

March 24, 2020

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

RE: Voluntary Leave of Absence for all Flight Attendants for April 2020

Dear Lori:

This letter will confirm our agreement regarding Voluntary Leave of Absence (VLOA) for all Flight Attendants during the contractual month of April 2020 (April 1 – May 1, 2020). Due to the unique circumstances surrounding the COVID-19-related cancellations, the parties have agreed to a one-time exception to the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA) to allow the Company to offer Flight Attendants VLOAs in April 2020 in accordance with the following:

1. The Company will offer VLOA for active Flight Attendants*:
 - a. April VLOAs will remain open for bidding until 1700 DFW on March 30, 2020.
 - b. April VLOAs will be awarded by 1700 DFW on March 31, 2020.
 - c. April VLOAs will be effective April 1st – May 1st.

** Active status means a Flight Attendant must be in a flying status for April 1, 2020 at the time of the VLOA award.*

2. If awarded a reserve VLOA for April, a Flight Attendant:
 - a. will receive reserve credit if on designated reserve month,
 - b. will not receive reserve credit if bid on to reserve out of regular reserve rotation,
 - c. will be treated as if on active status for reserve rotation,
 - d. will be treated as if on active status for travel benefits, medical benefits, sick and vacation accrual, unless specifically excluded above;
 - e. may not cancel an awarded VLOA.

This agreement is non-precedent setting and non-referable except for the purposes of enforcing the terms of this Letter of Agreement. This Letter of Agreement constitutes the entire agreement between the parties on the matters enumerated herein, and the terms may not be modified, except in writing signed by the parties. 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:

Lori L. Bassani Date 03/24/2020
Lori Bassani, National President
Association of Professional Flight Attendants

cc: Jill Surdek
 JC Gulbranson
 Brady Byrnes
 Liz Geiss
 Vince Heyer

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