

February 28, 2020

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

**RE: Voluntary Leave of Absence for LAX-based Reserves for March 2020**

Dear Lori:

This letter will confirm our agreement regarding Voluntary Leave of Absence (VLOA) options for LAX-based reserve Flight Attendants for the partial month of March 6-31, 2020. Due to the unique circumstances surrounding the PVG, PEK and HKG cancellations, the parties have agreed to a one-time exception to the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) to allow the Company to offer reserve Flight Attendants a VLOA option in March 2020 in accordance with the following:

1. The Company **may** offer a partial month VLOA for active reserves at LAX only, and if offered\*:
  - a. March VLOAs for reserves will open for bidding on February 29, 2020 at 1200 DFW and close at 1200 DFW on March 2, 2020.
  - b. March VLOAs for reserves will be awarded by 1700 DFW on March 2, 2020.

*\* Active status means a Flight Attendant must be in a flying status for March 2, 2020 at the time of the VLOA award.*

2. If awarded a reserve VLOA for March, a reserve Flight Attendant:
  - a. will be required to attend training scheduled in the grace month and strongly encouraged to attend training in the base month;
  - b. will be treated as if on active status for travel benefits, medical benefits, sick and vacation accrual, unless specifically excluded above;
  - c. will count towards fulfilling the reserve obligation and will not affect your reserve rotation;
  - d. may not cancel an awarded VLOA.

This agreement is non-precedent setting and non-referable except for the purposes of enforcing the terms of this Letter of Agreement. This Letter of Agreement constitutes the entire agreement between the parties on the matters enumerated herein, and the terms may not be modified, except in writing signed by the parties. Also, it is understood that the provisions of the 2014 AA/APFA

