

December 21, 2020

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

RE: Parking Exception for Flight Attendants Displaced from PHX Effective February 2021

Dear Julie:

This letter will confirm our agreement regarding a parking exception for Flight Attendants being displaced from PHX effective with the February 2021 bid month. Due to the unique circumstances and lack of commuter parking in PHX, the Company will make a one-time exception to Section 4.D, of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) as follows:

1. An active Flight Attendant who has been displaced from PHX effective with the February 2021 bid month and has an active PHX parking card as of the date of this letter will have the option to maintain her/his PHX parking card through April 30, 2021, in addition to whatever parking permit the Flight Attendant is entitled to pursuant to the JCBA.
2. The APFA agrees to not file or move to arbitration any disputes regarding the procedures affected by this agreement, except any dispute to enforce this agreement.

This agreement is non-precedent setting and non-referable. Also, it is understood that the provisions of the JCBA, 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 12/22/2020
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Brady Byrnes Brian Walsh
Larry Salas Vince Heyer
Marti McMillan