

January 31, 2020

Lori Bassani, National President  
Association of Professional  
Flight Attendants  
1004 West Eules Boulevard  
Eules, TX 76040-5018

**RE: Pay Protection Exception for PVG and PEK Sequence Cancellations for February 2020**

Dear Lori:

This letter will confirm our agreement regarding pay protection for Flight Attendants with a PVG or PEK sequence cancellation(s) during the contractual month of February 2020 (January 31 – March 1, 2020). As a result of these cancellations, the Company will make a one-time exception to Section 10.J of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) and offer pay protection to affected Flight Attendants as follows:

1. "Affected Flight Attendant" under this agreement is a Flight Attendant who experiences a sequence cancellation(s) to PVG or PEK during the contractual month of February 2020.
2. Full trip sequence cancellations will be pay protected to the original sequence value at the time of the award provided the Affected Flight Attendant does the following for each cancelled sequence:
  - a. Bids (Pick-Up only) in the three (3) TTS runs immediately preceding day one of each originally cancelled sequence;

Example:

*Cancelled Sequence was scheduled to originate on the 20<sup>th</sup>, the Affected Flight Attendant must bid for all 3-day sequences originating on the 20<sup>th</sup> in the three (3) TTS runs from the 16<sup>th</sup> through the 18<sup>th</sup>.*

- b. Bids (Pick-Up only) for all 3-day sequences (optional, may also include 2-day transcon sequences in addition to all 3-day sequences) originating on the first calendar day of each cancelled sequence;
  - c. If awarded a 3-day sequence or a 2-day transcon sequence, the Affected Flight Attendant must submit a Direct Connect within five (5) calendar days of the TTS award and include the awarded sequence details (number, date, type) and date of the cancelled sequence it applies to and Crew Compensation will add the applicable pay protection hours to his/her schedule as soon as practicable after the completion of the sequence picked up in TTS.

- d. An Affected Flight Attendant with a sequence cancellation that occurs with three (3) or less TTS runs remaining prior to the originally cancelled sequence will be responsible for participating in any remaining TTS runs prior to the originally cancelled sequence.
    - e. An Affected Flight Attendant with a sequence cancellation that occurs with no TTS runs remaining prior to the originally cancelled sequence will be pay protected for the originally cancelled sequence.
    - f. If not awarded a sequence in c., d., or e. above, the Affected Flight Attendant must submit a Direct Connect within five (5) calendar days of the last TTS run preceding each originally cancelled sequence.
    - g. Not create an illegality by picking up a sequence(s) on, before, or after the calendar days of the cancelled sequence; and
    - h. Maintain the available time within his/her TTS max window to allow for the TTS award in c. and d., above.
3. Prior to the minimum obligation timeframe in #2 above, an Affected Flight Attendant with a full sequence cancellation(s) who would like to participate in TTS/UBL may receive pay protection for a cancelled sequence by bidding in TTS/UBL for any 3-day (optional, may also include 2-day transcon sequences in addition to all 3-day sequences) originating on any day during the contractual month of February.
  - a. If awarded a 3-day sequence or 2-day transcon sequence, the Affected Flight Attendant must submit a Direct Connect within five (5) calendar days of the TTS/UBL award and include the awarded sequence details (number, date, type) and date of the cancelled sequence it applies to and Crew Compensation will add the applicable pay protection hours to his/her schedule as soon as practicable after the completion of the sequence picked up in TTS/UBL.
  - b. If not awarded a 3-day sequence or 2-day transcon sequence, or the Affected Flight Attendant chooses not to participate in #3, he/she will be required to follow #2 above in order to be pay protected.
4. An Affected Flight Attendant who does not want to be pay protected will have no obligation in #2 or #3 above and will have no obligation to make up the lost time.
5. ETB sequences originating on vacation days or reserve days off will not be protected under this agreement.
6. Since this protection is outside the normal pay protection contractual provisions a manual workaround process will need to be established to accommodate this exception. Any pay protection as a result of this agreement will be processed as soon as practicable.
7. If the cancellations extend to HKG sequences for the contractual month of February 2020, they will be handled in accordance with the provisions in #1 - #6 above.

This agreement is non-precedent setting and non-referable. Also, it is understood that the provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

 Date Jan 31 2020

Lori Bassani, National President  
Association of Professional Flight Attendants

cc: Jill Surdek  
JC Gulbranson  
Liz Geiss  
Vince Heyer

Pay Protection Exception for PVG and PEK Cancellations