

May 27, 2020

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

RE: Modifications to Section 10.D.18.b.iv. - Reserves

Dear Julie: This letter will confirm our understanding and agreement regarding the modifications to Section 10.D.18.b.iv of the AA/APFA Joint Collective Bargaining Agreement effective December 13, 2014 ("JCBA"). The following edits reflect the agreed upon change to the language in the JCBA:

Current language in Section 10.D.18.b.iv:

iv. Day off periods may not be separated by less than three (3) days of availability or by more than six (6) days of availability. Groups of days of availability which transition from month to month shall be subject to this limitation.

New language in Section 10.D.18.b.iv:

iv. Day off periods may not be separated by less than three (3) days of reserve or by more than six (6) days of reserve. Groups of days of reserve which transition from month to month shall be subject to this limitation.

As an exception, since the flight attendant's status is unknown for the future month, all reserve flight attendants may be awarded/assigned less than three (3) days of reserve on the last day/s of the Reserve month.

This agreement will be effective for the contractual months of August 2020 - May 2021. Either party may cancel this agreement effective June, 2021, by serving written notice on or before May 10, 2021. If neither party serves such notice on or before May 10, 2021, this agreement will remain in effect until such time as the parties adopt a new collective bargaining agreement to replace the JCBA. It is understood that this letter is not intended to modify any terms of the JCBA except as expressly stated herein. Also, this agreement is non-precedent and non-referable.

Sincerely,

Cindi Simone
Managing Director – Labor Relations

Agreed to by:

Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
JC Gulbranson
Larry Salas
Vince Heyer