

February 2, 2015

Laura Glading
Association of Professional
Flight Attendants
1004 West Euless Boulevard
Euless, TX 76040-5018

RE: Pay for Partial Trip PVD's & Holiday Pay Clarification

This letter will confirm our understanding and agreement regarding pay for partial trip Personal Vacation Days (PVD's), as well as Holiday Pay when a Flight Attendant works two different trip sequences touching a single holiday.

Pay for Partial Trip PVDs (LAA only)

When a trip removal is removed and paid in part for a reason such as Bereavement (BR) and then Personal Vacation Days (PVD's) are used for the remainder of the trip, a daily average is determined by dividing the total sequence value by the number of days in the sequence. The Flight Attendant is paid the daily average trip value for the BR and the PVDs are paid a daily rate of 3:30. This is consistent with how we have handled PVD recovery in the past. The following example illustrates the practice:

Example:

FA uses 3 BR days for consecutive trips (2-day trip and 3-day trip) and PVD's for the 4th and 5th days

2-day trip is worth 11:00 hours

3-day trip is worth 18:00 total

Day 1 = 7:00

Day 2 = 5:00

Day 3 = 6:00

Average daily value of the trip is 6:00

FA is paid 11:00 BR for the first trip

FA is paid 6:00 BR for day 1

FA is paid 3:30 P6 for day 2 and 3 of the second trip

Total pay for the two trips is 24:00 (11:00 for trip 1 plus 13:00 for trip 2)



Exception:

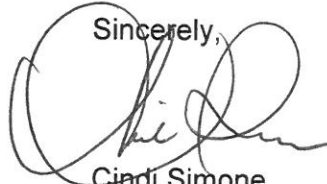
The Company agrees to allow a Flight Attendant to use a PVD, if available, in conjunction with a 4-day, or 2 consecutive 2-day BR trip removal(s) to allow full pay for the removed trip(s). This will be the only exception to the agreement that PVD's be paid at a daily rate.

Holiday Pay (December 2014 JCBA)

When a Flight Attendant works 2 different trip sequences on a compensated holiday, she/he shall receive seventy-five (\$75) holiday pay for each trip sequence. However, a Reserve serving airport Standby who is subsequently assigned a trip sequence shall only be entitled to seventy-five (\$75) on a compensated holiday. This change will begin prospectively.

It is understood that the provisions of the AA/APFA 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 2-3-15

Laura R. Glading, President
Association of Professional Flight Attendants

cc: Laurie Lofgren
Cathy Scheu
JC Gulbranson
Brent Peterson
Vince Heyer