

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

RE: Extended Voluntary Leaves of Absence (“EVLOA”)

Dear Julie:

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

Extended Voluntary Leaves of Absence

The Parties agree that the EVLOAs will be subject to the following terms and conditions unless otherwise prohibited by applicable law or regulation:

Eligibility

1. Flight Attendants that are in an “active status,” as determined by the Company, as of July 15, 2020 shall be eligible to bid for EVLOAs.

Options for Flight Attendants Currently on PVLOA

2. If currently on a PVLOA* that does not expire until October 1, 2020 or after, the Flight Attendant may elect one of the following:
 - a. Convert her/his PVLOA to an EVLOA and avail themselves of the following benefits and other considerations beginning October 1, 2020; **OR**
 - b. Request to have a new EVLOA begin at the end of your current PVLOA term, subject to the following benefits and considerations.

*The benefits of the PVLOA will end upon the commencement of the EVLOA (pursuant to the Flight Attendant’s election).

Benefits and Other Considerations

3. The Company will determine the starting dates, awarded duration (15, 18, or 24 months), and total number of EVLOAs that will be offered and/or awarded. EVLOAs will be awarded in system seniority order.
4. Once awarded, the Flight Attendant must accept the EVLOA.
5. If the Company determines they need more Flight Attendants than anticipated during the term of the EVLOAs they will meet and confer with APFA regarding options. For operational need, the Company may cancel or reduce the duration of an EVLOA with at least 60 days' notice to APFA and the impacted Flight Attendant(s). If the Company cancels or reduces any of the EVLOAs, Flight Attendant(s) on an EVLOA will be offered return to work dates in occupational seniority order and drafted back to work in reverse occupational seniority order.
6. The Company may require Flight Attendants with carry over trips into the starting month of the EVLOA to complete the carry over trip in its entirety.

Benefits and Other Considerations

7. For the duration of the EVLOA, a Flight Attendant on such leave shall be paid in accordance with the chart below at her/his currently-applicable JCBA hourly pay rate.

<i>Occupational Years of Service as of October 1, 2020</i>	<i>Pay</i>
Less than 6 years	None
6 through 12 years	7:30/month
13 or more years	26:15/month

8. No other pay will be provided (e.g., no minimum guarantees or premiums of any sort will be paid). The 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 EVLOA. Pay will be subject to tax withholding as required by law.
9. Any accrued vacation that will not be used as a result of a Flight Attendant's EVLOA will be carried over and available for bidding upon return to work. Flight Attendants on an EVLOA will not be eligible for vacation buyback for the duration of the EVLOA.
10. A Flight Attendant will be eligible for reserve during the first month back from an EVLOA, however, a Flight Attendant will only be required to serve reserve if needed based on her/his occupational seniority.
11. A Flight Attendant on an EVLOA shall accrue Company seniority, occupational seniority, and longevity seniority for the duration of the EVLOA. A Flight Attendant on an EVLOA shall not accrue sick and vacation and shall not be eligible to use paid sick or vacation time during any portion of the EVLOA.

12. The rolling active 12-month period for events and corrective action pursuant to the Flight Attendant Attendance & Performance Policy shall be tolled for the duration of the EVLOA for all Flight Attendants on such a leave (i.e., upon return, the remainder of the rolling active 12-month period for a Flight Attendant's events and corrective action will continue to run as if no such leave had occurred). The Company and the APFA agree to meet and discuss possible mitigation.
13. A Flight Attendant on an EVLOA shall continue to be eligible for non-revenue travel privileges, including the AA flight attendant jumpseat, per Company policy as though she/he were active.
14. Should a new crew base open during the duration of her/his EVLOA, the Flight Attendant will have the option to bid for the new base and, if awarded, return early from the EVLOA.
15. A Flight Attendant on an EVLOA shall be eligible for medical, dental & vision coverage, life insurance and AD&D benefits at active rates. During an EVLOA, 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.
16. A Flight Attendant will return to the base of record as of the date of expiration of the EVLOA.
17. 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.
18. The Company may offer additional EVLOAs and/or grant voluntary extensions of such leaves consistent with the terms of the Letter.
19. The terms of the PVLOA Letter of Agreement dated March 30, 2020 ("March 30, 2020 PVLOA Agreement") shall remain in effect for those Flight Attendants awarded a leave pursuant to its provisions but the Company shall not offer any further leaves pursuant to the March 30, 2020 PVLOA Agreement commencing after September 30, 2020.
20. If Flight Attendants remain on involuntary furlough at the expiration date of the awarded EVLOA, a Flight Attendant whose EVLOA has reached the expiration date will have the option of returning to work or be converted to one the unpaid options specified in Section 23.B.3. of the JCBA.
21. Although the Company has not yet determined whether or to what extent involuntary furloughs will be necessary, the options provided in this Letter shall satisfy all requirement of Section 23.B.1 of the JCBA, the terms of those options, as well as when such options must be offered if involuntary furloughs are required within 6 months from the date of this Letter.

Cindi Simone
Managing Director
Labor Relations, Flight Service



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 14th day of July, 2020.

FOR THE ASSOCIATION OF
PROFESSIONAL FLIGHT ATTENDANTS

FOR THE COMPANY



JULIE HEDRICK
NATIONAL PRESIDENT



CINDI SIMONE
MANAGING DIRECTOR, LABOR
RELATIONS