

AFA-Piedmont Opening Proposal

November 17, 2025

Time: _____

Article	Proposal
1. Recognition & Scope	• Current book
2. Definitions	• Add definitions for: ○ Credit / pay credit ○ Critical coverage ○ Emergency / Critical incident ○ Domestic Partner ○ Open Time ○ Pairing ○ Reassignment ○ Remain Over Night (RON) ○ Time Away from Base (TAFB) ○ Temporary Duty (TDY) • Add/delete/modify other definitions as required over course of negotiations
3. Compensation	• Increase pay rates • Rescind LOA 6 Section A (flex pay for years 0-4) • Change multi day average from duty period to calendar day • Adopt duty rig • Increase minimum daily guarantee • Increase holiday pay and number of holidays • Increase IOE pay • Increase longevity pay • Nighttime flying premium • Boarding pay • Sit pay • Adopt a Summer Reliability Bonus • Retro pay • Signing/retention bonus • RAS pay • Customs pay • Automate pay adjustments
4. Sick leave	• Adopt Pilots' sick leave policy (no occurrence with provision of doctor's note) • Remove forfeiture of sick leave payout when calling out sick within three (3) months of separation • Allow for sick bank to cover fatigue calls, when fatigue call results in an occurrence • Codify current practice of convening fatigue board once per month • Allow for sick bank to cover legs dropped due to commute failures • Improvements to Personal Days (increase number of PRDs, PRDs roll over year-to-year, automate PRD requests, PRD coverage approval subject to RSV coverage) • Increase dependent care to four (4) paid days from sick bank. • Perfect attendance bonuses processed automatically without FA request
5. Vacation	• Increase allotment

6. Travel Expenses	• Increase per diem • Improvements to hotel standards • Company to establish concierge service to provide rideshare (i.e. when no suitable eating facility near hotel) • Codify current practice of reimbursing FAs for using rideshare under the “taxi service” language in 6.B.5.b. and 6.C.1 • Improvements to hotel site visit procedures (comped stays for AFA members, space positive travel, and Flight Pay Loss) • Hotel Committee access to all negotiated contracts with hotels and third-party providers • Increase reimbursement for crew meals • Improve parking stipend (increase stipend amount, add option to purchase at discounted rate at DOM) • Hotel information for day room or unscheduled overnight to be provided to FAs within one (1) hour of FA request, or end of duty period.
7. Scheduling	• Improve trip construction to reduce sit times • Increase scheduled days off • Increase premium trip/Critical Coverage pay • Allow uneven trip trades • Reduce forty-eight (48) hour buffer for OT trade requests • OT adjustment requests will not be denied if bid by the 3pm deadline, at least 48 hours in advance. This proposal is offered as a codification of existing right. • OT list updated in real time • Remove monthly OT approved request limit (7.H.1.I) • Remove scheduling approval requirement for trip breaking • Allow FAs to book ALT DH / Pilots’ me-too • Remove RSV days from lineholders during interface, unless requested by FA • Allow trades from one red day to another red day with worse coverage • Incorporate LOA 9 (Half Lines)
8. Leaves of Absence	• Improve bereavement leave (number of days, covered decedents) • Increase maximum length of parental leave • Extend eligibility for parental leave to FAs who become the legal guardian of a child. This proposal is offered as a codification of existing right. • Codify current practice of placing FAs attending flight school on LOA • Implement a transitional LOA for FAs who are training at AA
9. Reserve	• Reduce RSV on-call time • Implement fixed Reserve Availability Periods (RAP) • Implement long/short call reserve • Improve RAS (length of RAS shift, pay for RAS shift, allow reserves to bid for RAS shifts) • Reduce length of RAS assignment following a RSV duty period of less than 4.5 hours (9.F.7.d) • Company to provide FAs access to a real-time reserve list, containing the information necessary for AFA to determine if reserve assignments have been made correctly
10. Uniforms	• Increase annual allowance • FAs no longer pay for shipping • Free replacement of some uniform items at regular intervals • Increase maintenance allowance • Add Sweater and Tailored Top to Initial Uniform • Initial uniform provided at no cost to FA • Allowance rollover year-to-year

11. Seniority	• Current book
12. Probation	• Current book
13. Union Business	• Increase Flight Pay Loss • Codify current practice of providing positive space travel for Company employees while on Union business
14. Union Security and Dues Check Off	• Current book
15. Grievances, Investigation and Discipline	• Current book
16. System Board of Adjustment	• Current book
17. Training	• Increase ALT DH pay • Codify current practice of permitting FAs to book ALT DH through Travel Planner • Increase distance learning / computer-based training pay, and automate payments • Improve protections for FAs who are unable to attend in-person recurrent training due to Company convenience or error • Increase pay for in-person training • Company to negotiate mutually agreeable terms with the Union before assigning ATS trainers to perform duties other than IOE and Line Checks. This proposal is offered as a codification of existing right.
18. Furlough, Displacement and Recall	• Current book
19. Job Vacancy Bid System	• Current book
20. Opening and Closing of Domiciles	• Remove 60-day perfect attendance requirement before paying out sick bank
21. Moving Expenses	• Increase moving expense reimbursement
22. Physical Examinations	• Current book
23. Management Rights	• Current book
24. General	• Remove trash removal duties for FAs • Company to pay FA a fee for each successfully processed pay adjustment • Improvements to minimum requirements for crew lounges • Company to consult with Union when making major changes to crew lounges • Compensation for flights departing from each catering hub (i.e. without drawer swaps) • Procedures to address overpayments on FA paychecks
25. Insurance	• Improve dental coverage • Add domestic partners to insurance coverage • Reduce FA insurance contribution rates • Reinstate GLP-1 coverage for weight loss. This proposal is offered as a codification of existing right.

26. Prisoner, Hostage, or Hijacking Benefits	• Current book
27. Retirement	• Increase 401k match • Auto-enrollment for 401k • Clarify language and policy of Section 27.B (post-retirement coverage) • Remove perfect attendance requirement for sick bank payout upon separation
28. Employee Assistance Program	• Some first-time offenses to be referred to EAP/Professional Standards for FAs on probation
29. Safety and Health	• Add fume events to “serious incident” list • Company to notify FAs of decisions regarding fatigue calls, including reason for denial • Accepted fatigue calls will be pay protected if deemed operational. This proposal is offered as a codification of existing right • Company to cover cost of required immunizations • Company to provide appropriate gloves and hand sanitizer aboard flights. This proposal is offered as a codification of existing right • Company to provide appropriate PPE upon federal declaration of pandemic emergency
30. Drug and Alcohol Testing	• Increase alcohol/drug test pay
31. Hours of Service	• Rest to begin “behind the door” at hotel • Increase scheduled rest between duty periods • Reduce duty day • Improvements to extension procedures and pay • Increase the number of times the commuter policy protection can apply in a twelve-month period • Company to provide FAs with the specific reason for a schedule change (i.e. weather, maintenance, etc.)
32. Duration	• Three (3) year contract
SL#1. Signing Bonus	• Eliminate
SL#2. Monthly Guarantee True Up	• Eliminate (replaced by SL#8)
SL#3. Printed Bid Packet	• Eliminate
SL#4. Peak Period Attendance Bonus	• Keep
SL#5. Arbitrator Panel	• Keep
SL#6. Contract Modification	• Remove Section A (see Section 3 above) • Incorporate Sections B - F • Eliminate
Ltr 1	• Incorporate gender neutral language throughout CBA • Eliminate
SL#7. Amendment to SL#4	• Incorporate into SL#4 • Eliminate
SL#8. Amendment to Minimum Monthly Guarantee	• Incorporate into CBA and eliminate

SL#9. Half Lines of Flying	• Incorporate into CBA and eliminate
SL#10. Trades Between Flight Attendants	• Incorporate into CBA and eliminate
Contract Cleanup	• Ltr 1 – incorporate gender neutral language throughout CBA • Adjust 3.B.2 to account for LOA 9 (Half Lines) • 7.H.2.g – correction to example 3 • 25.N.1 – add header • Add/delete/modify contract language as required over the course of negotiations

Note: AFA reserves the right to add to, delete, or modify these proposals at any time.