

**LETTER OF AGREEMENT**

**BETWEEN**

**UNITED AIRLINES, INC.**

**AND**

**THE FLIGHT ATTENDANTS**

**IN THE SERVICE OF**

**UNITED AIRLINES, INC.**

**AS REPRESENTED BY**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

This Letter of Agreement (the “Implementation Agreement”) is made and entered into in accordance with the Railway Labor Act by and between United Airlines, Inc. (the “Company”) and the Association of Flight Attendants – CWA, AFL-CIO (the “Union”).

WHEREAS, the Company and the Union are parties to a collective bargaining agreement (“the Agreement”), which will set forth and combine rates of pay, rules and working conditions of the pre-merger United (“UA”), Continental (“CO”) and Continental Micronesia (“CMI”) Flight Attendant groups, and

WHEREAS, certain aspects of Inflight operations will need to be kept separate prior to the implementation of a common crew management system, and

WHEREAS, the parties desire that the Agreement be completely implemented as soon as possible consistent with the limitations imposed by technical restrictions that cannot be dealt with by the Date of Signing of the Agreement (“DOS”), and

WHEREAS, the Agreement contains numerous provisions that will require substantial programming to place into effect, and

WHEREAS, the parties wish to set forth the process, sequence, and timeline by which to the provisions of the Agreement will be implemented,

NOW THEREFORE, the parties hereto agree as follows:

**A. General**

1. This Implementation Agreement contains the full understandings and complete agreement of the parties regarding the implementation of the terms of the Agreement and the conversion from three separate collective bargaining agreements and three separate

Inflight operations to a single Flight Attendant group operating a single operation under a single Agreement.

2. Any disputes regarding this Implementation Agreement that the Joint Implementation Team is unable to resolve shall be referred to the MEC President and the Sr. Vice President of Inflight and if the matter still cannot be resolved, to the dispute resolution procedure identified in Paragraph C of this Implementation Agreement.
3. The Flight Attendants are currently on separate crew management systems, and aircraft are assigned to each subsidiary's Flight Attendant group until an integrated crew management system is developed incorporating the new terms of the JCBA. Information Technology shall be modifying software, as necessary, to establish the single crew management system that will be utilized for Flight Attendant scheduling and related purposes upon implementation of the Agreement. Prior to establishment of the common crew management system and implementation of the Agreement, reference will need to be made to the predecessor 2012-2014 Continental CBA, the United 2012-2016 CBA, the 2012-2014 CMI CBA, or some or all for details regarding rules, operations, and applicable contract provisions. Such provisions primarily deal with scheduling, integration of the fleet, other matters involving computer and IT systems, and operations.
4. This Implementation Agreement will be effective on the date of signing. The individual provisions of this Implementation Agreement shall not become permanent, but shall sunset when implementation of the Agreement is accomplished.
5. The earliest implementation of the Agreement is desired by both parties, and they pledge to work diligently towards that goal. The parties acknowledge that by its nature, predicting implementation is imprecise, and recognize that technology and operational imperatives can affect any implementation schedule. It is the parties' intention and desire that all implementation dates and targets be met as planned. However, if technology allows, earlier implementation shall occur.

#### **B. Joint Implementation Team**

1. The parties shall establish a Joint Implementation Team ("JIT") consisting of six members (three Union members and three Company members). This team will determine what changes need to be made in order to implement the scheduling provisions and comply with the intent of the Agreement. Additionally, the JIT will resolve any scheduling issues that arise due to implementation that are not covered by the Agreement. This team will meet as needed during the implementation period. The three Union members will be provided flight pay loss by the Company; such flight pay loss shall not be counted against the flight pay loss credit provided to the Union in accordance with Paragraph P. of the Agreement, Section 30 (Union Activities).
2. The JIT shall have responsibility for the timely and effective implementation of the Agreement. To satisfy its responsibility for timely and effective implementation the JIT shall have active ongoing involvement in development of systems integration and processes and the decisions relating thereto.

3. The JIT shall have authority to set its own schedule, meeting as often, in such locations, and for as long as it deems necessary to complete the Agreement implementation. It may also utilize the services of such subject matter experts from the Union and the Company as it deems necessary or advisable. If the JIT agrees Union subject matter experts are required, their flight pay loss will be provided by the Company. Such flight pay loss shall not be counted against the flight pay loss credit provided to the Union in accordance with Paragraph P. of the Agreement, Section 30 (Union Activities).
4. The JIT shall work as a collaborative team. To that end, JIT decisions regarding the implementation schedule and the manner of implementation shall be by mutual agreement of the JIT members.
5. The JIT shall oversee and monitor all Flight Attendant scheduling and related aspects of implementation, as well as any other elements of the Agreement that the Company and the Union choose to refer to the JIT. The JIT shall have authority to establish and amend all timelines for implementation by mutual agreement. In the event there is an impasse over the implementation schedule or any other aspect of implementation, the matter shall be referred to the MEC Presidents and the Senior V.P. of Inflight for resolution. In the event the matter cannot be resolved within thirty (30) days from the initial impasse it can be referred by either party to the mediation arbitration process established in paragraph C of this letter of Agreement. The parties will attempt to identify all unresolved issues so that only one mediation arbitration process with respect to implementation is required. If the matter is referred to arbitration the panel shall have the authority to establish and amend timelines and to provide relief to any party harmed by delay in implementation.
6. The JIT shall have access to the areas of the Company and the Union, and information and data needed for such oversight, provided it does not interfere with the ongoing operation and provided that appropriate confidentiality agreements have been executed for access to confidential or sensitive information and data.
7. The JIT shall be responsible for compiling information to be published to the Flight Attendants explaining the terms of the new Agreement and their implementation.
8. The JIT shall report on the progress of the implementation and on their activities in support thereof to the MEC President and the Senior Vice President, Inflight no less than once per month until the MEC Presidents and the Senior Vice President agree that monthly reports are no longer necessary. The JIT may, at the request of the MEC Presidents, hold informational meetings with Flight Attendants to discuss the timing and progress of implementation.

### **C. Mediation Arbitration Process**

1. Not later than sixty (60) days after Date of Signing, the parties will select a neutral mediator/arbitrator (the “neutral”) to mediate and/or arbitrate any unresolved issue(s). The parties will bear equally the neutral’s compensation and expenses.

### **2. Mediated Negotiations**

- a. The parties will engage in negotiations mediated by the neutral as to all identified issues for a minimum of three (3) days and a maximum of five (5) days.
- b. These mediated negotiations will commence at a mutually agreed upon date and location.
- c. If the parties are unable to reach an agreement through mediated negotiations, each party will submit written proposals to the neutral.

### 3. **Arbitration**

- a. The neutral will take oral and written evidence in support of and in opposition to these respective proposals.
- b. The neutral may award the proposal of either party as to an open issue (if the issue has not been resolved before the award), or may award a compromise between the proposals of the parties. The neutral's award should conform to the terms and intent of the Agreement as closely as possible.
- c. The neutral will not award a proposal that modifies the rates, rules and working conditions specified in the Agreement.
- d. If the neutral determines that the positions of both parties on an open issue modifies the terms of the Agreement, the neutral will so advise the parties, explaining the basis of his determination, and the parties will then submit revised proposals.
- e. Arbitration hearings before the neutral will be conducted at a mutually agreed upon time and will be transcribed if the parties agree.
- f. The neutral's award as to an open issue will be final and binding.

### D. **Implementation Plan**

For purposes of this Letter of Agreement, the effective date of the Agreement will be the beginning of the first full Bid Period following the date of signing. The attached document identifies those provisions that shall be effective upon the first day of the Bid Period in which date of signing of the Agreement occurs and those provisions which will be implemented thereafter. Until a provision is implemented, Flight Attendants will continue operating under the provisions of their previous CBAs, or as may otherwise be agreed by the Company and the Union.

The parties to this Letter of Agreement hereby agree that it shall run concurrently with the 2016-2021 Agreement, and shall be concurrently subject to the provisions pertaining to duration and amendment contained therein.

The parties hereto have signed this Letter of Agreement this \_\_\_ day of June, 2016.

**FOR THE FLIGHT ATTENDANTS  
IN THE SERVICE OF UNITED  
AIRLINES, INC.:**

**FOR UNITED AIRLINES,  
INC.:**

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Sara Nelson, President

Association of Flight Attendants –CWA,  
AFL-CIO

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Douglas McKeen

Senior Vice President – Labor  
Relations

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Kathleen Domondon, President

Continental Micronesia MEC

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Sam Risoli

Senior Vice President – Inflight  
Services

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Ken Diaz, President

United MEC

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Mark Kilayko

Managing Director –

Crew Resources and Base  
Services

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Randy Hatfield, President

Continental MEC

	Topic	Expected Implementation
	<b>COMPENSATION</b>	
1.	Section 4.A. Base Pay Rates	First day of the Bid Period following date of signing (DOS).
2.	4.B.1. Incentive Pay Rates	First day of the Bid Period following DOS, but may require payment retroactively if system is not in place to capture.
3.	4.B.2 White Flag	First day of the Bid Period following DOS.
4.	4.B.3. Purple Flag	Day 1 common crew management system (CMS)
5.	4.E. Drafting Pay	First day of the Bid Period following DOS.
6.	4.F. Drug/Alcohol Testing Pay	First day of the Bid Period following DOS, but may require payment retroactively if system is not in place to capture.
7.	4.G. Galley Pay	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
8.	4.H.1. FSL Pay	Day 1 common crew management system (CMS)
9.	Section 9, Paragraphs F.1.d. and F.3. FSL vacation & sick pay	Day 1 common crew management system (CMS)
10.	4.H.2 Purser pay	Day 1 common crew management system (CMS)
11.	4. Holding Pay	Day 1 common crew management system (CMS)
12.	4.I. Holiday	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
13.	4.J. International Override	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
14.	4.K. LQ pay	First day of the Bid Period following DOS.
15.	4.L. LIP pay	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
16.	4.M. Night pay	First day of the Bid Period following DOS.
17.	4.N. Profit Sharing	As described in Compensation Section
18.	4.O. Reserve Guarantee	Day 1 common crew management system (CMS)
19.	Section 9. Paragraph F.2. FSL Reserve Guarantee	Day 1 common crew management system (CMS)
20.	4.K.2. LQ Reserve Guarantee	Day 1 common crew management system (CMS)
21.	Reserve Override	Day 1 common crew management system (CMS)

	Topic	Expected Implementation
22.	4.P. Short Crew pay	Day 1 common crew management system (CMS)
	<b>MEDICAL AND RETIREMENT BENEFITS</b>	
23.	29.G.1. - 3. Active medical, dental, vision, life, PAI and LTD	Implemented with open enrollment for first benefit year following DOS.
24.	29.F. Retiree Medical	DOS
25.	29.H. 401(k) contributions	DOS (may be retroactively contributed).
26.	29.H. 401(k) plan migration	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
	<b>EXPENSES, TRANSPORTATIONS AND LODGING</b>	
27.	5.A.1. and 2. per diem	First day of the Bid Period following DOS.
28.	5.A.3. crew meals	First day of the third Bid Period following DOS.
29.	5.B.1. lodging – Day Rooms	First day of the Bid Period following DOS.
30.	5.B.2., 3. Lodging – Hotels Standards	DOS for hotel contracts entered into after DOS DOS + for current hotel contracts when each expires
31.	5.B.5. Lodging – self-help	First day of the Bid Period following DOS.
32.	5.B.6. Downtown threshold	Implemented as current hotel contracts expire and new contracts are negotiated.
33.	5.C. Hotel gainsharing	Implemented fifth full Bid Period after DOS.
34.	5.D.2. Transportation - \$10 cab allowance	First day of the Bid Period following DOS.
35.	5.4.a. Co-terminal transportation within pairing (Section 6.O.4.)	DOS
36.	5.D.6. New York co-terminal ground transportation	Implemented fifth full Bid Period after DOS.
37.		
38.	<b>SPECIAL QUALIFICATIONS</b>	
39.	9.A. Establish FSL program	180 Days prior to CMS
40.	9. Identify participants in accordance with Transition Letter of Agreement: FSL and Purser	DOS minus 1 day
41.	9. Establish FSL training program	180 Days prior to CMS

	Topic	Expected Implementation
42.	9.B. Post and open FSL bases and award vacancies	180 days prior to CMS open bid/ bids awarded 120 days prior to CMS
43.	9.E. Designate FSL flights for day of implementation	60 Days prior to CMS
44.	9. Implement FSL positions	CMS (for first CMS Bid Period)
45.	9. Establish Language Incentive Program	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
46.	9.D.3.f. Monthly opt out process – bid and award opt outs for FSLs prior to monthly bid	30 Days prior to CMS (for first CMS Bid Period)
47.	9. Establish LQ program – process to identify and tag languages	180 Days prior to CMS (for first CMS Bid Period)
48.	9. Harmonize approved language training program	DOS.
49.	9. Post and award LQ vacancies	90 Days prior to CMS (for first CMS Bid Period)
50.	9. Open LQ sub-bases	CMS (for first CMS Bid Period)
51.	9. Designate LQ flights and positions for day of implementation	60 Days prior to CMS (for first CMS Bid Period)
52.	9. Implement LQ bidding	30 Days prior to CMS (for first CMS Bid Period)
53.	9. LIP – designate LIP flights and languages for day of implementation	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
	<b>SCHEDULING SECTION</b>	
54.	7.A.1, 7.A.3, 7.A.4 Line Averages - Min/Max (Min of 71hrs per line, Average Min of 69hrs & Average of 88 hours, max per base)	CMS (for first CMS Bid Period)
55.	7.A.10 Less than minimum complement	CMS (for first CMS Bid Period)
56.	7.A.2 29/30/31 Day bid months	CMS (for first CMS Bid Period)
57.	7.A.5 Minimum guarantee	CMS (for first CMS Bid Period)
58.	7.A.6 Reserve Days off highlighted	CMS (for first CMS Bid Period)
59.	7.A.7 Variable positions	CMS (for first CMS Bid Period)
60.	7.A.8 Charter Pairings - Special Purpose Flights, Check-in Times, Pay	CMS (for first CMS Bid Period)



	Topic	Expected Implementation
61.	7.A.9 Minimum complement by A/C type (table)	CMS (for first CMS Bid Period)
62.	7.C Bid Calendar & Bid Package	CMS (for first CMS Bid Period)
63.	7.C.10 Award in lowest numerical ranked line	CMS (for first CMS Bid Period)
64.	7.C.11 Perma Bid	CMS (for first CMS Bid Period)
65.	7.C.12 Eligibility for Line Award	CMS (for first CMS Bid Period)
66.	7.C.13 Buddy Bidding	CMS (for first CMS Bid Period)
67.	7.C.7 (Other) Bid by line or specific positions	CMS (for first CMS Bid Period)
68.	7.C.7.a Language Primary, Relief, Reserve, Lines - Inverse Seniority	CMS (for first CMS Bid Period)
69.	7.C.7.b. FSL Primary, Relief, Reserve, Lines - Inverse Seniority	CMS (for first CMS Bid Period)
70.	7.C.8 Lineholders bidding on Reserve lines	CMS (for first CMS Bid Period)
71.	7.C.9 Block Bidding (ascending or descending)	CMS (for first CMS Bid Period)
72.	7.D Open Flying Allocation	CMS (for first CMS Bid Period)
73.	7.E Vacation Relief Lines	CMS (for first CMS Bid Period)
74.	7.E Zero content relief lines – Eligibility	CMS (for first CMS Bid Period)
75.	7.E.1 Flight Attendant Bidding System (FABS)	CMS +
76.	7.E.3 Preferences (FABS)	CMS +
77.	7.E.5 Failure to submit preferences (FABS)	CMS +
78.	7.F.10 Self Adjustment window - +/- 3hrs (Mutual trip trading)	CMS (for first CMS Bid Period)
79.	7.F.2 End of month conflicts mutual trades (do not drop)	CMS (for first CMS Bid Period)
80.	7.F.5 Line Projection	CMS (for first CMS Bid Period)
81.	7.F.8 Self Adjustment window - original schedule days	CMS (for first CMS Bid Period)

	<b>Topic</b>	<b>Expected Implementation</b>
82.	7.F.9.a-c Self Adjustment window - RA days	CMS (for first CMS Bid Period)
83.	7.F.9.e Half month leaves	CMS (for first CMS Bid Period)
84.	7.F.9.e Jobshares and Partnerships	CMS (for first CMS Bid Period)
85.	7.G.1 One primary designated language, assigned to LQ sub-base	CMS (for first CMS Bid Period)
86.	7.G.2 Qualifications	CMS (for first CMS Bid Period)
87.	7.H.1 3 hrs per primary line	CMS (for first CMS Bid Period)
88.	7.H.2 Move Open Time to another base	CMS (for first CMS Bid Period)
89.	7.H.3 Transaction cancellation	CMS (for first CMS Bid Period)
90.	7.H.4 RO Days (Reserve Open time days)	CMS (for first CMS Bid Period)
91.	7.I.1 Real Time Windows	CMS (for first CMS Bid Period)
92.	7.I.2 Seniority Trip Trades	CMS (for first CMS Bid Period)
93.	7.J.10-11 Month to Month Trades	CMS (for first CMS Bid Period)
94.	7.J.12-14 Reserve Displacement by Lineholder	CMS (for first CMS Bid Period)
95.	7.J.15 Unequal number of days/hours	CMS (for first CMS Bid Period)
96.	7.J.1-5 Timing, Jobshare/Partnerships Limits	CMS (for first CMS Bid Period)
97.	7.J.16 Minimum time between trips	CMS (for first CMS Bid Period)
98.	7.J.17 POOL	CMS (for first CMS Bid Period)
99.	7.J.6 Straight Picks up	CMS (for first CMS Bid Period)
100.	7.J.7, 7.J.9 Mutual trip trades	CMS (for first CMS Bid Period)
101.	7.J.8 Partial trip trades & RIGS	CMS (for first CMS Bid Period)
102.	7.K Timing/Qualifications	CMS (for first CMS Bid Period)
103.	7.L.1-2 Trip Trades (Open Time, Mutual Trades)	CMS (for first CMS Bid Period)
104.	7.L.3-4 Timing	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
105.	7.L.5 Out of base	CMS (for first CMS Bid Period)
106.	7.L.6 Minimum line value in primary designation	CMS (for first CMS Bid Period)
107.	7.L.8 Pay	CMS (for first CMS Bid Period)
108.	7.M.1 Mutual Trades	CMS (for first CMS Bid Period)
109.	7.M.2 Timing	CMS (for first CMS Bid Period)
110.	7.M.3 POOL	CMS (for first CMS Bid Period)
111.	7.M.4 Out of base	CMS (for first CMS Bid Period)
112.	7.M.6 Minimum line value in primary designation	CMS (for first CMS Bid Period)
113.	7.O Bad Day/Worst Day Trades	CMS (for first CMS Bid Period)
114.	7.P.1 Seniority Option - at the airport	CMS (for first CMS Bid Period)
115.	7.P.2 Seniority Option - Open Time Pickup	CMS (for first CMS Bid Period)
116.	7.P.3 Seniority Option - Opted out once	CMS (for first CMS Bid Period)
117.	7.P.4 Seniority Option - Load position	CMS (for first CMS Bid Period)
118.	7.P.5 Seniority Option - Language	CMS (for first CMS Bid Period)
119.	7.P.6 Seniority Option – FSL	CMS (for first CMS Bid Period)
120.	7.P.7 Seniority Option -Purser (FFA)	CMS (for first CMS Bid Period)
121.	7.Q Jetway Trades	CMS (for first CMS Bid Period)
122.	7.R.1-2 Same calendar day, pay, hotel room for next day/SWAP	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
123.	7.R.3 Notice of 1 or more calendar days	CMS (for first CMS Bid Period)
124.	7.R.4.a Reassignment pay	CMS (for first CMS Bid Period)
125.	7.R.4.b Reassignment waiver	CMS (for first CMS Bid Period)
126.	7.R.5.a Reassignment after leaving base - domestic/international	CMS (for first CMS Bid Period)
127.	7.R.5.b Reassignment into calendar day off	CMS (for first CMS Bid Period)
128.	7.R.5.c Remain at downline location to protect unserviceable equipment	CMS (for first CMS Bid Period)
129.	7.R.7 Equipment change	CMS (for first CMS Bid Period)
130.	7.S.1 Parameters	CMS (for first CMS Bid Period)
131.	7.S.2 Options	CMS (for first CMS Bid Period)
132.	7.S.3 Assignability into days off (Reserves)	CMS (for first CMS Bid Period)
133.	7.S.4 Pay (lineholders)	CMS (for first CMS Bid Period)
134.	7.T.1 Order - home lineholder	CMS (for first CMS Bid Period)
135.	7.T.2 Loss of flying	CMS (for first CMS Bid Period)
136.	7.T.3 Home reserve	CMS (for first CMS Bid Period)
137.	7.T.4 Reserve picking up open time	CMS (for first CMS Bid Period)
138.	7.T.5 Drafting	CMS (for first CMS Bid Period)
139.	7.T.5.a-c Order	CMS (for first CMS Bid Period)
140.	7.T.5.d Pay for Drafting	DOS

	Topic	Expected Implementation
141.	7.T.5.d Trip Protection	CMS (for first CMS Bid Period)
142.	7.T.6 Assigning reserves into 1st Day off	CMS (for first CMS Bid Period)
143.	7.T.7 Assigning reserves into 2nd, 3rd day off	CMS (for first CMS Bid Period)
144.	7.U.1 Flight coverage at domicile	CMS (for first CMS Bid Period)
145.	7.U.2 Reassignment at domestic non-domicile	CMS (for first CMS Bid Period)
146.	7.U.4 Reassignment at international non-domicile	CMS (for first CMS Bid Period)
147.	7.W Signing in for next trip	DOS
148.	7.X.1.a On-time section	CMS (for first CMS Bid Period)
149.	7.X.1.a On-time section - through flight	CMS (for first CMS Bid Period)
150.	7.X.1.b Planned vs Actual	CMS (for first CMS Bid Period)
151.	7.X.3.a-b Domicile	CMS (for first CMS Bid Period)
152.	7.X.3.c Notification	CMS (for first CMS Bid Period)
153.	7.Y Mixed pairings - domestic and international flights	CMS (for first CMS Bid Period)
154.	7.Z.1 International block hours percentage to domestic domiciles	CMS (for first CMS Bid Period)
155.	7.Z.2 International domicile	CMS (for first CMS Bid Period)
156.	7.Z.3.b Pool checks	CMS (for first CMS Bid Period)
	<b>MINIMUM PAY AND CREDIT HOURS OF SERVICE AND LEGALITIES</b>	
157.	6.A.1 Pay is Duty period applicable	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
158.	6.A.1.a 1 for 2 hours of duty	CMS (for first CMS Bid Period)
159.	6.A.1.b Min 5 for 1 duty period pairing	CMS (for first CMS Bid Period)
160.	6.A.1.c 5 hour average for multi-day pairings	CMS (for first CMS Bid Period)
161.	6.A.2 1 for 3.5 hours of time away from base (TAFB)	CMS (for first CMS Bid Period)
162.	6.A.2 Pay is end of Pairing applicable	CMS (for first CMS Bid Period)
163.	6.A.3 For pay purpose, credited towards monthly max limitations	CMS (for first CMS Bid Period)
164.	6.A.3 Scheduled vs Actual	CMS (for first CMS Bid Period)
165.	6.A.4 Pay and credit for schedule time of trip removed	CMS (for first CMS Bid Period)
166.	6.A.6 Definition of Drafting	CMS (for first CMS Bid Period)
167.	6.A.6 Get 3 hours of pay for each drafting event (3 hour add pay)	CMS (for first CMS Bid Period)
168.	6.A.6 Pay and credit for schedule time of trip removed or portion of trip removed vs trip flown whichever is greater	CMS (for first CMS Bid Period)
169.	6.A.7 Call out pay: 2 hour min credit for flight and pay	CMS (for first CMS Bid Period)
170.	6.B Reassignment restrictions due to award errors	CMS (for first CMS Bid Period)
171.	6.C 2 (or more) FA assigned to same trip in same position	CMS (for first CMS Bid Period)
172.	6.D.1 Trip Protection All Bid Period	CMS (for first CMS Bid Period)
173.	6.D.2 Month to Month conflicts	CMS (for first CMS Bid Period)
174.	6.E Move pairings	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
175.	6.G.1 98 hours cap for Lineholders vs 103 hours cap for RSVs	CMS (for first CMS Bid Period)
176.	6.G.2 RSV may opt at any time during the month	CMS (for first CMS Bid Period)
177.	6.G.2 Waive for Lineholders (to 100hrs or >100 hours)	CMS (for first CMS Bid Period)
178.	6.G.2 Waive for RSVs (opt to go to >103 and +103hours)	CMS (for first CMS Bid Period)
179.	6.G.3 Actual flight time applicability	CMS (for first CMS Bid Period)
180.	6.G.4 Lineholder - actual vs scheduled max	CMS (for first CMS Bid Period)
181.	6.G.5 Overlap Pairings	CMS (for first CMS Bid Period)
182.	6.G.6 Cap adjustments - due to reassignment	CMS (for first CMS Bid Period)
183.	6.G.7 Adjustments for drafting	CMS (for first CMS Bid Period)
184.	6.G.8 Prorated Caps	CMS (for first CMS Bid Period)
185.	6.H Flight time includes extra sections, charters, ferries, scenic or other flights	CMS (for first CMS Bid Period)
186.	6.I.1 Holding time pay	CMS (for first CMS Bid Period)
187.	6.I.2 Definition of Holding time	CMS (for first CMS Bid Period)
188.	6.I.3.a Holding time extension due to customs	CMS (for first CMS Bid Period)
189.	6.I.3.b Holding time extension due to random drug/alcohol testing	CMS (for first CMS Bid Period)
190.	6.I.4 Holding time limitations - 4 hours at any point or total of 5 hours during any on-duty period	CMS (for first CMS Bid Period)
191.	6.I.4 Holding time limitations w/ pax - 15 min of rest for every 2 hours and after 4hrs: 1) relieved, 2) reassigned or 3) released from duty	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
192.	6.J Domestic vs International	CMS (for first CMS Bid Period)
193.	6.J.1 Domestic (1 day in home domicile)	CMS (for first CMS Bid Period)
194.	6.J.2 International (1 day in home base or 24 hours downline)	CMS (for first CMS Bid Period)
195.	6.J.3 Actual	CMS (for first CMS Bid Period)
196.	6.J.3 Scheduled	CMS (for first CMS Bid Period)
197.	6.J.3 Waived	CMS (for first CMS Bid Period)
198.	6.K.1 Reserves only - Waived	CMS (for first CMS Bid Period)
199.	6.K.1.a Lineholders (min 10 days off - free from duty)	CMS (for first CMS Bid Period)
200.	6.K.1.b RSVs (min 12 days off - free from duty for 30/31 day bid months and 11 days off for 29 day bid months)	CMS (for first CMS Bid Period)
201.	6.K.1.c Reserves Set Days off	CMS (for first CMS Bid Period)
202.	6.K.2 Waived	CMS (for first CMS Bid Period)
203.	6.K.2 International exclusion	CMS (for first CMS Bid Period)
204.	6.Q.3 FA whereabouts on Days Off	DOS
205.	6.L.a Establish & publish check in times for bid month	CMS (for first CMS Bid Period)
206.	6.L.b Check in Time by aircraft, base vs layover	CMS (for first CMS Bid Period)
207.	6.L.c Deadhead	CMS (for first CMS Bid Period)
208.	6.L.d Airbus & 737-700 Check in times	CMS (for first CMS Bid Period)
209.	6.L.e.iii Changes at home base check in time (5 minute increments)	CMS (for first CMS Bid Period)



	Topic	Expected Implementation
210.	6.L.f Check in variation pay	CMS (for first CMS Bid Period)
211.	6.L.h New aircraft types	CMS (for first CMS Bid Period)
212.	6.L.i Release from duty - Flight vs Deadhead	CMS (for first CMS Bid Period)
213.	6.L.j.i Clearing customs, single clearance	CMS (for first CMS Bid Period)
214.	6.L.j.ii Clearing customs, double clearance	CMS (for first CMS Bid Period)
215.	6.O.1 For duty period start times – Chart	CMS (for first CMS Bid Period)
216.	6.O.1* For duty period start times - Home Domicile time	CMS (for first CMS Bid Period)
217.	6.O.1* Red eye definition	CMS (for first CMS Bid Period)
218.	6.O.1** High Value Trips (HVT)	CMS (for first CMS Bid Period)
219.	6.O.2 Waiver	CMS (for first CMS Bid Period)
220.	6.O.3 Max 5 segments in 1 duty period	CMS (for first CMS Bid Period)
221.	6.O.4 Co-Terminal Pay	CMS (for first CMS Bid Period)
222.	6.O.4 Co-Terminals as duty period extension	CMS (for first CMS Bid Period)
223.	6.P.1 Actual	CMS (for first CMS Bid Period)
224.	6.P.1 Flight Time block - Chart	CMS (for first CMS Bid Period)
225.	6.P.1 Scheduled	CMS (for first CMS Bid Period)
226.	6.P.2 Flight Time block including deadhead & waive	CMS (for first CMS Bid Period)
227.	6.P.3 Non-Stop flight - Number of segments	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
228.	6.R Scheduled vs Actual	CMS (for first CMS Bid Period)
229.	6.R.1 Domicile, Free from Duty (12 hours)	CMS (for first CMS Bid Period)
230.	6.R.2.a Layover, Free from Duty - 10 hours where lodging is less than approx. 15 min from airport	CMS (for first CMS Bid Period)
231.	6.R.2.b Layover, Free from Duty - 11 hours where lodging is more than approx.. 15 min from airport	CMS (for first CMS Bid Period)
232.	6.R.2.c Layover, Free from Duty - Place of Lodging (POL) - 8 hours	CMS (for first CMS Bid Period)
233.	6.R.2.d Min Rest - Change as a result of daylight savings	CMS (for first CMS Bid Period)
234.	6.S.1 Layovers, Free from Duty – Chart	CMS (for first CMS Bid Period)
235.	6.S.1 Layovers, Free from Duty - Place of Lodging	CMS (for first CMS Bid Period)
236.	6.S.1 Layovers, Free from Duty - Schedule vs Actual	CMS (for first CMS Bid Period)
237.	6.S.2 Domicile - Rest, Trip Trade	CMS (for first CMS Bid Period)
238.	6.S.3.a Waiver of min home legal rest for trip trade/OT pickup to applicable TT/OT pickup min rest	CMS (for first CMS Bid Period)
239.	6.S.3.b Re-establishment of min home legal rest due to trading/dropping of pairings from waiver	CMS (for first CMS Bid Period)
240.	6.S.4 Pairing greater than 5 days	CMS (for first CMS Bid Period)
241.	6.T.2 Layover min rest (8 hours free from duty)	CMS (for first CMS Bid Period)
242.	6.T.2.a Layover min rest (8 hours free from duty) - Notifications	CMS (for first CMS Bid Period)
243.	6.T.2.c Layover min rest (8 hours free from duty) - Availability of transportation	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
244.	6.T.3 Incentive Pay	CMS (for first CMS Bid Period)
245.	6.U.1 Extension of duty time to 20 hours (except non-stop flights >= 12:01 block hours)	CMS (for first CMS Bid Period)
246.	6.U.2 Waive pay (min of 1 hour of pay at 5x hourly rate)	CMS (for first CMS Bid Period)
247.	6.U.3 Calculations of eligibility - out	CMS (for first CMS Bid Period)
248.	6.U.4 Nonstop flights >12 hours - 2 hour extension	CMS (for first CMS Bid Period)
249.	6.V.1 Reschedule of layover to 11 hours if transport not available	CMS (for first CMS Bid Period)
250.	6.V.2 Transfer between co-terminals	CMS (for first CMS Bid Period)
251.	6.V.3.a Contact Periods during layover rest - 8 hour after commencing legal rest	CMS (for first CMS Bid Period)
252.	6.V.3.b Contact Periods during layover rest	CMS (for first CMS Bid Period)
	<b>RESERVES</b>	
253.	8.B.1 Indicator	CMS (for first CMS Bid Period)
254.	8.B.2 Protected days	CMS (for first CMS Bid Period)
255.	8.B.3 Move Up Lists	CMS (for first CMS Bid Period)
256.	8.B.4 Guarantee	CMS (for first CMS Bid Period)
257.	8.C.1 Availability Groups	CMS (for first CMS Bid Period)
258.	8.C.2 FIFO	CMS (for first CMS Bid Period)
259.	8.C.2 Ranking	CMS (for first CMS Bid Period)
260.	8.C.2 TMAC (Time Accrued)	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
261.	8.C.3 Credited Time	CMS (for first CMS Bid Period)
262.	8.D.1 Eligibility	CMS (for first CMS Bid Period)
263.	8.D.10 Preferences not honored	CMS (for first CMS Bid Period)
264.	8.D.11 Release to check-in	CMS (for first CMS Bid Period)
265.	8.D.2 Open Trip Check In times	CMS (for first CMS Bid Period)
266.	8.D.3 Listing of assignments	CMS (for first CMS Bid Period)
267.	8.D.4.a Preference Request - Enter requests by 1600 day before	CMS (for first CMS Bid Period)
268.	8.D.4.b Preference Request - Up to 10 requests	CMS (for first CMS Bid Period)
269.	8.D.4.c Preference Request - Specific pairing/assignment up to 6 criteria	CMS (for first CMS Bid Period)
270.	8.D.4.d Preference Request - Menu options	CMS (for first CMS Bid Period)
271.	8.D.4.e Preference Request - Definition of a request match	CMS (for first CMS Bid Period)
272.	8.D.5 Freeze Open Time	CMS (for first CMS Bid Period)
273.	8.D.6.a Awards Logic - day classification	CMS (for first CMS Bid Period)
274.	8.D.6.b Awards Logic - 2 or more reserves indicating preference for same assignment	CMS (for first CMS Bid Period)
275.	8.D.6.c Awards Logic - Reserve preferencing solution	CMS (for first CMS Bid Period)
276.	8.D.6.d Awards Logic - Assignment outside of day classification	CMS (for first CMS Bid Period)
277.	8.D.8 Awards Logic - Uncovered assignments (Open assignments > # of reserves)	CMS (for first CMS Bid Period)

	<b>Topic</b>	<b>Expected Implementation</b>
278.	8.D.9 Qualifications/Positions	CMS (for first CMS Bid Period)
279.	8.E Post preferencing process and release	CMS (for first CMS Bid Period)
280.	8.F.1 Names of Reserves available and Number of days available	CMS (for first CMS Bid Period)
281.	8.F.1 Open time	CMS (for first CMS Bid Period)
282.	8.F.1 Receipt of assignments	CMS (for first CMS Bid Period)
283.	8.F.4 Reserves returning from sick	CMS (for first CMS Bid Period)
284.	8.G.1 Classification	CMS (for first CMS Bid Period)
285.	8.G.2 Preferences	CMS (for first CMS Bid Period)
286.	8.H.1 Pay	CMS (for first CMS Bid Period)
287.	8.H.2 Return from assignment/absence	CMS (for first CMS Bid Period)
288.	8.H.2 Stand by	CMS (for first CMS Bid Period)
289.	8.H.2 TMAC	CMS (for first CMS Bid Period)
290.	8.H.4 Return from days off	CMS (for first CMS Bid Period)
291.	8.H.5 Last day of the month	CMS (for first CMS Bid Period)
292.	8.H.6 Deadhead vs Working	CMS (for first CMS Bid Period)
293.	8.H.7.a Prevent drafting	CMS (for first CMS Bid Period)
294.	8.H.7.b Protect first scheduled pairing	CMS (for first CMS Bid Period)
295.	8.H.7.c Christmas Wish list	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
296.	8.I.1.a 30/31 day month (29 days)	CMS (for first CMS Bid Period)
297.	8.I.1.a Minimum days off (12 days/11 days)	CMS (for first CMS Bid Period)
298.	8.I.1.b Greater than min days off/guaranteed proration	CMS (for first CMS Bid Period)
299.	8.I.1.d.iii when RSV assigned to work into first day off in block-5 hrs. add pay	CMS (for first CMS Bid Period)
300.	8.I.1.e.3 Add pay for RSV flying into two or more days add pay equal to or the value of the trip	CMS (for first CMS Bid Period)
301.	8.I.1.e Reserve calendar days off = midnight to midnight	CMS (for first CMS Bid Period)
302.	8.I.2.a 1 calendar day off in 7 consecutive days	CMS (for first CMS Bid Period)
303.	8.I.2.d FA waivable 1 calendar day off in 7	CMS (for first CMS Bid Period)
304.	8.I.3.b Release from airport	CMS (for first CMS Bid Period)
305.	8.J.1.a Time Constraints	CMS (for first CMS Bid Period)
306.	8.J.1.a Time Constraints	CMS (for first CMS Bid Period)
307.	8.J.1.b Number of Trades	CMS (for first CMS Bid Period)
308.	8.J.1.b Number of Trades	CMS (for first CMS Bid Period)
309.	8.J.1.c Availability	CMS (for first CMS Bid Period)
310.	8.J.1.c Availability	CMS (for first CMS Bid Period)
311.	8.J.1.e Trading set days	CMS (for first CMS Bid Period)
312.	8.J.1.e Trading set days	CMS (for first CMS Bid Period)
313.	8.J.1.f Reject codes	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
314.	8.J.1.f Reject codes	CMS (for first CMS Bid Period)
315.	8.J.2.a.i Same number days/less days	CMS (for first CMS Bid Period)
316.	8.J.2.a.ii Same day	CMS (for first CMS Bid Period)
317.	8.J.2.a.iii Flight time constraints	CMS (for first CMS Bid Period)
318.	8.J.2.a.iii Lineholder to Reserve trades	CMS (for first CMS Bid Period)
319.	8.J.2.a.iii Reserve to Reserve trades	CMS (for first CMS Bid Period)
320.	8.J.2.a.iii Rest constraints (waive min rest)	CMS (for first CMS Bid Period)
321.	8.J.2.a.iii Waive Cap	CMS (for first CMS Bid Period)
322.	8.J.3 Pay/Guarantee	CMS (for first CMS Bid Period)
323.	8.J.3 Waive min days off	CMS (for first CMS Bid Period)
324.	8.K.1 15 hour notice	CMS (for first CMS Bid Period)
325.	8.K.5 Alternate contacts	CMS (for first CMS Bid Period)
326.	8.L.1 Day Constraints	CMS (for first CMS Bid Period)
327.	8.L.1 Rest Constraints	CMS (for first CMS Bid Period)
328.	8.L.2 White Flag	CMS (for first CMS Bid Period)
329.	8.L.3 Waive min days off	CMS (for first CMS Bid Period)
330.	8.L.4 Purple Flag	CMS (for first CMS Bid Period)
331.	8.M Picking up from other Flight Attendants	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
332.	8.N.1 Reserve standby duty pay	CMS (for first CMS Bid Period)
333.	8.N.2 Min credit of 5 hours for combined duty and pairing	CMS (for first CMS Bid Period)
334.	8.N.3 TMAC	CMS (for first CMS Bid Period)
335.	8.N.4 Half pay and credit	CMS (for first CMS Bid Period)
336.	8.N.6 Max number of pre-boarding assignments	CMS (for first CMS Bid Period)
337.	8.N.7.c.iii if RSV not given assignment during standby period she/he receives greater of pay and credit per Sec. 8A or value of flying actually flown in duty period plus 4 hrs.	CMS (for first CMS Bid Period)
338.	8.O.1 Stand by pay vs show no go pay	CMS (for first CMS Bid Period)
339.	8.O.10 Guarantee Proration	CMS (for first CMS Bid Period)
340.	8.O.11 Restoration of days off	CMS (for first CMS Bid Period)
341.	8.O.12 Passport qualification	DOS
342.	8.O.13 Pay credit	CMS (for first CMS Bid Period)
343.	8.O.2 Standard cap	CMS (for first CMS Bid Period)
344.	8.O.2 Waive to 103	CMS (for first CMS Bid Period)
345.	8.O.2 Waive to greater 103	CMS (for first CMS Bid Period)
346.	8.O.3 VRU	CMS (for first CMS Bid Period)
347.	8.O.3.i Notification (includes VRU)	CMS (for first CMS Bid Period)
348.	8.O.3.ii Number of duty period open pairings	CMS (for first CMS Bid Period)



	Topic	Expected Implementation
349.	8.O.3.iii Number of days available	CMS (for first CMS Bid Period)
350.	8.O.3.iii Number reserves legal for assignment	CMS (for first CMS Bid Period)
351.	8.O.4 Description of open pairings and names assigned (Reserve fly & assign show)	CMS (for first CMS Bid Period)
352.	8.O.5. Include flight segments and Standby Reserve periods	CMS (for first CMS Bid Period)
353.	8.O.6. Auto release into Set day off	CMS (for first CMS Bid Period)
354.	Reserves LOA.1 A/B Rotation	CMS (for first CMS Bid Period)
355.	Reserves LOA.1.a Top 25% exception	CMS (for first CMS Bid Period)
356.	Reserves LOA.1.b Reverse seniority	CMS (for first CMS Bid Period)
357.	Reserves LOA.1.c.d A/B months	CMS (for first CMS Bid Period)
358.	Reserves LOA.1.c.e 5 year seniority	CMS (for first CMS Bid Period)
359.	Reserves LOA.1.c.f Lineholder on A/B rotation reserve preference	CMS (for first CMS Bid Period)
360.	Reserves LOA.1.c.g Reserve forcing a designated lineholder	CMS (for first CMS Bid Period)
361.	Reserves LOA.1.c.i FSL Sub-base - Opt out	CMS (for first CMS Bid Period)
362.	Reserves LOA.1.c.ii FSL Sub-base	CMS (for first CMS Bid Period)
363.	Reserves LOA.2 Adjustment of A/B designation before vacation bidding	CMS (for first CMS Bid Period)
364.	Reserves LOA.3 Designation due to transfer	CMS (for first CMS Bid Period)
365.	Reserves LOA.4 Adjustment of seniority balance	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
366.	Reserves LOA.5 Bidding of both lineholders & reserves for most senior and most junior	CMS (for first CMS Bid Period)
367.	Reserves LOA.6 Trading of designation	CMS (for first CMS Bid Period)
	<b>VACATION</b>	
368.	12.A. Harmonize accrual periods	2018 Vacation Year – full credit for any months missed September through December
369.	12.A Vacation accrual	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
370.	12.A.1 Day/40/20 or quarterly	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
371.	12.B Vacation rate per day	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
372.	12.B.6 Contribution to 401k	2018 Vacation Year
373.	12.A.2 Vacation accrual seniority	DOS
374.	12.C.2 Vacation bid timeline	DOS+
375.	12.C.3 RSV vacation adjustments	CMS (for first CMS Bid Period)
376.	12.C.4 Days off preceding/following vacation	First day of the third Bid Period following DOS.
377.	12.D Vacation buy back	2018 Vacation Year
378.	12.E Optional Flex vacation	2018 Vacation Year
379.	12.F Annual bid process	2018 Vacation Year
380.	12.G Vacation slide	CMS (for first CMS Bid Period)
381.	12.H Vacation trades	CMS (for first CMS Bid Period)
382.	12.I Vacation fly-through	CMS (for first CMS Bid Period)

	Topic	Expected Implementation
383.	12.J DAT vacation	CMS (for first CMS Bid Period)
384.	12.K Vacation cancellation	First day of the third Bid Period following DOS.
385.	12.L Pay upon termination	DOS
	<b>SICK AND OCCUPATIONAL LEAVE</b>	
386.	13.A. Establish OJI banks for sUA FAs	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
387.	13.A.1 and 2 Harmonize accrual rates/max hrs. for banks	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
388.	13.A.4 Create electronic access to total hrs.	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
389.	13.A.5 Create rapid re-accrual process for sUA	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
390.	13.A.6 Adopt sCO sick leave make-up process	CMS (for first CMS Bid Period)
391.	13.B Adopt sUA process for calling ONSL/OFSL	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
392.	13.B.1.b Electronic process for calling ONSL prior to 0900 the day prior to trip	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
393.	13.B.1.e Process for dropping trips into open time	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
394.	13.D.5 Process for RSV/s calling ONSL/OFSL	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
395.	13.D Sick leave administration and pay	CMS (for first CMS Bid Period)
396.	13.D.6 Adopt current sUA 3 pay options for entire month of sick leave - crew pay dependency	CMS (for first CMS Bid Period)
397.	13.F Trip trade process for while ONSL	CMS (for first CMS Bid Period)
398.	13.D.7 Kin care policy	DOS

	Topic	Expected Implementation
399.	13.D.10 Occupational pay process	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
400.	13.G Detailed workman's comp statements	First day of the third or fourth Bid Period following DOS.
401.	13.D.10.d Direct deposit for workman's comp	First day of the third or fourth Bid Period following DOS.
402.	13.G Implement WC governance rules	DOS
403.	13.C Medical verification	First day of the third Bid Period following DOS.
	<b>SENIORITY</b>	
404.	14.C. AFA provides merged seniority list	DOS
405.	14.A.1. Harmonize seniority accrual	DOS
406.	14.A. (policy) Harmonize FA initial seniority ranking (random method)	DOS
407.	14.A.2. Implement seniority for bidding	DOS
408.	14.B. Implement probation period of 6 months	DOS for new hire Flight Attendants only
409.	14.E. Transfers from FA to inflight management	DOS
	<b>LEAVES OF ABSENCE</b>	
410.	15.N Lengths of time for types of leaves	DOS for new leaves and DOS + 30 notice to FAs on leaves per Transition notice
411.	15.N Accruals	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
412.	15.N Benefits	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
413.	15.I.3.a FML centralization	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
414.	15.I.4 FML criteria and accrual	DOS+ implementation to be developed by the Joint Implementation Team (JIT)

	Topic	Expected Implementation
415.	15.I.5.d.and c Use of vacation and/or sick leave before FML hours	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
416.	15.I.3.b Electronic system to view FML balance	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
417.	15.I.5.b No auto-designate process for FML	DOS for new leaves and DOS + 30 notice to FAs on leaves per Transition notice
418.	15 Update online LOA information and forms	DOS
419.	15 Transition Letter	30 days after DOS notice to FAs on current leaves
420.	<b>JOBSHARE AND PARTNERSHIP</b>	
421.	16.A.2 a. and b. Implement annual/multi-month partnership program	First day of the third Bid Period following DOS have ability to do multi-month partnerships. Annual bid - 2017.
422.	<b>FILLING OF VACANCIES</b>	
423.	17. (see Sec. 12A.5) Harmonize process to allow s-UA transfers while on leave	First day of the fourth Bid Period following DOS.
424.	17.A. Harmonize transfer award (including freeze) process for active FAs	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
425.	17.H Settling time and mo. guarantee	DOS
426.	17.G Implement contractual moving provisions	DOS
427.	17 Cross-subsidiary transfers	CMS (for first CMS Bid Period)
428.	17 (see Sec. 12.C.7) Maintaining vacation when transferring	CMS (for first CMS Bid Period)
429.	18 <b>REDUCTION IN PERSONNEL</b>	DOS

	<b>Topic</b>	<b>Expected Implementation</b>
430.	<b>19 SAFETY HEALTH AND SECURITY</b>	DOS
431.	<b>20.A. MEDICAL EXAM PROCESS</b>	DOS for all medical exams initiated after DOS. Predecessor contract process completed for all FAs already going through Medical Exam process on DOS
432.	<b>21 ALCOHOL AND DRUG TESTING</b> Rules	DOS separate pools but same rules
433.	21.E. Alcohol and Drug Testing	CMS same pools
434.	<b>PERSONNEL FILES</b>	
435.	22.A.4. Implement new electronic work history for FA/s	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
436.	22.D. Harmonize discipline	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
437.	22.D. Transition existing discipline	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
438.	22 Educate management/FAs on process	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
439.	<b>INVESTIGATIONS AND GRIEVANCES</b>	
440.	23.F Adopt sUA point system and automation for work records	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
441.	23 (Side Letter of Agreement) Transition current records to agreed levels of discipline	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
442.	23.E Transition grievances to NOD process	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
443.	23.E Implement NOD process for all non-disciplinary issues	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
444.	23 Joint training of UA staff and AFA reps. on NOD process, point system and dispute resolution process	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
445.	23 Reconcile grievance dockets	DOS+ implementation to be developed by the Joint Implementation Team (JIT)

	Topic	Expected Implementation
446.	<b>SYSTEM BOARD OF ADJUSTMENT</b>	
447.	24 Merge arbitration case dockets	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
448.	24.F. Adopt new calendar for single docket of cases	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
449.	24.E. Select new arbitration panel	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
450.	<b>UNIFORMS</b>	
451.	25 Uniform section	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
452.	25(policy) and 25.C.5 Adopt points policy	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
453.	<b>26 Moving Expenses</b>	DOS
454.	<b>27 Missing, Interned, Hostage, POW</b>	DOS
455.	<b>28 Commuter Policy</b>	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
456.	<b>GENERAL</b>	
457.	3.A CJA - Harmonize boarding priority	CMS
458.	3.A.8.a CJA - Listing process changes	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
459.	3. CJA - Educate AO on new procedures	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
460.	3.C Special Assignments / Training & Recruiting	DOS
461.	3.D Copy of Agreement	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
462.	3.I DH – Booking	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
463.	3.I.11 and 12 DH – Deviation	DOS+ implementation to be developed by the Joint Implementation Team (JIT)

	Topic	Expected Implementation
464.	3.J Electronic communications	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
465.	3.O Locking Compartments	DOS+ ongoing with regular maintenance
466.	3.DD Crew Rest - Onboard rest terms	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
467.	3 Letter of Agreement Crew rest seats	DOS+ implementation to be developed by the Joint Implementation Team (JIT) 767 per Letter of Agreement
468.	3.T Parking	DOS for new rate; access ongoing
469.	3.V.4 Passports – surrender and renewal process	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
470.	3.V.5 Passports, visa, immunization, Global Entry – reimbursements	DOS
471.	3.BB Paychecks - distribution of pay over 2 monthly checks	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
472.	3.BB.2 Paychecks - 70% first check	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
473.	3. Paychecks - Mailing checks	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
474.	3.BB.4 Paychecks - Adjustment checks	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
475.	3.AA Duty free commissions	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
476.	<b>UNION ACTIVITIES</b>	
477.	30.G and P Implement new processes for AFA releases and pay for union business	DOS
478.	30.F Implement new provisions for union travel	DOS+ implementation to be developed by the Joint Implementation Team (JIT)
479.	30.O Office space	DOS+ 60 days begin search for space where no office exists
480.	30.L. Harmonize scheduling committee activities	DOS+ implementation to be developed by the Joint Implementation Team (JIT)



	Topic	Expected Implementation
481.	<b>31 UNION SECURITY AND DUES CHECK-OFF</b>	DOS
482.	<b>32 DURATION</b>	DOS+ Joint Implementation Team (JIT) to review unpublished supplemental agreements, amendments, letters of understanding and similar documents executed between the Company and the Union prior to the signing of this Agreement to determine by mutual agreement whether such documents will remain in effect
483.	<b>10 AMC</b>	
484.	<b>LETTERS OF AGREEMENT</b>	
485.	LOA 1 Implementation of New Technology	
486.	LOA 2 Satellite Base	
487.	LOA 3 Transitional Duty	
488.	LOA 4 Foreign Currency Exchange Rates	
489.	LOA 5 First Right of Hire	
490.	LOA 6 Jetway Trade Expansion	
491.	LOA 7 20 Year Pass Travel	
492.	LOA 8 Hotel Selection Process and Guidelines	
493.	LOA 9 FABS	
494.	LOA 10 AFA FLIGHT PAC	
495.	LOA 11 Recognition of International Issues	
496.	LOA 12 Expedited Arbitration	

	Topic	Expected Implementation
497.	LOA 13 AFA Staff Travel	
498.	LOA 14 Implementation of Agreement	
499.	LOA 15 FSL Transition	
500.	LOA 16 Scope	
501.	LOA 17 Foreign National	
502.	LOA 18 CRAF	
503.	LOA 19 767 Crew Rest	
504.	LOA 20 Discipline Transition and Conversion	
505.	LOA 21 787/777 Aircraft Exchange	
506.	LOA 22 CMI Transition to United Employment	
507.	LOA 23 Profit Sharing	