

Cindi Simone  
Managing Director  
Labor Relations



October 4, 2018

Lori L. Bassani, National President  
Association of Professional  
Flight Attendants  
1004 West Euless Boulevard  
Euless, TX 76040-5018

**RE: Hurricane Florence**

Dear Lori:

This letter confirms our understanding concerning the measures that the Company will provide to flight attendants based in Charlotte (CLT) or Raleigh (RDU), or who have a permanent residence in North Carolina on file with the Company, and lost work time as a result of Hurricane Florence in September 2018 ("affected Flight Attendants"). This applies to lineholders and reserve flight attendants.

Any affected Flight Attendants who are not pay protected in accordance with the JCBA may elect to use PVDs (LAA Flight Attendants) or Filler Days (LUS Flight Attendants) at the contractual daily rate to make-up for unpaid time off in September 2018 resulting from Hurricane Florence.

Additionally, affected Flight Attendants may elect to move up current year, unused vacation to be paid for the period of time in which trips were lost as a result of Hurricane Florence in September 2018. Affected Flight Attendants who elect to use current year, unused vacation, must use entire blocks of vacation for purposes of being paid, except that affected Flight Attendants may use partial blocks of vacation provided that such time covers the first day of the first trip missed to the last day of the last trip missed.

All affected Flight Attendants may exercise any of the above-listed options one time only (changes to any such election will not be accepted) and must do so by notifying their Flight Service Manager no later than October 31, 2018. Vacation rates will be paid pursuant to the appropriate collective bargaining agreement. The above-listed options will be paid no later than November 15, 2018. Lori, I am pleased that we are able to offer this agreement on a non-precedent, non-referable basis. Please let me know if you have any questions.

Sincerely,

Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

*Lori L. Bassani* Date Oct 18 '2018

Lori L. Bassani, National President  
Association of Professional Flight Attendants

cc: Jill Surdek                      Liz Geiss                      Mona Gertner      Lucretia Guia  
     Sam Mendenhall              Wendy Stockton              Vince Heyer

