

March 30, 2020

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

**RE: Non-Passenger Cargo Charters**

Dear Lori:

This Letter will confirm our agreement regarding Flight Attendants working on select non-passenger cargo charters. When the Company, at its sole discretion, offers to staff a non-passenger cargo charter with Flight Attendants, the following will apply:

1. Minimum staffing requirements for these non-passenger cargo charters will be:
  - All Widebody aircraft – 3 Flight Attendants
  - All Narrowbody aircraft – 2 Flight Attendants
2. Non-passenger cargo charters will not include passengers, but may include mail and cargo items being loaded in the aircraft cabin and/or seats. Flight Attendants will not be responsible for loading, removing and/or moving mail and/or cargo items.
3. Flight Attendants working a non-passenger cargo charter shall be entitled to compensation pursuant to Section 3 of the JCBA, except there will be no position, understaffing, speaker or other premiums. Note: The #1 Flight Attendant will be entitled to Lead pay pursuant to 3.C, only.
4. All Flight Attendants will be eligible for international pay (Section 3.F), when applicable.
5. On-duty limitations and Hours of Service limitations will be in accordance with Sections 10, 11, and 14.
6. Crew rest will be adjusted to ensure at least one (1) Flight Attendant is not in rest at any time during the flight to allow proper monitoring of the cabin for safety purposes.
7. Non-passenger cargo charters may depart from the airport cargo area of the airport.

8. Non-passenger cargo charters shall be designated as open time flying within a crew base.

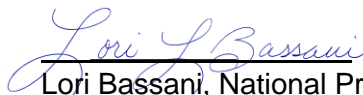
This agreement is non-precedent setting and non-referable. Also, it is understood that the provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this Letter, shall apply in all respects.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

 Date 03/31/2020  
Lori Bassani, National President  
Association of Professional Flight Attendants

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

Non-Passenger Cargo Charters