

1. All Flight Attendants, local based and commuting, shall receive a Company paid parking permit

at: **American Airlines**

- a. such Flight Attendant's base; or*
- b. American Airlines or its wholly owned carriers' station of the Flight Attendant's choice.*
- c. At base stations with multiple airports, stickers or permits may be issued for one (1) or all locations upon request. If insufficient permits are available to provide one for each Flight Attendant desiring them, permits will be assigned in system seniority order at each issuance date.*

2. To the extent that a Flight Attendant does not receive a permit as provided in Paragraph D.1, the Company will reimburse the Flight Attendant for parking expenses up to the amount of the cost of such permits at the Flight Attendant's base. For example, a Flight Attendant is based at DFW and desires a parking permit at SAN. Permits are not available at SAN. The Flight Attendant is entitled to be reimbursed for parking expenses up to an amount equal to the cost of parking permits at the Flight Attendant's base, which is DFW.

1. Kennedy/Newark/La Guardia
2. Midway/O'Hare
3. Dallas-Fort Worth International Airport/Love Field
- *4. Los Angeles/Ontario/Burbank/Long Beach/Orange County
5. San Francisco/Oakland/San Jose
6. Washington National/Dulles International/Baltimore-Washington International
7. Miami/Ft. Lauderdale/West Palm Beach
8. Tampa/St. Petersburg

*Ground transportation, if requested, will be provided from/to LAX for any operation involving sequences originating and terminating at the prescribed co-terminals.

"Co-terminals" shall mean two (2) or more airports serving the same metropolitan area. The Company will meet and confer with the union before adding a new co-terminal.

- B. When a Flight Attendant is scheduled out of one (1) airport and into another airport serving the aforementioned co-terminal, such Flight Attendant will be paid and credited as specified below:

1. Co-Terminal Sequence Chart

Co-Terminal Sequence	Time	Co-Terminal Sequence	Time
LGA-JFK	1:30	ONT-LGB	2:00
LGA-EWR	1:30	SNA-LGB	1:00
JFK-EWR	2:00	DCA-BWI	1:15
MDW-ORD	2:00	DCA-IAD	1:15
LAX-LGB	1:00	IAD-BWI	1:45
LAX-BUR	1:15	SFO-OAK	1:00
LAX-ONT	2:15	SJC-OAK	2:00
LAX-SNA	2:00	SFO-SJC	1:00
BUR-SNA	2:15	DFW-DAL	1:00
BUR-LGB	1:30	MIA-FLL	1:45
ONT-BUR	2:00	TPA-PIE*	1:00
ONT-SNA	1:15	FLL-PBI	1:00
MIA-PBI	2:00	SEA-BFI	:45

*TPA-PIE is not currently an eligible co-terminal sequence because Flight Attendants are not based in either location.

2. Future Co-Terminal Sequences. The Company and the APFA will meet as necessary to agree on any other co-terminal sequences and corresponding times.
- C. For the purpose of scheduling release, report and connection times, a surface deadhead will be treated as if it were a flight deadhead, including the normal check-in and check-out times applicable to the flight deadhead. A Flight Attendant may call Crew Schedule to revise her/his release time if the actual release exceeds the schedule release time. Such additional time shall be used to adjust her/his

American Airlines

(Co-terminal parking)

rest and in calculating her/his trip and duty rigs. If pilots are provided greater pay and credit for transportation between co-terminals, such provisions will be extended to Flight Attendants.

- D. All premiums and Per Diem will apply to such surface transportation.
- E. In the event that transportation is not available within the limits described in Paragraph F, and it is anticipated that such transportation will not be available to depart for a period in excess of four (4) hours, lodging shall be provided in accordance with Crew Accommodations, Section 6, and will continue until such transportation is available.
- F. A Flight Attendant whose trip originates at one (1) airport and terminates at another airport at her/his co-terminal shall be furnished transportation one (1) way between one (1) airport and the other, at her/his option ("reversing the limo"). When transportation is not provided by the Company within thirty (30) minutes and such transportation does not leave within forty-five (45) minutes after the Flight Attendant arrives at the airport and reports to the limousine pick up area, such Flight Attendant may use any other available means of ground transportation between one (1) airport and the other and may claim reimbursement for expenses for such transportation on the regular Company expense account form and shall be reimbursed.
- G. In the event that a crew base within a co-terminal becomes a separate and independent crew base, as defined in Definitions, Section 2, Section 17 shall cease to be in effect for the affected crew base.
- H. The Company shall provide paid employee parking in accordance with Expenses, Section 4, or reasonable reimbursement for parking at each airport in the co-terminal location.

3. At base or another location of the Flight Attendant's choice where free parking is not available, the Company will pay for the cost of parking while the Flight

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Republic Airlines/Delta Connection

Attendant is performing duty. The Company will not be required to pay for parking at more than one (1) location per Flight Attendant, Co-Terminal operations notwithstanding.

4. Paying for parking at a location other than the Flight Attendant's base shall be required only when such employee parking is available and only to the extent of what the parking would have cost at the Flight Attendant's base.
5. The Company will reimburse each Flight Attendant for the cost of passports and visas. The Company shall also reimburse the Flight Attendant for any airport government charges incurred in traveling on Company business.
6. Co-Terminal Bases
 - a. A Co-Terminal Base is defined as a base that contains more than one airport to which Flight Attendant may be assigned duty. (e.g. John F. Kennedy/LaGuardia/Newark, Dulles/Washington National/Baltimore, etc.) In the event the Company chooses to establish Co-Terminal Bases the following terms shall apply:
 - b. The Company will make every reasonable effort to schedule a Flight Attendant to begin and end a trip at the same airport. In the event a Flight Attendant finishes a trip at a different airport from the airport at which the trip originated, the Company will provide ground transportation to the originating airport. Such transportation between co-terminals will be considered deadhead. Upon conclusion of the discussions provided for in e. below an appendix for travel time between co-terminal airports will be published.
 - c. The Flight Attendant's duty time will end upon return to the originating airport.
 - d. The Company shall be responsible to ensure that the Flight Attendant does not incur parking expenses in a co-terminal base that would not be incurred if she were based in a single-airport base.
 - e. At least 60 days prior to opening any co-terminal base, the Company will notify the Union and meet to discuss the operation. The parties may agree to other or different conditions applicable to a specific co-terminal operation.

T. Parking

1. If a Flight Attendant is scheduled to fly or deadhead from an airport serving her/his Domicile and parking is not provided for her/his automobile, public facilities may be used and charges shall be paid by the Company. Such charges shall be submitted within ten days using the appropriate expense reimbursement system and shall be supported by a receipt.
2. In the event parking facilities are not available for employees at an airport location other than one serving her/his Domicile, the Company shall assume the monthly parking charges up to a maximum of \$35.00 per month. This provision does not apply to original or replacement charges for employees for parking decals, stickers, gate keys or similar items. It is understood

General

United Airlines

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that a Flight Attendant may park her/his car at either her/his Domicile or some other Company station location, if parking space is available, in which case the Company shall be obligated to assume only the expense of one location.



SECTION 29

Co-Domiciles

- A. The Company shall have the right to establish co-domiciles that may serve two (2) or more airports within the same metropolitan area.
- B. The Company will provide pre-paid parking for each co-domicile Flight Attendant at each co-domicile to which she/he may be called to report in accordance with Section 5 - Expenses.
- C. The Company agrees to provide notification to the Association at least six (60) days prior to the establishment of any new co-domicile(s) and furthermore agrees to meet and confer with the Association at such time to discuss the co-domicile operation.
- D. Co-Domiciles currently established by this Agreement are depicted on the following chart:

MIA/FLL	JFK/LGA/EWR	ORD/MDW
TPA/PIE	LAX/LGB/BUR/ONT/SNA	DFW/DAL
BOS/PVD	SFO/OAK/SJC	DCA/IAD/BWI

- E. Each co-domicile will have one airport designated as the Primary base and the other airport(s) will be considered the Secondary base(s). Any change in the Primary and/or Secondary designation will be mutually agreed to by the Company and the Union.
- F. The Company shall make every effort to schedule a Flight Attendant to begin and end a pairing at the same airport.
- G. In the event a pairing begins at one airport in a co-domicile and ends at another airport in that co-domicile, the Company shall provide ground transportation back to the originating airport.
1. In the event that the Company-provided transportation above is not available, alternative transportation may be elected by the Flight Attendant(s) in accordance with Section 5, paragraph D of this Agreement.
 2. At the request of a Flight Attendant, the transportation will be provided at the beginning of the pairing, provided that such request is made at least twenty-four (24) hours prior to scheduled check-in and does not create a conflict with the duty/rest provisions of this Agreement.



B. Parking

1. At domiciles where free parking is not available, the Company will pay the cost of parking for Flight Attendants. For Flight Attendants who elect to park at airports other than their domicile airport, the Company will reimburse parking fees equal to the fees charged for domicile parking, subject to local airport authority and governmental limitations. The Company will not be responsible for any administrative cost or procedures other than at the domicile.

In case of a Co-Domicile as specified in Section 29 - Co-Domiciles, the highest maximum daily rate of the airports included will be the maximum amount reimbursable to the Flight Attendant. All reimbursements of parking expenses will require receipts. In lieu of parking provided, the Company will reimburse the Flight Attendant for using public transportation to and from work upon submission of receipts up to an amount equal to the highest amount the Company pays for parking at the Flight Attendant's domicile. In addition to public transportation, the Company considers Lyft, Uber, taxis and similar licensed car services eligible for reimbursement under this paragraph. Receipts must be submitted for reimbursement no later than six (6) months after the date the expense was incurred.

2. Those Flight Attendants who have the option of utilizing public transportation or what is commonly referred to as "park-and-ride" system in which they are able to park their vehicles at a location(s) away from the airport and to utilize public transportation to get to the airport shall be entitled to utilize such a system and to be reimbursed for the amount of fare and/or parking by the Company up to the limit of the normal Company-provided parking. All reimbursements of parking/transportation will require receipts.
3. Any Flight Attendant who transferred out of a domicile following a displacement announcement, or who was displaced out of BOS, ORD, DFW, SJU, LAX, MIA or NYC and who continues to park a vehicle at BOS, ORD, DFW, SJU, MIA, LAX or NYC, will upon request, be reimbursed for the parking charge at the above airports, up to the full amount of an employee parking pass. Additionally, any Flight Attendant displaced who, while domiciled at DFW, BOS, ORD, SJU, LAX, MIA or NYC, parked a car and continues to park a car at another airport and was fully reimbursed while domiciled at BOS, ORD, DFW, SJU, LAX, MIA, LGA or JFK, will continue to be fully reimbursed. [SL KK]

1. A Flight Attendant voluntarily transferring to another domicile or participating in a base trade will contact Crew Scheduling when her/his line of time of reserve day(s) of availability interferes with her/his ability to report to the other domicile for her/his first sequence or reserve day in the other domicile. Crew Scheduling will adjust her/his reserve schedule to allow her/him adequate time to relocate to the new domicile.
2. Relocation does not pay for the purpose of moving may be provided to the Flight Attendant upon request and only if the relocation was necessary and approved by the base manager.

CO-TERMINALS

1. The term "co-terminal" will mean certain designated airports proximate to the Los Angeles International (LAX) domicile. The designated airports are: Burbank Airport (BUR), Ontario International Airport (ONT), John Wayne (Orange County) Airport (SNA) and Long Beach Airport (LGB).

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2. In the event a sequence does not return to the co-terminal from which it departed, the Company will provide prompt transportation back to the departure co-terminal. A Flight Attendant's duty period will be extended by one (1) hour for such time spent returning to the departure co-terminal. Such time will be considered scheduled deadhead time and the Flight Attendant will receive one-half (0.5) TFP. A Flight Attendant's rest period will be determined from the one (1) hour or actual arrival time at the departure co-terminal whichever is later.
3. The Company will provide free paved and lighted parking facilities in accordance with 28.H. [Security and Lighting...], below, at all co-terminals and provide transportation from such parking to the terminal, if necessary.
4. At co-terminals from which sequences depart, the Company will provide Flight Attendants with manual revisions that will be kept current. The Company may discontinue providing Flight Attendants with manual revisions in the event that there are no published sequences that originate at that co-terminal.
5. Flight Attendants domiciled at the LAX domicile, including Reserves, will receive "co-terminal pay" at the rate of twenty-five (\$25.00) dollars per sequence flown, show-no-go and cancellation/reassignment within two (2) hours of check-in or airport standby assignment from a co-terminal. Such co-terminal pay will not exceed twenty-five (\$25.00) dollars per report up to a maximum of one-hundred and seventy-five (\$175.00) dollars per bid month.
6. The Company will construct sequences departing from the ONT and SNA co-terminals equal to no less than three times (3.0x) the line average for the month, evenly distributed through the month. (I.e. The total TFP value of all sequences in each applicable co-terminal is no less than three times (3.0x) the line average for the month.)
7. Should the Company open co-terminals at any other domicile, the Company and the Association will negotiate provisions similar to those in 28.F. to cover the new co-terminals.

COMMUTER POLICY

The following sets forth the provisions concerning a Flight Attendant traveling to work.

- ### 1. Air Commuting Policy

The provisions set forth in this Agreement regarding air commuting apply only to a Flight Attendant who lives in another city and commutes to her/his domicile/co-terminal on AAG operated flights and who enrolls her-/himself with the Inflight Department as a "registered air commuter".

- a. Registered Computer City

1. A Flight Attendant living in a metropolitan area served by the Alaska Airlines flight schedule or airports served through Capacity Purchased Agreements (CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO) must designate an airport in that metropolitan area as the "registered commuter city" and such designation will extend to all airports in that metropolitan area (e.g. A Flight Attendant living in Los Angeles, CA metropolitan area must designate LAX as the registered commuter city and could commute from any co-terminal).
2. A commuter residing outside of a metropolitan area as described in 1.a.i., above, must designate the airport closest to her/his residence or another nearby airport with greater frequency to the Flight Attendant's domicile served by the Alaska Airlines flight schedule or airports served through CPAs by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight Attendant living in Flagstaff, AZ would designate PHX as the registered commuter city).
- b. Commuter Policy recovery options in G.3., below, will be available for registered air commuters who have notified Crew Scheduling prior to the start of her/his scheduling obligation (e.g. prior to check-in for scheduled sequences, prior to the commencement of a reserve availability period, etc.) if two (2) consecutive scheduled flights from the registered air commuter's designated registered commuter city to the domicile/co-terminal are:
 1. Cancelled due to weather (either in the registered commuter city or domicile/co-terminal);
 2. Cancelled due to mechanical problem;
 3. Cancelled due to Company convenience; or
 4. Significantly delayed (the second flight is not scheduled to arrive at the domicile/co-terminal within 30 minutes or more late), and such

G. Parking

Air Wisconsin

1. At domiciles where free parking is not available, the Company shall pay the reasonable cost of parking for Flight Attendants.
2. Upon request, a Flight Attendant shall be reimbursed for public transportation at his/her domicile, rather than a parking decal, up to the amount which would have been paid for parking at domicile.
3. If a Flight Attendant does not require a parking decal at his/her domicile, the Company shall, upon request, reimburse the Flight Attendant for parking at an alternate location up to the amount which would have been paid at domicile.
4. The Company is not obligated to provide parking at a Flight Attendant's residence city; however, upon the Flight Attendant's request, the Company shall reimburse the Flight Attendant for parking at an alternate location up to the amount which would have been paid at domicile. The parking receipt is required for reimbursement. Inflight management shall work with the Flight Attendant to assist if possible with these conditions; however, the Company shall not assume any additional reporting liabilities in order to accomplish this. The Company shall never falsely represent an individual as being based in a city in order to secure such permit.

C. Parking

Spirit Airlines

1. The Company shall insure that adequate, secure and free parking facilities are available for Flight Attendants at each base.
2. If a Flight Attendant does not require a parking decal at his or her base, the Company will, upon request, reimburse the Flight Attendant for parking at an alternate location up to the amount which would have been paid at base.

E. PARKING

Frontier Airlines

1. The Company will provide the cost of parking in the Flight Attendant's home Base. The Company will not be required to pay for parking at more than one (1) location per Flight Attendant. For purposes of this provision, home Base shall mean all airports for those in a Co-Base.
2. Paying for parking at a location other than the Flight Attendant's Base will be required only when such employee parking is available and only to the extent of what the parking would have cost at the Flight Attendant's Base.
3. A Flight Attendant who opts out of Company-paid parking will receive a monthly amount equal to the cost of parking in DEN to defray transportation costs.

F. **Parking**

1. The Company shall make every reasonable effort to provide or arrange free parking for Flight Attendants at their domiciles. Should free parking space not be available, the Company will pay the Flight Attendant upon presentation of a receipt, any excess over five dollars (\$5.00) that the employee has to pay monthly. If the employee requests, she/he may pay through payroll deduction.
2. If a Flight Attendant does not claim parking expense at her/his domicile, such Flight Attendant may claim parking expense at one other location and the Company shall reimburse such Flight Attendant the excess over five (\$5.00)

Hawaiian Airlines

HAWAIIAN AIRLINES

FLIGHT ATTENDANT AGREEMENT

SECTION 4: EXPENSES

dollars that such Flight Attendant has to pay monthly to a maximum of what the Company would have paid for such Flight Attendant's parking expense had she/he parked at her/his domicile. The Company may require a receipt.

3. Parking for Flight Attendants in the LAX domicile will be in Lot D.

Parking

Mesa Airlines

1. At Domiciles where free parking is not available, the Company will secure and pay for suitable parking.
2. In lieu of paid parking, a Flight Attendant based in a city which has public transportation may request and will be provided public transportation up to the amount which would have been paid for parking at the Domicile.
3. In lieu of paid parking, a Flight Attendant who lives in a city which is not his or her Domicile may submit parking or public transportation receipts up to the amount which would have been paid at the Domicile.
4. All parking expenses with original receipts must be turned in within three (3) months.

Horizon Air

Horizon/AFA TA
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transported together, and one crew member will submit the expense report for the entire fare.

Parking

1. Consistent with such regulations as may be set forth by the applicable airport authority, the Company will directly pay for airport parking of a Flight Attendant's personal automobile at her/his Domicile, or at her/his option, an alternative airport at which the Company has a Domicile. ~~If monthly parking is available, the Company will direct pay the appropriate airport authority unless the Flight Attendant and the Company have agreed upon another arrangement.~~ Parking arrangements in effect as of August 1, 2003, for Flight Attendants involuntarily transferred upon closure of the Spokane and Boise Domiciles shall continue, subject to the conditions in those arrangements.
2. Alternatively, a Flight Attendant may decline Company-provided parking and instead receive a flat-rate allowance of \$36.00 per month regardless of domicile and regardless of whether she/he is a register commuter.
 - a. The allowance will be included in her/his paycheck and will be paid as taxable income.
 - b. The Company will provide Flight Attendants with an opportunity to elect to receive or decline Company-provided parking on January 1 of each year; new-hire Flight Attendants and those who transfer between domiciles will make their election at the time of domicile assignment.

In-Flight Meals

D. Parking

GoJet Airlines

The Company will designate an employee parking lot and pay for employee parking at the Flight Attendant's domicile.

1. An active Flight Attendant who does not live in domicile, may receive, in lieu of in domicile parking, reimbursement in the amount of the company's cost of providing parking in the Flight Attendant's domicile up to a maximum of forty dollars (\$40) per month for duty related parking expenses incurred by the Flight Attendant for parking of his/her personal vehicle at a parking facility.
2. In order to be eligible for reimbursement the Flight Attendant must submit an expense report including valid receipts to his/her Inflight Supervisor within thirty (30) days of the expense.