

November 19, 2020

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

RE: Red Flagging Open Time in TTS

Dear Julie:

This letter will confirm our intent and understanding regarding the red flagging of open time in TTS, Section 10.H.6. 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. Once a sequence has been red flagged in TTS, Crew Scheduling may not remove the red flag designation and its corresponding premium until after 0400 HBT one day prior to the departure of the sequence. The JCBA language will be clarified as follows:

Section 10.H.6:

*Once a sequence has been red flagged in TTS, Crew Schedule may **not** remove the red flag designation and its corresponding premium at any time prior to sequence award or assignment, up until after 0400 HBT one day prior to the departure of the sequence. Once the TTS daily processing occurs on any day, the Company may not change the red flag designation until the TTS awards are complete for that day. **Once the red flag pairing has been awarded or assigned the red flag premium may not be removed.***

2. Red Flag premiums for transactions in TTS will be applied as follows:

| Transactions will be Awarded | Sequence being Dropped | Sequence being Picked Up | Red Flag Pay Premium |
|---|------------------------|--------------------------|---|
| Pickup only | | Red Flag | Yes |
| Trade (all scenarios) | Red Flag | Red Flag | Yes |
| Trade (no overlap or only overlaps 1 day)* | Non-Red Flag | Red Flag | Yes |
| Trade (1 day for 1 day, same origination date or overlaps 2+ days)* | Non-Red Flag | Red Flag | Trip will be awarded, but will not pay Red Flag premium |

**Overlap applies to a calendar day (0000-2359 HBT)*

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: JC Gulbranson
Jill Surdek
Sam Mendenhall
Mona Gertner
Larry Salas
Marti McMillan
Brian Walsh
Vince Heyer