

May 14, 2020

To Whom It May Concern,

This letter confirms that flight attendants at American Airlines are contractually permitted under their Collective Bargaining Agreement, on an annual basis, an opportunity to make an election to sell their vacation back to the Company. This bid process occurs every January for vacation accrued in the previous calendar year. Flight attendants who sell back their vacation are paid for this time on June 15<sup>th</sup>. If the flight attendant doesn't sell their vacation back to the company, the vacation is scheduled to cover May of the current year through April of the subsequent year.

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