Pay scale increases of 33%-36% over five years.
- \$4.2 billion total increases in pay rates, 401(k), per diem, profit sharing, boarding pay premium, retroactive pay, and other items.
- \$160,000 average increase in value per active Flight Attendant over five years.
- Industry-Leading compensation (Average Pay + Boarding Pay).

## Increase in TA Main Compensation Items in Year 1

Increase in Value of Item as a Share of Pay in Year 1 of TA



Source: APFA TA and valuation model

Note: Percentages shown are increases over current wage costs.

\* Wage Increase is weighted average increase but actual increases are between 18 and 20.5%

\*\* Boarding Pay is weighted average annualized value after implemented.

\*\*\* Other includes Sit Rig, Training Pay increase for instructor-led recurrent training, RHRA payment, increase Lead/IPD galley.

## The 2024 Tentative Agreement Priorities Checklist

- ✓ Industry-leading wages.
- ✓ Full retroactive pay vs. meager signing bonus.
- ✓ 401(k) at the top of the industry.
- ✓ Per diem increases to match pilots at date of signing.
- ✓ Secured Boarding Pay.
- ✓ Beat back scheduling concessions.
- ✓ Work rule improvements (TTS/UBL additional trading options, more deadheading options, more reserve flexibility, hotel penalty pay).
- ✓ Additional compensation (sit rig, Retirement Health Reimbursement Account (RHRA), one vacation pay rate, improved lead and galley premiums, doubled CQ training pay).

### Core Compensation Items

- Pay Scale Step Increases of 33% to 36% over five years.
- Immediate Date-of-Signing (DOS) scale increases of 18% to 20.5%.
- Out-year scale increases of 2.75%, 3.0%, 3.0%, and 3.5%.
- With boarding pay premium, increases of 41% to 44% over five years.
- 401(k) increased from 5.5% to 9%, adding another 3.5%.
- Per Diem increases by 27% at DOS to \$2.85 Dom / \$ 3.40 Int'l (same as pilots), with increases by .05 cents per year, adding an average of 35% over five years.
- Profit sharing percentage increased from 5% to 10%/20% model (same as pilots, mechanics and agents).

### Other Economic Components

- \$514 Million in retroactive pay.
- Sit rig- pays for sits greater than 2:30 (same as pilots).
- Vacation pay from 3:30 to 4:00 hours pay per day for under seven days.
- Doubled pay for instructor-led recurrent training to \$150 per day.
- Retirement Health Reimbursement Account (RHRA): Sick time payout at 50%.
- 737/A320/A319 Domestic and International Lead and galley increases.

## TA Pay Increase Over Scale Steps in Five Years

Year of Service	Current Pay	Effective Date					Increase Over 5 Yrs
		DOS	DOS+1	DOS+2	DOS+3	DOS+4	
1st Year	\$30.35	\$35.82	\$36.81	\$37.91	\$39.05	\$40.42	
2nd Year	\$32.18	\$37.97	\$39.01	\$40.18	\$41.39	\$42.84	
3rd Year	\$34.24	\$40.40	\$41.51	\$42.76	\$44.04	\$45.58	
4th Year	\$36.47	\$43.03	\$44.21	\$45.54	\$46.91	\$48.55	
5th Year	\$40.16	\$47.39	\$48.69	\$50.15	\$51.65	\$53.46	
6th Year	\$45.48	\$53.67	\$55.15	\$56.80	\$58.50	\$60.55	
7th Year	\$49.76	\$59.21	\$60.84	\$62.67	\$64.55	\$66.81	120%
8th Year	\$51.35	\$61.11	\$62.79	\$64.67	\$66.61	\$68.94	
9th Year	\$52.77	\$62.80	\$64.53	\$66.47	\$68.46	\$70.86	
10th Year	\$54.75	\$65.15	\$66.94	\$68.95	\$71.02	\$73.51	83%
11th Year	\$56.25	\$66.94	\$68.78	\$70.84	\$72.97	\$75.52	
12th Year	\$58.93	\$70.12	\$72.05	\$74.21	\$76.44	\$79.12	
13th Year	\$68.25	\$82.24	\$84.50	\$87.04	\$89.65	\$92.79	81%

### Scheduling Components

- Added **bidding options in PBS**, including:
  - *Prefer Positions Order*: adds the ability to bid multiple aircraft in each layer and bid specific positions for each aircraft within that same layer (provides more efficient layer usage).
  - *Sequence Sorting by Language*: Speakers will now be able to filter sequences for each specific language- it will no longer be necessary to scour the bid packet to find language sequences.
  - *Allow Double Ups*: adds the generic ability to bid for double ups without requiring specific dates.
  - *Reserves gain the ability to bid a consecutive block of days off in a month- placed anywhere.*

- **Exception to the Daily Limits in TTS:** Adds the ability to award more trades to improve coverage on a worse day.
- **Reserves gain ability to use TTS/UBL:** on days off and once released.
- **UBL Trip Improvement:** Adds the ability to trade in UBL for a different trip that originates on the same day and is equal to or greater in length than the trip being dropped until 1500 HBT the day before. Today, Flight Attendants can only position swap on same sequence in UBL.
- **Out-of-base UBL pickup:** Out-of-base Flight Attendants will have access to other bases' open time after all in-base Lineholders and Reserves on days off.
- **Less than Minimum Callout (LMCO):** Adds the ability for Lineholders and Reserves on days off to pick up a UBL sequence within two (2) hours of scheduled departure (3 hours in a co-terminal), prior to assigning Standbys. (short/quick call).
- A Lineholder or Reserve on days off may now pick up an ETB sequence outside the **footprint** of their originally scheduled pay protected sequence. Today, pay protected Flight Attendants forfeit pay protection if an ETB transaction touches the calendar day of the originally scheduled pay protected sequence.
- **Add the ability for Reserves to pick up Red Flag sequences on days off** (may use both TTS and UBL).
- Adds the option for all Flight Attendants to **bid specific sequences as "red flag only"** in TTS. Today, you can only bid generically for Red Flag sequences.
- **New pay protections** for Flight Attendants who lose three (3) or more sequences due to scheduling changes that are not otherwise pay protected under current Section 10. This reduces the dependency on Letters of Agreement negotiated with management.
- **Last sequence/last series pay protection for Reserves:** Any Reserve who picks up a TTS/UBL or ETB sequence(s) will now be pay protected for last sequence/last series (like lineholders) if the Reserve has either timed out (RSVCOT) or has no more Reserve day(s) obligation in the month.
- **Improved Crew Scheduling Error pay:** Applies once a Flight Attendant has **reported** for a sequence. Today, crew scheduling error pay only applies after sequence origination.
- Added language to address the **misuse of scheduling systems (cartel activity)**.
- **Deadhead Stand Up:** After report and prior to release of the last working leg in sequence, a deadheading Flight Attendant may be rescheduled to work the same flight instead of deadheading. The intent is to lower reserve utilization systemwide by using crewmembers already in place who are legal and available to work the flight.



## SECTION 3 Compensation

Improvements to compensation include industry leading rates of pay, as well as the introduction of a boarding pay premium into the Agreement. This represents a total increase of 36.6% over the five years of the agreement.

- (3.A) Immediate 18-20.5% wage increase at date of signing, with increases of 2.75% in 2025, 3.0% in 2026, 3.0% in 2027 and 3.5% in 2028.

<b>(3.A) Hourly Wage Table</b>							
<b>Year of Service</b>	<b>Current Pay</b>	<b>DOS Increase</b>	<b>Effective Date</b>				
			<b>DOS</b>	<b>DOS+1</b>	<b>DOS+2</b>	<b>DOS+3</b>	<b>DOS+4</b>
				<b>2.75%</b>	<b>3.00%</b>	<b>3.00%</b>	<b>3.50%</b>
1st Year	\$30.35	<b>18%</b>	<b>\$35.82</b>	\$36.81	\$37.91	\$39.05	\$40.42
2nd Year	\$32.18	<b>18%</b>	<b>\$37.97</b>	\$39.01	\$40.18	\$41.39	\$42.84
3rd Year	\$34.24	<b>18%</b>	<b>\$40.40</b>	\$41.51	\$42.76	\$44.04	\$45.58
4th Year	\$36.47	<b>18%</b>	<b>\$43.03</b>	\$44.21	\$45.54	\$46.91	\$48.55
5th Year	\$40.16	<b>18%</b>	<b>\$47.39</b>	\$48.69	\$50.15	\$51.65	\$53.46
6th Year	\$45.48	<b>18%</b>	<b>\$53.67</b>	\$55.15	\$56.80	\$58.50	\$60.55
7th Year	\$49.76	<b>19%</b>	<b>\$59.21</b>	\$60.84	\$62.67	\$64.55	\$66.81
8th Year	\$51.35	<b>19%</b>	<b>\$61.11</b>	\$62.79	\$64.67	\$66.61	\$68.94
9th Year	\$52.77	<b>19%</b>	<b>\$62.80</b>	\$64.53	\$66.47	\$68.46	\$70.86
10th Year	\$54.75	<b>19%</b>	<b>\$65.15</b>	\$66.94	\$68.95	\$71.02	\$73.51
11th Year	\$56.25	<b>19%</b>	<b>\$66.94</b>	\$68.78	\$70.84	\$72.97	\$75.52
12th Year	\$58.93	<b>19%</b>	<b>\$70.12</b>	\$72.05	\$74.21	\$76.44	\$79.12
13th Year	\$68.25	<b>20.5%</b>	<b>\$82.24</b>	\$84.50	\$87.04	\$89.65	\$92.79

2024 TA Wages + Boarding Pay (8.2%)					
Years of Service	DOS Total	DOS+1 Total	DOS+2 Total	DOS+3 Total	DOS+4 Total
1	\$38.76	\$39.83	\$41.02	\$42.25	\$43.73
2	\$41.08	\$42.21	\$43.47	\$44.78	\$46.35
3	\$43.71	\$44.91	\$46.27	\$47.65	\$49.32
4	\$46.56	\$47.84	\$49.27	\$50.76	\$52.53
5	\$51.28	\$52.68	\$54.26	\$55.89	\$57.84
6	\$58.07	\$59.67	\$61.46	\$63.30	\$65.52
7	\$64.07	\$65.83	\$67.81	\$69.84	\$72.29
8	\$66.12	\$67.94	\$69.97	\$72.07	\$74.59
9	\$67.95	\$69.82	\$71.92	\$74.07	\$76.67
10	\$70.49	\$72.43	\$74.60	\$76.84	\$79.54
11	\$72.43	\$74.42	\$76.65	\$78.95	\$81.71
12	\$75.87	\$77.96	\$80.30	\$82.71	\$85.61
13+	\$88.98	\$91.43	\$94.18	\$97.00	\$100.40

- **NEW** (3.A.2) Retroactive pay is based on a percentage of all 401(k) eligible earnings paid during the time period as shown below:

(3.A.2) Retroactive Compensation				
2020	2021	2022	2023	2024*
3%	4%	4%	10.8%	20%

\*For 2024, the retroactive period is from 1/1/2024 - 8/31/2024

For instructions to find your eligible earnings and calculator to **estimate** your retroactive pay, scan here.



- Retroactive pay for all Flight Attendants who are on the Flight Attendant System Seniority List on the effective date of the CBA, who were subject to the terms and conditions of the JCBA during the relevant period, and remain employed as a Flight Attendant on the date of the payment of the One-Time Ratification Bonus.
- The 2024 tax withholding rate for the one-time ratification bonus is a flat 22%, per the IRS.
- Payment to eligible Flight Attendants will be made within sixty (60) days of ratification.
- (3.C)
  - Increased narrowbody lead pay to \$3.25 hour on 737 and A319/320 aircraft (currently \$2.50/hr.).
  - Added A321XLR aircraft. Lead pay \$3.25/3.75/5.75 DOM/NIPD/IPD Purser.
  - Increased galley pay on international flights to \$2.00/hr. (currently \$1.00/hr.).

<b>(3.C) Position Premium Pay</b>						
<b>Aircraft Type</b>	<b>DOMESTIC</b>			<b>INTERNATIONAL</b>		
	<b>Lead</b>	<b>Purser</b>	<b>Galley</b>	<b>NIPD Lead</b>	<b>IPD Purser/Lead</b>	<b>Galley</b>
<b>B737-800/900</b>	<b>\$3.25</b>			<b>\$3.25</b>		
<b>A319/A320</b>	<b>\$3.25</b>			<b>\$3.25</b>		
<b>A321</b>	\$3.25			\$3.25		
<b>A321T</b>	\$4.75	\$5.75*	\$1.00			
<b>A321XLR</b>	<b>\$3.25</b>		<b>\$1.00</b>	<b>\$3.75</b>	<b>\$5.75</b>	<b>\$2.00</b>
<b>B777</b>	\$3.25	\$5.75*	\$1.00	\$6.50	\$7.50	<b>\$2.00</b>
<b>B787</b>	\$3.25		\$1.00	\$6.50	\$7.50	<b>\$2.00</b>

\*3-class Transcon only (if non-qualified Purser, premium rate same as Purser rate)

- **NEW** (3.D) Boarding pay equal to 50% of hourly rate for all boardings based on published boarding times.

<b>(3.D) Boarding Pay Premiums</b>						
<b>Year of Service</b>	<b>Hourly Wage Rate</b>	<b>Hourly Boarding Rate</b>	<b>30-Min Boarding</b>	<b>35-Min Boarding</b>	<b>45-Min Boarding</b>	<b>50-Min Boarding</b>
1	\$35.82	\$17.91	\$8.96	\$10.45	\$13.43	\$14.93
2	\$37.97	\$18.99	\$9.49	\$11.07	\$14.24	\$15.82
3	\$40.40	\$20.20	\$10.10	\$11.78	\$15.15	\$16.83
4	\$43.03	\$21.52	\$10.76	\$12.55	\$16.14	\$17.93
5	\$47.39	\$23.70	\$11.85	\$13.82	\$17.77	\$19.75
6	\$53.67	\$26.84	\$13.42	\$15.65	\$20.13	\$22.36
7	\$59.21	\$29.61	\$14.80	\$17.27	\$22.20	\$24.67
8	\$61.11	\$30.56	\$15.28	\$17.82	\$22.92	\$25.46
9	\$62.80	\$31.40	\$15.70	\$18.32	\$23.55	\$26.17
10	\$65.15	\$32.58	\$16.29	\$19.00	\$24.43	\$27.15
11	\$66.94	\$33.47	\$16.74	\$19.52	\$25.10	\$27.89
12	\$70.12	\$35.06	\$17.53	\$20.45	\$26.30	\$29.22
13	\$82.24	\$41.12	\$20.56	\$23.99	\$30.84	\$34.27

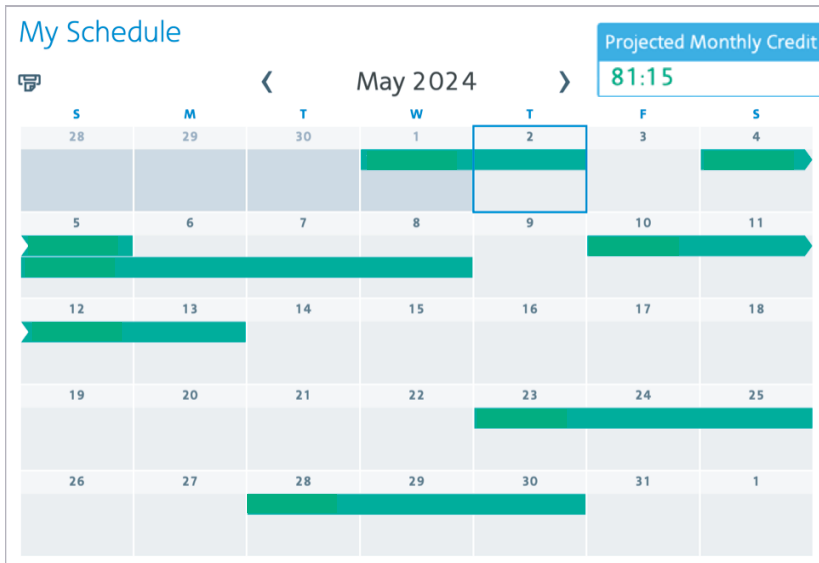
Boarding formula - Hourly rate divided by 2, then divide by 60, then multiply by boarding length.  
 Note: When your hourly rate increases, your hourly boarding rate will increase.

**EXAMPLE**

- All flying on the B737/A321 with **35-minute boarding times**.
- Total number of boardings in May contractual bid month: **29**

**TOTAL MONTHLY BOARDING PAY PREMIUM**

<p>1st year pay at an hourly rate of \$35.82:</p> <p><b>\$302.98</b></p>	<p>6th year pay at an hourly rate of \$53.67:</p> <p><b>\$453.96</b></p>	<p>13th year pay at an hourly rate of \$82.24:</p> <p><b>\$695.61</b></p>
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Base <b>DFW</b> Legs 2-1	Rep <b>01 May 1603</b> Rel <b>02 May 2015</b>	Credit <b>04:11</b> TAFB <b>28:12</b>	Block <b>01:31</b> Rigs <b>02:40</b>	RON <b>IAH-</b> EQP <b>737</b>	
Base <b>DFW</b> Legs 2	Rep <b>04 May 1400</b> Rel <b>05 May 0006</b>	Credit <b>06:27</b> TAFB <b>10:06</b>	Block <b>06:27</b> Rigs <b>00:00</b>	RON <b>(LAX)</b> EQP <b>320</b>	
Base <b>DFW</b> Legs 1-2-2-1	Rep <b>05 May 1813</b> Rel <b>08 May 2008</b>	Credit <b>21:07</b> TAFB <b>73:55</b>	Block <b>17:37</b> Rigs <b>03:30</b>	RON <b>EWR-SLC-CLE-</b> EQP <b>320+</b>	
Base <b>DFW</b> Legs 3-2-2-3	Rep <b>10 May 1335</b> Rel <b>13 May 2114</b>	Credit <b>23:20</b> TAFB <b>79:39</b>	Block <b>23:20</b> Rigs <b>00:00</b>	RON <b>ORF-PIT-MEM-</b> EQP <b>320+</b>	
Base <b>DFW</b> Legs 1-2-2	Rep <b>23 May 1607</b> Rel <b>25 May 2153</b>	Credit <b>15:21</b> TAFB <b>53:46</b>	Block <b>14:16</b> Rigs <b>01:05</b>	RON <b>SEA-RDU-</b> EQP <b>320</b>	
Base <b>DFW</b> Legs 1-2-2	Rep <b>28 May 2059</b> Rel <b>30 May 2153</b>	Credit <b>15:00</b> TAFB <b>48:54</b>	Block <b>12:26</b> Rigs <b>02:34</b>	RON <b>DEN-EWR-</b> EQP <b>320+</b>	

Scan here for more boarding pay examples and boarding pay calculator.



- (3.K) Holiday/Incentive Day pay –Added language that if either the departure time of the flight (based on local station time) or the arrival time of the flight (based on local station time) touches **or was scheduled to touch** the actual holiday, holiday day pay would apply for the entire flight segment flown.
- **NEW** Profit Sharing
  - An amount equal to ten percent (10%) of Pre-Tax earnings up to \$2.5B and an amount equal to twenty percent (20%) of Pre-Tax earnings above \$2.5B for that year will be attributed to Percentage of Total Profit Sharing pool to be allocated to all eligible APFA represented employees by dividing the total eligible earnings of the APFA represented employees by the total eligible earnings of all participants in the American Airlines Group profit sharing program(s).
  - APFA Profit Sharing Pool will be divided by the amount of all the APFA represented employees' eligible earnings and the result shall be the "payout percentage".
  - The amount of the award payment for each eligible APFA represented employee shall be the payout percentage multiplied by employee's eligible earnings for the applicable year.
  - Profit Sharing award payments shall be considered eligible income under AAG 401(k) plan.

# FAQs

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## **Q1 Who is eligible for retroactive pay?**

Any Flight Attendant who is on the Flight Attendant System Seniority List on the Effective Date of the CBA, was subject to the terms and conditions of the JCBA at any point during the relevant period (2020-2024) and remains employed by American Airlines as a Flight Attendant on the date of payment for the one-time ratification bonus.

## **Q2 What period does the retroactive pay cover?**

Retroactive pay will be paid on all 401(k) eligible earnings for the full period from January 1, 2020, to August 31, 2024.

## **Q3 How will boarding pay work?**

Boarding pay premium is paid at 50% of your hourly rate of pay for every minute of a scheduled boarding. Please see the boarding pay chart and pay formula above which list the hourly rates for boarding pay premium at each pay step, as well as the actual amount of boarding pay premium by published boarding times (30m,35m,45m,50m).

## **Q4 Who receives boarding pay premium if a standby boards the flight but does not work the flight?**

Flight Attendants listed on the NS receive boarding pay premium for the flight. A standby who boards a flight and ends up working the flight earns boarding pay premium.

## **Q5 Do I receive boarding pay premium if we boarded the same flight multiple times, even if the flight ends up cancelling?**

Yes, you would receive boarding pay premium for each boarding, even if it ends up cancelling.

## **Q6 What improvements have been made to Holiday/Incentive Day pay?**

The new language will capture Holiday/Incentive Day pay for **all hours flown within the duty period** that touches a designated Holiday/Incentive Day, including sequence report and release. Currently, the Holiday/Incentive Day pay is only for hours flown on the actual Holiday(s)/Incentive Day(s).

## **Q7 Is perfect attendance a requirement to receive Holiday/Incentive Day Pay?**

There is no perfect attendance requirement associated with Holiday/Incentive Day pay.

## **Q8 Is the profit-sharing formula the same as what other unionized work groups on property receive?**

Yes.

## SECTION 4 Expenses

- (4.A) Increase Per Diem rates at Date of Signing, with a \$.05 increase per year.

(4.A) Per Diem				
Current JCBA		Tentative Agreement		
Domestic	International	Effective Date	Domestic	International
\$2.20	\$2.50	DOS	\$2.85	\$3.40
		DOS+1	\$2.90	\$3.45
		DOS+2	\$2.95	\$3.50
		DOS+3	\$3.00	\$3.55
		DOS+4	\$3.05	\$3.60

- (4.C) Crew meals discontinued on IPD originating flights from PHL and CLT

## FAQs

### Q1 Why were crew meals eliminated on originating IPD flights from PHL and CLT?

Crew meals were provisioned on IPD flights out of PHL and CLT in lieu of the company not providing JCBA compliant rest seats on the A330 aircraft. The A330 aircraft has been retired, and the value of the crew meals was captured in our economic improvements.



## SECTION 5

# Moving Expenses

This section memorializes the displacement and base closure process utilized in recent years.

- (5.D) Current practice for requesting settling days.
- (5.G) Current practice for new hire Settling days.
- **NEW** (5.F) **Both** Vacancy & Mutual transfers are now eligible for free, space available, shipping of personal belongings.

## SECTION 6

# Crew Accommodations

This section introduces a **penalty pay component** when AA fails to meet the newly negotiated timeframe for hotel assignment during a reschedule, cancellation, or schedule modification. This has become increasingly important in recent years as Flight Attendants have experienced lengthy delays in the assignment of hotel rooms during various irregular operations.

- **NEW** (6.B.5) Compensation for Hotel Delays Following Schedule Modification (RS, CX or other schedule change)
  - 150% pay for the **duty period** preceding the layover if the company fails to notify the Flight Attendant of their hotel assignment within **one (1) hour** of block in or within **one (1) hour** of the rescheduling timeline in Section 10.J.3.d & 10.J.4.a, whichever is later.
  - 150% pay for the **entire sequence** if the company fails to notify the Flight Attendant of their hotel assignment within **three (3) hours** of block in or within **three (3) hours** from the end of the rescheduling timeline in Section 10.J.3.d & 10.J.4.a, whichever is later.

# FAQs

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## Q1 When am I eligible for the new compensation (penalty pay) for hotel delays following a schedule modification?

### Example 1:

I am scheduled to work ORD-DFW-SAN with an overnight in SAN. Before leaving ORD, I am rescheduled to layover in DFW. After landing in DFW, I still have not been notified of my hotel room.

- Crew Scheduling has one (1) hour from my block-in to notify me of my hotel assignment, or I am eligible for penalty pay of 150% for the **duty period** preceding the layover.
- If Crew Scheduling has not notified me of my hotel assignment within three (3) hours from block-in at DFW, I am eligible for penalty pay of 150% **for the entire sequence**.

### Example 2:

I am scheduled to work ORD-DFW-SAN with an overnight in SAN. While flying ORD-DFW, the DFW-SAN portion cancels. I am now subject to 'After Origination' rescheduling outlined in Section 10.J.4 - During my three (3) hour rescheduling window, I am notified that I am laying over in DFW tonight.

- Crew Scheduling must notify me of my hotel assignment within one (1) hour of this notification. If not, I am eligible for the penalty pay of 150% for the **duty period** preceding the layover.
- If Crew Scheduling has not notified me of my hotel assignment within three (3) hours of the rescheduling notification, I am eligible for penalty pay of 150% **for the entire sequence, rather than for the duty period**.

## Q2 After schedule modification, I waited more than one (1) hour for a hotel room assignment (as outlined above) and then I found and paid for my own hotel room (6.B.4). I know I am going to be reimbursed by the company for the hotel room expenses, but am I still eligible for the penalty pay for waiting?

Yes. Choosing to secure your own hotel room after one (1) hour (or three (3) hours) **does not** negate applicable penalty pay.

## SECTION 7

# Uniforms

Due to the serious safety concerns of previous uniform productions, APFA secured manufacturing protections for the current uniform program by requiring compliance with OEKO-TEX 100 (or comparable) certification. We incorporated that language and secured APFA's involvement with future uniform programs.

- (7.A) Updated required uniform lists.
- (7.D.3.c) Added language for early replacement of luggage and coat, on a case-by-case basis.
- (7.H) Maternity uniform will be provided and retained for all current and future pregnancies.
- (7.M) Wings will not include Flight Attendant name unless mutually agreed to by APFA.
- (7.Q.1) New hire payroll deduction will be deducted in increments not to exceed \$25.

## FAQs

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### **Q1 What benefit is there to having the uniform OEKO-TEX 100 certified?**

OEKO-TEX 100 is one of the world's most recognized standards for quality assurance for clothing products during all stages of manufacturing. Due to safety concerns that arose during a previous uniform program, having this (or a comparable) certification on all uniform pieces is a major safety enhancement for our Flight Attendants.

### **Q2 My luggage was damaged on a layover. It's only two years old. Can I get it replaced without buying a new one?**

Yes. Early replacement at company expense will be done on a case-by-case basis via your Crew Manager.

### **Q3 I'm a new hire Flight Attendant, will the deductions for my uniform still increase to \$50 per paycheck after the first year?**

No. We have secured a flat deduction of \$25 per paycheck until the balance is paid.

## SECTION 8

# Vacation

- (8.B.1 and E.3.d) All vacation days and filler days (regardless of length of vacation) will now be paid 4 hours per day. Vacation days and filler days will be credited the same as today with blocks of less than 7 consecutive days credited at three and one half (3.5) hours per day and blocks of 7 or more days credited at 4 hours per day.

## FAQs

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### **Q1 Has the number of blocks I can split my vacation days into remained the same?**

Yes. The split of vacation remains the same as the current contract (8.C.1).

### **Q2 Will I now be able to use my earned vacation time for FMLA for myself?**

You can already do this today. If your FMLA is for yourself and you do not have enough sick time available in your sick bank, you may use vacation and/or filler days scheduled for later in the year for pay purposes.

## SECTION 9

# Sick Leave

- (9.B.1) Electronic notification for sick call.

## SECTION 10

# Scheduling

This section contains foundational elements of our schedule. It covers sequence generation, monthly bidding, rescheduling, and pay protections. It was important to secure improvements to the current systems (PBS, TTS, UBL, ETB) that add flexibility while protecting the strong rescheduling provisions and industry-leading pay protections our Flight Attendants have today. Despite the company's attempts to erode the language, we maintained and improved upon the current language.

### Sequence Construction

- (10.B.1) During sequence construction, Flight Attendants will not be required to work different positions when narrowbody and widebody aircraft are mixed within a sequence.
- **NEW** (10.C.7) Sequences cancelled during PBS bid window will be removed and not awarded. If awarded, the cancelled sequence(s) will be treated as misaward per 10.D.15. Today, these types of cancellations are not addressed in the contract and often require a Letter of Agreement for pay protection.

### PBS

- **NEW** (10.D.11.d) Monthly vacation buyback must now be offered before flexing the maximum line value upward. This could potentially add more FAs to the bidding pool and prevent a line value flex upward, which restricts our flexibility.
- **NEW** (10.D.13.d) Added bidding options in PBS, including prefer position order for aircraft, sequence sorting by language, allow double ups (not date specific), and reserve availability to bid consecutive block of days off in a month.

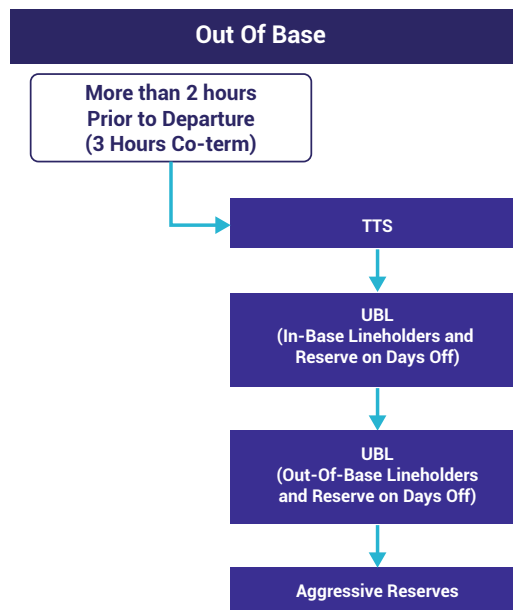
### TTS

- **NEW** (10.E.3.i) **Exception to the Daily Limits** for transactions which **improve more negative day(s) in TTS**. After the initial TTS run each night, there will be a secondary run to process trades that were denied due to exceeding the OT limits during the initial run. If coverage on the days of the trip being picked up is worse than on the days of the trip being dropped, the trade should go through, as the trade helped improve coverage. Additional parameters for these negative day exceptions can be found in the full language of the Tentative Agreement.
- **NEW** (10.E.5) & (10.G) **Reserves able to use TTS/UBL** on days off and once released. This will also allow **Reserves the ability to bid for Red Flag sequences in TTS/UBL** on days off.
- (10.E.5.e) & (10.G.4.e) Reserve picking up a sequence on days off may report no earlier than **1000 HBT** on the first day off and release no later than **1600 HBT** on the last day off.

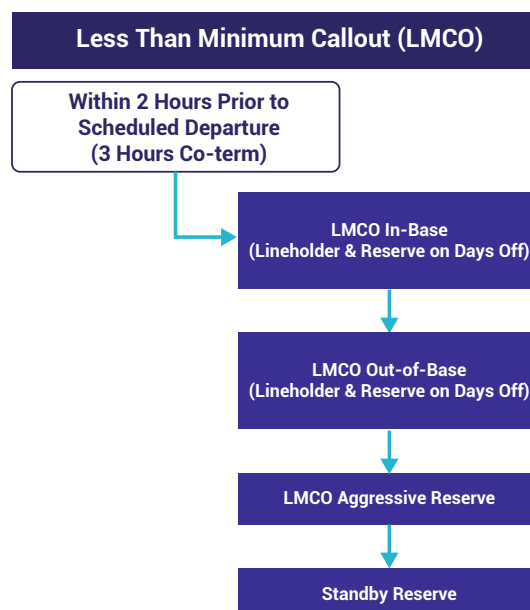
- **NEW** (10.E.5) Reserves will have a 30-hour TTS Max when picking up on days off. Reserve TTS hours will have no impact on calling out of time. Reserves use of TTS/UBL/ETB will not count towards 35/7.
- **NEW** (10.F.1.f) Allow **trip improving on UBL**. Flight Attendants will be able to trade in UBL for a different trip that originates on the same day and is equal to or greater in length than the trip being dropped until 1500 HBT the day before. Today, Flight Attendants can only position swap on same sequence in UBL.

## UBL

- **NEW** (10.F.1.g) **Out-of-Base UBL pickup** after in-base Lineholders and Reserves on days off. Out-of-base pickups cannot be traded or dropped.



- **NEW** (10.F.1.h) **Less than Minimum Callout (LMCO) option** for Lineholders and Reserves on days off (within 2 hours, 3 hours for co-terminal) to pick up on UBL **prior to using standbys**. (In-base processed first, then out-of-base) Today, only aggressive reserves can bid for an LMCO trip.



- **NEW** (10.F.2.c) More transparency with UBL runs.
- (10.F.4.b) Flight Attendants will receive electronic notification for any UBL award prior to 1900 HBT.
- (10.F.4.c) UBL awards **after 1900** HBT will receive electronic notification. If Flight Attendant does not acknowledge, Crew Scheduling will call to confirm award.

## ETB

- **NEW** (10.G.2.j) A Lineholder or Reserve on days off may pick up an **ETB sequence outside the footprint** of an originally scheduled pay protected sequence. Today, ETB on a pay protected **calendar day** negates the protection.

## Red Flag

- **NEW** (10.H.5) Reserves may exceed TTS Max to pick up Red Flag sequences.
- **NEW** (10.H.8) Option to bid **specific** sequence(s) as “Red Flag only” in TTS. Today, it is only an option when bidding generic.

## Rescheduling

- (10.J.1.b) **New pay protections** to include a Flight Attendant who loses three (3) or more full sequences due to scheduling changes, and not pay protected elsewhere in Section 10, is eligible for pay protection if a reasonable effort is made to make up the time. Today, a Flight Attendant must wait for a Letter of Agreement to be negotiated to ensure pay protection in these instances.
- (10.J.2.b&c) Flight Attendants will receive an electronic notification when there is an adjustment to schedule more than 3 days or within 3 days of report for sequence.
- (10.J.3.a) A rescheduled Flight Attendant will receive an electronic notification. If Flight Attendant does not electronically acknowledge, Crew Scheduling will call to advise of reschedule.
- (10.J.3.d) Flight Attendant with a disruption prior to origination will be electronically advised of reschedule prior to 4 hours after originally scheduled sequence sign-in time or 3 hours after disruption is known, whichever is later.
- (10.J.4.a) A rescheduled Flight Attendant will receive an electronic notification. If Flight Attendant does not electronically acknowledge, Crew Scheduling will call to advise of reschedule.
- (10.J.4.c) A Flight Attendant with a disruption after origination will be electronically advised of remaining duty assignment for that day and balance of sequence within 3 hours after the disruption is known. If not assigned within the window above, Flight Attendant is released for that duty day.
- (10.J.11.a) Flight Attendants will be electronically notified if the originating trip of the day is delayed. **If Flight Attendant acknowledges**, duty day will begin at rescheduled report time. **If Flight Attendant does not acknowledge** and they report for the original departure time, duty day begins as originally scheduled report time. If electronic notification is more than 3 hours prior to the originally scheduled report time they are considered notified.

- (10.J.11.b) If electronically notified less than 3 hours prior to report that trip has cancelled the Flight Attendant will be paid 3 hours callout pay, no credit regardless of whether the Flight Attendant reported to the airport.
- **NEW** (10.J.12) Added pay protection for carryover sequences that are modified to changeover sequences.

### **Last Sequence/Last Series**

- **NEW** (10.L.6) **Last Sequence/Last Series pay protection for Reserves legal** to originate a TTS/UBL/ETB trip on days off. Reserve is eligible for last sequence(s) pay protections for a sequence(s) scheduled on days off provided:
  - Reserve has completed last Reserve sequence for the month (after calling out of time); or
  - has completed last reserve sequence for the month and no Reserve Days remaining for the month.

### **Last Live Leg**

- (10.P.2) Last Live Leg swaps will be requested electronically by both Flight Attendants. Legalities will be checked and an electronic notification of accept, or reject will be sent. The company will attempt to confirm within 15 minutes of the request.

### **Crew Scheduling Error**

- (10.T/11. 0) Moved 11.0.4 to 10.T. Crew Scheduling error pay will apply once a Flight Attendant has **reported for a sequence**. Today, error pay only applies after sequence origination.

### **Satellite Bases**

- **NEW** (10.U.1.e) Electronic notification system to be used to notify satellite Flight Attendants when satellite trips become available.

### **Misuse of Scheduling Systems**

- **NEW** (10.V) The Company and APFA may mutually agree upon objective metrics to ensure Flight Attendants are not utilizing the scheduling systems to circumvent seniority. If upon applying these objective metrics the Company determines that seniority provisions are being used to circumvent seniority, the Flight Attendant may be restricted from utilizing TTS/UBL and ETB. Nothing herein is intended to restrict or otherwise limit legitimate uses of seniority.



# FAQs

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## Q1 This agreement adds the ability to trade for a more negative day(s) in TTS. What does this mean?

TTS transactions which result in an increase of the number of Open Sequence Days are subject to daily and monthly limits. Once a daily limit is reached on a particular day, TTS will not allow any trades to be processed that would further increase the number of Open Sequence Days on that day, which results in the transaction being denied. The new language allows trades to be processed in instances where the trade improves coverage on the days being picked up.

Example: A FA has a three-day trip departing on 08AUG, and they want to trade for a three-day trip 10AUG. Coverage is worse on the 10th and 11th than it is on the 8th and 9th. Because the FA is trading for a trip on days where coverage is worse (more negative) than on the days being dropped, the trade should go through, provided the parameters in the language are met.

## Q2 This Agreement will allow Reserves to use TTS/UBL on days off. Will Reserves have a TTS MAX like Lineholders?

Yes. Reserves will have a TTS Max of 30 hours.

## Q3. Why is there a report time restriction for Reserves picking up on TTS/UBL?

Reserves picking up on their first day off before completing their Reserve obligation on their last day of Reserve have a restriction due to legalities. Reserve days are programmed to end at 2359, regardless of the Reserve's actual release or RAP, so a minimum of 10 hours FAR rest is required before the next report. This means Reserves are legal to report no earlier than 1000 on their first day following their last day of Reserve. This is the same restriction if picking up in ETB. Eliminating this restriction could have resulted in Reserves not being legal to report for their picked-up TTS/UBL sequence. Once a Reserve has been released from their last Reserve assignment or RAP, they can pick up a sequence with a report earlier than 1000 the next day as long as they get 10 hours of FAR rest before the report of the picked-up sequence.

## Q4. How will UBL trip improving work? How does this differ from UBL trading today?

UBL trip improvement will allow Flight Attendants to trade same-day sequences (same number or more calendar days than original sequence) from open time until 1500HBT the day before sequence origination.

Today, UBL only allows **position swapping** on the same sequence or trading into a sequence that departs the **day before** the original sequence and is subject to daily limits.

Example: I have a 2-day sequence on Monday/Tuesday, and I want a different 2-day sequence on

Monday/Tuesday. I can now trade for a different 2-day (or sequence of greater length) in UBL **until Sunday at 1500HBT**.

**Q5. This Agreement introduces the ability to pick up a sequence out-of-base. Can you explain?**

Flight Attendants will be able to pick up via UBL from another base after in-base Lineholders and Reserves on days off have had a chance to pick up the sequence first. Once a Flight Attendant picks up an out-of-base sequence, it may not be dropped or traded, and the Flight Attendant must be in position for the report of the sequence.

**Q6. What is Less than Minimum Callout (LMCO)?**

Lineholders or Reserves on days off will now be able to bid via UBL for sequences with **less than the minimum callout** (two (2) hours or three (3) hours for co-terminals). If the sequence remains open because no one utilizes LMCO, it moves to ROTD, and the sequence can be awarded to a Reserve who aggressively bids for the sequence **before** being assigned to a standby.

Today, **only** Reserves can pick up LMCO sequences, and only **after** all standbys have been used.

**Q7. When I have a pay-protected sequence, may I pick up from ETB and not lose my pay protection?**

Yes. Flight Attendants may now pick up a trip from ETB and **not negate the pay protection** if the trip they are picking up from ETB **does not touch the footprint** of the pay-protected trip.

Today, when a Flight Attendant has a pay-protected trip and picks up another trip from ETB that touches any calendar day of the original trip, they lose the pay protection.

Example: My pay-protected trip had an original release (including debrief) of 0630. I want to fly. I can now use ETB to pick up a trip that reports at 0631 or later the same calendar day as the original release and keep my pay protection since the ETB trip report is **outside the footprint** of my pay-protected trip.

**Q8. I want to fly a specific sequence, but only if it is Red Flag. Can I do that?**

Yes. Flight Attendants will now be able to specific bid for Red Flag sequences and designate that they only want the sequence and position if it is Red Flag. Today, Flight Attendants can only bid generic to designate for the "Red Flag only."

**Q9. Three of my turns were cancelled due to a natural disaster. Will I be pay protected under the new language in 10.J.1?**

Yes. The new language will pay protect three (3) or more full sequence cancellations that are not pay protected elsewhere in Section 10 if the Flight Attendant makes a reasonable effort to make up the time. We have seen instances where pay protection did not apply or required a Letter of Agreement for pay protection.

**Q10. My six-day IPD sequence, originating on the last day of the May bid month became a three-day sequence in the June bid packet. Am I pay protected for the original sequence?**

Yes. We have incorporated language from the Settlement of a Presidential Grievance defining a changeover pairing and clarifying pay protection for these sequences. A changeover pairing is a replacement sequence that modifies an originally awarded/assigned carryover sequence and is placed on a Flight Attendant schedule no later than the 10th of the month in which the trip originates.

**A Flight Attendant holding and flying the sequence that becomes a changeover will now be pay protected for the value of the original trip.**

**Q11. I am a Reserve, and I picked up a trip on my days off at the end of the month. If my trip is canceled, am I pay protected?**

Yes. Any Reserve who picks up a TTS/UBL or ETB sequence(s) will now be pay protected for **Last Sequence/Last Series** like lineholders if the Reserve has either timed out (RSVCOT) or has no more Reserve day obligation in the month.

Today, Reserves are not pay protected under last series/last sequence pay protection.

Example: A Reserve times out on the 20th of the month and is released for the remaining days of Reserve for the month. They pick up TTS/UBL/ETB sequences for 22/23 and 24/25. Since the Reserve is timed out, the picked-up sequences are eligible for last sequence/last series pay protection.

## SECTION 11

# Hours of Service

- (11.D.2) A completed trip now includes mechanicals. Today, taking-off and landing at the same airport (or Co-terminal) due to a mechanical, only pays the greater of callout pay or duty rig.
- **NEW** (11.D.6) Sit Time Rig.
  - 1 minute of pay (no credit) for every 2 minutes of actual sit time in excess of 2 hours 30 minutes. This will not apply to ODANs.
- (11.G) Standby reserve duty limitations will follow the On Duty chart (11.F) based on the Standby's report time. Today, Standby assignment limitations use the sequence's report time in the Duty Limitations chart (11.E).
- (11.J) Incorporate 10-hour rest rule. Domestic layover rest to be scheduled no less than ten (10) hours rest (from release to report) which may not be reduced below ten (10) hours.
- (11.L.4) Increased maximum and minimum scheduled break time for ODANs.
- (11.M) On-board requirements remain in the contract. With at least 60 days notice, the company may flex the times upwards (see below). A flexed boarding time may subsequently be returned to the original boarding time with 60 days' notice. Boarding Pay Premiums are paid on the published boarding times.

<b>(11.M) Domestic On-Board Requirements</b>		
	<b>Boarding time</b>	<b>Flex boarding time with 60 days notice</b>
<b>Narrowbody aircraft with <math>\leq</math> 160 seats</b>	<b>30 minutes</b>	<b>35 minutes</b>
<b>Narrowbody aircraft with <math>\geq</math> 161 seats</b>	<b>35 minutes</b>	<b>40 minutes</b>
<b>Domestic Widebody</b>	<b>35 minutes</b>	<b>40 minutes</b>

- (11.0.1) Secured a backstop when voluntarily extending (VE) duty day limitations and added tiered compensation.
  - **NEW** Maximum extension of 4 hours.
  - **NEW** Electronic method will be provided for processing the voluntary extension of duty period.

(11.0.1) Domestic Voluntary Extension (VE)			
Duty Type	Max Actual	<b>NEW</b> VE Max	<b>NEW</b> Backstop/Compensation
0500-1659	15 hours	19 hours	15:01-18 hours 200% 18:01-19 hours 300%
1700-2259	13 hours	17 hours	13:01- 16 hours 200% 16:01-17 hours 300%
2300-0459	12 hours	16 hours	12:01-15 hours 200% 15:01-16 hours 300%

## FAQs

### Q1 What does it mean to now include mechanicals in the definition of a completed trip?

In our current contract, if a flight returns to a gate at the airport of departure after takeoff because of a mechanical, and no other flying is performed in that duty period, it is not considered a completed trip. The Flight Attendant is only eligible for call-out pay of three (3) hours or the duty rig, if greater.

**With this change, a Flight Attendant would be eligible for the five (5) hour minimum day guarantee or duty rig, whichever is greater.**

### Q2 How are Standby Reserve Duty limitations improving?

Standby assignments will now be subject to the Domestic On-Duty Limitations chart (11.F) based on the **Standby's report time**.

Today, Standby legalities are based on the sequence's report time and follows the Domestic Duty Limitations chart (11.E).

**Q3 Why was the contractual minimum layover rest changed?**

This change incorporates the FAR that went into effect December 2, 2022. The JCBA was written when the FAR was only 8 hours and included a buffer of 1:30, for a total of 9:30 scheduled layover rest; however, the FAR was changed to 10 hours, so the scheduled rest required from release to report is 10:00. Since there is no buffer, the 10:00 is not reducible. The FAR does not include a “behind the door” provision, so the **“8 hours behind the door” provision was not changed.**

**Q4. If I voluntarily extend (VE) will I ever go illegal?**

Yes, there is now a four (4) hour limit/backstop when you opt to extend. Today if you choose to extend, there is no limit/backstop on your duty day.

**Q5. How will the new Sit Rig work in actual operations?**

The new Sit Rig pays one minute for every two minutes of ground time greater than 2 hours and 30 minutes (2:30).

In the example below, in the first duty, there is a 4.59 ground time between flights. The crew will be paid the sit rig for 2.29 (4.59-2.30), which adds an additional 1 hour and 14 minutes of pay (2.29/2) of pay to the sequence. In the second duty period, there is a 3.20 ground time between flights, so they will be paid the sit rig for .50 (3.20-2.30), which adds an additional 25 minutes (.50/2) of pay to the sequence.

The sequence, originally paying 14:52, will now pay 18:11 with the new Sit Rig. The time is not credited and will pay in addition to any other pay earned for the sequence.

DT	EQ	FLT	STA	DEP	M	STA	ARR	AC	FLY	GTR	GRD	ACT	
SKB	08	63	1305	LAX	1330	DFW	1845		3.15		2.00		
ACT	08	64	1305	LAX	1329	DFW	1847		3.18	3.18	4.59		
SKB	08	64	1434	DFW	2045	YVR	2300		4.15				
ACT	08	64	1434	DFW	2346	YVR	0150		4.04	4.15			
D/P	GTR				P/C		0.00	TL	7.33				
HALF DAY COUNT YVR 5													
SKD	ONDUTY				ODL		29.45						
ACT	ONDUTY				ODL	SI	1230/08	RLS	0205/09				
SKB	10	64	1099	YVR	0600	DFW	1200		4.00		3.00		
ACT	10	64	1099	YVR	0555	DFW	1152		3.57	4.00	3.20		
SKB	10	64	1504	DFW	1500	LAX	1608		3.08				
ACT	10	63	1504	DFW	1512	LAX	1619*			3.08			
D/P	EST				P/C		0.11F	TL	7.19				
SKD	ONDUTY												
EST	ONDUTY					SI	0500/10	RLS	1634/10				
U/S													
AB	SEQ												
SEQ	EST				P/C		0.11	TL	14.52	PTL	14.52	TAFB	52.04

## SECTION 12

# Reserve

- (12.A.3) Flight Attendants hired after the date of ratification and after the subsequent date of implementation will be subject to two (2) years of straight Reserve. Once having completed two (2) years, a Flight Attendant will be subject to serve Reserve on a one (1) month on/ one (1) month off Reserve rotation for a period of three (3) years.
- **NEW** (12.A.3.e) The Company agrees to meet upon request with APFA to discuss possible methods to reduce Reserve seniority levels in high seniority bases.
- (12.A.4.b) Reserve granted a VLOA will be subject to Reserve in the next bid period.
- **NEW** (12.B.2.c & 12.B.3.e) Reserve use of TTS/UBL on days off. Today, Reserves can only use ETB on days off.
- **NEW** (12.C.2) Trading Reserve days off with the Company using a ballot. Today, this requires a phone call to Crew Scheduling.
- (12.D.1) If no mutual agreement when rescheduling of Flex or Golden Days, the day(s) off shall be placed at the end of the Reserve's current block of days off.
- **NEW** (12.F.4) Voluntary Standby extension. Reserve currently sitting standby may request to extend standby shift to a total of six (6) hours or eight (8) hours with Crew Scheduling approval. Pay and credit will be 5.15 and 7.00, respectively.
- (12.F.9.b) Standby paid up to the Standby's sequence report time based on the departure time of the sequence at the time of sequence assignment.
- **NEW** (12.F.19) Standby may request release prior to end of standby shift. If granted, pay and credit will not be reduced.
- (12.G.1) Secured improvements to RAP D.

RAP A	RAP B	RAP C	RAP D
Start times determined by the Company, RAP A could start as early as 0000 HBT	Start times determined by the Company	Start times determined by the Company	<ul style="list-style-type: none"> <li>● 1400-0200 HBT (end time will be 2359 HBT if last day of Reserve block)</li> <li>● Once all departures are airborne, and there are no known diversions or returning flights, RAP will be modified to end at that time</li> </ul>

- **NEW** (12.G.2) Reserve with a Flex Day following RAP **may only** be assigned sequence with sign-in on or before 2359 on last day of Reserve.
- **NEW** (12.G.6) Reserve may **request release from a RAP** the day prior or the day of. If granted, no reduction to guarantee.
- **NEW** (12.I.1.c) **Specific identifier** for Standby shifts in ROTA/D bidding with set start and end times, required days of availability, crew base, and terminal.
- **NEW** (12.J.1) Crew Scheduling will redistribute all known open time based on operational need to another crew base by 1200 HBT. Crew Scheduling may redistribute at any time due to extenuating circumstances not known prior to 1200 HBT.
- **NEW** (12.K.1.c) Added timeline process for which open sequences will be awarded/assigned through ROTD.
- (12.K.1.g) Separated the steps to assign sequences when a sequence is legal for more than one RAP. Sequences legal for more than one RAP will now go first to the **earlier** RAP and then to the **later** RAP **before assigning into Flex Days in the earlier** RAP. Today, sequences are assigned to the earlier RAP working into Flex Day(s) when there is a Reserve in the later RAP who is legal for the entire sequence without working into Flex Day(s).
- **NEW** (12.K.2) Added Out-of-Base pickup on UBL (see chart in Section 10)
- (12.K.3) Added Less than Minimum Call Out (LMCO) for the following (see chart in Section 10)
  - **NEW** LMCO UBL for Lineholders and Reserves on days off.
  - **NEW** LMCO **Out of Base** Lineholders and Reserves on days off.
  - LMCO Aggressive Reserves **processed prior to Standbys**.
- **NEW** (12.K.4.b) Credited Aggressive hours will be based on the first forty (40) **awarded Aggressive hours**. Any other credited time such as vacation, ROTA, etc. will no longer be credited towards calling out of time. Today, the first 40 hours counts towards the 40 aggressive hours, regardless of how they are obtained.
- **NEW** (12.L.1) ASG (clicks) for each calendar day **assigned or awarded** in ROTA and ROTD (currently clicks are only for **assigned ROTD** trips).
- **NEW** (12.L.2) If the credited number of ASG is different than the number of days a Reserve actually flew, then Reserve may **electronically request** to have ASG adjusted.
- **NEW** (12.L.4) ASG will apply to the month in which the Reserve flew. For carryover trips, ASG will apply in the **new month** for the days the Reserve flew in that month.
- **NEW** (12.M) Reserve obligation on Reserve Days following a sequence cancellations/removals.
- (12.Q) Real-time information available to Reserves by 1200 HBT improved and updated on a real-time basis.



- Number of Flex Days off adjacent to the last day of Reserve availability.
- Standby shifts, start time, base, duration, airport and terminal, minimum days of availability required and how many Reserves needed for each Standby shift.
- List of Reserves on Standby with information about the Standby, Standby shift and if activity assigned (including boarding).

## FAQs

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### **Q1. When will the additional year of straight Reserve start for New hires?**

Once programming is completed and implemented any Flight Attendant hired on or after that date will serve under the new reserve rotation.

### **Q2. Do Reserve Flight Attendants have access to TTS/UBL?**

Yes. A reserve Flight Attendant may now exercise their seniority to utilize TTS/UBL to pick-up flying on their days off. This additional flying would not count towards the reserve 35/7 limitation and would be pay/no credit (paid above guarantee). This ability also includes out of base UBL and less than minimum call out (LMCO) UBL.

### **Q3. Are there any improvements to Reserve transparency?**

Prior to ROTA processing, a Reserve will be able to see how many reserves are needed for the available RAPs, Standby shifts for specific bidding (number of days available needed for respective shift, start/end times, location), number of speakers and language needed for specific RAPs, and how many reserves are available with their availability.

This will give Reserves a better idea if they are in an open or closed group (especially crucial info for Speakers), how senior they are overall, and if rest legalities will affect RAP assignment before they bid in ROTA.

### **Q4. Have you changed trading reserve days off with the company?**

We have improved Reserve days off trading with the Company through a seniority-based balloting system. This makes Reserve more livable because today a Reserve must call Crew Scheduling to trade days off with the Company. Often, we hear of Reserves calling multiple times a day. This new system will be a “set it and forget it” ballot that runs once a day, processing all requests in seniority order.

### **Q5. When I am assigned into off days (or work into off day(s) due to IROPS), I have had issues rescheduling my Flex/Golden Days. Has that been improved?**

When a Reserve and the Company cannot mutually agree on the reinstatement, a Reserve will now be

guaranteed a day off replacement on the opposite end of the block of days off it came from.

For example, if a Reserve has Wednesday-Friday off, but they were flown into Wednesday, they would be guaranteed the Saturday off. This does not change the Reserve's option to select a replaced day off somewhere else in the month (with crew scheduling consent) or the option to waive the day off in exchange for the value of the Reserve Day as pay no credit.

#### **Q6. Have you changed "clicks"?**

Clicks (ASG indicator) will now be given for each calendar day actually worked for all awards/ assignments, including into new month for carryover sequences. This is to better balance Reserve assignment (ROTD) with total number of hours worked.

Today, Reserves with a lot of ROTA assignments (and hours) are still the first on RAP to be assigned by ROTD, since they have no clicks. Under this agreement, all Reserves will also be getting clicks for their ROTA assignments, so it's more likely that a Reserve with fewer hours/days worked will be assigned by ROTD first. Clicks for carryover sequences will also be assigned into new months, which will benefit anyone serving Reserve back-to-back. Additionally, today clicks are assigned at the start of the sequence and never adjusted. A 3-day sequence that goes into a 4th day only earns 3 clicks; however, under this agreement, the Reserve will have an electronic option to request a 4th click.

#### **Q7. Has aggressive hour calculation changed?**

We have secured to apply the first 40 awarded **aggressive hours** to RSVCOT regardless of other credited time on a Reserve's line.

For example, today, a Reserve who has jury duty, vacation, and a ROTA trip may reach 40 hours of pay and credit early in the month and then when going aggressive those aggressive hours would not be reflected in the RSVCOT since 40 total credited hours was already reached. Under this agreement, the Reserve will still be able to bid for and be awarded 40 aggressive hours, with those aggressive hours reflected in RSVCOT.

#### **Q8. How do I know when I go illegal as a Standby Reserve on an assigned DOM sequence?**

A standby will use the chart in Section 11.F to determine their legalities. Their on-duty max will be based on the report time of their Standby. For example, a Standby who reports 0500-1659 can be scheduled for a duty day up to 13:15.

### (11.F) DOM Standby Duty Limitations

Report Time	Re-Scheduled / On-Duty Max	Operational On-Duty Max
0500-1659	13:15 hours	15 hours
1700-2259	12:15 hours	13 hours
2300-0459	11:15 hours	12 hours

**Q9. Has there been any change that protects Flex Days (FD)?**

Yes. We separated the steps to assign sequences when a sequence is legal for more than one RAP. Sequences legal for more than one RAP will now go first to the earlier RAP and then to the later RAP before assigning into Flex Days in the earlier RAP.

Today, sequences are assigned to the earlier RAP which may force Flight Attendants to work into Flex Day(s) when there is a Reserve in the later RAP who is legal for the entire sequence without working into their Flex Day(s). This new ROTD processing, combined with the new RAP D language, will protect more Flex Days.

## SECTION 14

# International Flying

- (14.D) **Secured a backstop** when voluntarily extending (VE) duty day limitations and **added tiered compensation**.
- **NEW** Maximum extension of 4 hours.
- **NEW Electronic communication** for all Voluntary Extension requests and acceptance/denial.

### (14.D) International Voluntary Extension (VE)

Duty Type	Max Actual	NEW VE Max	NEW Backstop/Compensation
Non-Long Range (NR)	16 hours	20 hours	15:01-18 hours 200%
			18:01-19 hours 300%

- (14.F) On-board requirements remain in the contract. With at least 60 days' notice, the company may flex the times downward. A flexed boarding time may be subsequently returned to the original boarding time with 60 days' notice. Boarding Pay Premiums are paid on the published boarding times.

### (14.F) International On-Board Requirements

	Boarding time	Flex boarding time with 60 days notice
IPD	50 minutes	45 minutes
NIPD	45 minutes	40 minutes

# FAQs

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**Q1 Will I get paid Purser if I am Reserve and am assigned/awarded IPD Lead and not Purser qualified?**

Yes, a Flight Attendant working in the Purser position will now receive Purser pay (not lead pay) regardless of the qualification.

**Q2 How much do I get paid if I voluntarily extend (VE) on a non-long-range sequence (NL)?**

A Flight Attendant who voluntarily agrees to remain on-duty for more than sixteen (16) hours shall receive pay at a rate of two hundred percent (200%) including premiums and credit at one hundred percent (100%) for the entire duty period. If the Flight Attendant remains on duty in excess of nineteen (19) hours up to a maximum of twenty (20) hours, the Flight Attendant shall receive pay at the rate of three hundred percent (300%) including premiums and credit at one hundred percent (100%) for the duty period.

**Q3 If I voluntarily extend (VE) on a Non-Long-Range sequence, am I obligated to be on duty indefinitely?**

No, we secured a new backstop of four (4) hours.

**Q4 I am on an IPD sequence, can our layover rest in actual operations drop below 14hrs?**

We maintained our language that IPD layover may not be reduced below 14 hours and maintained the language to protect certain high-value sequences (rockets). The pilots IPD layover may be reduced to 10 hours in actual operations.

## SECTION 15

# Foreign Language Speaker

Changing the requirement for Speaker positions to be designated per aircraft versus per cabin honors the seniority of both Speakers and Non-Speakers. The chart below details the maximum number of required Foreign Language Speaking Flight Attendants by aircraft type. **The total number of Speakers onboard has not been reduced from what we see onboard today.**

Section 15 – Foreign Language Speaker		
Aircraft Type	Number of Speakers	
	Aircraft with <50 BC Seats	Aircraft with ≥ 50 BC Seats
Narrowbody*	Up to 1 Per Flight	
Widebody/Dual Aisle with < 200 Main Cabin Seats**	Up to 2 Per Flight	Up to 1 in the Premium Cabin, Up to 1 in Main Cabin
Widebody with ≥ 200 Main Cabin seats**	Up to 3 Per Flight	Up to 1 in the Premium Cabin, Up to 2 in Main Cabin

\* As an exception, in the event a charter or scheduled segment with group bookings where the majority of customers have been identified as foreign speaking, the Company may require two (2) Speakers.

\*\* As an exception, in the event a scheduled segment to/from or within Asia, the Company may require one (1) additional Speaker.

TTS, UBL, ROTA/D improvements:

- (15.E.3) Speaker requirements established daily for RAPS based on language requirements and days of reserve availability. The number of Speakers required for a RAP will be based on the projected need to cover Speaker positions on that RAP.

Other Speaker improvements:

- **NEW** (10.D.13.d.15)-Ability to sort Speaker sequences by language in PBS.
- (15.L.1) Reduced occupational (bidding) seniority requirement from ten (10) to seven (7) or more years for language resignation eligibility.
- (15.H.1-2) Modified language proficiency (testing) section.
- Removed all contractual language in section for Haitian Creole speaking F/A. Haitian Creole Speakers are now included as a needed language for destination.

## SECTION 16

# Deadheading

We have seen an increase in scheduled deadheading throughout the system. Capturing a self-booking option after sign-in for taking an alternative deadhead after last live leg gives Flight Attendants added flexibility when traveling home.

- (16.G.17) Flight Attendant taking alternate deadhead (commuter city or co-terminal) unable to be positioned due to cancellation or delay, will have option to be split on to sequence or offered other flying by crew scheduling, will be **pay protected** if splits on or does other flying. If no split or other flying, no pay protection but will be able to pick up other flying.
- (16.H.4) Legalities based on originally scheduled deadhead. Removed the requirement for duty limitation waiver to take alternate deadhead. Flight Attendant has the option to contact crew scheduling after completion of deadhead to have legal at home rest start according to actual deadhead. (this language replaces and clarifies current 16.0 -Request to deadhead and Exceed On-Duty Limitation).
- (16.H.5)

(16.H) Deadhead on Last Leg of Sequence			
CBA Citation	Scenario	Self-Book	Pass Class
16.H.5.a	Return to Different Co-Terminal	After sign in- Up to 60 minutes Prior to Departure	A1: Go to Agent* A1: Self-Book
16.H.5.b	Return to Crew Base (earlier DH/same day)	Same day as last live leg up to 60 minutes prior to Departure	A1: Go to Agent* A12: Self-Book
16.H.5.c	Return to Crew Base (RON prior to DH only duty)	After sign in- Up to 60 minutes Prior to Departure	A1: Go to Agent* A3: Self-Book
16.H.5.d	Return to Commuter City	After sign in- Up to 60 minutes Prior to Departure	A12: Self-Book

\*Current process and remains a Flight Attendant option

- (a) Return to a different co-terminal-self-book after sign-in and up to 60 minutes prior to departure of the requested DH. DH priority remains same as original DH.
- (b) Return to Crew Base (earlier DH on same day as original DH) -retain ability to stand-by for an earlier flight. Self-book option up to 60 minutes prior to departure of requested DH; DH priority in accordance with positive space Company Business travel.
- (c) Return to Crew Base (scheduled to layover prior to DH only duty period) -self-book after sign-in and up to 60 minutes prior to the departure of the requested DH. If seats available, will be confirmed. If no seats, can stand by at original DH priority.
- (d) Return to Commuter City (on or before the same day as original deadhead)- self-book after sign-in and up to 60 minutes prior to the departure of the requested flight. DH priority in accordance with Company Business Travel policy.
- Expanded commuter city to include Alaska, Hawaii, and Puerto Rico (current language is 48 contiguous states only).
- **NEW** (16.L) After report and prior to release of the last working leg in sequence, a deadheading Flight Attendant may be rescheduled to work the same flight instead of deadheading, regardless of reserve coverage. The intent is to lower reserve utilization systemwide by using crewmembers already in place who are legal and available to work the flight.

## FAQs

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### Q1 Do I need permission from crew scheduling to change my last leg deadhead?

No. A lineholder only **notifies** Crew Scheduling of the election not to take the deadhead. A Reserve Flight Attendant still needs Crew Scheduling consent.

### Q2 Can I still go to the gate and have the agent place me on the standby list for an earlier DH?

Yes

### Q3 Why is self-booking so important?

This gives the Flight Attendant the option to reserve a seat on a desired flight much earlier than today.



## SECTION 18

# Charters

- **NEW** (18.E) When a charter is not boarding from an airport terminal gate, report time will be two (2) hours prior to scheduled departure and Flight Attendants will be provided 1:15 minutes of surface deadhead pay and credit. On such flights, the Flight Attendant must be onboard and ready to receive passengers 1:15 prior to scheduled departure.

## SECTION 19

# Civil Reserve Air Fleet (CRAF)

The CRAF fleet chart has been updated to reflect current aircraft types. CRAF sequences will be staffed using systemwide seniority, except when time constraints make this unfeasible.

- (19.B.1) Incorporated both aero-medical and troop movement into the definition of CRAF flying.
- (19.B.1) CRAF override is \$5/hour (currently \$3/hour for troop movement).
- (19.B.3) Ground time pay for all CRAF is \$12/hour (currently \$10/hour for troop movement).
- (19.C) Staffing chart to reflect our current fleet and added staffing levels for new aircraft.
- (19.F.2.a) Sequences will be processed using system seniority up to 0800 DFW time the day prior to origination. After 0800 DFW time the day prior, the Company may use system seniority if time permits, or process using base seniority.
- **NEW** (19.G.3) In actual operation the duty period may be as long as the Pilots. If operational maximum duty period limitations are exceeded in actual operations, the Flight Attendant will receive applicable Voluntary Extension (VE) pay.

## SECTION 22

# Filling of Vacancies

- **NEW** (22.A.5) Company will post intent to backfill if known at time of vacancy posting.
- **NEW** (22.D.2) To be eligible for a vacancy transfer, you must be showing active status on **either** the date of the award **or** the effective date of transfer. Verification of status will be on the date of transfer award.
- Probationary Flight Attendant may be awarded a mutual or vacancy transfer only once during a probation period.

## FAQs

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### Q1 What does it mean to 'backfill'?

For example, a vacancy transfer is posted for thirty (30) Flight Attendants in PHX. When those thirty (30) Flight Attendants transfer into PHX, they are leaving 'vacancies' in their old base(s). The company may continue to process vacancies by awarding requests and filling those newly created vacancies. This is known as 'backfilling.'

### Q2: What has changed with Vacancy Transfers?

The Flight Attendant must show active status on **either** the date of the award **or** the effective date of the transfer which will be verified on the transfer award date. Once that has been verified, and seniority permitting, the Flight Attendant would hold the vacancy transfer.

### Q3: How does a transfer impact a Priority of Return (POR)?

A voluntary transfer to a base other than the base where you hold a POR will **not** forfeit the POR. Declining the first opportunity to exercise a POR would forfeit the right of return. This captures the current process.

## SECTION 23

# Reduction in Force

- (23.C.13) Furlough severance to be based on company paid hours in the most recent twelve (12) **active** full months in the previous 24 months.
- **NEW** (23.D) Leaves may be offered at crew base in lieu of displacements.

## FAQs

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### Q1 How is the calculation for furlough severance pay better than what the JCBA currently provides?

Today, the look back period is an average of hours **flown** in the previous twelve (12) months whether you were active or not.

With the new language, the lookback period will be an average of company **paid hours** in the most recent twelve (12) **active full months** in the previous 24 months.

## SECTION 25

# Leaves of Absence

- (25.K.5) Add FMLA and Leave in Lieu of Crew Base Displacement to list of leaves that do not require permission to be obtained for other employment.
- (25.L.1.b) Add company policy for list of individuals Flight Attendant may take bereavement if provides for more than those listed in the contract (the current company policy allows for more than what is in the JCBA).
- **NEW** (25.L.1.e) Flight Attendant may use vacation days if approved for additional time off after bereavement.

## FAQs

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### Q1 I need more than three (3) days paid bereavement. Can I use my vacation time?

A Flight Attendant may request to use vacation days for additional time off.

## Q2 Who is covered under the bereavement policy?

We maintained the current list of persons covered but included company bereavement policy to capture additional persons.

## SECTION 26

# Insurance, Retirement, and Other Benefits

- **NEW** 26.D.5 Option to convert sick bank to Retiree Healthcare Reimbursement Account (RHRA) upon retirement.
- (26.F.3.a) Increased 401K Company contributions to 5% (currently 3%).
- (26.F.3.b) Increased 401K Company match to 4% (currently 2.5%).

401k		
	Current JCBA	Tentative Agreement
Company Contribution	3%	5%
Company Match	2.5%	4%
TOTAL	5.5%	9%

## FAQs

### Q1 How does the Retiree Healthcare Reimbursement Account (RHRA) work??

To be eligible for the RHRA, a Flight Attendant must meet the retirement criteria of the 65-point plan and give the company at least 4 (four) months' advance notice of intent to retire. The company will credit an RHRA at fifty percent (50%) of the retiree's unused sick leave hours. The RHRA may be used to reimburse a retiree's and/or a retiree's eligible dependent's medical expenses at the retiree's hourly wage at retirement. Flight Attendants will still have the option to be paid \$8.65 per hour of sick leave upon retirement instead of crediting an RHRA.

### Q2 If I resign (not eligible to retire) will my sick bank convert to RHRA?

No. Only an employee that retires is eligible for the RHRA conversion

## SECTION 27

# Injury on Duty

- (27.J) Classification/Longevity seniority will continue to accrue for the duration of the IOD absence and **any unpaid Occupational Injury/Medical Leave of Absence**.

## FAQs

### Q1 How will classification/longevity seniority accrue differently from the JCBA?

Approved IODs will accrue classification/longevity seniority for the duration regardless of paid/unpaid status. This is an improvement from JCBA where a Flight Attendant would not accrue classification/longevity when on an unpaid IOD status exceeding thirty (30) days.

## SECTION 29

# Training

- **NEW** 29.D.1 - Buddy bidding will include placement in the same class on the day of training.
- 29.E.1-3 Training Pay

(29.E) Training Pay		
	Current JCBA	Tentative Agreement
CQ/TR Classroom Day	\$75.00	<b>\$150.00</b>
CQ Distance Learning	\$75.00	<b>\$150.00</b>
Travel Day (no training)	\$75.00	<b>\$150.00</b>

- **NEW** 29.F.4 - Flight Attendant based in the city of the company's training center but who lives 50 (fifty) miles or more from training center will be provided lodging for attending recurrent training, additional training scheduled prior to or after recurrent training, or base equipment training.

## SECTION 30

# Dispute Resolution and Grievance Procedures

The current contractual grievance process has not been working effectively, or as originally intended for some time now. The new language will retain the existing procedures that work and replace those that do not.

- **NEW** (30.A.2.d) Contract Disputes- when a Flight Attendant protests the interpretation of the contract or company policy.
- (30.A.3.a) Increased the time to file Notice of Dispute (NOD) after becoming aware of dispute from ten (10) days to twenty (20) days.
- (30.A.4.b) Removed “neutral company facilitator” from the DRC at base.
- **NEW** (30.A.6) Grievance Determination Conference (GDC) (known currently as caucus)
  - Added to promote prompt, effective, resolution of disputes and preserve traditional arbitration for discharge grievances and contractual dispute with widespread impact to F/As.
  - Up to six (6) members; equal number appointed by Union and company.
  - Meet at least every other month, if necessary, but can add days or meet monthly based on volume of cases.
- (30.B.2.a) Increased the time to file a Presidential Grievance from forty-five (45) days to ninety (90) days.

## FAQs

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### **Q1 Can we grieve any action of the company?**

Yes. We maintained the right to grieve any action by the company (Section 30.A.2.a). This language has been a bedrock principle in our contract for decades.

### **Q2 Will joint training with the company continue?**

Joint management/union training is uncommon within the labor movement. Under this Agreement, APFA will directly train our reps to effectively enforce our contract and defend our Flight Attendants.

### **Q3 The Contract Dispute process outlined in Section 30.A.2.d is new. Can you explain further?**

Contractual disputes are rarely resolved at the base level. If anything, the Flight Attendant is paid,

while the underlying contractual issue remains unresolved. This causes APFA Representatives to file similar grievances over and over. We see this as a delay tactic by the company. The new language provides a path to expedite these disputes for resolution.

**Q4 Is the Dispute Resolution Conference (DRC) still part of the process at the base?**

Yes. Informal discussions to resolve a dispute will still happen at the base level. If they cannot be resolved informally, a DRC will be convened at the base.

**Q5 What is the Grievance Determination Conference (GDC)?**

When a Notice of Dispute (NOD) is not resolved at the base level, either informally or through a DRC, it will be submitted to the GDC. The GDC is similar to what is currently called “caucus”. The union has found value in the caucus but needed the process to be clarified and defined with contractual language.

Adding the GDC will help streamline the grievance process, freeing up traditional arbitration for discharge grievances and contract disputes which have widespread impact.

**SECTION 31**

# **System Board of Adjustment**

Much of the existing procedure has been retained. The changes in this section ensure cases are moved to the System Board promptly. APFA has also hired internal attorneys and revised our internal processes, which allows APFA to hold management’s feet to the fire and defend our contract while being fiscally responsible.

- (31.K.1.b) Quarterly System Board (QSB) will meet at least quarterly for up to two (2) days. Today, there is no requirement.
- Removed the Pre-Arbitration Conference. This is now the Grievance Determination Conference (GDC).
- **NEW** (31.K.4) Contract Dispute path through System Board.

## SECTION 32

# Union Business

- (32.A) Electronic contract available on EFB (Electronic Flight Bag) and Company internet. The company will print a limited number of contracts (fifteen percent (15%) of the total population at each base).
- (32.A) Remove Company obligation to distribute an on-duty contract guide.
- (32.E) Two (2) hours to address new hire training class will be in addition to any base indoctrination allotted time.

## SECTION 37

# General

- (37.1.3.b) Flight Attendants shall electronically notify the company as soon as possible prior to scheduled check-in when unable to commute. Flight Attendant will receive confirmation receipt.
- **NEW** (37.1.5) Update commuter policy to include qualifying full flights, as well as other airline (OAL) flights.

(37.1.5) Commuter Policy		
Airline	First Flight	Second Flight
AA or wholly owned or <b>Other Airline (OAL)</b>	Cancellation, Equipment Downgrade or Delay <b>Sufficient Seats Available 24 hours prior to departure</b>	Cancellation, 30+ minute delay, or Full Flight



## SECTION 38

# Crew Rest

- (38.B) Added the ability to watch video or listen to music if in passenger seat or crew bunk while on rest.
- (38.B) If either inbound or outbound leg of an IPD or NIPD trip sequence is greater than seven (7) hours scheduled flight time, crew rest will apply to both segments.
- (38.I.1) Crew rest seat/bunk malfunctions for flights 7-10 hours:
  - Premium Economy (PE) seats on a one-for-one basis, up to a maximum of four (4) seats.
  - If there is no PE, then Main Cabin Extra (MCE) then Main Cabin (MC); seats provided for a one-for-one basis.
- (38.I.2) Crew rest seat/bunk malfunctions for flights over ten (10) hours:
  - Business Class (BC) seats or PE seats (if no BC seats are available), will be provided on a one-for-one basis up to a maximum of five (5);
  - If no PE, then MCE then MC; seats provided for a one-for-one basis.
- (38.I.4) PE or MCE will be aisle seating. If MC seating, will be last row.
- (38.G) Updated section with current fleet type and added the A321XLR.

# Other Sections

The following sections did not have substantive changes. Please see the redlined document for more information.

- Section 2 Definitions
- Section 13 Temporary Duty Assignment (TDY)
- Section 17 Co-Terminals
- Section 20 Seniority
- Section 21 Period of Probation
- Section 24 Prisoner and Hostage
- Section 28 Medical Examinations
- Section 33 APFA Employee Assistance Program
- Section 34 Safety and Security Department (SSD)
- Section 35 Union Security
- Section 36 Voluntary Contributions
- Section 39 Amendments to the Agreement

Please see the redlined document  
for more information.



# Base Visit Information

Times and Locations for base visits will be communicated at a later date.

JUL 31	Virtual Town Hall	● 1230 - 1530 CDT
AUG 01	ORD Base Visit	
AUG 06	Virtual Town Hall	● 1230 - 1530 CDT
AUG 07	DCA Base Visit	
AUG 08	CLT Base Visit	
AUG 09	MIA Base Visit	
AUG 13	Virtual Town Hall	● 1230 - 1530 CDT
AUG 14	PHL Base Visit	
AUG 15	DFW Base Visit	
AUG 16	LAX Base Visit	
AUG 20	Virtual Town Hall	● 1230 - 1530 CDT
AUG 21	BOS Base Visit	
AUG 22	LGA Base Visit	
AUG 23	PHX Base Visit	



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**Tuesday,  
August 13, 2024  
1200 CT**

**Voting Opens**

**Voting Closes**

**Thursday,  
September 12, 2024  
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