



July 1, 2020

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

RE: RDU & STL Crew Base Closure

Dear Julie:

This Letter of Agreement ("Agreement") confirms our understanding regarding the planned closure of the crew bases at Raleigh-Durham International Airport ("RDU") and St. Louis Lambert International Airport ("STL").

American Airlines ("American") plans to close the RDU and STL crew bases effective November 1, 2020, pursuant to Section 22.B and 22.I.2 of the 2014 Joint Collective Bargaining Agreement ("JCBA") between the Association of Professional Flight Attendants ("APFA") and American. The APFA requested to postpone the closure dates of RDU and STL to the February 2021 bid month. In exchange for American's agreement to postpone the closure of RDU and STL to the February 2021 bid month, the APFA agrees that it will not file any grievance challenging American's ability to close the bases and that the closures of those crew bases comply with the requirements for the closure of the bases under Sections 22.B and 22.I.2 of the JCBA.

It is understood that the provisions of the JCBA, except as specifically modified or excepted by this Agreement, shall apply in all respects. The terms or existence of this Agreement will not be construed against any party.

Sincerely,

A handwritten signature in black ink, appearing to read "Cindi Simone".

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

A handwritten signature in blue ink, appearing to read "Julie Hedrick".
Date 7/1/2020

Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
JonCarlo Gulbranson
Larry Salas
Vince Heyer