

September 13, 2021

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

**RE: One-Time Pay Protection Exception for Guyana (GEO) Sequences – September 2021**

Dear Julie:

This letter will confirm our agreement regarding pay protection options for unvaccinated Flight Attendants with sequences, which include MIA-GEO-MIA and JFK-GEO-MIA segments, originating during the contractual month of September 2021 (Aug 31 – Sept 30). Due to the unique circumstances involving a new COVID-vaccination requirement for all crewmembers entering GEO, the Company will make a one-time exception to Section 10 – Scheduling of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) as follows

1. Any unvaccinated Flight Attendant with a sequence, which include MIA-GEO-MIA or JFK-GEO-JFK segments, on his/her schedule prior to 5pm CT on September 12, 2021, will have the following options to trade or drop the trip(s):

With Pay Protection:

- a. A Flight Attendant can trade the trip for another two (2) or greater day trip originating on the same day using TTS/UBL and receive pay protection for the greater of the two sequences.
- b. A Flight Attendant can call Crew Scheduling to be removed from the trip and make him/herself available via TTS/UBL for a minimum of three (3) runs prior to the original trip report date by bidding all positions on all NIPD two (2) day trips originating on the same day as the original sequence.
  - i. A Flight Attendant with a GEO sequence originating prior to September 15, 2021 will have no obligation.
  - ii. A Flight Attendant with a GEO sequence originating on September 15, 2021 will be required to participate in one (1) TTS run prior to the original report date.
  - iii. A Flight Attendant with a GEO sequence originating on September 16, 2021 will be required to participate in two (2) TTS runs prior to the original report date.

- iv. A Flight Attendant with a GEO sequence originating on September 17, 2021 – September 30, 2021 will be required to participate in three (3) TTS runs prior to the original report date.

*Note: Pay protection does not apply to GEO sequences picked up by unvaccinated flight attendants after 5pm CT on September 12, 2021.*

Without Pay Protection:

- a. A Flight Attendant can call Crew Scheduling to drop the trip with no obligation and no pay protection.
2. APFA agrees to not file or move to arbitration any disputes regarding 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 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 09/14/2021  
Julie Hedrick, National President  
Association of Professional Flight Attendants

cc: Brady Byrnes  
Chris Hoogstad  
Julie Hedrick  
Larry Salas  
Marti McMillan  
Vince Heyer