

October 20, 2021

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

RE: Deadhead Exception for Crews Working an End of Season Sequence to FCO, ATH, DUB, or MXP

Dear Julie:

This letter will confirm our agreement regarding an exception for Flight Attendants working an end of season sequence to FCO, ATH, DUB, or MXP. Due to the unique circumstances, the Company will make a limited exception to Section 16 – Deadheading of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) as follows:

1. The terms of this agreement apply only to Flight Attendants scheduled to work the following sequences:

Sequence/Date	Destination
457/29OCT	DFW-FCO
545/29OCT	JFK-FCO
549/29OCT	JFK-ATH
678/29OCT	ORD-ATH
680/29OCT	ORD-DUB
711/29OCT	PHL-ATH
712/29OCT	PHL-DUB
637/1NOV	JFK-MXP

2. All Flight Attendants scheduled to work the sequences in 1 above, will be contacted by Flight Service and will be offered the opportunity to deadhead back to base immediately upon arrival into his/her European destination.
 - a. A Flight Attendant choosing the earlier deadhead option will be provided positive space (A1) travel on the return flight to the U.S. departing on the same day he/she arrives in Europe.
 - b. The Flight Attendant sequence will be modified by Crew Tracking in accordance with Section 16.O. As a result, legalities and sequence pay will be based on the originally “scheduled” deadhead. Expenses for the modified sequence will end when the Flight Attendant arrives back to the U.S. on the “actual” deadhead flight.



NOTE: A Flight Attendant electing this option may call Crew Tracking, after arrival of the actual deadhead flight, to waive the legal at-home rest following the originally scheduled deadhead flight(s) and be scheduled instead for legal at-home rest according to the actual deadhead flight(s).

- c. Once the deadhead waiver (sequence modification) has been added by Crew Tracking, the Flight Attendant may not trade or swap positions on the sequence.
3. A Flight Attendant who is on his/her originally scheduled deadhead return flight(s) may exercise the options provided in this letter of agreement up until October 27th at 1200 CT.
4. A Flight Attendant who does not want to fly his/her sequence listed in number 1 above, will be removed unpaid and will not be required to drop the trip in TTS or ETB.
5. APFA agrees to not file or move to arbitration any disputes regarding this agreement, except any dispute to enforce this agreement.

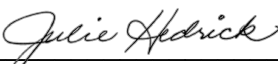
This agreement is non-precedent setting and non-referable. Also, it is understood that the provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 10/23/2021
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Brady Byrnes
Thomas Cochran
Larry Salas
Marti McMillan
Jeff Petersen
Vince Heyer

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