

Update for December 6, 2011 and we have 5 points of interest

1 - The Company posted new guidelines for FMLA usage on EPIC. Be advised, this publication and change in policy was NOT agreed upon by your IBT leadership. Our attorney has been notified of this situation. We will update the flight attendant group regarding this matter as information is provided by the attorney. As you know, the Company has long been frustrated with the FMLA usage by the flight attendant group. We have had a fairly liberal policy. Federal Law allows for a more restrictive program, and the Company is determined to enact such restrictions. Nonetheless, any policy change must follow the Law. We feel the Law may have been breached with the new language. Again, we will provide more information as it is provided by our attorney. We would like to remind members of the government website detailing FMLA at <http://www.dol.gov/dol/topic/benefits-leave/fmla.htm>. Be informed.

2 - Our next Negotiations session is scheduled for 12/13 – 12/15. Please visit the Negotiation tab at the top of the Local 513 website for updates. We encourage you to send your suggestions and ideas to facontract@teamsterslocal513.org. Your negotiations committee represents you, the flight attendant group. Committee members are working hard to keep our jobs and keep our pay at the top of the industry. One work group will not be sacrificed for the advantage of another. Improvements for the whole group are being negotiated. The International office has provided Rick Dubinsky, an experienced negotiating expert to assist us and facilitate the arduous negotiating process. Our IBT International Representative is present at every session. We feel confident we have an excellent International Representative available to assist us in obtaining a fair and equitable contract. The best interest of the flight attendant group is the goal. Please find the Negotiations link on our website for information regarding Rick.

3 - Base Reps - A link is provided on the Local 513 website that will send your email to a base rep, should you have a question about your contract or a possible contract violation. Feel free to utilize this link; a base rep will be happy to get back with you.

4 - Mixed Lines Update – The mixed lines have increased with the new MXY and MXN process. We will continue to work toward increasing the number of mixed lines in the future as requested by our Reserves.

CVG Mixed Lines:

OCT 2011 old process = 3 new process = 9

NOV 2011 old process = 4 new process = 15

DEC 2011 old process = 0 new process = 11

DTW Mixed Lines:

OCT 2011 old process = 4 new process = 12

NOV 2011 old process = 1 new process = 8

DEC 2011 old process = 6 new process = 16

5 - Our next meeting will be held on 12/23 at the Wingate Inn, 605 Viox Rd, Erlanger, KY 41018. Flight Attendant meeting will begin at 1600. Gate Group meeting will begin at 1530. We look forward to seeing you.

Please know the honor and privilege to serve in our positions is never taken lightly. Your Executive Board will not be deterred by negativity. We will continue to seek positive and professional solutions.

We encourage each of you to be courteous to your fellow co-worker and focus on group unity.