

## ALPA COMPREHENSIVE PROPOSAL

May 30, 2007

The Parties reserves the right to modify the following in subsequent proposals.

SECTION	ISSUE	COMPANY COMMENTS	ALPA COMMENTS
1 SCOPE	Scope	See attached Section 1 proposal	See attached Section 1 proposal
2 DEFINITIONS	Definitions	Being collected as other sections completed	Being collected as other sections completed
3 COMPENSATION	Pay trigger	All doors closed and brake release	
	A/C pay groups	<ul style="list-style-type: none"> <li>• EMB-190</li> <li>• Narrowbody – Any single aisle A/C except 757</li> <li>• 757/767</li> <li>• Widebody – Any twin-aisle A/C except 767, up to a maximum seating capacity of 350</li> </ul>	
	Pay rates	See attached pay rates	
4 MIN PAY GUARANTEES	Holiday pay	No incentive rate on holidays	Narrow scope of Holidays
	Involuntary assignment pay	150%	AGREED
	Pay for training other than Qualification Training	<p>Ground School: 3:00 pay and credit per day</p> <p>Simulator Training: 3:00 pay and credit per day</p> <p>DLT: 25% of Pilot's hourly rate for each FAA approved credit hour of DLT. Paid for all DLT</p>	<p>AGREED</p> <p>Simulator Training: 4:17 pay and credit per day</p> <p>DLT: \$50 per FAA approved credit hour, or portion thereof, of DLT up to 16 hours per calendar</p>

		hours, but no limit on number of DLT hours per year	year.
5 EXPENSES	Per diem	\$2.00 per hour	
	Hotel Committee FPL	See Association Business in Section 26 below	If ALPA performs the inspection for the Company, Company pays 100% of FPL. If ALPA performs the inspection with the Company, Company pays 50% of FPL.
	Parking	Pilot elects paid parking in domicile, or \$25 per month with no Company obligation to provide parking	Pilot elects paid parking in domicile, or \$25 per month with no Company obligation to provide parking. Upon request, Company will assist in establishing pilot's need for parking.
6 MOVING EXPENSES	Moving expenses	11/16/05 TA	11/16/05 TA
7 VACATIONS	Number of days and credit per day	See attached Vacation proposal	
	Vacation allocation	3.25% in June, Jul, Aug, Dec	
	Cancelling vacation for displaced Pilots	Company may cancel vacation for voluntarily displaced Pilots	
8 DEADHEAD	Deadheading	8/22/06 TA	8/22/06 TA
9 MISC FLYING	Supervisory Pilot flying	In Equipment and Seat in which Pilot is current and qualified, except Fleet Managers may also fly their specific Equipment	In Equipment and Seat in which the Pilot's seniority would allow, however, once current and qualified, that Supervisory Pilot may continue to fly that particular Equipment and Seat regardless of what that Supervisory Pilot's seniority would allow under

			Section 24. Fleet Managers may also fly their specific Equipment.
10 COVERED PILOTS	Covered Pilots	See attached Section 10 proposal	
11 TRAINING	Training	1/26/07 TA	1/26/07 TA PBS Implementation issues still open
12 HOURS OF SERVICE	Pattern of days off for reserves	Minimum of two consecutive days off with agreed exceptions	Discuss “agreed exceptions” See attached proposal
13 LEAVES OF ABSENCE	Pass privileges during personal, medical, OJI, and MPA leave	6 months	
	Pass privileges during military and FMLA leave	Duration of leave	
	FMLA eligibility	Agreed 13.C.1. language (requires 1,250 hours under FMLA statute)	
	Vacation and sick accrual during FMLA, jury duty	Vacation and sick accrual for 1 <sup>st</sup> 31 days	
	Pay on jury duty	Average Line Value if seniority holds a line; MBPG for reserves	
	Expanded VLOA	Pilots on Active Service eligible  Awarded in seniority order by Position subject to needs of Company	
	Seat assignment upon return from leave	Company may require Pilot who returns from leave of absence of 2 years or greater to fly as a FO for up to 6 months, but Pilot shall continue to be paid at rate of	

		Pilot's held Position	
14 SICK LEAVE	Accrual rate	5:00 per bid period into Reserve Sick Bank	
	Max accrual	1500 hours (72 in Current Sick Bank, 1428 in Reserve Sick Bank)	
	Use of sick leave	10/4/06 Company proposal on Section 14.B.-14.E.	
	Sick credit upon retirement	Pilot who retires after age 50 and 10 years of service will be paid out accrued sick hours in lump sum at value of \$13.50 per hour	
15 PHYSICAL EXAMS	Physical exams	12/8/05 TA	12/8/05 TA Awaiting AMPP.
16 WORKERS' COMP BENEFITS	Workers' compensation benefits	11/15/05 TA	11/15/05 TA
17 MISSING, INTERNED	Missing, interned, POW benefits	11/15/05 TA	11/15/05 TA
18 INT'L	Duty limitations	Augmented: 16:00 scheduled, 17:30 actual Double Augmented: 18:30 scheduled, 20:00 actual	
19 DISCIPLINE	Investigation and discipline	12/7/05 TA	12/7/05 TA
20 GRIEVANCES	Grievances	12/7/05 TA	12/7/05 TA
21 SYSTEM BOARD	System Board of Adjustment	12/7/05 TA	12/7/05 TA
22 SENIORITY	Pilots rehired after change in FARs	11/30/05 TA	11/30/05 TA
23 FURLOUGH	Rate of furlough pay	Average pay of Pilot's previous 3 bid periods	AGREED

	Force majeure exception	50% furlough pay for force majeure event	100% furlough pay for force majeure event
	Duration of furlough	Furlough status does not expire	AGREED
	Pass privileges for furlougees	A Pilot on seniority list on DOS gets pass privileges for duration of furlough or until bypasses recall after DOS, whichever first, at boarding priority below active employees. Pilots hired after DOS get pass privileges for first six months after furlough at boarding priority below active employees	
24 VACANCIES	24.B.1.a.iii. staffing formula divisor	83:00	
	Lock-ons	3 years for CA and FO transitions	
	Pay rate for Pilot displaced to EMB-190	EMB-190 pay rate	
25 SCHEDULING	Scheduling	4/11/07 Company Proposal  Add provisions re ODAN bidding: <ul style="list-style-type: none"> <li>• Pilots who bid and are awarded ODANs may bundle any amount of ODANs that conform to the Agreement and the FARs.</li> <li>• Pilots who bid to avoid ODANs or who did not specifically bid for ODANs,</li> </ul>	

		but are nonetheless awarded ODANs, will not be awarded isolated ODANs, but will be awarded 2-4 ODANs in blocks.	
26 GENERAL	Uniforms	<p>Will meet and agree with ALPA prior to any change, which agreement shall not be unreasonably withheld</p> <p>If Company changes any required uniform component, Company shall purchase some modified component for each Pilot</p> <p>Every year, uniform credit equal to 1 pants, 1 tie and 2 shirts. Effective 1/1/11, every 4 years, uniform credit equal to dress jacket, epaulets and hat. Pilots may use uniform account credit to purchase any items. Can carry over credit for 2 years.</p>	
	Recording devices	ACARS information shall not be used in a disciplinary action against a Pilot, except that Company may use ACARS in disciplinary cases that relate to aircraft operating times or unlawful discrimination or harassment.	

	Pass privileges	<p>In accordance with Company policy</p> <p>If a seat is available at the time the retiring pilot requests it, the Company shall provide positive space for the spouse of a retiring pilot on that pilot's last pairing.</p>	
	Jumpseat	<p>Company Pilots will not be removed from the flight deck jumpseat by weight restricted flights</p> <p>Jumpseat riders accepted up to the number of empty passenger seats on the aircraft after all other nonrev passengers boarded</p> <p>Company shall provide IVR jumpseat res system or similar automated system</p> <p>Except where prohibited by law or the FOM, Pilot denied access to jumpseat by CASS shall be provided access to unoccupied cabin seat</p>	
	Crew Meals	Shall be provided on Transoceanic flights	
	Gate keys and security codes	Eliminate	
	Association Business (FPL,	FPL: 93:00 per month for MEC	

	release, travel)	Chairman's Position and 1500 hours annually  Release: 2/15/07 Company proposal on 26.V.2.  Pass Travel: In accordance with Company policy. See attached proposed Company policy.	
	CRAF	2/15/07 Company proposal on 26.AA, except will provide up to \$500K life and AD&D.	
	Air Safety & Investigations	2/15/07 Company proposal on 26.EE.	
27 HEALTH & WELFARE	Health & Welfare	See attached Section 27 proposal	
28 RETIREMENT	Retirement	See attached Section 28 proposal	
29 UNION SECURITY	Union security and dues check-off	11/30/05 TA	11/30/05 TA
30 DURATION	Duration	12/31/2012	

Implementation schedule and resolution of all outstanding contractual grievances will be contained in final agreement.