

April 8, 2020

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

RE: Pay Protection Exception for LGA-based VOLO's for April 2020

Dear Julie:

This letter will confirm our agreement regarding a pay protection exception for LGA-based Flight Attendants awarded a Voluntary Open Line Option (VOLO) for April 2020 (April 1 – May 1, 2020). Due to the unique circumstances surrounding the NYC cancellations related to COVID-19, the parties have agreed to a one-time exception to Section 10 of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) and will pay protect impacted Flight Attendants in accordance with the following:

1. A LGA-based Flight Attendant awarded a VOLO will have an April guarantee of 19:00:
2. This pay protection exception is a monthly protection and does not include premiums. The final protected amount will be calculated during monthly closeout for April 2020 by comparing the Pay Projection (PPROJ)* including all trips flown (ETB, TTS, UBL, PBS), carryover time, vacation time, paid sick, etc.;
 - a. If PPROJ is greater than 19:00, no action needed
 - b. If PPROJ is less than 19:00, add the difference in value in an amount not to exceed 19:00.

** Any applicable Voluntary Extension (VE) and/or Red Flag Pay is paid separately and are not part of the comparison to the line value.*

3. The Company will make every effort to pay these April 2020 protections as soon as practicable.

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:

Julie Hedrick Date 04/08/2020
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
 Brady Byrnes
 Larry Salas
 Vince Heyer

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