

September 27, 2018

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

**RE: Clarifications of the Joint Collective Bargaining Agreement (JCBA)**

Dear Lori:

This letter will confirm the agreement between American Airlines, Inc., and the Association of Professional Flight Attendants (“APFA”) clarifying certain scheduling and other provisions of the Joint Collective Bargaining Agreement (“JCBA”). The following provisions in the JCBA are clarified as follows.

**Section 8**

Add the following sentence to 8.A.3:

A flight attendant on active status for less than fifteen (15) calendar days in a contractual month will accrue vacation if the flight attendant achieves a minimum of 40 hours of pay and credit during the month.

**Section 9**

Add the following paragraph below the table to 9.C.1.a:

A flight attendant on active status for less than fifteen (15) calendar days in a contractual month will accrue sick leave pursuant to the rates above if the flight attendant achieves a minimum of 40 hours of pay and credit during the month.

**Section 10**

Delete “eight (8) hours and thirty (30) minutes” in 10.G.4.c and replace with “eight (8) hours”.

Delete “Paragraph D.19.d.i” in 10.J.1.b and replace with “Paragraph D.19.d”.

Delete “Hours of Service, Section 11.M.” in 10.J.1.e.i and replace with “Scheduling, Section 10.J.8”.



Delete “Paragraph J.1.d.i” in 10.J.1.e.v and replace with “Paragraph J.1.e.i”.

Delete “Paragraph J.9” in 10.J.2.d and replace with “Paragraph J.10”.

Delete “two (2) hours” in 10.M.4 and replace with “three (3) hours”.

## **Section 11**

Replace Section 11.B.5 with the following:

5. ETB time will not count toward the thirty-five (35) hours in seven (7) days limitation for a Reserve Flight Attendant and thirty (30) hours in seven (7) days for Lineholders.

Add the following paragraph to 11.E:

Domestic sequences constructed after the monthly allocation process but in time to process in TTS will comply with the domestic duty limitations defined in the above chart.

Add the following paragraph to 11.F:

Domestic sequences constructed after TTS is processed will comply with the on-duty limitations defined in the above chat.

Add the following to 11.F:

A Flight Attendant will not be scheduled/reschedule for more than 8:59 hours of block time.

Delete “thirteen (13) hour” in the Note of 11.F and replace with “thirteen (13) hour and fifteen (15) minutes”.

Delete “eleven (11) hours and fourteen (14) minutes” in 11.L.4 and replace with “ten (10) hours and fifty-nine (59) minutes”.

## **Section 12**

Delete “seniority will be utilized” in 12.F.12 and replace with “inverse seniority will be utilized”.

Delete “Paragraph B.3.e” in 12.D.1 and replace with “Paragraph B.4.c”

**Section 14**

Delete “fourteen (14) hours and thirty (30) minutes in 14.D under Long Range Max Block hours and replace with “fourteen (14) hours and fifteen (15) minutes

**Section 15**

Delete “Paragraph F.2” in 15.H.4 and replace with “Paragraph H.2”.

**Section 16**

Replace 16.I. with the following:

A Flight Attendant who elects to take an on-line flight other than her/his scheduled deadhead flight under a confirmed booking code shall travel on a space-available basis. The boarding priority for a Flight Attendant traveling on this space-available basis shall be in accordance with Company policy.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:



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

Date: Oct. 1, 2018

cc: Jill Surdek                      Sam Mendenhall                      Vince Heyer  
Laurie Lofgren                      Liz Geiss                                      JSIC