

March 16, 2020

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

RE: Extended Voluntary Leave of Absence Option for 2020

Dear Lori:

We are pleased the Company and the APFA have been able to come to an agreement regarding an extended voluntary leave of absence (VXLOA) option for eligible flight attendants in 2020. The following represents the understanding between the parties with regards how these leaves will be administered:

Eligibility

1. Absent exceptions required by law, eligible flight attendants who have completed their probationary period and are in an “active status” as of March 16, 2020 shall be eligible to bid for this extended VXLOA option.

Note: “Active status” as defined for the purpose of this agreement is a Flight Attendant on payroll receiving pay from the Company, including Flight Attendants on paid sick or salary continuance, VOLOs or VLOAs

Bidding and Awards

2. The Company will determine the starting dates, duration (6, 9, and 12 months) and total number of VXLOAs, as well as the crew bases where the VXLOAs will be offered. VXLOAs will be awarded by seniority order within a crew base.
3. An election window will open on March 17, 2020 at 1200 DFW and will close on March 23, 2020 at 1200 DFW.
4. Once granted, the VXLOA must be accepted by the Flight Attendant. Based on operational needs, the Company may cancel or reduce the duration of a VXLOA, with at least 60 day notice to APFA and the impacted employees. If the Company cancels or reduces a VXLOA, the flight attendant(s) will be offered in seniority order and drafted back to work in reverse seniority order.
5. Should a new base open, the Flight Attendant will have the option to bid for the new base and return early from the VXLOA.

6. The Company may require flight attendants with carry over trips into the starting month of the VXLOA to complete the carry over trip in its entirety.
7. For up to one year following the effective date of this agreement, the Company may offer additional VXLOAs under the terms of this agreement.

Other Considerations

8. Any vacation scheduled during VXLOA will be cancelled or deferred at the Flight Attendant's option. If cancelled, the vacation will be paid out as soon as practicable following the commencement of the Flight Attendant's VXLOA. The vacation payout rate will be based on the total number of vacation days paid (4:00 if 7 or more days, or 3:30 if less than 7 days).
9. A Flight Attendant will be eligible for reserve during the first month back from the VXLOA, however, a Flight Attendant will only be required to serve reserve if needed based on her/his seniority .
10. At her/his option, a Flight Attendant on a VXLOA may attend her/his scheduled training in her/his base month. A Flight Attendant on a VXLOA will be required to attend her/his training in her/his grace month. Training will be paid at the contractual rates.
11. The VXLOA shall be unpaid. A Flight Attendant on VXLOA shall accrue occupational seniority and longevity for pay and vacation purposes (up to the expiration date of the VXLOA). However, a Flight Attendant on a VXLOA shall not accrue sick or vacation.
12. A Flight Attendant on a VXLOA shall continue to be eligible for non-revenue travel privileges per Company policy as though she/he were active.
13. A Flight Attendant on a VXLOA shall be eligible for medical, dental & vision coverage, life insurance and AD&D benefits at active rates. During a VXLOA, a Flight Attendant will be responsible for payment of the employee portion of all premiums, which will be direct-billed to the Flight Attendant. A Flight Attendant's failure to make timely premium payments may result in the loss of coverage, subject to the Company's regular premium collection process.
14. A Flight Attendant will return to the base of record as of the date of expiration of the VXLOA.
15. The Company will not actively contest an employee's claim for unemployment compensation benefits. However, if the Company receives a request for information from a state or local agency with responsibility for unemployment compensation claims, the Company will respond by providing factually accurate information regarding an employee's status.

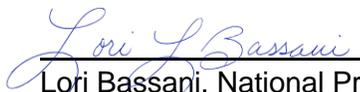
This is a one-time limited agreement and shall not constitute precedent for any purpose. Furthermore, it does not change, alter, or modify the provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as provided herein.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date Mar. 16, 2020
Lori Bassani, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Chip Mayer
Liz Geiss
Vince Heyer

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