

Negotiations Update # 11 – May 21, 2010

We just finished up the negotiations session in Miami. During this session, we focused on two sections: Training and Co-Domiciles, reaching a Tentative Agreement on Co-Domiciles.

The session got off to a rough start because the Company's attorney was not able to make the session and his substitute had a much different approach to our talks. From the start, discussions were much more confrontational and the Company's proposal on Training actually went backward from last time. Frankly, we were discouraged.

However, the following day, the mood at the table improved and we were able to make significant progress. That day we reached a Tentative Agreement on Section 29 **Co Domiciles** that incorporated the Side Letter "New York Domicile Reserve Minimum Callout." The agreement also gave AFA a deciding voice in determining the designation of 'primary' and 'secondary' at a co-domicile.

The third day was consumed with discussions on Section 19: Training. Both sides are in agreement on the negotiated improvements in the Section. However, much time was spent going over several examples of how training is applied to an awarded trip and which legs are dropped with pay and in which circumstance a Flight Attendant would be deadheaded to catch up with her/his trip.

Unfortunately time ran out before we could wade through all of the scenarios and we were reluctant to sign-off on a Tentative Agreement on a section where some of the applications were not finalized. So we will reprise this next time and hopefully reach a full and mutual understanding of all outstanding issues. However, we have an agreement in principle and all the language is agreed to in this Section. Just the examples must be finalized.

Negotiated improvements in this section include:

- increasing rest to 12 hours rest after each day of training. Rest can only be reduced on the last day of training to 10 hours.
- Pay protection for all conflicting trips that the Company must drop for training and to which the Flight Attendant could not be deadheaded to reconnect
- Pay compensation for the last touching leg on the front end and back end of training
- Guaranteed hotel in domicile if training is three or more days and round the clock per diem.
- Pay for required distance learning (computer-based training at home, home-study, etc) which establishes a panel of Flight Attendants and 50% pay for hours required to complete with a minimum of 30 minutes pay

- Familiarization training will be limited to fifteen minutes and no more than three times per year
- Requirement for Company to provide hotel room if Flight Attendant is required to deadhead in the night prior to training
- Hotel room for a Flight Attendant in domicile who must report for duty the following day (and lives > 50 miles from airport) and whose rest is reduced to 11 hours upon return from training.
- New provisions for training failures that guarantees a Flight Attendant will be placed in a new training event within 7 days. If not offered, the Flight Attendant will be pay protected.
- No training scheduled Dec 24-5, 31, and Jan 1

This session got off to a rocky start, but overall, we consider this week a success. By the end of the third day, both sides were back in problem-solving mode and working in tandem to make this a better place for Flight Attendants to work.

We will be back in DFW in June. Stay tuned for more updates.

Thanks for all your support and keep the communication coming. Wear your pin and support us at the table.

Your Negotiating Committee,