

February 21, 2020

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

RE: Voluntary Open Line Option for Flight Attendants for April 2020

Dear Lori:

This letter will confirm our agreement regarding a Voluntary Open Line Option for Flight Attendants for the contractual month of April 2020 (April 1 – May 1, 2020). Due to the unique circumstances surrounding the PVG, PEK and HKG cancellations, the parties have agreed to a one-time exception to the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) to allow the Company to offer Flight Attendants a Voluntary Open Line Option for the month of April 2020 in accordance with the following:

1. The Company **may** offer a Voluntary Open Line Option for active lineholders only, and if offered*:
 - a. Voluntary Open Line Option bids will open from March 8, 2020 at 1200 DFW and close at 0800 DFW on March 12, 2020.**
 - b. Voluntary Open Line Option will be awarded by 1700 DFW on March 12, 2020.

** Active status means a Flight Attendant must be in a flying status for April 1, 2020 at the time of the Voluntary Open Line Option bid award.*

*** The line average calculation by AOS may be lower at Preferential Bidding System (PBS) open because Voluntary Open Line Option awards are not known at the time of PBS opening. The line average may increase depending on if, and how many, Voluntary Open Line Options are awarded. At the time of PBS opening, any known Voluntary Open Line Options that will be subsequently awarded will be considered when determining the line average.*

2. If awarded a Voluntary Open Line Option, a Flight Attendant:
 - a. will not be awarded sequences in PBS and will not have a monthly pay guarantee for the month of April 2020;
 - b. will be responsible for completing any lineholder or reserve carry-over trip from March into April 2020;
 - c. will have no additional flying obligation, but may choose to pick up sequences in Trip Trade System (TTS/UBL) up to the 115 hour TTS maximum;

- d. may choose to pick up sequences from other Flight Attendants in Electronic Trade Board (ETB) in accordance with the JCBA;
- e. will be required to attend any scheduled training;
- f. will be treated as if on active status for travel benefits, medical benefits, sick and vacation accrual, unless specifically excluded above;
- g. may not cancel an awarded Voluntary Open Line Option.

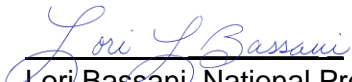
This agreement is non-precedent setting and non-referable except for the purposes of enforcing the terms of this Letter of Agreement. This Letter of Agreement constitutes the entire agreement between the parties on the matters enumerated herein, and the terms may not be modified, except in writing signed by the parties. 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 02/21/2020
Lori Bassani, National President
Association of Professional Flight Attendants

cc: Jill Surdek
JC Gulbranson
Brady Byrnes
Liz Geiss
Vince Heyer

Voluntary Open Line Option for Flight Attendants for April 2020