

October 2, 2017

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

RE: Hurricane Maria

Dear Bob:

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

- 1) Any SJU designated commuter flight attendant who lost time as a result of Hurricane Maria 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 Maria event, the provision is no longer available for such use.
- 2) Any SJU designated commuter flight attendants who lost flying due to Hurricane Maria and received a Trip Missed (TM/NOS), Stuck Commuting (SCM) or a Personal Day (PO/PU/PER) will not be charged with an attendance/dependability event. Flight Attendants may make-up lost time during the month.
- 3) Any SJU designated commuter flight attendant who incurred a severe hardship as a direct result of Hurricane Maria (i.e. loss of home, severe damage, etc.) will be handled on an individual basis by the applicable Flight Service Manager.
- 4) Any SJU designated commuter flight attendant who lost time as a result of being without electricity, internet, phone, gasoline, available flights from San Juan and all other hardships that disallowed them making contact with the Company or the ability to participate in any form of Interim Pay Protection (IPP) making contact with the Company or the ability to participate in any form of IPP may elect 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 Maria event, the provision is no longer available for such use.



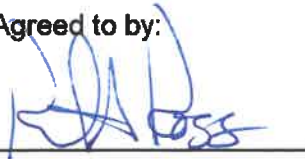
Flight Attendants wishing to exercise any of the above options should notify their FSM.

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

10/2/17

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