

Cindi Simone
Managing Director
Labor Relations, Flight Service

July 28, 2022

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

RE: Pay Protection Exception for June - August 2022; Incentive Days/Holiday Pay

Dear Julie:

This letter will confirm our agreement (“Agreement”) regarding a pay protection exception for Flight Attendants. The Company will make a one-time exception to Section 10 of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) and offer pay protection to Flight Attendants as follows:

1. The terms of this Agreement provide pay protection for Lineholders awarded sequences originating in the bid months of June – August 2022 and Reserves awarded sequences originating on days off that the Company has cancelled or will cancel in their entirety for reasons other than weather, maintenance, or ATC. Pay protection under this Agreement will also apply to all full sequence cancellations originating in August included in the August Critical Ops issued on 7.21.2022 and 8.21.2022.
2. Except for those full sequence cancellations originating in August included in the August Critical Ops in 1 above, pay protection under the terms of this Agreement will not apply to sequence cancellations related to weather, maintenance, or ATC, or any partial cancellations. Cancellations not covered by this agreement shall be pay protected, if at all, by the applicable provisions of the JCBA.
3. A Flight Attendant who qualifies for pay protection under this Agreement will be protected for the scheduled value of the sequence at the time it was awarded to the Flight Attendant. Pay protection will not include any premiums. The Company will make every effort to pay these pay protections as soon as practicable.
4. Any flying on the same calendar day(s) as a full sequence cancellation protected by this agreement shall be paid in addition to any applicable pay protections provided in this Agreement.

5. There is no obligation to recover lost time and Direct Connect is not required by the Flight Attendant to receive this pay protection.
6. APFA will not file a NOD or grievance or move to arbitration any disputes regarding June - August 2022 full sequence cancellations in 1 above. APFA retains the right to file a NOD or grievance to resolve any dispute regarding application or enforcement of this Agreement.
7. For the month of August 2022, the Company may use mass CCI notifications for any modifications and/or reschedules to a sequence that occur more than 2 days prior to the origination date of the affected sequence. For any modifications and/or reschedules made the day prior or day of the origination of the affected sequence a phone call must be made.
8. The Parties agree to replace the Holiday Pay language in Section 3.J. of the 2014 AA/APFA Joint Collective Bargaining Agreement with the following:
 - a. **Holiday Day(s):** The days below shall be designated as Holiday Day(s). Any flying performed on a designated Holiday Day(s) including a Reschedule (Rescheduled flying performed on a Holiday Day(s) for a sequence which did not originally touch the Holiday Day(s)), shall pay a premium of one hundred percent (100%) over the Flight Attendant's base hourly rate (Holiday Day(s) premium is paid above guarantee for reserves) for hours flown (based on the greater of scheduled or actual hours flown), on a Holiday Day(s) and will include flying that crosses over midnight Local Station Time and touches a Holiday Day(s).
 - (1) Wednesday before Thanksgiving Day
 - (2) Thanksgiving Day
 - (3) Sunday following Thanksgiving Day
 - (4) Monday following Thanksgiving Day
 - (5) December 24/Christmas Eve
 - (6) December 25/Christmas Day
 - (7) December 26/the day following Christmas Day
 - (8) December 31/New Year's Eve
 - (9) January 1/New Year's Day
 - b. **Incentive Days:** The Company may, going forward at any time following the effective date of this Agreement, designate a day(s) as an "Incentive Day." Any flying performed on an Incentive Day, including Reschedule (Rescheduled flying performed on the Incentive Day for a sequence which did not originally touch the Incentive Day) shall pay a premium of either fifty percent (50%) or one hundred percent (100%), as determined by the Company, over the Flight Attendant's base hourly rate for hours flown (based on the greater of scheduled or actual hours flown) on the Incentive Day (Incentive premium is paid above guarantee for reserves). For any Incentive Day flights that overlap a Red Flag sequence, the

Incentive Day pay for the flights will be added to the Red Flag pay (e.g., Red Flag is designated as fifty percent (50%) premium for the sequence, and the Incentive Day will pay an additional fifty percent (50%) or one hundred (100%) incentive pay for hours flown on the Incentive Day) and will include flying that crosses over midnight Local Station Time and touches an Incentive Day.

- c. Holiday Day(s) and Incentive Days percentage increases shall not apply to JCBA Premiums, e.g., Lead, Galley, International, Speaker, etc.
 - d. A Flight Attendant who has no flying on a Holiday Day(s) or Incentive Day who serves Airport Standby or has a report, no fly event will be eligible for the premium pay associated with Incentive Days and Holiday Day(s).
 - e. Holiday Day(s) and Incentive Days will be paid as soon as practicable until programming has been completed, at which time the pay will be included in the normal pay cycle.
 - f. Hours flown as part of a scheduled ODAN that is completed in a single duty period and touches a designated Holiday or Incentive Day will be eligible for the additional pay in a. or b. above.
9. APFA will immediately withdraw the following Presidential Grievances with prejudice:
- a. Inclusion of non-recurrent training in recurrent training 2019 (SS-108-2019-APFA-3)
 - b. Purser Training (Recurrent) 2019 (SS-107-2019-APFA-2)
 - c. Crew Accommodations 2018 (SS-133-2018-APFA-6)
 - d. 767 Staffing 2015 (SS-85-2015-APFA-7)
 - e. Airbus A321 Galley (SS-28-2014-APFA-1)
 - f. Implementation of ROTA/ROTD (SS-187-2018-APFA-8)

This Agreement is non-precedent setting and non-referable, except as necessary to enforce the terms of this Agreement and except for the permanent changes to the JCBA as outlined in Paragraph 8. 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 _____

Julie Hedrick, National President
Association of Professional Flight Attendants

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