

September 19, 2017

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

RE: Hurricane Irma

Dear Bob:

This letter confirms our understanding concerning the measures afforded to flight attendants directly impacted by Hurricane Irma.

- 1) Any Miami-based flight attendant who had his/her sequence/pairing cancel will be pay protected for any trips originating from September 7 through 12, 2017.
- 2) Any Miami-based Reserve/AVBL flight attendants who incurred a TM (trip missed) or PO (personal off) for the period including September 7 through 12, 2017 as a result of Hurricane Irma will have the TM or PO recoded to an excused absence (XX) and their guarantee restored.
- 3) Any Miami-based lineholder who is or was removed personal/missed trip/unable to commute may request AVBL days to be plotted later in the month of September, such days must be equal to the days of the original personal/missed trip/unable to commute removals for sequences September 7 through September 14, 2017. Any flight attendant with an approved Personal Day directly relating to Hurricane Irma from September 15 – September 30, 2017 may utilize this provision as well. IPP will be applied to the AVBL days. AVBL FAs may add trip sequences through pre-plot (AX), self-plot between 05:00-12:00 HBT the day before (AX), or by participating in the HISEND MU Round. Crew Schedule may assign a trip sequence by 13:30 HBT the day before an available day (AV). If FA is not awarded or assigned a sequence in the HISEND round, then pay protection obligation is fulfilled for that day.
- 4) Any Miami-based flight attendant or Florida commuter who lost time as a result of Hurricane Irma from September 7 – September 30, 2017, who is not pay protected may elect to use PVDs/Filler Days or move up current year, unused vacation to covered lost trips. If a flight attendant elects to use current year vacation, unused vacation, such move ups must encompass an entire vacation block. As an exception, a flight attendant may move partial vacation provided the vacation covers the first day of the first trip missed to the last day of the last trip missed. This provision is available to reserve flight attendants as well. Once a flight attendant uses this provision immediately following the Hurricane Irma event, the provision is no longer available for such use.

- 5) Any flight attendant, including Miami-based flight attendants, outside the protection period noted in #1, above, who had his/her sequence/pairing cancel or lost flying segments will receive sequence/pairing protection consistent with his/her respective contractual pay protection provisions.
- 6) Critical coverage will be paid to Miami-based flight attendants who picked up open sequences originating from September 12 - September 14, 2017. Trips that were transferred from Miami to another base during this same time frame will be paid critical coverage pay.
- 7) Florida designated commuter flight attendants who lost flying due to Hurricane Irma and received a Trip Missed (TM/NOS), Stuck Commuting (SCM) or a Personal Day (PO/PU/PER) from September 7 – September 14, 2017 will not be charged with an attendance/dependability event. Flight Attendants may make-up lost time during the month.
- 8) Any LR/LCI (late report) incurred as a direct result of Hurricane Irma from September 7 - September 14, 2017 will be removed from all records by the applicable Flight Service Manager.
- 9) Any flight attendant who incurred a severe hardship as a direct result of Hurricane Irma (i.e. loss of home, severe damage, etc.) will be handled on an individual basis by the applicable Flight Service Manager.
- 10) Any flight attendant that was required to fly on his/her vacation may request to slide his/her vacation to the end of the vacation period. In addition to actual flying, vacation will be paid for all trips dropped during the entire vacation period, including the days that are sliding from the beginning to the end of the vacation period. This provision may carry into a new contractual month.
- 11) Any MIA flight attendant or Florida commuter who lost time as a result of the mandatory curfews, being without electricity, internet, phone, gasoline, Tri-rail service, available flights from commuter cities and all other hardships that disallowed them from making contact with the Company or the ability to participate in any form of IPP between September 7 – September 30 2017 may elect to use unused current year vacation. Such move ups must encompass an entire vacation block. As an exception, a flight attendant may move partial vacation provided the vacation covers the first day of the first trip missed to the last day of the last trip missed. This provision is available to reserve flight attendants as well. Once a flight attendant uses this provision immediately following the Hurricane Irma event, the provision is no longer available for such use.

Flight Attendants wishing to exercise any of the above options should notify their FSM no later than September 30, 2017.

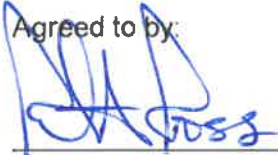
Bob, I am pleased that we are able to offer this protection on a non-precedent setting basis for this extraordinary event. Please let me know if you have any questions.

Very truly yours,



Laurie Lofgren
Managing Director
Flight Service

Agreed to by:



Date 9/19/17

Bob Ross, National President
Association of Professional Flight Attendants

cc: Cindi Simone
Nena Martin
Sylvia Rodriguez
Wendy Stockton
Sue Stevens
Debbie Carvatta
Brenda Van Sandt
Becky Lafferty-Simpson
Tana Edwards
John Romantic
Vince Heyer
Sam Mendenhall
Mona Gertner