

July 29, 2020

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

RE: Short Term Leaves of Absence (“STLOA”)

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 Short Term Leaves of Absence (“STLOA”) 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 STLOAs 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 STLOAs shall be limited.

Short Term Leaves of Absence

The Parties agree that the STLOAs 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 STLOAs.

Duration of STLOA

2. A Flight Attendant may bid for one of the following STLOA durations:
 - a. October 1, 2020 through March 2021 with a return date for the bid month of April 2021, or
 - b. October 1, 2020 through May 2021 with a return date for the bid month of June 2021.

Options for Flight Attendants Currently on PVLOA that Expires Before Bid Month March 2021

3. The Company will determine the total number of STLOAs that will be offered and/or awarded. STLOAs will be awarded in system seniority order.
4. If currently on a PVLOA that expires before bid month March 2021, the Flight Attendant may request to convert to a STLOA beginning at the end of her/his current PVLOA term and such STLOA will last until the bid month of April or June 2021, at the Flight Attendant’s election, subject to the benefits and considerations provided in this Letter.

- Convert her/his PVLOA to a STLOA and avail themselves of the following benefits and other considerations beginning bid month October 1, 2020.

Benefits and Other Considerations of STLOAs

- Once awarded, the Flight Attendant must accept the STLOA.
- If the Company determines they need more Flight Attendants than anticipated during the term of the STLOAs they will meet and confer with APFA regarding options. For operational need, the Company may cancel or reduce the duration of a STLOA with at least 60 days' notice to APFA and the impacted Flight Attendant(s). If the Company cancels or reduces any of the STLOAs, Flight Attendant(s) on a STLOA will be offered return to work dates in occupational seniority order and drafted back to work in reverse occupational seniority order.
- The Company may require Flight Attendants with carry-over trips into the starting month of the STLOA to complete the carry over trip in its entirety.

Benefits and Other Considerations

- For the duration of the STLOA, 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 13 years	None
13 or more years	15:00/month

- 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 STLOA. Pay will be subject to tax withholding as required by law.
- Any accrued vacation that will not be used as a result of a Flight Attendant's STLOA will be carried over and available for bidding upon return to work. Flight Attendants on a STLOA will not be eligible for vacation buyback for the duration of the STLOA.
- A Flight Attendant will be eligible for reserve during the first month back from a STLOA, however, a Flight Attendant will only be required to serve reserve if needed based on her/his occupational seniority.
- At her/his option, a Flight Attendant on a STLOA may attend her/his scheduled training in her/his base month. A Flight Attendant on a STLOA will be required to attend her/his training in her/his grace month. If completed, training will be paid at the contractual rates.
- A Flight Attendant on a STLOA shall accrue Company seniority, occupational seniority, and longevity seniority for the duration of the STLOA. A Flight Attendant on a STLOA shall not accrue sick and vacation and shall not be eligible to use paid sick or vacation time during any portion of the STLOA.
- A Flight Attendant on a STLOA 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.

16. Should a new crew base open during the duration of her/his STLOA, the Flight Attendant will have the option to bid for the new base and, if awarded, return early from the STLOA.
17. A Flight Attendant on a STLOA shall be eligible for medical, dental & vision coverage, life insurance and AD&D benefits at active rates. During a STLOA, 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.
18. A Flight Attendant will return to the base of record as of the date of expiration of the STLOA.
19. 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.
20. For up to one year following the effective date of this agreement, the Company may offer additional six (6) or eight (8) month STLOAs and/or grant voluntary extensions of such leaves consistent with the terms of the Letter.

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 29th day of July, 2020.

FOR THE ASSOCIATION OF
PROFESSIONAL FLIGHT ATTENDANTS

FOR THE COMPANY



JULIE HEDRICK
NATIONAL PRESIDENT

CINDI SIMONE
MANAGING DIRECTOR, LABOR
RELATIONS