

Implementation Schedule Timeline LOA
SUPPLEMENTAL FAQs 6-2-17

Q1: If LUS Flight Attendants are already on the daily rate for vacation, why are they voting on this LOA for the Implementation Timeline Adjustment?

A: At FOI (October 2018) which occurs in the middle of the vacation fiscal year, Flight Attendants will be able to transfer in and out of all bases. This means that Flight Attendants at PBS bases wishing to transfer to non-PBS bases at FOI will have an interest in the outcome of the vote, since they could potentially be working under its effects until PBS is implemented. This will align all Flight Attendants when bidding their annual vacation under the same provisions of [Section 8](#) of the JCBA.

Q2: I am on Reserve at a LAA base. If I have 10 days of vacation, how much will I be paid under a trips missed system or a daily rate system?

*A: Under **Daily Rate**, a Reserve Flight Attendant would receive four (4:00) hours pay and credit for each day in a vacation block of seven (7) or more days or three hours and thirty minutes (3:30) for each day in a vacation block of less than seven (7) days. The vacation daily rate will also apply on days off that fall within your vacation.*

*Under the **Trips Missed** system, you would receive either 3:56 hours (31 day month) or 4:10 hours (30 day month) pay and credit for each reserve day that falls within your vacation. You will not receive any pay on days off that fall within your vacation.*

*If this Letter of Agreement is ratified, all Flight Attendants will be compensated five (5) hours per vacation day if seven (7) or more days and four hours and thirty minutes (4:30) for fewer than seven (7) days for the 2018-2019 fiscal year. The extra hour of compensation will be paid out in a lump sum payment on **June 15, 2018**.*

Q3: Will both LAA and LUS Flight Attendants receive a lump sum payment equal to one (1) hour of vacation pay-no-credit for each day of vacation accrued for usage in 2018/2019 vacation fiscal year?

A: Yes.

*For example: If you are at the top of the pay scale and have 35 days of vacation, you would receive a lump sum payment of \$2319.10 (35 days x \$66.26). This extra compensation would be paid out in a single check on **June 15, 2018**.*

Q4: What is the value of the lump sum provision in the LOA?

A: The value of the additional hour of pay for each accrued vacation day is \$46 million. This also will require an additional 200 new Flight Attendants that will be hired in association with this proposal which has a cost to the company of \$10 million.

Q5: Why now and can a vote on this specific LOA wait until a later date?

A: No.

Early next year, we will begin bidding for our vacation for the 2018-2019 fiscal year. There are many adjustments that will need to be made if this LOA is ratified. With an airline the size of American today, all these adjustments cannot be done in a short period of time.

Q6: If this LOA is not ratified, when will vacation pay switch from trips missed to the JCBA's daily rate?

*A: If this LOA is not ratified, [Section 8](#) of the JCBA will be implemented when PBS is implemented at LAA bases. Currently, we do not know the exact date of PBS implementation. What is known is that at FOI (**October 2018**), the existing LUS bases will be on the JCBA PBS.*

Q7: Could PBS be implemented at LAA bases in the middle of the vacation fiscal year?

A: Yes, there is no contractual obligation that PBS must be implemented in conjunction with the beginning of the vacation fiscal year.

Q8: If the LOA is ratified, will LAA Flight Attendants be able to split vacations when bidding for the 2018/2019 vacation fiscal year, per JCBA Section 8?

A. Yes, if the LOA passes then all Flight Attendants would be bidding under the JCBA [Section 8](#) language and would be able to split their vacation up to 9 times, depending on their vacation accrual. Currently, LAA Flight Attendants, who have accrued at least 19 days of vacation, can split their vacation into no more than two blocks.

For example: Currently, a LAA Flight Attendant with 18 days of vacation cannot split her/his vacation. However, under [Section 8](#) of the JCBA, such Flight Attendant would be able to split her/his vacation into multiple blocks, such as three 6-day vacation blocks or four 4-day vacation blocks with one 2-day vacation block, etc.

Q9: If the LOA is ratified, will LAA Flight Attendants be able to pick up ETB trips while on vacation in the 2018/2019 fiscal year?

A: Yes. Regardless of the outcome of the LOA, when ETB is implemented (May 2018) LAA Flight Attendants will be able to pick up ETB sequences (not TTS) on their scheduled vacation days.

Q10: Why is the company differentiating between “PBS” and “non-PBS” bases?

A. At FOI, all Flight Attendants will be under the same crew management system (FOS) even though PBS will not be implemented at all bases. Therefore, at FOI, the only differentiating factor will be whether a base has PBS or no PBS.

Q11: Will PBS be implemented at LAA bases all at once?

A. At this time the Company has not shared the PBS implementation times for the LAA bases; however they have suggested a staggered PBS rollout at some point after FOI. APFA takes the position that the Company cannot stagger the PBS rollout. Rather, we strongly believe PBS must be implemented at the same time at all non-PBS bases only when they can assure us that it can function flawlessly for all 14 bases. The Company disagrees. If this dispute is not resolved, APFA is reserving the right to take legal action.

Q12: What will happen if this timeline adjustment LOA does not ratify?

A. When Flight Attendants bid for their vacation, LAA FAs will remain under their current vacation system and LUS Flight Attendants will remain under their current vacation system.

Additionally, there will be no one (1) hour payout for each accrued vacation day currently in this Letter of Agreement.

Q13: If this LOA is not ratified, how will my vacation be affected if I transfer into or out of a PBS base?

A. PBS Base to Non-PBS Base

The Flight Attendant will retain her/his awarded vacation and will be paid for trips missed. However, the Flight Attendant will not have the ability for a monthly rebid or to bid filler days per JCBA [Section 8](#).

NOTE: *At the time of vacation bidding, if a Flight Attendant is still at a non-PBS base, the Flight Attendant will bid under the current LAA vacation bidding system.*

Non-PBS Base to PBS Base

The Flight Attendant will retain her/his awarded vacation and will be paid under the JCBA’s daily rate. The Flight Attendant will now be able to participate in the monthly

rebid but will not be able to bid for filler days, since filler days are designated during the annual vacation bidding period.

NOTE: *At the time of vacation bidding, if the Flight Attendant is still at a PBS base, s/he would bid for vacation per [Section 8](#) of the JCBA.*

Q14: If this LOA is not ratified, how will my vacation be affected if I do not transfer to another base?

A. PBS based Flight Attendants will remain under current JCBA [Section 8](#), and Non-PBS based Flight Attendants will remain under their current trips missed system until PBS is implemented and JCBA [Section 8](#) is implemented.