

Protecting your pay in May

Recap of March and April

April 28, 2020

All APFA-represented flight attendants

In light of the extraordinary circumstances we've faced with flight cancellations this year, we've been working with the APFA to ensure you're protected when it comes to a sizeable amount of your pay. As you know pay protection, above and beyond the contract, was provided for March and April when you experienced a large amount of cancellations. We wanted to find ways to protect as much of your pay as possible in a way that's consistent, while recognizing the difficult financial situation the company faces. That's why we will provide enhanced pay protection for May as well.

Line guarantee based protection will apply in May

We're pleased to have reached an agreement with the APFA to provide similar pay protections to those provided in April.

Here's a quick refresher of how it works:

1. At the beginning of the month, we look at your original PBS line value and establish a guarantee according to the chart below:

PBS Original Line Value	May Guarantee
≥75:00	75:00
≥70:00 – 74:59	71:00
<70:00	PBS Original Line Value minus 5:00

2. Throughout the month, if you lose time because of full sequence cancellations or cancellations within a sequence flown that are not covered under regular JCBA protections, we will track that time.
3. At the end of the month, Crew Compensation looks at everyone's pay projection (PPROJ in FOS) and compares it to the line guarantee that was determined at the beginning of the month. If the PPROJ equals or exceeds the line guarantee, then no action is needed and flight attendants are paid the amount of hours in their PPROJ. If the PPROJ is less than the line guarantee, Crew Compensation will add the hours they tracked (noted in step 2 above) to the PPROJ until either there are no more protected hours to add OR the PPROJ reaches the value in the chart in step 1.

What's the "fine print?"

- Protected time as described in step 2 (above) does not include premiums.
- The amount of time in your PPROJ includes all trips flown (ETB, TTS, UBL, PBS) as well as carryover time, location delay incentive, vacation time, paid sick time and other credited time.
- Applies to lineholders only.

What happened in March...and extended into April

- In early March, flight cancellations were pretty much isolated to IPD trips. We agreed with the APFA to protect these trips in exchange for flight attendants participating in TTS runs to attempt to make up the time lost.
- Later in the month, as things started to deteriorate, cancellations expanded to include NIPD and domestic trips – which is when we agreed with the APFA to a line guarantee protection – which continues to apply in April.

You can see real world examples of how this works in our [previous communication](#).

When can I expect to see my schedule adjusted/recoded? And when can I expect to see the actual pay protection in my paycheck?

We know pay is important. That's why the team in Crew Compensation continues to work as quickly and as carefully as possible to get your pay right in light of the exceptions we've made. At the beginning of this message I mentioned these are manual processes – meaning Crew Compensation cannot fix flight attendant schedules and pay with the touch of a button. And since these protections are above and beyond what the contract requires, there is no "playbook" for the processes that support them. The extraordinary protections we've agreed to all require review by a Crew Compensation Specialist. *This is why it may take longer for you to see pay protection recoded to your schedule and for it to show up in your paycheck.*

As the team in Crew Compensation recodes schedules, pay protection will be applied and will show up at different times for different flight attendants. The team will continue to process these as quickly as possible.

This is an extremely challenging time for you and the entire team. We appreciate everything you're doing to take care of our customers and your fellow colleagues during this period of uncertainty.

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