

April 9, 2019

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

RE: Additional Position for Foreign Language Speaker - May 2019

Dear Lori:

This letter will confirm our agreement to add an additional position on selected routes in DFW, PHL, and ORD ("the Agreement"). The additional position will apply for the contractual month of May 2019 on the following routes; 1) DFW-AMS, 2) PHL-ATH, and 3) ORD-ATH. All positions will be awarded in seniority order. The APFA and the Company agree that these additional positions will be offered on a one-time basis, and the following provisions will further apply to this Agreement:

A Foreign Language Speaker with Dutch designated as his/her primary language in DFW, and a Foreign Language Speaker with Greek designated as his/her primary language in ORD and PHL, will be coded as a paper bid/pay purposes only (PPO) during PBS and will be manually awarded speaker sequences in seniority order based on his/her primary language as an additional position to the normal crew complement. Sequences will be awarded/assigned to create a targeted line value that will meet the crew base's monthly line average or, at the Flight Attendant's request, up to a value equal to the monthly maximum of one hundred ten (110) hours.

A Foreign Language Speaker with Dutch designated as his/her secondary language in DFW, will be contacted by the Company to see if he/she would like to make Dutch the primary language, to enable him/her to participate in the process above.

Note: Understaffing pay, as described in Section 3.E of the 2014 JCBA, will only apply if a flight departs with fewer Flight Attendants than required for the normal crew complement.

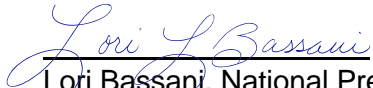
This one-time agreement does not modify the provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement in any way and is non-precedent and non-referable.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 04/09/2019
Lori Bassani, National President
Association of Professional Flight Attendants

cc: Jill Surdek
JC Gulbranson
Liz Geiss
Vince Heyer

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