

APFA Information and Q&A's
Regarding the Letter of Agreement
March 2020 and April 2020 Monthly Guarantee Pay

Due to massive cancellations during the COVID-19 crisis, APFA has negotiated a LOA to protect pay for March and April 2020. Below you will find the details of the agreement between APFA and the Company for March and April pay protections.

[Letter of Agreement \(LOA\)](#) – *Please read first*

March:

Domestic/IPD/NIPD – This LOA offers protections along with the [IPD LOA](#)

April:

Domestic/NIPD/IPD – This LOA applies to all April Flying

This Letter of Agreement is intended to provide pay protection to Flight Attendants who have lost pay due to cancellations. JCBA sections 10.J.9-11, 10.K, and 10.L will still apply.

Below are key points and Q&As to clarify the LOA.

Key Points:

- You have no obligations to receive the Pay Guarantee
- March IPD sequence cancellations still follow the IPD LOA process
[March 3 Day IPD Cancellations Q&A](#)
[March 2 Day IPD Cancellations Q&A](#)
- There is no Direct Connect to receive the guarantee
- Pay protected hours that are added under your LOA Pay Guarantee do not include premiums. Hours you fly are paid premiums and vacation. (International Override, Purser, Lead, Galley, Speaker, etc.)
- Applicable VE Pay and Red Flag Pay (50%) will be paid on top of the guarantee.
- Flight Attendants on a VOLO are covered by JCBA Pay Protections, and do not fall under the LOA.
- This LOA does not apply to Reserves. JCBA contractual language, including the contractual 75 hour guarantee still applies to reserves.

How the LOA Pay Guarantee Works

What is the Pay Guarantee?

PBS Original Line Value Hours	March/April Pay Guarantee
Equal or Greater than 75.00 hours	75.00 Hours
Between 71.00-74.59	71.00 Hours
Less than 71.00	PBS Original Line Value minus 5.00 hrs.

How it is calculated:

- *March* pay protection as described in this communication will be paid as soon as practicable.
 - This will be a manual process.
- *April* pay protection as described in this communication is expected to be paid in the normal pay cycle.
- The PPROJ is measured against the LOA Pay Guarantee.

Follow the steps below to determine your pay protection at the end of the month.

1. Look at PBS award, determine applicable guarantee
2. At the end of the month look at the PPROJ, if it is **equal or greater** than the guarantee, no additional pay (you will be paid for whatever is in your PPROJ)
3. If PPROJ is **less** than guarantee, look at cancellations for the month – full sequence cancellations or sequences that lost time due to cancellations without reschedule/ crew sub etc., you will be paid for lost time (greater of scheduled vs actual sequence value at the time of award) **up to** the guarantee.

Examples:

PBS Bid Award	80:00	
LOA Pay Guarantee	75:00	
Total Flown Hours	40:00	+ Premiums
Vacation Hours	0	
Cancelled Hours	40:00	
FA PPROJ	40:00	
Pay Protection	35:00	
Total FA Paid	75:00	+ 40:00 Premiums

PBS Bid Award	75:00	
LOA Pay Guarantee	75:00	
Total Flown Hours	30:00	+ Premiums
Unpaid Removals (US, etc)	10:00	
Cancelled Hours	35:00	
FA PPROJ	30:00	
Pay Protection	35:00	
Total FA Paid	65:00	+30:00 Premiums

PBS Bid Award	105:00	
LOA Pay Guarantee	75:00	
Total Flown Hours	0:00	
Vacation Hours	25:00	+ Premiums
Cancelled Hours	80:00	
FA PPROJ	25:00	
Pay Protection	50:00	
Total FA Paid	75:00	+ 25:00 Premiums

PBS Bid Award	72:00	
LOA Pay Guarantee	71:00	
Total Flown Hours	30:00	+Premiums
Unpaid Removals	10:00	
Paid Removals (SK, JD, etc)	10:00	
Cancelled Hours	22:00	
FA PPROJ	40:00	
Pay Protection	21:00	
Total FA Paid	62:00	+ 30:00 Premiums

PBS Bid Award	55:00	
LOA Pay Guarantee	50:00	
Total Flown Hours	30:00	+ Premiums
Paid Removals (SK, BR, etc)	10:00	
Cancelled Hours	15:00	
FA PPROJ	40:00	
Pay Protection	10:00	
Total FA Paid	50:00	+30:00 Premiums

MARCH EXAMPLE		
PBS Bid Award	110:00	
LOA Pay Guarantee	75:00	
Total Flown Hours	80:00	+ Premiums
IPD LOA Pay Protections	20:00	+ Premiums
Cancelled Hours (NIPD/Dom)	10:00	
FA PPROJ	100:00	
Pay Protection	0	
Total FA Paid	100:00	+ 100:00 Premiums

MARCH EXAMPLE		
PBS Bid Award	80:00	
LOA Pay Guarantee	75:00	
Total Flown Hours	40:00	
IPD LOA Pay Protections	20:00	+ Premiums
Cancelled Hours (NIPD/Dom)	20:00	
FA PPROJ	60:00	
Pay Protection	15:00	
Total FA Paid	75:00	+20:00 Premiums

1. Can I opt out of the LOA process?

There is no obligation attached to this LOA so there is no need to opt out.

2. How do I get paid more than my LOA Pay Guarantee?

Your PPROJ will have to be greater than your pay guarantee.

3. I am on a VOLO, do I get a Pay Guarantee under this LOA?

No. VOLOs have an open line and are paid for what they fly. If they experience a cancellation, they will fall under the contractual JCBA pay protections in sections 10. This agreement does not alter that.

4. Can I Double Dip under JCBA 10.E.3.m?

As normal, do not pick up ETB over calendar days that you have a canceled sequence. Keep in mind any double hours only go above the Pay Guarantee if your PPROJ is equal to or above your Pay Guarantee.

5. My PPROJ is at 78 hours with Last Sequence/Last Series and I double dip over my LS sequence, will I be paid above 75 hours?

Yes, because your PPROJ is If your PPROJ is above your LOA Pay Guarantee with the LS cancellation, and you double dip then those hours will be paid if you pick up via TTS/UBL.

6. Will my HI1 show my LOA Pay Guarantee in the header of my HI1?

No

7. Am I pay protected for premiums?

No. Any pay protected hours that are added under your LOA Pay Guarantee do not include premiums.

8. If I had vacation in my APR/MAR PBS awards will my premiums be affected?

No. Only pay protected hours under your LOA Pay Guarantee will not receive premiums. Your vacation hours will be paid premiums if your PBS award was a pure premium award. Meaning if you were awarded position 1 domestic on every PBS awarded sequence you will receive Lead pay for all your vacation ours. You will not receive Lead pay on any protected hours.

9. When will I receive premiums?

You will receive all applicable premiums for any hours flown, vacation, or JCBA pay protections.

10. Does the LOA Pay Guarantee affect carryover into May 2020?

No. It has no effect on your May 2020 bid month.

11. How does the Pandemic Leave on Jetnet affect the LOA Pay Guarantee pay protections?

You would be paid based on time of removal. If you had flown 60 hours and had 25 more hours on your line at the time the leave started, you will be paid for 85 hours.

If you had a leave with 25hrs and then returned to flying and experienced subsequent cancellations, you would be protected up to the applicable guarantee.

12. PBS misaward hours are placed on your line as pay and credit. Do those hours measure against or go above the LOA Pay Guarantee protection?

Everything in the PPROJ measures against the LOA Pay Guarantee. Any hours above the LOA Pay Guarantee are paid above.