

March 20, 2019

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

RE: Pay Protection Exception for Cancellations to Caracas (CCS) & Maracaibo (MAR)

Dear Lori:

This letter will confirm our agreement regarding pay protection for Flight Attendants who experience a cancellation(s) related to the suspension of flying to Caracas (CCS) and Maracaibo (MAR). As a result of the March 12, 2019 Level 4 Travel Advisory issued by the US State Department, the Company has suspended flying to CCS and MAR and will make a one-time exception to Section 10.J of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) and offer pay protection to affected Flight Attendants as follows:

1. "Affected Flight Attendants" under this agreement are Flight Attendants who experience any flight cancellation(s) directly related to cancellations as a result of the suspension of flying and until the suspension is lifted. In addition, CCS and MAR cancellations that occurred March 8-11, 2019 will be included as part of this exception protection.
2. This exception will apply to cancelled segments, cancelled duty periods, and full sequence cancellations provided the Flight Attendant fulfills the related requirements:
 - a. Full Trip Sequence Cancellation without Rescheduling or Crew Substitution will be pay protected to the original sequence value at the time of award. Flight Attendant must bid for a "like" sequence (comparable check-in/check-out times, number of days, Domestic for Domestic, NIPD for NIPD, IPD for IPD) and participate in the final TTS run prior to the origination date of the cancelled trip sequence. If not awarded a trip sequence, Flight Attendant must remain on UBL until 1500 HBT the day prior to the origination date of the originally cancelled sequence.
 - b. Full Duty Period Cancellation without sequence Rescheduling or Crew Substitution will be pay protected to the original sequence value at the time of award. Flight Attendant must bid for a sequence with a "like" duty period (check-in/check-out times) and participate in the final TTS run prior to the origination date of the cancelled duty period. If not awarded a trip sequence, Flight Attendant must

remain on UBL until 1500 HBT the day prior to the origination date of the originally cancelled duty period.

- c. Cancellations occurring within a sequence – will be subject to the normal contractual rescheduling rules. Cancellations occurring without rescheduling will be pay protected to the original sequence value at the time of award.

Note: Reserve Flight Attendants who experience cancellations involving a sequence originating on days off in a. and b. above will be required to participate in the 1500 HBT ROTA run the day prior to the origination date of the cancelled sequence/duty period. Paragraph c. above will apply to Reserves flying trips originating on days off. Current JCBA pay protections will apply to trips originating on reserve days and ETB trips originating on vacation days for both lineholders and reserves.

3. Any trip(s) in open time impacted by the cancellations will be adjusted prior to being awarded to a Flight Attendant and will not include any pay protection exception.
4. A Flight Attendant who experiences a full sequence cancellation or full duty period cancellation and does not want to be pay protected will have no obligation to remain available during the footprint of the original trip.
5. Any pay protection as a result of this agreement will be processed as soon as practicable. Since this protection is outside the normal pay protection contractual provisions a manual workaround process will need to be established to accommodate this exception. Pay protection under this letter will not occur on the normal pay cycle and payment will occur as soon as practicable.

This pay protection is being provided outside the requirements of the JCBA is non-precedent setting and non-referable. Also, it is understood that the provisions of the 2014 AA/APFA Joint 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 3-21-19
Lori Bassani, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Chuck Schubert
Liz Geiss
Vince Heyer

Cindi Simone
Managing Director
Labor Relations, Flight Service



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