

December 29, 2020

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

**RE: Monthly Vacation Buyback Exception for December 26, 2020 – January 4, 2021**

Dear Julie:

This letter will confirm our agreement regarding a monthly vacation buyback exception for Flight Attendants during the period of December 26, 2020 – January 4, 2021. As a result of potential cancellations, the Company will make a one-time exception to Section 8.F. (Vacation Buyback) of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) and offer an exception to the monthly vacation buyback for Flight Attendants as follows:

1. The terms of this agreement provide an exception to the monthly vacation buyback process for Flight Attendants in active flying status who want to relinquish scheduled vacation days originating during the period of December 26, 2020 – January 4, 2021.
2. Lineholder or Reserve Flight Attendants are eligible pursuant to the following:
  - a. A Reserve Flight Attendant may only relinquish vacation days prospectively and only a full block at a time. A Reserve Flight Attendant may not relinquish a vacation block if she/he has already picked up an ETB trip(s) on any day(s) within the block. Once a reserve block is cancelled, the Flight Attendant will be obligated for all reserve days within that block.
  - b. A Lineholder Flight Attendant may relinquish any vacation days during the period specified in #1 above.
  - c. Flight Attendant requests submitted to [FA.Vacations@aa.com](mailto:FA.Vacations@aa.com) by 1000 CT will be processed daily and based on status for the month, in which the vacation is scheduled, in accordance with the following:
    - (1) Flight Attendants must submit vacation buyback requests by no later than 1000 CT on Sunday January 3, 2021.
3. A Flight Attendant awarded a vacation buyback will have the designated vacations days removed. Pay for the block of days of vacation relinquished and the block of days of vacation remaining will be paid in accordance with the following.

- a. A Flight Attendant will be paid for the relinquished vacation day(s) within the normal pay cycle at her/his applicable rate, excluding any premiums. Relinquished vacation days will be paid at four (4) hours per day for blocks of seven (7) or more consecutive days and three and one-half (3.5) hours per day if less than seven (7) consecutive days.
  - b. A Flight Attendant will be paid for any scheduled vacation days remaining on schedule at her/his applicable rate, including applicable premiums. Schedule vacation days remaining on her/his schedule at four (4) hours per day if in blocks of seven (7) or more consecutive days and three and one-half (3.5) hours per day if less than seven (7) consecutive days. Premium pay (Lead, Purser, Aft, Galley, Speaker, International and CRAF) will be paid for scheduled vacation days remaining on her/his schedule.
4. The payment for vacation day(s) will be above the monthly guarantee for a Reserve and in addition to the Flight Attendant's pay and credit for the full month. The vacation payout will not apply to the monthly maximum for the Flight Attendant.

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 01/04/2021  
Julie Hedrick, National President  
Association of Professional Flight Attendants

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