

April 29, 2020

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

RE: Supplemental Flight Attendant Paid Voluntary Leave of Absence Options for 2020

Dear Julie:

This Letter of Agreement (“Agreement”) is made and entered into in accordance with the provision 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, as represented by the Association of Professional Flight Attendants (the “Union” or “Association”). As a result of the substantial reduction in flying related to COVID-19, the Company and the APFA have been able to come to agreement regarding variations to and additional Paid Voluntary Leave of Absence options for 2020-2021. The parties agree the Paid Voluntary Leave of Absences agreed to below and in the March 30, 2020 Special Paid Voluntary Leave of Absence letter of agreement are in addition and not comparable 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.

Extension of Previously Awarded Paid Voluntary Leave of Absence (PVLOA)

1. The Company may offer Flight Attendants the option to extend a previously awarded 3, 6, 9 or 12 month PVLOA:
 - a. The Company will determine, in its sole discretion, the length of extension offered. If awarded an extension, the Flight Attendant must accept.
 - b. All other provisions from the March 30, 2020, Special Voluntary Leave of Absence letter of agreement apply to these PVLOA extensions.

Additional PVLOA Options

2. The March 30, 2020, Special Voluntary Leave of Absence letter of agreement will be modified to allow the Company to offer a 1-month PVLOA option to Flight Attendants in addition to the current 3, 6, 9 or 12-month PVLOAs for active Flight Attendants. All other provisions from the March 30, 2020, Special Voluntary Leave of Absence letter of agreement apply to these 1-month PVLOAs.

New Special 70-hour Voluntary Leave of Absence (VLOA) for 2020

3. The Company may offer Flight Attendants a one (1) month special 70-hour VLOA option in 2020.
 - a. Flight attendants awarded this special VLOA will be paid 70 hours for the contractual month, but will not be eligible to bid or pick up trips that are scheduled to fly during the contractual month for which the 70-hour VLOA is awarded.
 - i. The 70 hours of pay will include (i.e. not in addition to) all hours within the contractual month's schedule (including carryover time, vacation time, paid sick, etc.). The 70 hours of pay will be at the Flight Attendant's currently-applicable JCBA hourly rate. No other pay will be provided (e.g. no minimum guarantees or premiums of any sort will be paid).
 - b. Unless otherwise expressly provided in this Agreement, the provisions of Section 25.B. VLOA will apply to the special 70-hour VLOA.

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 Agreement, shall apply in all respects. The terms of existence of this agreement will not be construed against any party.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:



Date 05/01/2020

Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Sumit Batra
Larry Salas
Vince Heyer

