

March 20, 2020

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

**RE: Voluntary Leave of Absence for Reserves for April 2020**

Dear Lori:

This letter will confirm our agreement regarding Voluntary Leave of Absence (VLOA) for reserve Flight Attendants during the contractual month of April 2020 (April 1 – May 1, 2020). Due to the unique circumstances surrounding the COVID-19-related 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 reserve Flight Attendants VLOAs in April 2020 in accordance with the following:

1. The Company will offer VLOA for active reserves\*:
  - a. April VLOAs for reserves will open for bidding on March 20, 2020 at 1055 DFW and close at 1000 DFW on March 27, 2020.
  - b. April VLOAs for reserves will be awarded by 1700 DFW on March 27, 2020.
  - c. April VLOAs will be effective April 1<sup>st</sup> – May 1st.

*\* Active status means a Flight Attendant must be in a flying status for April 1, 2020 at the time of the VLOA award.*

2. If awarded a reserve VLOA for April, a reserve Flight Attendant:
  - a. will receive reserve credit if on designated reserve month,
  - b. will not receive reserve credit if bid on to reserve out of regular reserve rotation,
  - c. will be treated as if on active status for reserve rotation,
  - d. will be treated as if on active status for travel benefits, medical benefits, sick and vacation accrual, unless specifically excluded above;
  - e. may not cancel an awarded VLOA.

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:

*Lori L. Bassani*      Date 03/23/2020  
Lori Bassani, National President  
Association of Professional Flight Attendants

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

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