

December 3, 2020

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

RE: Reserve Rotation Exception for Flight Attendants Impacted by the February 2021 RDU and SLT Base Closures

Dear Julie:

This letter will confirm our agreement regarding an exception for Flight Attendants impacted by the February 2021 RDU and SLT base closures. Due to the unique circumstances with the closed bases becoming satellite bases, the Company will make a one-time exception to Section 12.A.3.c. of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) as follows:

1. Flight Attendants based at RDU or SLT as of the January 30, 2021, base closures and subsequently transferred to CLT or DFW for the February 2021 bid month will continue to maintain the same reserve rotation established from his/her prior base.

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 12/03/2020

Julie Hedrick, National President

Association of Professional Flight Attendants

cc: Jill Surdek Marti McMillan
Sumit Batra Brian Walsh
Larry Salas Vince Heyer