

March 10, 2020

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

RE: Delay in PBS Bidding Timeline for April 2020

Dear Lori:

This letter will confirm our agreement regarding the delay in the Preferential Bidding System (PBS) timeline for April 2020 bidding. As a result of the reductions to the April 2020 flight schedule due to the COVID-19's effect on the demand for air travel, the Company will make a one-time exception to the PBS bidding timeline in Section 10 of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) and the bidding window will be adjusted as follows:

1) Adjusted timeline for April 2020 bidding

Timeline for April Bids	Contractual Date	Adjusted Date
PBS Opens at 1200 DFW	March 10	March 13
PBS Closes at 1200 DFW	March 15	March 18
PBS Awards Posted	March 18	March 21
PBS Awards Finalized in FOS	March 20	March 23
First Trip Trading System (TTS) Run for Next Month at 2300 HBT	March 21	March 24
Electronic Trade Board (ETB) Opens for Next Month at 0400 HBT	March 22	March 25

Note: New bid sheets will be posted online only for April 2020 bidding.

2) Other processes associated with the timeline adjustments above will be shifted accordingly.


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 10 '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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