



Summary of the
Tentative Agreement
between
**Association of
Flight Attendants-CWA, AFL-CIO**
and
American Eagle
Airlines, Inc.
2005 - 2009

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September 2005

Dear American Eagle Flight Attendants:

After over four years of contentious negotiations, your AFA Negotiating Committee reached a tentative agreement with management on Wednesday, August 24 at the National Mediation Board (NMB) in Washington, DC. On Saturday, August 27, the AFA Master Executive Council voted for this tentative agreement to be submitted to the membership for a vote. Attached is a summary of the tentative agreement, as well as contract sections reflecting the language changes.

As soon as the balloting schedule has been established, you will be sent your ballot and voting instructions. In addition, your MEC is seeking clarification on certain issues in the tentative agreement, and will be communicating those results to you. This tentative agreement will not become effective unless and until the American Eagle flight attendants vote to approve it. Rest assured that whatever the outcome, AFA will support and respect your vote.

In Solidarity,



Patricia A. Friend
International President
Association of Flight Attendants-CWA, AFL-CIO

Rates of Pay and Longevity Pay

DOS means the date of signing. For purposes of wage rates, AFA and the Company have agreed that rates of pay will be effective on the date of ratification, and will be paid in the following pay check. +12 means twelve months from the effective date, +24 means twenty four months from the effective date, and so on.

TABLE ONE
Rates of Pay

The chart below is what is actually contained in Section 4 of the tentative agreement (but Section 4 will not include the reference to current rates).

Years of Service	Current (Flexed)	DOS	1% DOS + 12	1% DOS + 24	2% DOS + 36
0-1 Year	\$17.67	\$17.67	\$17.85	\$18.03	\$18.39
1-2 Years	\$17.67	\$19.61	\$19.81	\$20.01	\$20.41
2-3 Years	\$17.67	\$20.24	\$20.44	\$20.64	\$21.05
3-4 Years	\$17.67	\$21.03	\$21.24	\$21.45	\$21.88
4-5 Years	\$19.12	\$22.75	\$22.98	\$23.21	\$23.67
5-6 Years	\$20.00	\$23.80	\$24.04	\$24.28	\$24.77
6-7 Years	\$20.86	\$24.82	\$25.07	\$25.32	\$25.83
7-8 Years	\$22.58	\$27.41	\$27.68	\$27.96	\$28.52
8-9 Years	\$23.43	\$28.40	\$28.68	\$28.97	\$29.55
9-10 Years	\$24.27	\$29.41	\$29.70	\$30.00	\$30.60
10-11 Years	\$25.13	\$30.39	\$30.69	\$31.00	\$31.62
11-12 Years	\$25.97	\$30.75	\$31.06	\$31.37	\$32.00
12-13 Years	\$27.68	\$31.00	\$31.31	\$31.62	\$32.25

TABLE TWO
Longevity Increases

This chart shows the longevity increases for those Flight Attendants with more than 13 years of service.

Includes the following longevity pay for F/As w/13+ years of service

DOS:	\$0.50	
DOS + 12:	\$0.50	for each year over 13, to max. \$1.00
DOS + 24	\$0.50	for each year over 13, to max. \$1.50
DOS + 36	\$0.50	for each year over 13, to max. \$2.00

TABLE THREE
 Combined Yield of Rates of Pay and Longevity Increases

This chart shows the wage scale including the longevity bumps for those Flight Attendants with more than 13 years experience. It combines the scale in Section 4 with the Longevity Bumps Side letter.

Years of Service	Current (Flexed)	DOS	DOS +	DOS +	DOS +
			12	24	36
0-1 Year	\$17.67	\$17.67	\$17.85	\$18.03	\$18.39
1-2 Years	\$17.67	\$19.61	\$19.81	\$20.01	\$20.41
2-3 Years	\$17.67	\$20.24	\$20.44	\$20.64	\$21.05
3-4 Years	\$17.67	\$21.03	\$21.24	\$21.45	\$21.88
4-5 Years	\$19.12	\$22.75	\$22.98	\$23.21	\$23.67
5-6 Years	\$20.00	\$23.80	\$24.04	\$24.28	\$24.77
6-7 Years	\$20.86	\$24.82	\$25.07	\$25.32	\$25.83
7-8 Years	\$22.58	\$27.41	\$27.68	\$27.96	\$28.52
8-9 Years	\$23.43	\$28.40	\$28.68	\$28.97	\$29.55
9-10 Years	\$24.27	\$29.41	\$29.70	\$30.00	\$30.60
10-11 Years	\$25.13	\$30.39	\$30.69	\$31.00	\$31.62
11-12 Years	\$25.97	\$30.75	\$31.06	\$31.37	\$32.00
12-13 Years	\$27.68	\$31.00	\$31.31	\$31.62	\$32.25
13-14 Years	\$27.68	\$31.50	\$31.81	\$32.12	\$32.75
14-15 Years			\$32.31	\$32.62	\$33.25
15-16 Years				\$33.12	\$33.75
16-17 Years					\$34.25

Includes the following longevity pay for F/As w/13+ years of service

DOS:	\$0.50	
DOS + 12:	\$0.50	for each year over 13, to max. \$1.00
DOS + 24	\$0.50	for each year over 13, to max. \$1.50
DOS + 36	\$0.50	for each year over 13, to max. \$2.00

Table by AFA Communications/Research Department

TABLE FOUR
Hourly Rate Progression Through the Life of the Agreement

This chart demonstrates how to read the wage scale in order to determine what you will be paid each year of the agreement as you gain in longevity as a Flight Attendant with the Company.

For example, following the highlighted steps for a Flight Attendant with 2-3 years of service, you can see that currently that Flight Attendant makes \$17.67/hour. At the Date of Signing that will increase to \$20.24/hour. After 12 months, the Flight Attendant is now a 3-4 year Flight Attendant, so her/his applicable rate will be \$21.24/hour. Twenty-four (24) months from the date of signing, the wage rate will increase to \$23.21/hour as the Flight Attendant is now a 4-5 year Flight Attendant. Three years after the agreement is ratified, the Flight Attendant, now at 5-6 years, will be making \$24.77/hour.

The Flight Attendant will also continue to move up the scale after the DOS + 36 months pay raise, as they progress in the number of years that they work for the Company. So, for example, this Flight Attendant's rate will increase to \$25.83/hour four years after DOS as they become a 6-7 year Flight Attendant.

Years of Service	Current (Flexed)	DOS	1% DOS + 12	1% DOS + 24	2% DOS + 36
0-1 Year	\$17.67	\$17.67	\$17.85	\$18.03	\$18.39
1-2 Years	\$17.67	\$19.61	\$19.81	\$20.01	\$20.41
2-3 Years	\$17.67	\$20.24	\$20.44	\$20.64	\$21.05
3-4 Years	\$17.67	\$21.03	\$21.24	\$21.45	\$21.88
4-5 Years	\$19.12	\$22.75	\$22.98	\$23.21	\$23.67
5-6 Years	\$20.00	\$23.80	\$24.04	\$24.28	\$24.77
6-7 Years	\$20.86	\$24.82	\$25.07	\$25.32	\$25.83
7-8 Years	\$22.58	\$27.41	\$27.68	\$27.96	\$28.52
8-9 Years	\$23.43	\$28.40	\$28.68	\$28.97	\$29.55
9-10 Years	\$24.27	\$29.41	\$29.70	\$30.00	\$30.60
10-11 Years	\$25.13	\$30.39	\$30.69	\$31.00	\$31.62
11-12 Years	\$25.97	\$30.75	\$31.06	\$31.37	\$32.00
12-13 Years	\$27.68	\$31.00	\$31.31	\$31.62	\$32.25
13-14 Years		\$31.50	\$31.81	\$32.12	\$32.75
14-15 Years			\$32.31	\$32.62	\$33.25
15-16 Years				\$33.12	\$33.75
16-17 Years					\$34.25

Includes the following longevity pay for F/As w/13+ years of service:

DOS:	\$0.50	
DOS + 12:	\$0.50	for each year over 13, to max. \$1.00
DOS + 24	\$0.50	for each year over 13, to max. \$1.50
DOS + 36	\$0.50	for each year over 13, to max. \$2.00

TABLE FIVE
Where will I be at the End of the Agreement?

This final chart shows the final increases by the amendable date of the agreement. For example, a 6-7 year Flight Attendant who currently is earning \$20.86/hour will be making \$31.62 when the agreement becomes amendable. This is an increase of 51.6% in the hourly rate over the term of the agreement.

<u>I am here now Years of Service</u>	<u>I make this now Current (Flexed)</u>	<u>Pay Rate At End of Agreement</u>	<u>Percent increase Over Life of the Agreement</u>
0-1 Year	\$17.67	\$23.67	34.0%
1-2 Years	\$17.67	\$24.77	40.2%
2-3 Years	\$17.67	\$25.83	46.2%
3-4 Years	\$17.67	\$28.52	61.4%
4-5 Years	\$19.12	\$29.55	54.6%
5-6 Years	\$20.00	\$30.60	53.0%
6-7 Years	\$20.86	\$31.62	51.6%
7-8 Years	\$22.58	\$32.00	41.7%
8-9 Years	\$23.43	\$32.25	37.6%
9-10 Years	\$24.27	\$32.75	34.9%
10-11 Years	\$25.13	\$33.25	32.3%
11-12 Years	\$25.97	\$33.75	30.0%
12-13 Years	\$27.68	\$34.25	23.7%

Table by AFA Communications/Research Department

The following is a summary of the tentative agreement reached between the AFA Negotiating Team and American Eagle Airlines. At the end of the summary, we have also attached the actual language that has been agreed to during negotiations.

Summary of Tentative Agreement

Section 1 – Recognition

- Labor Protective Provisions – New merger protections.
- Management Flying – No Flight Attendant will be furloughed or subjected to an involuntary domicile transfer as a direct and immediate result of any flying performed by management.
- New Equipment – Company will meet and discuss with AFA the implementation and training for the new equipment, and whether any changes to the Agreement are necessary.

Section 2 – Definitions This Section will be provided separately.

Section 3 – Management Rights No changes.

Section 4 - Compensation

- **Rates of Pay:** See Wage Tables on p. 2. The new rates of pay would be effective on the date of ratification, and paid in the following pay period.
- **Line Guarantee/Cancellation Pay** 96% line guarantee for final bid award, guarantee never less than 75 hours unless flight attendant lowers it through trip trade of lesser value, trip drops, trips missed due to illness and missed assignments. Open time is guaranteed at 100% and paid above guarantee. (Note: The Pilots have 100% line guarantee, but they also accepted a four hour reassignment provision. The Flight Attendants have a two hour reassignment provision. The Pilots also have a minimum 72 hour line guarantee. The Flight Attendants have a line minimum guarantee of 75 hours.)
- **Deadhead Pay** 75% (from 50%) of scheduled block – same as the Pilots.
- A Flight Attendant will not be required to deadhead/position on a “maintenance ferry” flight.
- **IOE Pay** \$7.50 per hour (up \$2.50), scheduled or actual, whichever is greater.
- **Value of the Day** 3:45 hours (up 15 minutes).
- **Special Assignment Pay** Trips missed or 3:45 (new Value of the Day)
- **Holiday Pay** Flight Attendants will be paid 150% of hourly wage if working on the following holidays:
 - ✓ Thanksgiving
 - ✓ Christmas.
- **Longevity Pay Side Letter** Effect of Longevity Pay on Hourly Rates can be seen in Table 3 and 4

Provides for the following longevity pay for F/As w/13+ years of service

DOS:	\$0.50	
DOS + 12:	\$0.50	for each year over 13, to max. \$1.00
DOS + 24	\$0.50	for each year over 13, to max. \$1.50
DOS + 36	\$0.50	for each year over 13, to max. \$2.00.

- **Signing Bonus Side Letter** Based on length of service as of the date of ratification:
 - ✓ 6 months to 4 Years of Service ----- \$500.00
 - ✓ 5 years to 12 years ----- \$1000.00
 - ✓ 13+ years of Service ----- \$1500.00.

Section 5 – Expenses

Per Diem

- ✓ \$1.55 on first day of the month following ratification
- ✓ \$1.60 at + 12 months
- ✓ \$1.65 at + 24 Months
- ✓ \$1.70 at + 36 Months.
- Day room provided outside of domicile when sit time is scheduled or anticipated to exceed five hours. Shared if Flight Attendants are of the same sex.
- Hotel room provided in Domicile when overnight cancels or trip is split if rest is reduced to minimum rest. If not below reduced rest, the Flight Attendant may request room but will be accommodated at company's discretion. Flight Attendant will receive room if Pilots of Crew are accommodated. FAR minimum rest is eight (8) hours.

Section 6 – Moving Expenses

- Company to pay moving expenses when Flight Attendant gets involuntarily displaced or has been recalled from furlough to a different domicile and has exhausted option to bypass recall.
- New Rate: \$1,500 (from \$1,000) for moves within 500 miles. \$2,000 (from \$1,200) for moves of more than 500 miles.
- Reimbursement for moving two cars or one car over water (to/from SJU).
- Up to five unpaid days for moving.
- \$750.00 interest free advance.
- Per Diem and two consecutive nights' lodging while finding a new home.

Section 7 – Hours of Service

- 100 block hour hard cap (not including deadhead) per month (50 hours for reduced time lines).
- Cannot be Junior Manned if Flight Attendant will actually or is scheduled to exceed 100 hours.
- Flight Attendant may voluntarily exceed cap through trip trades and open time.
- Flight Attendant with a carryover trip that exceeds cap may elect to flying removed to bring within cap. The trip (turns) to be removed will be at discretion of Crew Scheduling.
- Minimum Days off per month – increased from 10 days to 11 days for all Flight Attendants.
- Rest minimum: 10 hours in domicile and 8:30 at RON
- Duty Day – Current Book

Section 8 – Scheduling

- Bid Line Construction – 91 Hours scheduled, 50% for Deadheads.
- In Domicile Rest – 10 Hours rest at base. Flight Attendant must notify and request 10 Hours if not given immediately upon release. Can't be denied.
- Scheduled Rest for Overnights – Same as Pilots, minimum scheduled rest is 8.5 hours. Can be reduced to 8, if scheduled below 8.5.

- If overnight is scheduled for under nine (9) hours, the following day cannot be scheduled for more than 12 hours of duty.
- Critical Coverage – The Company at any time can declare Critical Coverage day at an individual base and when doing so any Flight Attendant that picks up Open Time at that base will be paid Junior Man Premium of 150%. Days effected will only be those declared as Critical Coverage Days.
- Junior manning pay is 150%.
- A Flight Attendant cannot be Junior Manned more than three times in one bid period or more then twelve times in a year. No Junior Manning if Reserve available in domicile.
- Flight Attendant may opt out of deadhead at beginning or end of sequence and report to the location of the first actual flight. Flight Attendant will be paid for deadhead leg as if flown.
- Open Time paid 100% above guarantee for all line holding Flight Attendants
- May paper bid if on planned leave for entire bid period.
- Maximum time at airport awaiting reassignment: 2 hours.
- Unlimited trades of whole sequences; 2 partial trades per month.
- Extensions at end of sequence limited to one round trip which must depart within two hors of last arrival.
- Extension of RON will return Flight Attendant within 18 hours of original schedule.
- Extensions will be in reverse seniority.
- Trip trades with open time:
Three trades per month until system can be automated and then trades will be unlimited
 - ✓ During open time window, trips can be picked apart anywhere during sequence. (Current book)
 - ✓ Once 72 hour window has closed, the trip can only be picked up in the beginning or the end of the sequence.
 - ✓ 72 hour window can be reduced to 48 hours in unusual circumstances with notification to the MEC President.
- Reduced Guarantee Lines (can be built up to 45:30)
- Flight Attendant may voluntarily enter Reserve system.
- Reserve may trade with other reserves.
- Reserve may pick up a trip from a line holder on days off.
- New Golden Days in Reserve Lines (3 per bid period). Reserve Flight Attendant cannot be Junior Manned or extended into Golden Days.

Section 9 – Reserve

- 15 Hour Reserve Availability Periods (RAPS) in all domiciles, including SJU.
- Reserves will be able to pick up open time on days off and will be paid above guarantee for open time hours actually flown.
- Flying will be “Time Balanced” – Flight Attendant with least time flown in month will be first assigned trips.
- Flight Attendant will be able to slide their reserve block if no effect on staffing coverage.
- Reserves will be able to preference trips or airport reserve periods.
- May slide a reserve block if no effect on coverage.

Section 10 – Vacation

- No Change to Vacation Accruals.
- May bid up to 5 consecutive blocks (from 4 blocks).
- Vacation Pay: 18.75 hours/week, or the value of the trips missed.
- **PO's (Personal Other)**
 - ✓ The number of POs per day granted per domicile will be no less than number equal to 2% (current book no cap) of the Flight Attendants at each domicile, rounded up (e.g., if 150 Flight Attendants, then 3 per day), but no fewer than 2 per day in any domicile.
 - ✓ Local President (or designee) may obtain verification from the Company that the appropriate number has been granted.
 - ✓ Additional PO's will be processed based on operational needs.
 - ✓ PO must be requested 24 hours or more before assignment. Awarded in first come, first served order.
 - ✓ Probationary Flight Attendants may not take PO's.
 - ✓ PO is an Attendance Occurrence unless converted to a PVD. A PVD is not an Attendance Occurrence and does not count towards discipline
 - ✓ Can be converted to a PVD (annual maximum of 6 includes any converted PE's).
 - ✓ For purposes of the domicile cap, 1 PO = 1 day.

PE (Personal Emergency)

- ✓ Will be granted for emergencies occurring less than twenty-four hours before the scheduled report time. List of emergencies in contract, and other events not in list may also be approved.
- ✓ Can be converted to PVD at Flight Attendant discretion (counts towards annual maximum of six).
- ✓ Unconverted PE will be unpaid.
- ✓ PE is not an Attendance Occurrence and does not count towards discipline.
- ✓ Verification may be required for a PE.

Section 11 – Sick Leave

- “Me Too” with Pilots on sick leave accrual.
- When a medical note is requested, Flight Attendant will have the option of using personal physician at his/her expense or if available, at no cost, use of an AMR facility.
- Flight Attendant will also have the Call-a-Nurse option.

Section 12 - Uniforms

- Flight Attendants based in MIA, SJU, LAX or DFW may wear the summer uniform all year.
- Flight Attendants will receive 16 points per year for first two years of the agreement, increasing to 18 and then to 20 after four years.
- Uniform points can be carried over to following year but cannot exceed total for two years.
- Uniform cleaning allowance \$10.00 a month.
- Company will loan maternity uniform for pregnant Flight Attendants.

Section 13 – Probation

- Probation extended by length of unpaid leave of absence of 17 or more days.
- Probationary Flight Attendants may file a contractual grievance.

Section 14 – Seniority

- Improved procedures for protesting accuracy of seniority list.
- Supervisors will retain and accrue seniority only for length of time they were Flight Attendants (Applies only to Flight Attendants who become Supervisor after date of signing).
- Flight Attendants who transfer to a position not directly related to Flight Attendant duties will retain and accrue seniority for one year and then will be removed from the seniority list.

Section 15 – Filling of Vacancies

- Flight Attendants will be removed from any part of a trip falling within three days of the beginning of bid period in a new domicile. Flight Attendant will be pay protected when the move is involuntary.
- New hire will be assigned to domicile only after permanent vacancy posted and not filled by a more senior flight attendant.
- Flight Attendant on TDY will bid in the Temporary Domicile (TDY of a month or more).
- Positive space passes to and from TDY domicile at beginning and end.
- Flight Attendant will receive per diem for entire period even if he/she flies home on pass.

Section 16 – Time Off Without Pay (TOWOP)

- Flight Attendants on TOWOP will continue to receive all Company benefits.

Section 17 – Furlough, Displacements and Recall

- Voluntary leaves (minimum 90 days) to be offered prior to Furlough.
- Benefits will continue during voluntary leave.
- Recall from furlough rights increased to five years.
- Non-probationary Flight Attendants may bypass recall when recalled to different domicile, provided there are more junior Flight Attendants subject to recall.

Section 18 – Leaves of Absence

- Bereavement Leave – Five days off for immediate family and paid for three days. Three unpaid days for other relatives and friends. If more time needed, may request personal leave or request to move vacation.
- Pay protection when Flight Attendant called to testify at Company request or the appearance directly relates to Company business.
- Medical leaves are increased from two to four years. Flight Attendants currently out on MLOA will be extended if still out on date of signing.
- Flight Attendant required by the Company to perform light duty at domicile or Eagle station closest to her/his home, if work is available
- Company required to negotiate any changes to the Maternity Policy.
- Leaves will not count as attendance occurrence, or used for disciplinary purposes unless Flight Attendant fraudulently obtained leave.

Section 19 – Training

- Training dates and Flight Attendants that need to attend recurrent training will be published in the bid packet two months in advance. Flight Attendants will be able to bid for their recurrent classes. Bids will be awarded by seniority.
- Pay protection if part of trip dropped to protect legalities on day adjoining training.

- Flight Attendant may drop trip if day before recurrent, however will be unpaid.
- Per Diem will be paid for in-domicile training.
- Flight Attendant may attend training in non-flying month of a reduced time line.
- Rest after training scheduled for ten hours, may be reduced to nine hours.
- Rest breaks every two hours and meal break for training longer than six hours.

Section 20 – Retirement and Insurance

- “Me Too” agreement that if any other American Eagle labor group (Pilots, Mechanics or Ramp) improves on health benefits coverage, Flight Attendants will receive the same improvements.
- Improved 401(k) Match – Depends on years of service:
 - ✓ Years 1 – 9 - 54% of 6% for a maximum of 3.25%
 - ✓ Years 10+ -- 61% of 7% for a maximum of 4.25%.

Section 21 – Grievance Section No changes.

Section 22 – System Board of Adjustment Grievance mediation added to contract.

Section 23 – Union Security and Dues Check off

- AFA Initiation Fee may be payroll deducted in ten installments at the option of the new hire Flight Attendant.

Section 24 – Conduct of Union Business

- Paper bid if on flight pay loss for entire bid period.
- New Hire Orientation – one and one half hour (1:30).
- Company will provide seniority list with names and addresses twice a year.
- Flight pay loss override increased from 17% to 24% (Note: AFA must pay this to the Company to cover payroll taxes and benefits on flight pay loss.)

Section 25 – No Strikes or Lockouts No Changes.

Section 26 – Safety, Health and Security

- Antiseptic hand wipes on all aircraft.
- Adequate bottled water on board.
- Flight Attendant will have at least 15 minutes ground time to use restroom facilities after each segment if aircraft lavatory is inoperative.
- AFA to be involved with new aircraft, class or service and seat configuration.
- Extensive CIRP procedure.
- Extensive EAP incorporated into Section.
- Company will recognize AFA Professional Standards.
- Fatigue: Letter from Company to AFA -- A Flight Attendant will be able to call Crew Scheduling and be removed from their trip due to fatigue.

Section 27 – General

- Company must state precise charges against Flight Attendants when disciplining him/her.
- Flight Attendant will not be disciplined solely on a complaint letter, without corroboration.

- Flight Attendant may inform Crew Scheduling that he/she needs a meal break and request will be honored if reasonable.
- Company will pay for required passports, visas and vaccines.

Section 28 – Physical Examinations

- In certain circumstances, Company may require a physical or mental examination.
- Flight Attendant who successfully challenges an adverse medical examination will be compensated for all time during which he/she was removed from flying status.

Section 29 – Co-Domiciles (New Section -Formerly covered in Side Letter T)

- Company will have the right to establish co-domiciles that may serve two or more airports within the same metropolitan airport area.
- Company agrees to meet with the Union at least 60 days prior to the establishment of any new co-domiciles.
- Time spent in transit between co-domiciles shall be considered duty time, and shall also be considered as deadhead time and paid in accordance with Section 4 – Compensation.
- Each co-domicile shall have one airport designated as the Primary and the other(s) as Secondary.
- Minimum Callout for Flight Attendants assigned to report to a secondary co-domicile base shall be one hour more than the standard callout to the primary base.

Section 30 – International (New Section)

- International Flying is all flying to and from an International City excluding cities in México, Canada, the Bahamas and the US Virgin Islands (Current book Section 2 .T).
- Flight Attendants on an International Overnight will receive \$5.00 in addition to all other Compensation.
- FAR domestic RAPS for all Reserve Flight Attendants regardless of Domicile or type of flying.
- RAPS and FARS for duty/rest apply to all Flight Attendants regardless of domicile.
- Puerto Rico Christmas Bonus – No change.
- Puerto Rico Early Vacation Pay – No change.
- SJU Maternity Benefits – No change.
- Worker’s Comp – A Flight Attendant who is eligible for El Fondo (Worker’s Compensation) benefits may use accrued sick leave to make up the difference between El Fondo (Worker’s Compensation) benefits and two-thirds of the Flight Attendants average weekly wage.
- If Flight Attendant is required to call the Company from an International Overnight or long sit, the Company will reimburse the Flight Attendant.

Section 31 – Duration

4 years (48 months) with a 3 month re-opener before the amendable date. 2005 – 2009.

Side Letters

Side Letter Placement

Many of the current side letters have been moved into the relevant sections of the contract. Others are no longer relevant. Explains what happened to previously existing side letters and re-orders them.

Signing Bonus – See Summary, Section 4. For formula based on years of Service

Implementation Side Letter

Creates a schedule for the implementation of certain areas of the agreement, such as wages, per diem, bidding for training, POs and trip trading.

Longevity Bumps Side Letter

Contains the information regarding pay increases for Flight Attendants with 13 or more years of service. See Table 2 and 3. on p. 2-3.

SJU Maternity Benefits Letter

Letter confirms that Flight Attendants eligible for such benefits under Company policy receive half pay for eight weeks upon their return to work. Company will not reduce these benefits.

Fatigue Letter

Letter from Company to AFA -- A Flight Attendant will be able to call Crew Scheduling and be removed from their trip due to fatigue. Flight Attendant will be removed with a "UA" code. Flight Attendant will be given a provisional attendance occurrence. The Flight Attendant must then follow up with their Inflight Manager to explain the situation. On a quarterly basis, the Regional Managing Director or designee will meet with AFA Eagle's Grievance Chairperson to review fatigue calls and the circumstances surrounding them. It will be at the Regional Manager's Discretion to remove the provisional attendance occurrence from the Flight Attendant's record. Each case will be handled on a case by case basis. If the Regional Manager or designee determines that the provisional attendance occurrence shouldn't be removed, it will become a permanent attendance occurrence. No attendance advisory can be issued until determination is met by the Regional Manager after meeting with the AFA Eagle Grievance Chairperson.

Boston Parking Letter

Confirms that the Company will continue its current practice and procedure of reimbursement for transportation expenses for those employees working for the Company who are based in BOS.

**The Tentative Agreement between
Association of Flight Attendants – CWA,AFL - CIO
And
American Eagle Airlines, Inc.
2005 - 2009**

Following you will find the actual language that has been tentatively agreed to during negotiations.

Each section will reflect the new language by underline and old language that is to be deleted will be struck through. Anything that is neither underlined nor struck through remains unchanged from the current contract. For example:

- 1) New Language;
- 2) ~~Deleted Language;~~ and
- 3) Current language.

Some places you may see the abbreviation D.O.S., which means date of signing. For the actual effective dates of different provisions, see the Implementation Side Letter at the back of the book.