

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

RE: March 2020 Special Paid Voluntary Leave of Absence

Dear Lori:

This Letter of Agreement (“Letter”) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between American Airlines, Inc. (“American” or the “Company”) and the Flight Attendants in the service of American Airlines, Inc., as represented by the Association of Professional Flight Attendants (“Union” or the “Association”), with both the Company and Union referred to as the “Parties.”

The below Special Paid Voluntary Leave of Absence is not being provided generally going forward but has been agreed to by American and the Union on a one-time basis to address the impact of the COVID-19 pandemic. The Parties agree the below Special Paid Voluntary Leave of Absence is not comparable and is in addition to any existing leaves provided pursuant to the Joint Collective Bargaining Agreement (“JCBA”) or any other leave currently provided by the Company. Moreover, the time period to apply for the below Special Paid Voluntary Leave of Absence shall be limited as provided below.

Paid Voluntary Leave of Absence

The Parties agree that the Paid Voluntary Leave of Absence (“PVLOA”) will be subject to the following terms and conditions:

PVLOA Eligibility

1. Flight Attendants that are in an “active status” as of March 30, 2020 shall be eligible to bid for this PVLOA option. Absent exceptions required by law, active status for purposes of the PVLOA is defined as a Flight Attendant on payroll receiving pay from the Company (or on paid sick or salary continuance), VOLO or on a VLOA. An employee who previously applied for the unpaid VXLOA offered on March 16, 2020 shall also be eligible to bid for this PVLOA option.

PVLOA Bidding and Awards

2. The Company will determine the starting dates, duration (3, 6, 9, or 12 months) and total number of PVLOAs, as well as the crew bases where the PVLOAs will be offered.
3. Once awarded, the PVLOA must be accepted by the Flight Attendant. Based on operational needs, the Company may cancel or reduce the duration of a PVLOA with at least 30 day notice to APFA and the impacted employees. If the Company cancels or reduces a PVLOA,

Flight Attendant(s) will be offered return to work dates in occupational seniority order and drafted back to work in reverse occupational seniority order.

4. Should a new base open during the duration of her/his PVLOA, the Flight Attendant will have the option to bid for the new base and, if awarded, return early from the PVLOA.
5. The Company may require Flight Attendants with carry over trips into the starting month of the PVLOA to complete the carry over trip in its entirety.

PVLOA Benefits and Other Considerations

6. For the duration of the PVLOA, a Flight Attendant on the PVLOA shall be paid 19:00 hours per month at her/his currently-applicable JCBA hourly pay rate. No other pay will be provided (e.g., no minimum guarantees or premiums of any sort will be paid). The 19:00 hours of pay will be divided and paid out on the pay dates provided in Section 3.N.1 & 3 of the JCBA following the commencement of the PVLOA. Pay will be subject to tax withholding as required by law.
7. Any accrued vacation for use in 2020/2021, not used as a result of a Flight Attendant's PVLOA, will be paid out no later than February 15, 2021.
8. A Flight Attendant will be eligible for reserve during the first month back from the PVLOA, however, a Flight Attendant will only be required to serve reserve if needed based on her/his occupational seniority.
9. At her/his option and if offered, a Flight Attendant on a PVLOA may attend her/his scheduled training in her/his base month. If offered, a Flight Attendant on a PVLOA will be required to attend her/his training in her/his grace month. If completed, training will be paid at the contractual rates.
10. A Flight Attendant on a PVLOA shall accrue Company seniority, occupational seniority and longevity seniority for pay and vacation step increases (up to the expiration date of the PVLOA). A Flight Attendant on a PVLOA shall also accrue sick and vacation, but she/he shall not be eligible to use paid sick or vacation time during any portion of the PVLOA. The probationary period shall be tolled for the duration of the PVLOA for all probationary Flight Attendants on a PVLOA (i.e., upon return, the probationary Flight Attendant must complete the remainder of their probationary period as if not PVLOA had occurred).
11. A Flight Attendant on a PVLOA shall continue to be eligible for non-revenue travel privileges per Company policy as though she/he were active.
12. A Flight Attendant on a PVLOA shall be eligible for medical, dental & vision coverage, life insurance and AD&D benefits at active rates. During a PVLOA, a Flight Attendant will be responsible for payment of the employee portion of all premiums, which will be payroll deducted (or billed pursuant to Company practice for the remainder if earnings are

insufficient). 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.

13. A Flight Attendant will return to the base of record as of the date of expiration of the PVLOA.
14. 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. However the Company will not actively contest an employee's claim for unemployment compensation benefits.
15. For up to one year following the effective date of this Letter, the Company may offer additional PVLOAs consistent with the terms of this Letter.

The terms of this Letter with respect to the PVLOA *shall supersede* the terms of the VXLOA Letter of Agreement dated March 16, 2020 ("March 16, 2020 Agreement"). For any Flight Attendant that has applied for VXLOA pursuant to the March 16, 2020 Agreement, she/he will be provided the benefits of the terms of this PVLOA in lieu of the those provided for in the March 16, 2020 Agreement.

This Letter and the terms provided for in the Special Voluntary Paid Leave of Absence described above shall not constitute precedent in any other cases, and shall not be used or cited in any arbitration, hearing or negotiation or any future matter or for any purpose a precedent for any purpose. Except, disputes regarding the application or interpretation of this Letter, including without limitation disputes regarding the benefits and conditions under each program, are subject to the grievance and arbitration process in the JCBA. Furthermore, this Letter does not change, alter, or modify the provisions of any AA/APFA Joint Collective Bargaining Agreement, except as expressly provided herein. The terms or existence of this Letter will not be construed against any Party.

IN WITNESS WHEREOF, the Parties have signed this Letter this 30 day of March, 2020.

FOR THE ASSOCIATION OF
PROFESSIONAL FLIGHT ATTENDANTS


LORI BASSANI
NATIONAL PRESIDENT

FOR THE COMPANY


CINDI SIMONE
MANAGING DIRECTOR, LABOR
RELATIONS