

March 11, 2020

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

RE: Pay Protection Exception for FCO Sequence Cancellations for March 2020

Dear Lori:

This letter will confirm our agreement regarding pay protection for Flight Attendants with a FCO sequence cancellation(s) during the contractual month of March 2020 (March 2 – March 31, 2020). As a result of these cancellations, the Company will make a one-time exception to Section 10.J. of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) and offer pay protection to affected Flight Attendants as follows:

1. "Affected Flight Attendant" under this agreement is a Flight Attendant who experiences a sequence cancellation(s) to FCO during the contractual month of March 2020.
2. Full trip sequence cancellations will be pay protected to the original sequence value at the time of the award provided the Affected Flight Attendant does the following for each cancelled sequence:
 - a. Bids (Pick-Up only) in any three (3) TTS runs on or before the final TTS run for each originally cancelled sequence (TTS runs do not need to be consecutive);

Example 1:

Cancelled Sequence was scheduled to originate on the 20th, the Affected Flight Attendant must bid for all 3-day sequences originating on the 20th in any three (3) TTS runs prior to the 19th (e.g. bid in TTS on the 7th, 12th and 16th)

Example 2:

Cancelled Sequences were scheduled to originate on the 20th and 25th, the Affected Flight Attendant must bid for all 3-day sequences for each trip in any three (3) TTS runs prior to the 19th and 24th (e.g., bid in TTS on the 8th, 12th and 15th. Both trips may be included in the same runs by using 2 requests (8th, 12th 15th), one request for each cancelled sequences (20th and 25th).

**If the 25th is the flight attendant's last trip of the month and it has been removed with the LS code, she/he will be pay protected without obligation under Last Trip of Month pay protection.*

- b. Bids (Pick-Up only) for all 3-day sequences originating on the first calendar day of each cancelled sequence;
 - c. If awarded a 3-day sequence, the Affected Flight Attendant must submit a Direct Connect within five (5) calendar days of the TTS award and include the awarded sequence details and date of the cancelled sequence it applies to and Crew Compensation will add the applicable pay protection hours to his/her schedule as soon as practicable after the completion of the sequence picked up in TTS.
 - d. An Affected Flight Attendant with a sequence cancellation that occurs with three (3) or less TTS runs remaining prior to the originally cancelled sequence will be responsible for participating in any remaining TTS runs prior to the originally cancelled sequence.
 - e. An Affected Flight Attendant with a sequence cancellation that occurs with no TTS runs remaining prior to the originally cancelled sequence will be pay protected for the originally cancelled sequence.
 - f. If not awarded a sequence in c., d., or e. above, the Affected Flight Attendant must submit a Direct Connect within five (5) calendar days of the last TTS run preceding each originally cancelled sequence.
 - g. Not create an illegality by picking up a sequence(s) on, before, or after the calendar days of the cancelled sequence; and
 - h. Maintain the available time within his/her TTS max window to allow for the TTS award in c. and d., above.
3. Prior to the minimum obligation timeframe in #2 above, an Affected Flight Attendant with a full sequence cancellation(s) who would like to participate in TTS/UBL may receive pay protection for a cancelled sequence by bidding in TTS/UBL for any 3-day sequence originating on any day during the contractual month of March.
- a. If awarded a 3-day sequence, the Affected Flight Attendant must submit a Direct Connect within five (5) calendar days of the TTS/UBL award and include the awarded sequence details and date of the cancelled sequence it applies to and Crew Compensation will add the applicable pay protection hours to his/her schedule as soon as practicable after the completion of the sequence picked up in TTS/UBL.
 - b. If not awarded a 3-day sequence , or the Affected Flight Attendant chooses not to participate in #3, he/she will be required to follow #2 above in order to be pay protected.

4. An Affected Flight Attendant who does not want to be pay protected will have no obligation in #2 or #3 above and will have no obligation to make up the lost time.
5. ETB sequences originating on vacation days or reserve days off will not be protected under this agreement.
6. Since this protection is outside the normal pay protection contractual provisions a manual workaround process will need to be established to accommodate this exception. Any pay protection as a result of this agreement will be processed as soon as practicable.


This agreement is non-precedent setting and non-referable. Also, it is understood that the provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date Mar. 11 '20
Lori Bassani, National President
Association of Professional Flight Attendants

cc: Jill Surdek
JC Gulbranson
Sam Mendenhall
Liz Geiss
Vince Heyer

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