Cindi Simone
Managing Director
Labor Relations, Flight Service

American Airlines

March 13, 2020

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

RE: Voluntary Leave of Absence Exception for April 2020

Dear Lori:

This letter will confirm our agreement regarding a Voluntary Leave of Absence (VLOA) exception for Flight Attendants for the month of April 2020 (April 1 – May 1, 2020). Due to the unique circumstances resulting in additional flight cancellations, the parties have agreed to a one-time exception to Section 25.B.1. of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) to allow the Company to offer an additional round of bidding for VLOAs for Flight Attendants for April 2020 in accordance with the following:

1. The Company will offer an additional round of bidding for VLOAs for active Flight Attendants.*:

   a. April VLOAs will open for bidding on at 0800 DFW on March 13, 2020 and close at 0800 DFW on March 17, 2020.
   b. April VLOAs will be awarded by 1200 DFW on March 17, 2020.
   c. April VLOAs will be effective April 1 – May 1, 2020.

      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 VLOA for April 2020, the provisions of Section 25.B.2 – 6 will apply.

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 *Mar. 13'20*
Lori Bassani, National President
Association of Professional Flight Attendants

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

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