

October 23, 2020

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

RE: Lineholder Sequence Pay Protection Exception for November 2020

Dear Julie:

This letter will confirm our agreement regarding a sequence pay protection exception for lineholder Flight Attendants for November 2020 (Nov 1 – Dec 1, 2020). As a result of potential full sequence cancellations that the Company codes as related to COVID-19, the Company will make a one-time exception to Section 10 of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) and offer pay protection to affected Flight Attendants as follows:

1. The terms of this agreement provide pay protection only for lineholder Flight Attendants awarded sequences originating in the bid month of November 2020 that, the Company cancels in their entirety and codes as a COVID-related cancellation. The terms of this agreement do not cover non-COVID-19-related cancellations (weather, maintenance, partial COVID-19 cancellations, etc.), which shall be pay protected, if at all, by the applicable provisions of the JCBA.
2. A Flight Attendant removed from a full sequence as the result of a COVID-19-related cancellation(s) will be protected for the scheduled value of the sequence, including applicable premiums, at the time it was awarded to the Flight Attendant. The Company will make every effort to pay these pay protections as soon as practicable.
3. A Flight Attendant who experiences a COVID-19-related flight cancellation(s) within a sequence and is not removed from the entire sequence will be protected, if applicable, under normal JCBA protections.
4. A Flight Attendant may conduct TTS transactions that would result in actual flying on day(s) pay protected by this agreement, and such TTS time shall be paid in addition to any applicable pay protections provided in this Agreement. Time flown pursuant to an ETB transaction on a pay protected day(s) will negate eligible pay protections provided in this agreement.

Flight Attendant requirements for November pay protection

5. There is no obligation to recover lost time and no Direct Connect required by the Flight Attendant to receive this pay protection.

APFA agrees to the following:

6. If needed, APFA agrees to a delayed timeline for the PBS/TTS/ETB bidding process for December 2020.
7. APFA agrees to not file or move to arbitration any disputes regarding November 2020 pay protections or bidding timelines related to this agreement, except any dispute to enforce this agreement.
8. APFA agrees the Company may use mass CCI notifications for any modifications and/or reschedules to a sequence that occur more than 2 days out from the origination date of the affected sequence. For any modifications and/or reschedules made the day prior or day of the origination of the affected sequence a phone call must be made. This will be in effect for the months of November 2020.


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:

 Date 10/23/2020
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
JC Gulbranson
Sam Mendenhall
Larry Salas
Marti McMillan
Brian Walsh
Vince Heyer