

December 3, 2020

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

RE: Displacement/Priority Return

Dear Julie:

This letter will confirm our intent and understanding regarding Displacement/Priority Return, Section 22.H.4. of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA). The following edits reflect the agreed upon changes to the language in the JCBA:

1. A Flight Attendant who has been displaced and subsequently voluntarily transfers to another crew base will not forfeit her/his ability to exercise a priority return. The JCBA language will be clarified as follows:

Section 22.H.4:

*A Flight Attendant who wishes to exercise this option of returning to her/his former crew base must file the preference form within thirty (30) days of her/his displacement. Should the Flight Attendant decline the first opportunity to exercise a priority return, ~~or subsequently transfer voluntarily to a crew base in another location,~~ this right of return will be forfeited. Subsequent displacements **or transfers** will not cause the Flight Attendant to forfeit the right of return.*

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 _____
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Sumit Batra
Larry Salas
Marti McMillan
Brian Walsh
Vince Heyer