

October 21, 2021

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

RE: Monthly Vacation Buyback Exception for November 2021

Dear Julie:

This letter will confirm our agreement regarding a monthly vacation buyback exception for Flight Attendants during the contractual month of November 2021. 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 contractual month of November 2021 in accordance with the following.
2. Flight Attendants are eligible pursuant to the following:
 - a. A Flight Attendant may only relinquish a full block(s) of vacation that originates November 1 – December 1, 2021.
 - b. Flight Attendant requests can be submitted in VMS beginning at 1200 CT on Friday October 22, 2021 and must be submitted by no later than 1200 CT on Wednesday October 27, 2021 and will be processed based on status for the month, in which the vacation is scheduled.
 - c. Results will be posted by 1200 CT on Thursday October 28, 2021. The Company will grant all valid requests.
3. A Flight Attendant awarded a vacation buyback will have the designated vacations days removed. Pay for the block of days of vacation relinquished will be paid in accordance with the following.
 - a. 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 the relinquished vacation day(s) with the normal December mid-month paycheck at her/his applicable rate, as pay, no credit, and excluding any premiums. The paid vacation hours will not be reflected on the monthly activity record (HI1).
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:

 Date 10/22/2021
Julie Hedrick, National President
Association of Professional Flight Attendants

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