

## Tentative Agreement

### Article 1 – Purpose of Agreement

- A. The purpose of this Agreement is in the mutual interest of the Company and the employees, to provide for operation of the services of the Company under methods which will further, to the fullest extent possible, the safety of air transportation, the efficiency of operation, and the continuation of employment under conditions of reasonable hours, proper compensation and working conditions. It is recognized by this Agreement to be the duty of the Company and of the employees to cooperate fully for the attainment of these purposes. To further these purposes, the Company may request a meeting with the Union or an International Representative of the Union may request a conference with the Company's Labor Relations Department at any time to discuss and deal with any general condition that may arise under the application of this Agreement.
- B. No employee covered by this Agreement shall be interfered with, restrained, coerced or discriminated against by the Company, its officers or agents, because of membership in or lawful activity on behalf of the Union.
- C. ~~It is understood wherever in this Agreement employees are referred to in the masculine gender it shall be recognized as referring to both male and female employees.~~
- C. Should any part or provision of this Agreement be rendered invalid by reason of any existing or subsequently enacted legislation and/or applicable court decision, such invalidation of any part or provision of this Agreement shall not invalidate the remaining portions thereof, and they shall remain in full force and effect. Further, if a part or provision of this Agreement is rendered or held invalid with regard to a particular employee or group of employees, the part or provision shall remain valid and enforceable with regard to all other employees.
- D. The Company and the Union agree to comply fully with all applicable federal and state statutes and regulations prohibiting discrimination with respect to all aspects of employment with the Company. Further, the Company and the Union agree that neither shall discriminate against employees covered by this Agreement on the basis of race, color, religion, sex, national origin, age, sexual orientation, disability, membership in uniformed military services, status as a veteran, disabled veteran or veteran of the Vietnam Veterans era.
- E. The Company will notify the Union and, upon request, will meet to discuss the establishment of, or major change to, any significant Company policy applicable to Passenger Service employees systemwide.