

September 30, 2020

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

**Re: October 2020 Pay Protection for Furlough-Noticed Flight Attendants
Scheduled for Furlough**

Dear Julie:

This letter will confirm our agreement regarding October pay protection for flight attendants who are scheduled to be furloughed in October 2020 and who are in an active flying status, as defined by the Company, on any day in October 2020 prior to, on, or after the scheduled furlough date. Such flight attendants shall be referred to as “FFAs.” For the month of October 2020, the following shall apply:

1. FFAs will be pay protected for “active days” at the rate of 2:17 per day based on a 71:00 guarantee.

“Active days” are days an FFA is in a paid and flying status during the month of October 2020.

2. For all “active days,” FFA will be paid the greater of the cumulative value of the pay protected days or actual pay, which includes all trips flown (ETB, TTS, UBL, PBS), carryover time, reserve assignments, vacation time, paid sick, etc.

Example: An FFA with a furlough date effective October 3, 2020, will have a pro-rated guarantee for October 1st and 2nd of 4:34 (2:17 x 2 days) and will be paid the greater of 4:34 or actual pay for October 1st and 2nd.

3. An FFA will be responsible for flying assigned/awarded trips that carryover from September to October. An FFA may pick up trips on October 1st and 2nd but may not fly on any other days in October unless the FFA opts out of the pay protection provided in this agreement as described in Paragraph 5. Trips flown on October 1st and 2nd will be pay protected as described in Paragraph 2 (i.e., the greater of the pay protection or actual pay).
4. An FFA will be considered a lineholder for the month of October 2020.
5. As an alternative, the Company will provide FFA with an opportunity to forfeit the pay protection described in this agreement. An FFA forfeiting pay protection may pick up flying on “active days” and will be paid for actual flying and credited time on any “active days.”

6. If currently pending federal legislation regarding payroll support (“PSP2”) is approved and applies to FFAs prior to or on the scheduled furlough date, days scheduled as furlough days will be converted to “active days” and will be paid in accordance with this agreement. If PSP2 is approved and applies to FFAs after the furlough date, the Company and the APFA agree to meet to discuss FFA pay for October 2020. To the extent an FFA commences an STLOA or EVLOA they will only be eligible for the pay protection in this agreement up to the commencement of the STLOA or EVLOA. In addition, any FFA on a leave or otherwise inactive on the day prior to the scheduled furlough will return to such leave and will be ineligible for pay protection under this agreement.

7. The Company will make every effort to pay this pay protection during the normal pay cycles but in no case will the Company make such payments later than November 30, 2020.

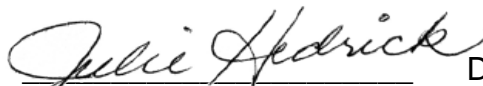
This agreement is non-precedent setting and non-referable. Also, it is understood that the provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this agreement, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 10/01/2020

Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek Sam Mendenhall
 JC Gulbranson Larry Salas
 Vince Heyer