

Updated Information on how the March/April LOA Pay Guarantee Works

Regarding the Letter of Agreement

March 2020 and April 2020 Monthly Guarantee Pay

Due to massive cancellations during the COVID-19 crisis, APFA has negotiated a LOA to protect pay for March and April 2020. Below you will find the details of the agreement between APFA and the Company for March and April pay protections.

[Letter of Agreement \(LOA\)](#) – Please read first

March:

Domestic/IPD/NIPD – This LOA offers protections along with the [IPD LOA](#)

April:

Domestic/NIPD/IPD – This LOA applies to all April Flying

This Letter of Agreement is intended to provide pay protection to Flight Attendants who have lost pay due to cancellations. JCBA sections 10.J.9-11, 10.K, and 10.L will still apply.

Below are key points and Q&As to clarify the LOA.

Key Points:

- You have no obligation to receive the Pay Guarantee. (No Hoops)
- March IPD sequence cancellations still follow the IPD LOA process
[March Cancellations of IPD 3 Days Q&A](#)
[March Cancellations of IPD 2 Days Q&A](#)
- There is no Direct Connect to receive the guarantee
- Applicable Red Flag premiums (50% of SEQ value) and VE will be paid on top of the guarantee.
- Flight Attendants on a VOLO are covered by JCBA Pay Protections (10.J, 10.K, 10.L), and do not fall under the LOA.
- This LOA does not apply to Reserves. JCBA contractual language, including the contractual 75-hour guarantee still applies to reserves.
- The LOA Pay Guarantee pay protects you for unpaid cancellations* **up to the agreed upon maximums** stated below.

**Unpaid cancellations also include cancellations within a sequence that do not contain a crew sub, equipment sub or reschedule. You will be pay protected for the greater of the original sequence or actual sequence. The XI code on the HI1 will indicate this. If you use the HI3/AB in FOS you will be able to see the XI code in your HI3.*

This LOA Pay Guarantee is to protect for unpaid cancellations up to the maximum eligible amount dependent on your PBS award. It does not matter what you do to your schedule throughout the month because Crew Comp will not be applying the LOA Pay Guarantee Protection on your schedule until Closeout (this occurs on the 1st-10th of the month following). Throughout the month your PPROJ will fluctuate depending on changes to your schedule. Any trading, dropping, paid sick, unpaid sick, POs, carryover time, etc., will affect your PPROJ, making it higher or lower. These cancellations are fluid and rolling.

Everything is based off what your PPROJ is at the end of the month.

MARCH: In the Letter of Agreement, the agreed upon levels are as follows based on your PBS Bid Award:

A Flight Attendant will have a March guarantee (up to a maximum of 75:00) based on the value of the PBS original line value for NIPD/Domestic*.

PBS Original Line Value Hours	March/April Pay Guarantee
Equal or Greater than 75.00 hours	75.00 Hours
Between 71.00-74.59 hours	71.00 Hours
Less than 71.00 hours	PBS Original Line Value minus 5.00 hrs.

*FAs with IPD Cancellations need to follow the IPD Cancellations LOA process signed March 12 for pay protection on the IPD cancellations. (See Key Points on page 1)

APRIL: In the Letter of Agreement, the agreed upon levels are follows based on your PBS Bid Award:

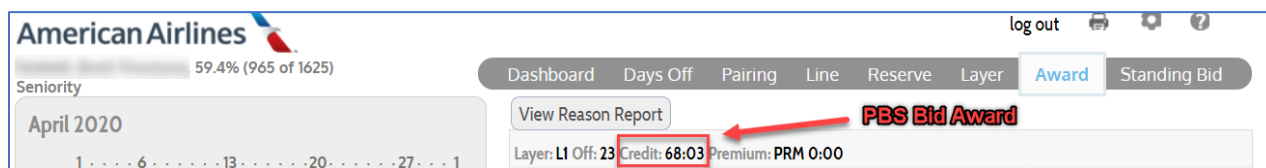
A Flight Attendant will have an April guarantee (up to a maximum of 75:00) based on the value of the PBS original line value.

PBS Original Line Value Hours	March/April Pay Guarantee
Equal or Greater than 75.00 hours	75.00 Hours
Between 71.00-74.59 hours	71.00 Hours
Less than 71.00 hours	PBS Original Line Value minus 5.00 hrs.

Premiums are not paid on the LOA Pay Guarantee protections. They are paid on cancellations with a crew sub, equipment sub, or reschedule in accordance with 10.J.10, 10.K, and 10.L.

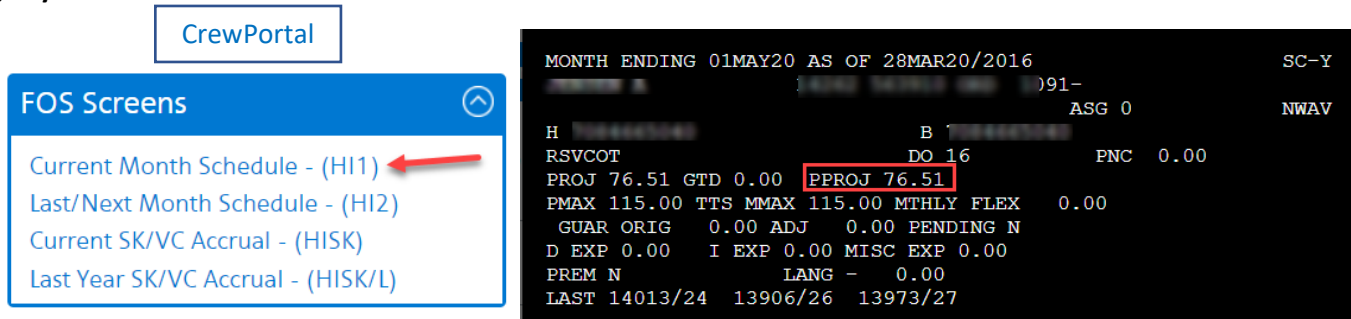
Premiums Paid on	
Vacation	+ Premiums
Last Sequence/Last Series (10.L)	+ Premiums
Cancellations with: Crew Sub, Equipment Sub, or Reschedule (10.J.10)	+Premiums
Illegal Thru No Fault (10.K)	+Premiums
LOA Pay Guarantee Cancellations	No Premiums Applied

You will find your PBS Bid Award on CrewPortal, under the monthly tab. Click PBS, and then click on the Award tab.



Waiving carryover in PBS does not affect what will be in your PPROJ.

You will find your PPROJ in the header of your HI1 or in CrewPortal in the FOS Screens Section. The PPROJ is the Pay Projection of your monthly activity and includes all paid time (Pay and Credit & Pay No Credit), excluding VE and Red Flag Pay.



Elements in your PPROJ Hours that measure against your LOA Pay Guarantee: (May increase your PPROJ)

Not an all-inclusive list. You will see the pay reflected in the GTTL column of the HI1

- TTS/UBL Pick-ups/trades (TT,OT)
- ETB Pick-ups/trades
- Original PBS Awarded Sequence
- Paid Cancellations
- Vacation (VX, VC)
- Location Delay (LE)
- Red Flag SEQ Pay &Credit (not the additional 50% Red Flag Premium)
- Last Seq/Last Series (LS)
- Paid Sick (SK, PS)
- Paid FMLA (IS, FS, FV, IV)
- Bereavement (BR)
- Jury Duty (JD)
- Special Assignment (SA)
- Paid Removal codes: (XR, FI, 13, ON, MC, 7D, ES, etc.)

(VE and Red Flag premium do not get added to your PPROJ)

Elements in your PPROJ hours that do not measure against your LOA Pay Guarantee: (Will decrease your PPROJ)

Not an all-inclusive list.

- TTS/UBL Drops
- ETB Drops
- Unpaid Cancellations (XI)
- Miss Trips (TM, MT, CM)
- PO
- Unpaid Sick (US)
- Unpaid FMLA
- PO
- Unpaid Removal codes: (RM, 15, QD, X1, etc.)

(VE and Red Flag premium do not get added to your PPROJ)

At the conclusion of the month, **during Closeout**, Crew Comp will look to see if your PPROJ or LOA Pay Guarantee is greater:

- **If the PPROJ is greater than the LOA Pay Guarantee maximum:**
 - Crew Comp will take no further action and you are paid what is in your PPROJ
- **If your PPROJ is less than the LOA Pay Guarantee maximum:**
 - Crew Comp will look back at your schedule and look for **unpaid cancellations only**
 - Crew Comp will pay protect for the unpaid cancellations **up to the max** of your LOA Pay Guarantee

Making changes to your schedule:

When your PPROJ goes up your LOA Pay Protection will go down. The LOA Pay Guarantee only protects you up to the LOA Pay Guarantee maximum. The unpaid cancellation hours will be your gauge to how much of a LOA Pay Guarantee up to the eligible maximum will affect what you are paid.

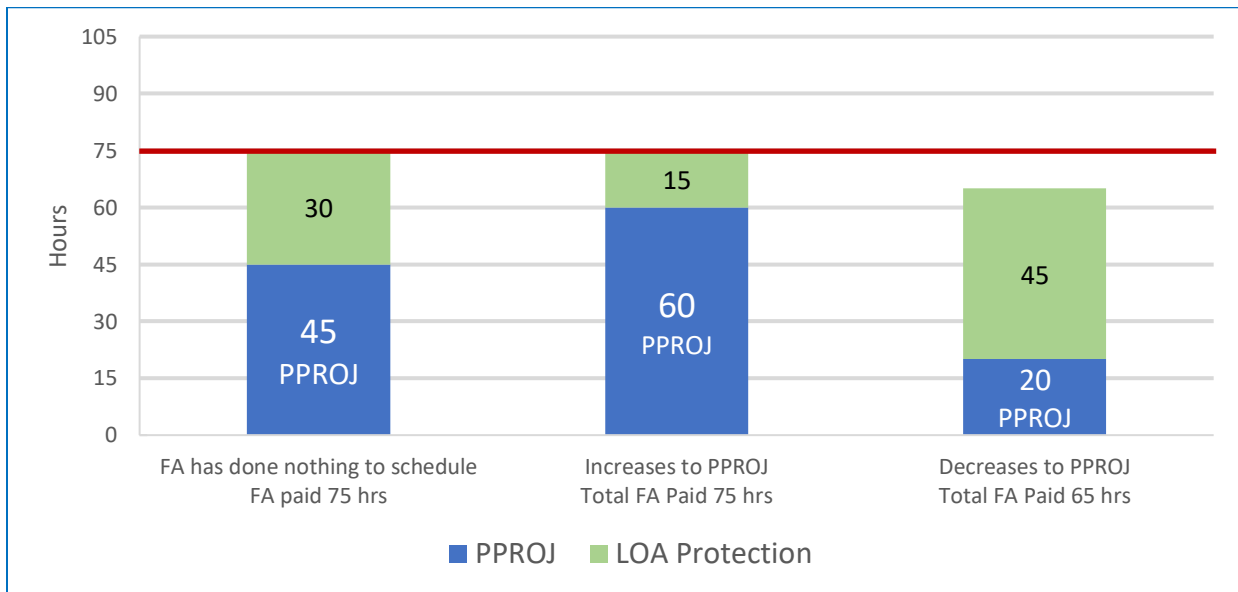
Example 1: PBS Award 60 hrs/LOA Pay Guarantee 55 hrs

You have 30 hours in your PPROJ and 30 hours in unpaid cancellations. If you add 30 + 30 = 60 and compare to your LOA Pay Guarantee, you will be protected for 25 hours because it is up to the LOA Pay Guarantee.

Example 2:

PBS Bid Award	LOA Pay Guarantee	Unpaid Cancellations
90.00 hrs	75.00 hrs	45.00 hrs

45 hours unpaid cancellations = up to 45 hours in LOA pay protection



Any changes to your PPROJ have the same effect as above.

Red Flag:

Red Flag Premium (not the red flag sequence) is paid on top of the LOA Pay Guarantee regardless of where your PPROJ is.

Red Flag Premium is 50% of the value of the Red Flag sequence.

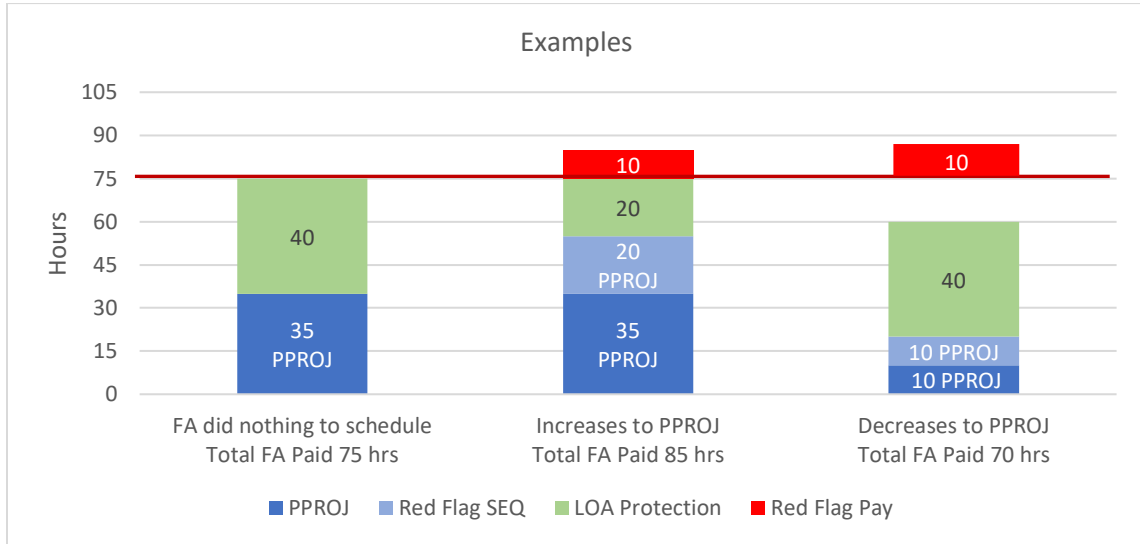
Examples		
Red Flag Sequence Value Included in PPROJ	=	Red Flag Sequence Pay <i>not</i> Included in PPROJ
5 hour Sequence	=	2.30 hours Red Flag Pay above LOA Guarantee
10 hour Sequence	=	5.00 hours Red Flag pay above LOA Guarantee
15 hour Sequence	=	7.30 hours Red Flag Pay above LOA Guarantee
20 hour Sequence	=	10.00 hours Red Flag Pay above LOA Guarantee

Red Flag

The Red Flag Sequence measures against your LOA Pay Guarantee because it is included in the PPROJ. The Red Flag Premium shows on your HI1 underneath the sequence (shown as REDFLAG PAY), but it does ***not*** reflect in the PPROJ. It is paid above the LOA Pay Guarantee.

PBS Bid Award	LOA Pay Guarantee	Unpaid Cancellations
90.00 hrs	75.00 hrs	40.00 hrs

40 hours unpaid cancellations = up to 40 hours in LOA pay protection

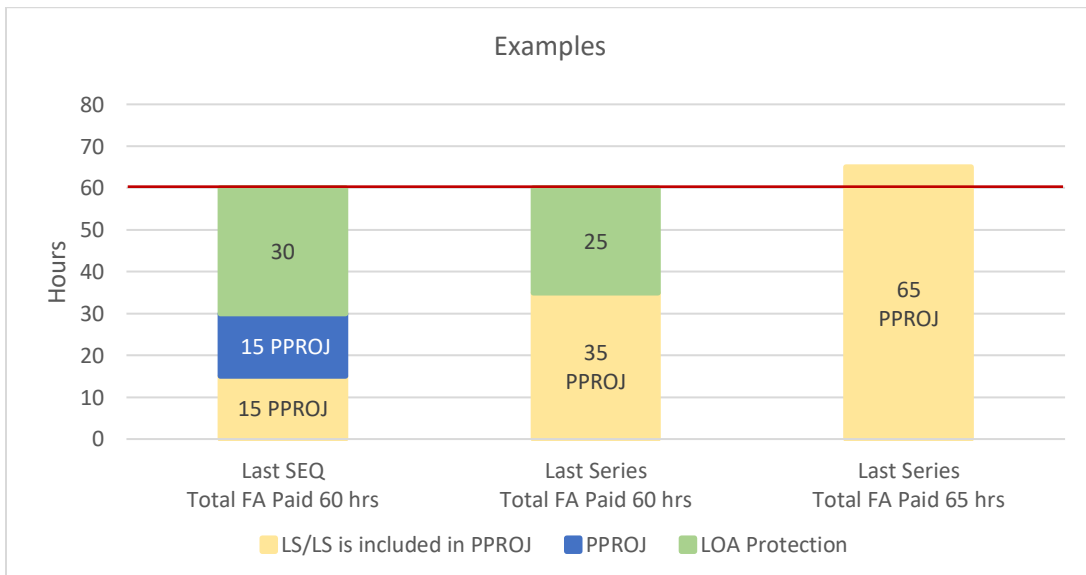


Last Sequence/Last Series

Last Sequence is your last sequence on your schedule, regardless of where it falls within the month. You are pay protected for the Last Sequence. Last Series is a series of sequences that do not have a calendar day in between. You are pay protected for any sequences in this series and that value is added to your PPROJ.

PBS Bid Award	LOA Pay Guarantee	Unpaid Cancellations
65.00 hrs	60.00 hrs	30.00 hrs

30 hours unpaid cancellations = up to 30 hours in LOA pay protection

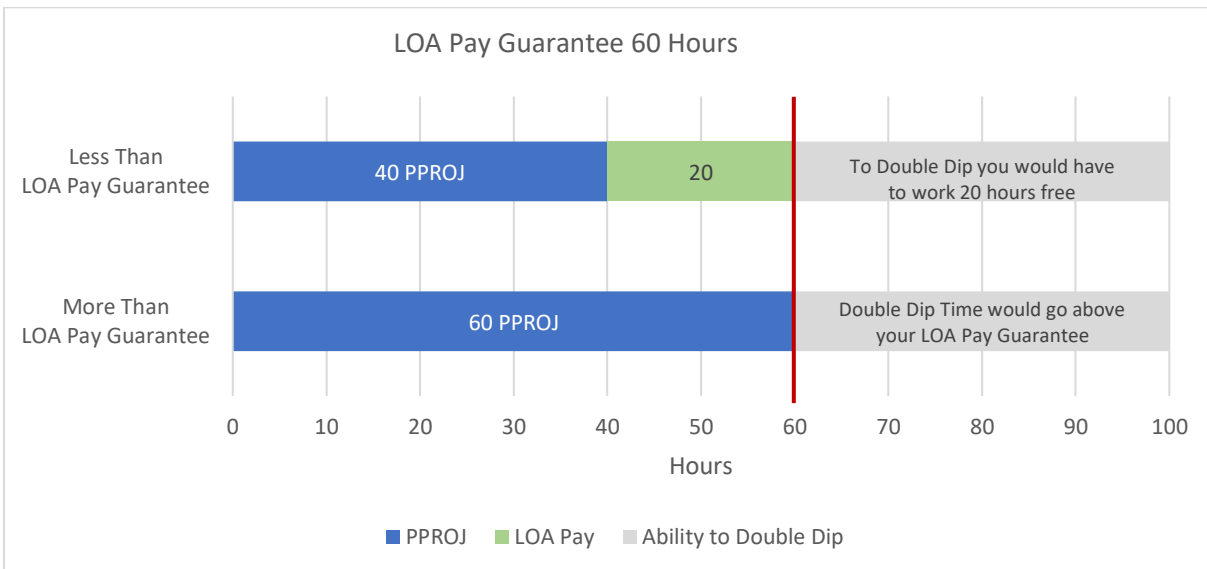


Double Dipping

Section 10.E.3.m states: *A Lineholder may conduct TTS transactions that would result in actual flying on a day(s) pay protected by any other portion of Section 10. The Lineholder will receive pay and credit for such time. The Company's position is that any ETB transaction on a pay protected calendar day will negate the pay protection for the entire sequence. **We do not agree with this and are in continued discussions to resolve this disagreement.***

The ability to double dip may be limited depending on your PPROJ situation. Remember everything in the PPROJ measures against your LOA Pay Guarantee.

Do not pick up ETB over Pay Protected Calendar Days (XR, ES, RS, FI, 7D, etc.)



Partial Cancellations with CrewSub are removed with an XR code

Partial cancellations with crew substitution (10.J.10) is not programmed in FOS to capture the full pay protection until closeout. The removal code XR shows the partially cancelled sequence value minus the cancelled legs. We have continuously asked for this programming to be corrected, however to date it is not. You need to be aware of the portion of the value not showing to know your accurate PPROJ. The missing time is considered part of your PPROJ since it is a paid cancellation and **not** part of the unpaid cancellations.

HI1 with an XR Removal Code										
28J61	XR	OT	*31514	FA5	E2634					
			X1253			0.00	0.00			5.05
							AB	5.05	PT	5.05
CXDRMVL - SEE LEG DETAIL										
HI3 of XR Removed SEQ										
HS5/5/31514/28MAR<<										
SEQ	31514			BASE	ORD	SEL	1216		DOM	787
FA5	STEW	S						EMP	NBR	XXXXXX
REMOVE DUE TO CXDRMVL										
	DT	EQ	FLT	STA	DEP	M	STA	ARR	AC	FLY
SKB	28	CE	2634	ORD	0955		SFO	1250		4.55AA
D/P	SKD	0.00		P/C	4.55D	TL	4.55			
HALF DAY COUNT SFO 3										
SKD	ONDUTY	6.10	ODL	9.40						
							SI	0855/28	RLS	1305/28
SKB	28	B9	1253	SFO	2345	ORD	0604		4.19	
D/P	SKD	4.19		P/C	0.46G	TL	5.05			
SKD	ONDUTY	5.34								
							SI	2245/28	RLS	0619/29
U/S	0.00									
SEQ	SKD	4.19		P/C	5.41	TL	10.00	TAFB	21.24	

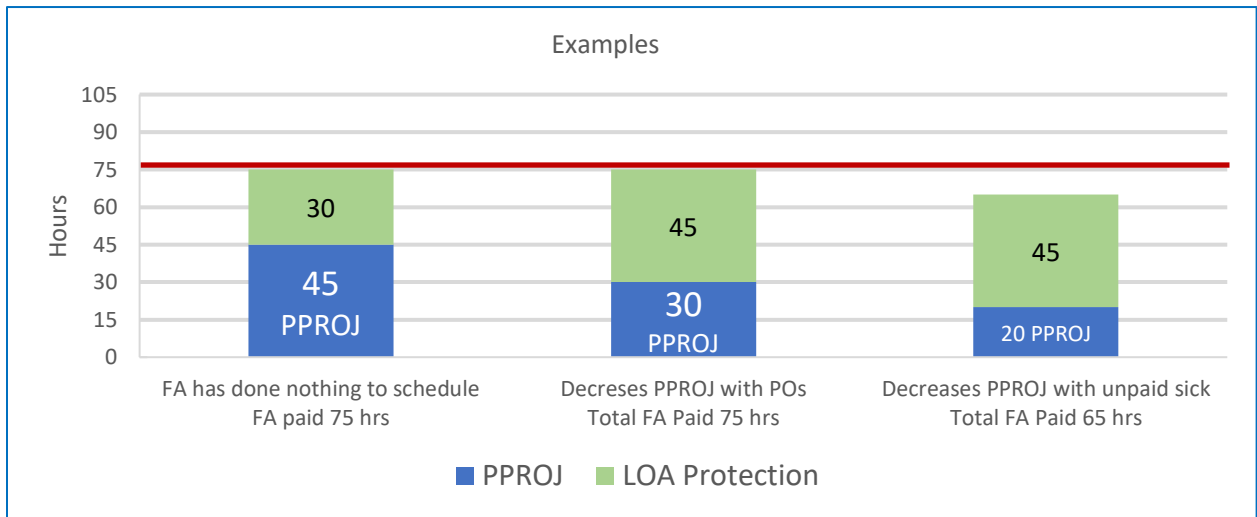
Additional Examples:

Unpaid Sick and Personal Days (PO) Effect on PPROJ

Unpaid sick or taking POs will affect your PPROJ and decrease it same as dropping trips or anything that decreases your PPROJ. Remember the LOA Pay Guarantee only pay protects you for unpaid cancellations up to the LOA Pay Guarantee Maximum depending on your PBS award.

PBS Bid Award	LOA Pay Guarantee	Unpaid Cancellations
90.00 hrs	75.00 hrs	45.00 hrs

45 hours unpaid cancellations = up to 45 hours in LOA pay protection

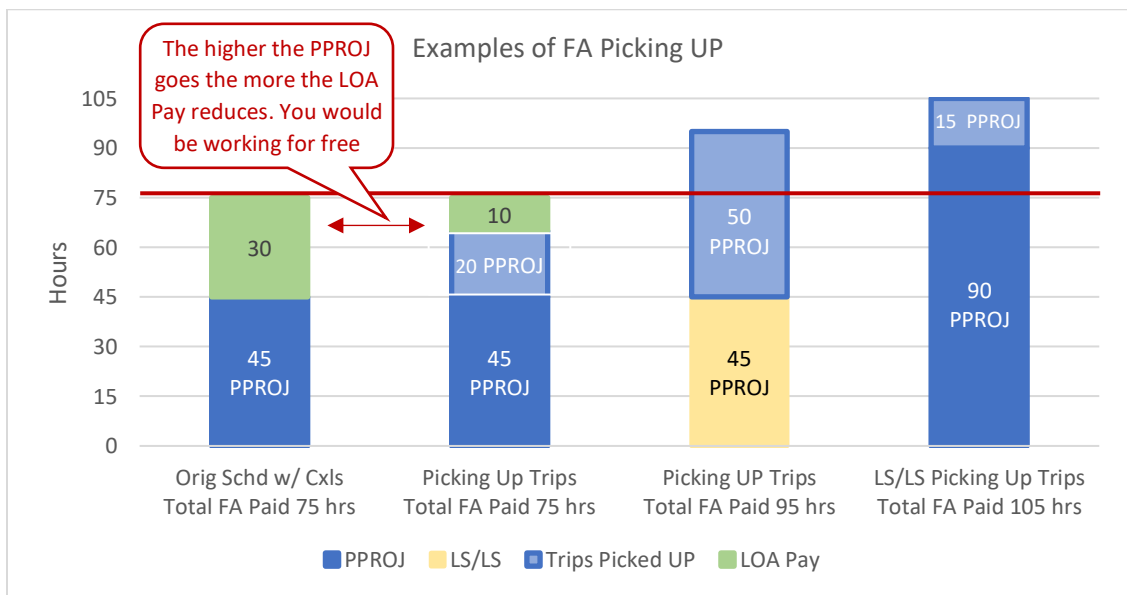


Being Paid Above the LOA Pay Guarantee

Any time you pick up will go into your PPROJ. If your PPROJ brings you over the LOA Pay Guarantee you will be paid above the LOA Pay Guarantee.

PBS Bid Award	LOA Pay Guarantee	Unpaid Cancellations
90.00 hrs	75.00 hrs	45.00 hrs

45 hours unpaid cancellations = up to 45 hours in LOA pay protection



March Example:

IPD Cancellations with the IPD LOA and the LOA Pay Guarantee

The LOA Pay Guarantee also works in conjunction with the March IPD LOA. The IPD Cancellations will be protected above the LOA Pay Guarantee if your IPD cancellation pay protection brings you over your LOA Pay Guarantee. If the IPD cancellation pay protection does not bring you over your LOA Pay Guarantee, it will be measured against your LOA Pay Guarantee.

If you had an obligation for pay protection for an IPD cancelled sequence and did not fulfill your obligation, you will not be pay protected for your IPD cancellation; nor will the LOA Pay Guarantee protect you for the IPD cancellation if you did not fulfill your obligation if there was one.

PBS Bid Award	LOA Pay Guarantee	Unpaid Cancellations
90.00 hrs	75.00 hrs	90.00 hrs

LOA Pay Guarantee: 20hrs unpaid cxls = up to 20hrs LOA Pay Guarantee Pay Protection

March IPD Cancellations w/obligation fulfilled = Value of SEQ

