

Cindi Simone
Managing Director
Labor Relations



November 28, 2018

Ms. Liz Geiss
National Vice President
Association of Professional Flight Attendants
1004 West Euless Blvd.
Euless, TX 76040

Re: December 2018 Reserve Mis-awards Letter of Agreement ("Agreement")

Dear Liz,

This will confirm our discussion regarding the attached list of Flight Attendants (the "Affected Flight Attendants") who were mis-awarded and were awarded Reserve instead of a line of flying for the bid month of December 2018. As a reasonable and equitable method for resolving this issue, the Company agrees to the following:

1. The Affected Flight Attendants will keep the Reserve line awarded and shall be paid 100% credit and 50% for no credit for all time flown on their Reserve days of availability.
2. The Affected Flight Attendants' Reserve December guarantee shall be paid at 150%.
3. The Affected Flight Attendants' December vacation within the month shall be paid at 150%.
4. The 150% pay referred to in paragraphs 1-3 shall not apply to carry-in time, sick time, special assignment, Union removal, personal days or any other time not flown in the month that is not specifically provided for in this Agreement.
5. Time flown by Affected Flight Attendants on Days Off will be paid at regular rates, and the 150% pay contained in this Agreement shall not apply.
6. The Affected Flight Attendants' December 2018 bid month will be considered as a month of serving Reserve pursuant to Section 12.A.4 of the JCBA.

Alternatively, the Affected Flight Attendants may opt to follow the PBS mis-award process pursuant to Section 10.D.17 of the JCBA.


The APFA agrees not to file a grievance, notice of dispute, or other claim arising out of or concerning this mis-award for the bid month of December 2018. This agreement does not constitute precedent in any other cases, and shall not be used or cited in any arbitration, hearing or negotiation or any future matter or for any purpose.

Sincerely,



Cindi Simone
Managing Director Labor Relations

Agreed to and accepted:



Liz Geiss
Date 11-28-18

CC: Barb Trella Mark Moscicki Melanie Reynolds Vince Heyer Paul Kinsey

4333 Amon Carter Blvd MD5235
817-963-1610 Office 480-286-8374 Cell
Cindi.Simone@aa.com



Base	FA ID	Name
CLT	540241	BRAUER A
CLT	109103	ANDREWS M
CLT	109756	BROWN J
CLT	365949	SCHULTZ L
CLT	362941	COLON JIMENEZ JM
CLT	508869	HAYES J
CLT	537981	SASS L
CLT	403859	DUMAS LA
PHL	410850	SCOTT KP
PHL	452527	ALTIDOR S
PHL	382690	BRYSON J
PHL	420210	KLEIBER NN
PHL	158074	VILLANOS DR
PHX	477133	DOTSON DS
PHX	331173	ZARB QUINTANA SM
PHX	189409	PATTON C
PHX	543332	DECKTER E
PHX	104915	MESSLIT MR
PHX	489663	LORENZ LL
PHX	411997	EAGLETON LC
PHX	461912	DOMINGUEZ CD
PHX	395690	GREINER CW
PHX	167152	RUIZ IM
PHX	195859	SCHABERT UNISE TA
PHX	190107	BUGERT RL
PHX	401475	CASERIO JW
PHX	475243	EVERETT KR
PHX	198556	DUCROU FUHRMAN J
PHX	401716	PREESE CA
PHX	527727	LIGHT BM
PHX	475568	CAZIER LJ
PHX	526809	COULTER LL
PHX	529411	ALUSIK DD
PHX	462417	GUY WA
PHX	401335	PIKE KM
PHX	455505	WAID ME
PHX	328446	WINN S
UDC	100005	LACROIX AM
UDC	700949	STOKES MD
UDC	703288	BRYANT KA