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DATE: October 19, 2017

Labor Memorandum

SUBJECT: AFA Notice Regarding New Legislation

TO: In-flight Management Team & HR Leave & Disability, Absence Management Team

FROM: Elizabeth Ryan, MD Labor

When a new state law (states with a FA domicile) goes into effect that may impact Flight Attendants, the Company agrees to make a timely, good-faith effort to communicate the new law to Flight Attendants, AFA, and management employees with a need to know. Flight Attendants will be advised via Informational Bulletin (or similar successor medium). The communication will include a general overview of the new law and its effective date.