

December 21, 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 January 2021**

Dear Julie:

This letter will confirm our agreement regarding a pay protection exception for lineholder Flight Attendants for January 2021 (Jan 1 – Jan 30, 2021). As a result of potential cancellations 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 January 2021 that, for COVID-related reasons, the Company cancels in part or in their entirety. The terms of this agreement do not cover non-COVID-19-related cancellations (weather, maintenance, cancellations, etc.), which shall be pay protected, if at all, by the applicable provisions of the JCBA.
2. A Flight Attendant who experiences a COVID-19 related cancellation(s) within a sequence or is 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 at the time it was awarded to the Flight Attendant. Applicable premiums will apply to full sequence cancellations only. The Company will make every effort to pay these pay protections as soon as practicable.
3. 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, if flown, 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 not be eligible for pay protections provided in this agreement.

**Flight Attendant requirements for January pay protection**

4. 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:**

5. If needed, APFA agrees to a delayed timeline for the PBS/TTS/ETB bidding process for February 2021.
6. APFA agrees to not file or move to arbitration any disputes regarding January 2021 pay protections or bidding timelines related to this agreement, except any dispute to enforce this agreement.
7. 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 January 2021.

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 12/22/2020  
Julie Hedrick, National President  
Association of Professional Flight Attendants

cc:    JC Gulbranson                      Marti McMillan  
      Brady Byrnes                        Brian Walsh  
      Sam Mendenhall                    Vince Heyer  
      Larry Salas