

APFA Guide to How Vacation Works for PVLOA, EVLOA, and STLOA

This document is to help make it easier to understand how vacation will be handled for the different leaves.

How Vacation works:

- Accrual of Vacation is done on the calendar year (JAN-DEC) for the following year
- Vacation is balloted for and awarded in the Fiscal year (MAY-APR)

Vacation Accrual for Fiscal Year 2021/2022												➔	Vacation Fiscal Year 2021/2022											
JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC		MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR
2020	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020		2021	2021	2021	2021	2021	2021	2021	2021	2021	2022	2022	2022
Vacation accrued here													Is balloted and awarded/assigned here											

Terminology	Definition
Accrued Vacation	Vacation you have earned, subject to the completion of probation, according to years of service and number of months of active service in the preceding year.
Awarded Vacation	Vacation you have bid and been awarded in the VMS Portal. This is also the vacation you see in your HI10 in FOS(DECS).
Unscheduled Vacation Days <i>(a.k.a. unused vacation)</i>	Vacation days canceled due to leaves of absence. Unscheduled days can become scheduled through the monthly rebid process. If unsuccessful in rebidding the vacation days, they will be carried forward to the next vacation year to be bid during the secondary bid period.
Carry Forward Days <i>(Unscheduled Vacation not rebid)</i>	Unscheduled Vacation days not taken in the previous fiscal year due to unforeseen circumstances; carry forward days will be awarded/assigned during the annual vacation secondary bid period. The exception is unused filler days, which do not carry forward, but are paid out at the end of the fiscal year.
Vacation Payout	Allocated and unscheduled vacation that was allocated during the PVLOA. Paid out by February 15, 2021
AVBA	Annual Vacation Bid and Award done for primary and secondary Vacation bidding in the VMS Portal

Vacation Parameters for the [PVLOA](#), [EVLOA](#), and [STLOA](#)

Leave Type	FA Will Accrue Vacation	Vacation Buyback Allowed (Annual/Monthly)	Vacation Payout Allowed	Vacation Carry Forward Allowed	Monthly Rebid Allowed	Annual Vacation Bid Allowed
PVLOA	Yes	n/a	Yes	No	Yes	Yes
EVLOA	No	No	No	Yes	Yes	Yes
STLOA	No	No	No	Yes	Yes	Yes

The below charts will show how the different vacations will carry forward.

Important Note: EVLOA/STLOA participants will be included in the annual AVBA bidding during their leave due to the unlikely event their EVLOA/STLOA may be canceled, as allowed for in the Letters of Agreement. Any vacation awarded or assigned in the AVBA and falls within a leave footprint, and not monthly rebid, will be cancelled and become unscheduled vacation days that will carry forward. Flight Attendants may choose to bid their allotted days in their respective bids. Accrued vacation days will be awarded in the primary and/or secondary round of the AVBA. Any carry forward will be awarded/assigned in the secondary round of the AVBA. The AVBA that captures the fiscal vacation year that the leave expires in would be the most important bid as the Flight Attendant would be returning to work and the awarded/assigned vacation would be their actual vacation. We advise that Flight Attendants bid vacation to anticipate a possible cancellation of the leave.

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How to Read the Charts:

The chart will always be labeled for which leave option. If it has multiple tabs, it means the chart is describing more than one leave.

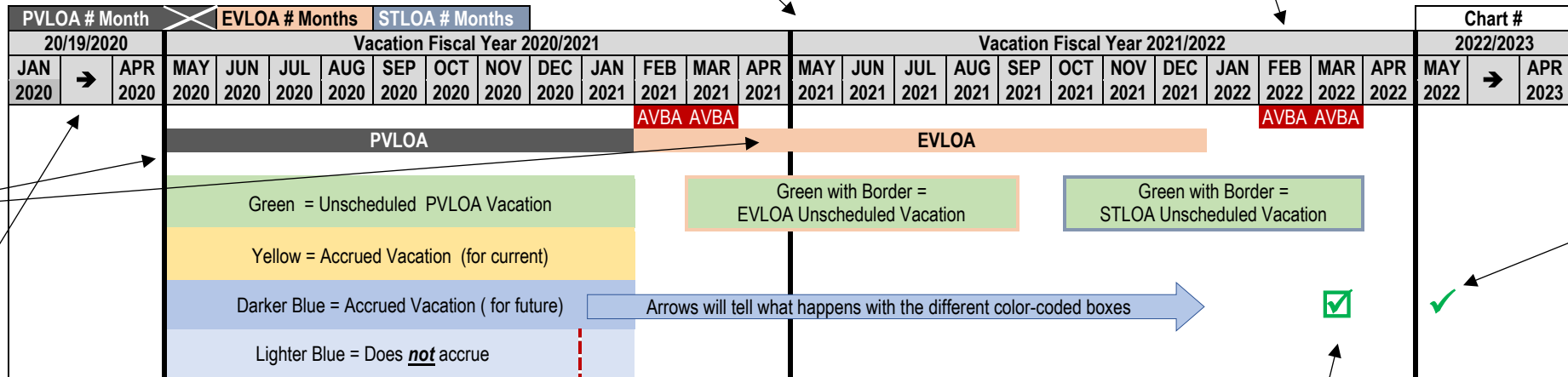
A (x) symbolizes a leave being converted

The thicker black vertical lines indicate the start and end of Vacation Fiscal Years

The red AVBA tabs indicate when the Annual Vacation Ballot and Award are open

The charts are all numbered as a reference

The tabs also match the colors used within the charts for the leaves



The → symbolizes all the in between months listed

The vertical red line (- - -) indicates the end of one Accrual Calendar year and the start of another

The ✓ symbolizes months that vacation days will be awarded/assigned which fall during the leave, however, will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled.

The ✓ symbolizes months of awarded/assigned vacation days that would be taken by the FA

EVLOA 15 Month

EVLOA 15 Month																															Chart 1																																						
2019/2020			Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024																														
JAN 2020	→	APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024																												
															EVLOA																																																						
											Unscheduled EVLOA Vacation for Fiscal Year 2020/2021																																																										
											Carry forward to bid in AVBA secondary →												✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓																																			
			Accrued Vacation for Fiscal Year 2021/2022 →																																																																		
			Awarded/assigned in AVBA primary and/or secondary →												✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓																																												
			Does not accrue for Fiscal Yr. 2021/2022												Does not accrue for Fiscal Year 2022/2023																																																						

Flight Attendant Hunter is taking the 15 month EVLOA beginning October 1st, 2020. He originally held vacation for the 2020/2021 vacation year in January 2021. This vacation will become unscheduled and carried forward to be bid in the secondary round of AVBA vacation bidding for 2021/2022 vacation year. He also has accrued vacation from January 2020 to September 2020 that he will be able to bid in the primary and/or secondary rounds of AVBA for 2021/2022.

During Hunter’s EVLOA he will not accrue vacation October 2020 to December 2020 for the 2021/2022 vacation year nor will he accrue vacation January 2021 to December 2021 to bid in the 2022/2023 vacation year.

Assuming his EVLOA is not cancelled, any awarded vacation he held during May 2021 to December 2021 will become unscheduled and carried forward to be bid in the secondary round of AVBA vacation bidding for the 2022/2023 vacation year unless he participates in the monthly rebid.

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the ✓ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the ✓ months will be taken by the FA.

EVLOA 18 Month

EVLOA 18 Month																													Chart 2																			
2019/2020		Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024										
JAN 2020	→ APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024								

Flight Attendant Becky is taking the 18 month EVLOA beginning October 1st. She originally held vacation for the 2020/2021 vacation year in February 2021. This vacation will become unscheduled and carried forward to be bid in the secondary round of AVBA vacation bidding for 2021/2022 vacation year. She also has accrued vacation from January 2020 to September 2020 that she will be able to bid in the primary and/or secondary rounds of AVBA for 2021/2022.

During Becky’s EVLOA she will not accrue vacation October 2020 to December 2020 for the 2021/2022 vacation year; nor will she accrue vacation January 2021 to December 2021 to bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to March 2022 to bid in the 2023/2024 vacation year.

Assuming her EVLOA is not cancelled, any awarded vacation she held during May 2021 to March 2022 will become unscheduled and carried forward to be bid in the secondary round of AVBA vacation bidding for the 2022/2023 vacation year unless she participates in the monthly rebid.

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the months will be taken by the FA.

EVLOA 24 Month

EVLOA 24 Month																																Chart 3									
2019/2020			Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024		
JAN 2020	→	APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024
			AVBA AVBA												AVBA AVBA												AVBA AVBA														
			EVLOA																																						
			Unscheduled EVLOA Vacation for Fiscal Year 2020/2021 Carry forward to bid in AVBA secondary																																						
Accrued Vacation for Fiscal Year 2021/2022 Awarded/assigned in AVBA primary and/or secondary																																									
			Does not accrue for Fiscal Yr. 2021/2022												Does not accrue for Fiscal Year 2022/2023												Does not accrue for Fiscal Year 2023/2024														

Flight Attendant Kelly is taking the 24 month EVLOA beginning October 1st. She originally held vacation for the 2020/2021 vacation year in March 2021. This vacation becomes unscheduled and carried forward to be bid in the secondary round of AVBA vacation bidding for 2021/2022 vacation year. She also has accrued vacation from January 2020 to September 2020 that she will be able to bid in the primary and/or secondary rounds of AVBA for 2021/2022.

During Kelly's EVLOA she will not accrue vacation October 2020 to December 2020 to be bid in the 2021/2022 vacation year; nor will she accrue vacation January 2021 to December 2021 to bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to September 2022 to bid in the 2023/2024 vacation year.

Assuming her EVLOA is not cancelled, any awarded vacation in the 2021/2022 vacation year will also become unscheduled and carried forward to be bid in the secondary round of AVBA vacation bidding for the 2022/2023 vacation year. Also, any vacation she held during May 2022 to September 2022 will become unscheduled and carried forward to be bid in the secondary round of AVBA for the 2023/2024 vacation year unless she participates in the monthly rebid.

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the months will be taken by the FA.

STLOA 6 Month

STLOA 6 Month																																					Chart 5																	
2019/2020		Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024																
JAN 2020	→ APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→ APR 2024															
											AVBA	AVBA																																										
		<div style="border: 1px solid blue; padding: 5px; display: inline-block;"> STLOA Unscheduled STLOA Vacation For Fiscal Year 2020/2021 Carry forward to bid in AVBA secondary → </div>																																																				
Accrued Vacation for Fiscal Year 2021/2022		<div style="border: 1px solid orange; padding: 5px; display: inline-block;"> Awarded/assigned in AVBA primary and/or secondary → </div>																																																				

Flight Attendant Paul held a 6 month STLOA which began in October 2020. Any vacation that he had scheduled during his STLOA from October 2020 to March 2021 becomes unscheduled and carried forward to be bid in the AVBA secondary round.

During Paul’s STLOA, he will not accrue vacation. He accrued vacation prior to his STLOA that he will be able to bid in the primary and/or secondary rounds of AVBA for the 2021/2022 vacation year.

Any vacation that fell in April 2021 will be taken by him since he was not on a leave that month.

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the ✓ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled.
 The vacation that falls in the ✓ months will be taken by the FA.

STLOA 8 Month

STLOA 8 Month																																					Chart 6							
2019/2020		Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024						
JAN 2020	APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	APR 2024					
	→																																											

Flight Attendant Cliff held an 8 month STLOA which began in October 2020. Any vacation that he had scheduled during his STLOA from October 2020 to April 2021 becomes unscheduled and carried forward to be bid in the secondary round AVBA secondary round.

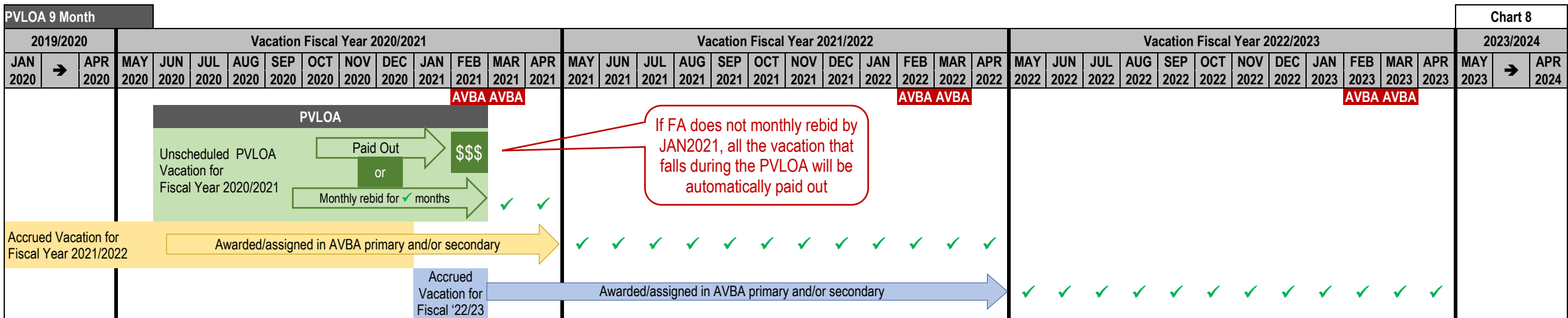
During Cliff's STLOA, he will not accrue vacation. He accrued vacation prior to his STLOA that he will be able to bid in the primary and/or secondary rounds of AVBA for the 2021/2022 vacation year.

Any vacation that he held in May 2021 will become unscheduled and carried forward to the 2022/2023 fiscal year unless he participates in the monthly rebid

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the months will be taken by the FA.

PVLOA 9 Month

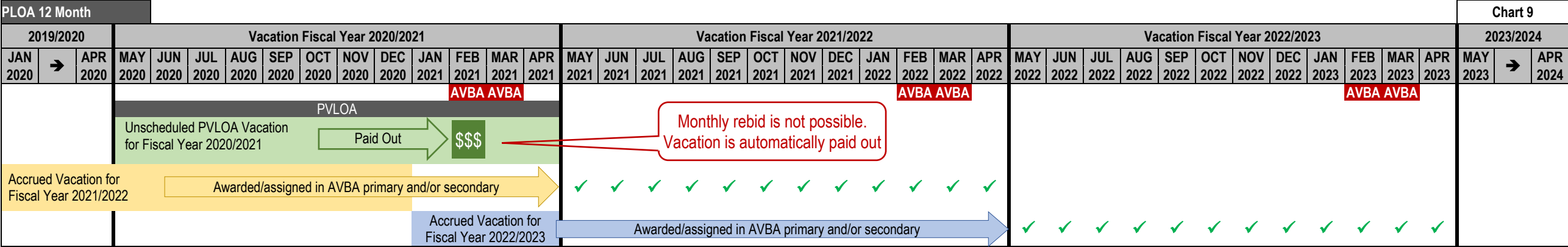


Flight Attendant Phill held a 9 month PVLOA which began in June 2020. Any vacation that he had scheduled during his PVLOA from June 2020 to February 2021 became unscheduled and is eligible for monthly rebid for March 2021 to April 2021. If he fails to rebid his vacation prior to the January 2021 contractual month, his unscheduled vacation will be paid out no later than February 15, 2021. He has **no** unscheduled vacation that becomes carry forward.

He accrued vacation prior to and during his PVLOA that he will be able to bid in the primary and/or secondary rounds of AVBA for the 2021/2022 vacation year. He will accrue vacation from January 2021 and February 2021 that will be eligible to bid in the primary and/or secondary rounds of AVBA for the 2022/2023 vacation year.

Keep in mind these charts are showing what will occur if the leave is **not** cancelled.

PVLOA 12 Month



Flight Attendant David held a 12 month PVLOA which began in May 2020. Any vacation that he had scheduled during his PVLOA from May 2020 to April 2021 becomes unscheduled. Because he will be on PVLOA for the remainder of the 2020/2021 vacation year, his unscheduled vacation will be paid out no later than February 15, 2021. He accrued vacation prior to and during his PVLOA that he will be able to bid in the primary and/or secondary rounds of AVBA for the 2021/2022 vacation year. He has no unscheduled vacation that becomes carry forward.

His vacation accrued from January 2021 to April 2021 will be eligible to bid in the primary and/or secondary rounds of AVBA for the 2022/2023 vacation year.

Keep in mind these charts are showing what will occur if the leave is not cancelled.

PVLOA with a Gap before PVLOA

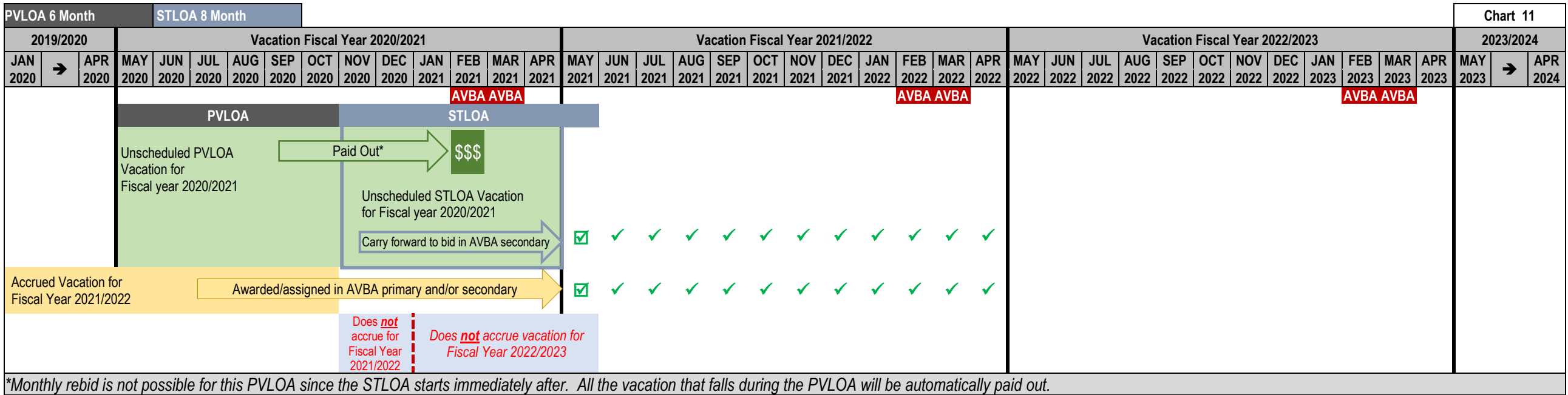
PVLOA 3 Month				PVLOA 1 Month																								Chart 10																									
2019/2020				Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024													
JAN 2020	→	APR 2020		MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024											
				PVLOA				PVLOA						AVBA AVBA																																							
				Paid Out				Paid Out						\$\$\$																																							
				Unscheduled PVLOA Vacation for Fiscal Year 2021/2020				or																																													
				Monthly rebids for ✓ months																																																	
				Accrued Vacation for Fiscal Year 2021/2022																																																	
				Awarded/assigned in AVBA primary and/or secondary																																																	

If FA does not monthly rebid by JAN2021, all the vacation that falls during the PVLOA will be automatically paid out

Flight Attendant Marti held a 3 month PVLOA which began in May 2020. Any vacation from May 2020 to July 2020 became unscheduled and eligible for the monthly rebid for August 2020 to April 2021. She then decided to also take a PVLOA for 1 month in September 2020. Any vacation in September 2020 became unscheduled and eligible for monthly rebid for October 2020 to April 2021. If she fails to rebid her vacation(s) prior to the January 2021 contractual month, her unscheduled vacation(s) will be paid out no later than February 15, 2021. She has **no** unscheduled vacation(s) that become carry forwards.

Marti accrued vacation during both her 3 month and 1 month PVLOAs which will be eligible to be bid in the primary and/or secondary rounds of AVBA for the 2021/2022 vacation year.

PVLOA 6 Month Concludes STLOA 8 Month Starts



Flight Attendant Jacob held a 6 month PVLOA which began in May 2020 and has opted to begin the 8 month STLOA (return date June 2021 bid month) when his PVLOA ends. Any vacation he held for the 2020/2021 vacation year during his PVLOA becomes unscheduled and paid out no later than February 15, 2021. Any vacation he held in November 2020 to April 2021 will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2021/2022 vacation year. Any vacation that he held in May 2021 will become unscheduled and carried forward to the 2022/2023 fiscal year unless he participates in the monthly rebid. He accrues vacation during his PVLOA from May 2020 to October 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year.

During Jacob's STLOA he will not accrue vacation November 2020 to December 2020 to be bid in the 2021/2022 vacation year; nor will he accrue vacation January 2021 to May 2021 to bid in the 2022/2023 vacation year.

Assuming his STLOA is not cancelled, any vacation awarded in May 2021 will be unscheduled and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year unless he participates in the monthly rebid.

Keep in mind these charts are showing what will occur if the leave is **not** cancelled.

Any vacation that falls in the ✔ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the ✔ months will be taken by the FA.

PVLOA 12 Month Coverts to STLOA 8 Month

PVLOA 12 Month		STLOA 8 Month																																		Chart 12					
2019/2020		Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024			
JAN 2020	→ APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→ APR 2024		
		PVLOA												STLOA																											
		Unscheduled PVLOA Vacation for Fiscal Year 2020/2021												Paid Out* \$\$\$																											
Accrued Vacation for Fiscal Year 2021/2022		Awarded/assigned in AVBA primary and/or secondary												<div style="display: flex; justify-content: space-around;"> ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ </div>																											
		Does not accrue for Fiscal Yr. 2021/2022												Does not accrue vacation for Fiscal Year 2022/2023																											
*Monthly rebid is not possible for this PVLOA since the STLOA starts immediately after. All the vacation that falls during the original PVLOA will be automatically paid out																																									

Flight Attendant Allison held a 12 month PVLOA which began May 2020 and has opted to convert to an 8 month STLOA (return date June 2021 bid month) on October 1, 2020. Any vacation that fell during her original 12 month PVLOA will become unscheduled and paid out no later than February 15, 2021. Any vacation that she held in May 2021 will become unscheduled and carried forward to the 2022/2023 fiscal year unless she participates in the monthly rebid. She accrued vacation during the terms of her PVLOA from May 2020 to September 2020 to be bid in the primary and/or secondary rounds of AVBA for the 2021/2022 vacation year.

During Allison’s STLOA she will not accrue vacation October 2020 to December 2020 to be bid in the 2021/2022 vacation year; nor will she accrue vacation January 2021 to May 2021 to bid in the 2022/2023 vacation year.

Assuming Allison’s STLOA is not cancelled, any vacation she held in May 2021 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2022/2023 vacation year unless she participates in the monthly rebid.

Keep in mind these charts are showing what will occur if the leave is **not** cancelled.

Any vacation that falls in the ✓ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the ✓ months will be taken by the FA.

PVLOA 6 Month Concludes and EVLOA 15 Month Starts

PVLOA 6 Month				EVLOA 15 Month												Chart 13																											
2019/2020				Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024			
JAN 2020	→	APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024		
												AVBA AVBA																								AVBA AVBA							
				PVLOA												EVLOA																											
				Unscheduled PVLOA Vacation for Fiscal year 2020/2021												Unscheduled EVLOA Vacation for Fiscal year 2020/2021																											
				Paid Out* → \$\$\$												Carry forward to bid in AVBA secondary →																											
				Accrued Vacation for Fiscal Year 2021/2022												Awarded/assigned in AVBA primary and/or secondary →																											
										Does <u>not</u> accrue for Fiscal Year 2021/2022		Does <u>not</u> accrue vacation for Fiscal Year 2022/2023										Doesn't Accrue Fiscal '23/24																					
*Monthly rebid is not possible for this PVLOA since the EVLOA starts immediately after. All the vacation that falls during the PVLOA will be automatically paid out.																																											

Flight Attendant Josh held a 6 month PVLOA which began in May 2020 and has opted to begin a 15 month EVLOA when his PVLOA ends. Any vacation he held for the 2020/2021 vacation year during his PVLOA becomes unscheduled and paid out no later than February 15, 2021. Any vacation he held in November 2020 to April 2021 will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2021/2022 vacation year. He accrues vacation during his PVLOA from May 2020 to October 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year.

During Josh's EVLOA he will not accrue vacation November 2020 to December 2020 to be bid in the 2021/2022 vacation year; nor will he accrue vacation January 2021 to December 2021 to bid in the 2022/2023 vacation year; nor will he accrue vacation January 2022 to bid in the 2023/2024 vacation year.

Assuming his EVLOA is not cancelled, any vacation awarded during the length of his EVLOA during the 2021/2022 vacation year will be unscheduled and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year. Any vacation he held during May 2021 to January 2022 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2022/2023 vacation year unless he participates in the monthly rebid.

Keep in mind these charts are showing what will occur if the leave is **not** cancelled.

Any vacation that falls in the ✔ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the ✔ months will be taken by the FA.

PVLOA 6 Month Concludes and EVLOA 18 Month Starts

PVLOA 6 Month				EVLOA 18 Month																Chart 14																																		
2019/2020				Vacation Fiscal Year 2020/2021								Vacation Fiscal Year 2021/2022								Vacation Fiscal Year 2022/2023								2023/2024																										
JAN 2020	→	APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024													
											AVBA AVBA																																											
			PVLOA				EVLOA																																															
			Unscheduled PVLOA Vacation for Fiscal year 2020/2021		Paid Out* \$\$\$			Unscheduled EVLOA Vacation for Fiscal year 2020/2021		Carry forward to bid in AVBA secondary																																												
			Accrued Vacation for Fiscal Year 2021/2022		Awarded/assigned in AVBA primary and/or secondary																																																	
									Does <u>not</u> accrue for Fiscal Year 2021/2022		Does <u>not</u> accrue vacation for Fiscal Year 2022/2023								Does <u>not</u> accrue for Fiscal Year 2023/2024																																			

*Monthly rebid is not possible for this PVLOA since the EVLOA starts immediately after. All the vacation that falls during the PVLOA will be automatically paid out.

Flight Attendant Erik held a 6 month PVLOA which began in May 2020 and has opted to begin an 18 month EVLOA when his PVLOA ends. Any vacation he held for the 2020/2021 vacation year during his PVLOA becomes unscheduled and paid out no later than February 15, 2021. Any vacation he held in November 2020 to April 2021 will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2021/2022 vacation year. He accrues vacation during his PVLOA from May 2020 to October 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year.

During Erik’s EVLOA he will not accrue vacation November 2020 to December 2020 to be bid in the 2021/2022 vacation year; nor will he accrue vacation January 2021 to December 2021 to bid in the 2022/2023 vacation year; nor will he accrue vacation January 2022 to April 2022 to bid in the 2023/2024 vacation year.

Assuming his EVLOA is not cancelled, any vacation awarded during the length of his EVLOA during the 2021/2022 vacation year will be unscheduled and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year.

Keep in mind these charts are showing what will occur if the leave is not cancelled.

Any vacation that falls in the ✓ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled.
 The vacation that falls in the ✓ months will be taken by the FA.

PVLOA 6 Month Concludes and EVLOA 24 Month Starts

PVLOA 6 Month					EVLOA 24 Month												Chart 15																											
2019/2020					Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024			
JAN 2020	→	APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024			
					PVLOA												EVLOA																											
					<div style="display: flex; justify-content: space-between;"> Unscheduled PVLOA Vacation for Fiscal year 2020/2021 Paid Out* → \$\$\$ </div>																																							
					Carry forward to bid in AVBA secondary →																																							
Accrued Vacation for Fiscal Year 2021/2022					Awarded/assigned in AVBA primary and/or secondary →																																							
					Does not accrue for Fiscal Year 2021/2022												Does not accrue vacation for Fiscal Year 2022/2023												Does not accrue for Fiscal Year 2023/2024															
					AVBA AVBA												AVBA AVBA												AVBA AVBA															
					<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>												<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>												<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>															

*Monthly rebid is not possible for this PVLOA since the EVLOA starts immediately after. All the vacation that falls during the PVLOA will be automatically paid out.

Flight Attendant Kenton held a 6 month PVLOA which began in May 2020 and has opted to begin a 24 month EVLOA when his PVLOA ends. Any vacation he held for the 2020/2021 vacation year during his PVLOA becomes unscheduled and paid out no later than February 15, 2021. Any vacation he held in November 2020 to April 2021 will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2021/2022 vacation year. He accrues vacation during his PVLOA from May 2020 to October 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year.

During Kenton's EVLOA he will not accrue vacation November 2020 to December 2020 to be bid in the 2021/2022 vacation year; nor will he accrue vacation January 2021 to December 2021 to bid in the 2022/2023 vacation year; nor will he accrue vacation January 2022 to October 2022 to bid in the 2023/2024 vacation year.

Assuming his EVLOA is not cancelled, any vacation awarded during the length of his EVLOA during the 2021/2022 vacation year will be unscheduled and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year. Any vacation he held during May 2022 to October 2022 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2023/2024 vacation year unless he participates in the monthly rebid.

Keep in mind these charts are showing what will occur if the leave is **not** cancelled.
 Any vacation that falls in the months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled.
 The vacation that falls in the months will be taken by the FA.

PVLOA 9 Month Concludes and EVLOA 15 Month Starts

PVLOA 9 Month				EVLOA 15 Month												Chart 16																																						
2019/2020				Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024														
JAN 2020	→	APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024													
			PVLOA												EVLOA																																							
			Unscheduled PVLOA Vacation for Fiscal year 2020/2021												Unscheduled EVLOA Vacation for Fiscal Year 2020/2021																																							
			Paid Out*												Carry forward to bid in AVBA secondary																																							
Accrued Vacation for Fiscal Year 2021/2022				Awarded/assigned in AVBA primary and/or secondary																																																		
			Accrued Vacation for '22/23												Awarded/assigned in AVBA primary and/or secondary																																							
															Does <u>not</u> accrue vacation for Fiscal Year 2022/2023												Does <u>not</u> accrue vacation for Fiscal Year 2023/2024																											

*Monthly rebid is not possible for this PVLOA since the EVLOA starts immediately after. All the vacation that falls during the PVLOA will be automatically paid out

Flight Attendant Vicki held a 9 month PVLOA which began in May 2020 and has opted to begin a 15 month EVLOA when her PVLOA ends. Any vacation she held for the 2020/2021 vacation year during her PVLOA becomes unscheduled and paid out no later than February 15, 2021. Any vacation she held in February 2021 to April 2021 will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2021/2022 vacation year. She accrues vacation during her PVLOA from May 2020 to December 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year. She also will accrue vacation in January 2021 during her PVLOA to be bid in the primary and/or secondary rounds of AVBA for the 2022/2023 vacation year.

During Vicki's EVLOA she will not accrue vacation February 2021 to December 2021 to be bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to April 2022 to bid in the 2023/2024 vacation year.

Assuming her EVLOA is not cancelled, any vacation awarded during the length of her EVLOA during the 2021/2022 vacation year will be unscheduled and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year.

Keep in mind these charts are showing what will occur if the leave is **not** cancelled.
 Any vacation that falls in the months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled.
 The vacation that falls in the months will be taken by the FA.

PVLOA 9 Month Concludes and EVLOA 18 Month Starts

PVLOA 9 Month				EVLOA 18 Month																								Chart 17														
2019/2020				Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024		
JAN 2020	→	APR 2020		MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024
PVLOA													EVLOA																													
Unscheduled PVLOA Vacation for Fiscal Year 2020/2021 Paid Out* → \$\$\$													Unscheduled EVLOA Vacation for Fiscal Year 2020/2021 Carry forward to bid in AVBA secondary																													
Accrued Vacation for Fiscal Year 2021/2022				Awarded/assigned in AVBA primary and/or secondary																																						
Accrued Vacation for '22/23													Awarded/assigned in AVBA primary and/or secondary																													
													Does not accrue vacation for Fiscal Year 2022/2023												Does not accrue vacation for Fiscal Year 2023/2024																	
*Monthly rebid is not possible for this PVLOA since the EVLOA starts immediately after. All the vacation that falls during the PVLOA will be automatically paid out																																										

Flight Attendant Reese held a 9 month PVLOA which began in May 2020 and has opted to begin an 18 month EVLOA when her PVLOA ends. Any vacation she held for the 2020/2021 vacation year during her PVLOA becomes unscheduled and paid out no later than February 15, 2021. Any vacation she held in February 2021 to April 2021 will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2021/2022 vacation year. She accrues vacation during her PVLOA from May 2020 to December 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year. She also will accrue vacation in January 2021 during her PVLOA to be bid in the primary and/or secondary rounds of AVBA for the 2022/2023 vacation year.

During Reese's EVLOA she will not accrue vacation February 2021 to December 2021 to be bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to July 2022 to bid in the 2023/2024 vacation year.

Assuming her EVLOA is not cancelled, any awarded vacation in the 2021/2022 vacation year will become unscheduled and carried forward to be bid in the secondary round of AVBA for the 2022/2023 vacation year. Any vacation she held during May 2022 to July 2022 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2023/2024 vacation year unless she participates in the monthly rebid.

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the months will be taken by the FA.

PVLOA 9 Month Concludes and EVLOA 24 Month Starts

PVLOA 9 Month				EVLOA 24 Month																								Chart 18														
2019/2020				Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024		
JAN 2020	→	APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→	APR 2024	
PVLOA												EVLOA																														
												<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; padding: 2px;">Unscheduled PVLOA Vacation for Fiscal Year 2020/2021</div> <div style="border: 1px solid black; padding: 2px;">Unscheduled EVLOA Vacation for Fiscal Year 2020/2021</div> </div>																														
												<div style="border: 1px solid black; padding: 2px; display: inline-block;">Paid Out* \$\$\$</div>																														
												<div style="border: 1px solid black; padding: 2px; display: inline-block;">Carry forward to bid in AVBA secondary</div>																														
Accrued Vacation for Fiscal Year 2021/2022				Awards/assigned in AVBA primary and/or secondary																																						
												<div style="border: 1px solid black; padding: 2px; display: inline-block;">Accrued Vacation for '22/23</div>												<div style="border: 1px solid black; padding: 2px; display: inline-block;">Awards/assigned in AVBA primary and/or secondary</div>																		
												<div style="border: 1px solid black; padding: 2px; display: inline-block;">Does not accrue vacation for Fiscal Year 2022/2023</div>												<div style="border: 1px solid black; padding: 2px; display: inline-block;">Does not accrue vacation for Fiscal Year 2023/2024</div>																		
												<div style="border: 1px solid black; padding: 2px; display: inline-block;">Doesn't accrue for '24/25</div>																														
<p>*Monthly rebid is not possible for this PVLOA since the EVLOA starts immediately after. All the vacation that falls during the PVLOA will be automatically paid out</p>																																										

Flight Attendant Sabrina held a 9 month PVLOA which began in May 2020 and has opted to begin a 24 month EVLOA when her PVLOA ends. Any vacation she held for the 2020/2021 vacation year during her PVLOA becomes unscheduled and paid out no later than February 15, 2021. Any vacation she held in February 2021 to April 2021 will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2021/2022 vacation year. She accrues vacation during her PVLOA from May 2020 to December 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year. She also will accrue vacation in January 2021 during her PVLOA to be bid in the primary and/or secondary rounds of AVBA for the 2022/2023 vacation year.

During Sabrina's EVLOA she will not accrue vacation February 2021 to December 2021 to be bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to December 2022 to be bid in the 2023/2024 vacation year; nor will she accrue vacation January 2023 to bid in the 2024/2025 vacation year.

Assuming her EVLOA is not cancelled, any vacation awarded during the length of her EVLOA during the 2021/2022 vacation year will be unscheduled and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year. Any vacation she held during May 2022 to January 2023 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2023/2024 vacation year unless she participates in the monthly rebid.

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the ☑ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the ✓ months will be taken by the FA.

PVLOA 12 Month Concludes and EVLOA 15 Month Starts

PVLOA 12 Month				EVLOA 15 Month																																Chart 19				
2019/2020		Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024		
JAN 2020	→ APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→ APR 2024	
		PVLOA											EVLOA																											
		Unscheduled Vacation for Fiscal Year 2020/2021																																						
		Paid Out*																																						
		Accrued Vacation for Fiscal Year 2021/2022											Awards/assigned in AVBA primary and/or secondary																											
													Awards/assigned in AVBA primary and/or secondary																											
													Accrued Vacation for Fiscal Year 2022/2023																											
													Does <u>not</u> accrue vacation for Fiscal Year 2022/2023												Does <u>not</u> accrue vacation for Fiscal Year 2023/2024															

*Monthly rebid is not possible for this PVLOA since the PVLOA encompasses the entire Fiscal Year for 2020/2021. All the vacation that falls during the PVLOA will be automatically paid out

Flight Attendant Wendy held a 12 month PVLOA which began in May 2020 and has opted to begin a 15 month EVLOA when her PVLOA ends. Any vacation she held for the 2020/2021 vacation year during her PVLOA becomes unscheduled and paid out no later than February 15, 2021. She has **no** unscheduled vacation that becomes carry forward. She accrued vacation during her PVLOA from May 2020 to December 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year. She also accrued vacation from January 2021 to April 2021 during her PVLOA to be bid in the primary and/or secondary rounds of AVBA for the 2022/2023 vacation year.

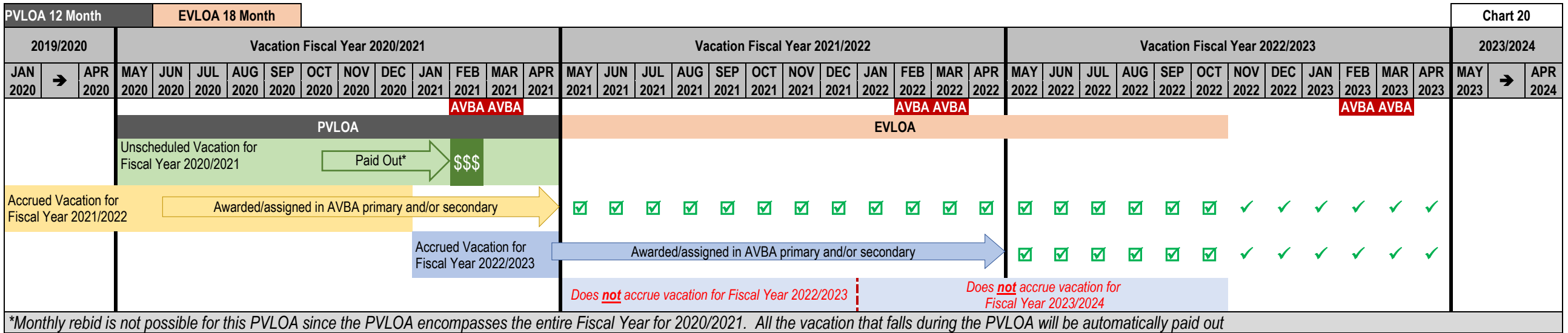
During Wendy's EVLOA she will not accrue vacation May 2021 to December 2021 to be bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to July 2022 to bid in the 2023/2024 vacation year.

Assuming her EVLOA is not cancelled, any vacation awarded during the length of her EVLOA during the 2021/2022 vacation year will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year. Any vacation she held during May 2022 to July 2022 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2023/2024 vacation year unless she participates in the monthly rebid.

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the months will be taken by the FA.

PVLOA 12 Month Concludes and EVLOA 18 Month Starts



**Monthly rebid is not possible for this PVLOA since the PVLOA encompasses the entire Fiscal Year for 2020/2021. All the vacation that falls during the PVLOA will be automatically paid out*

Flight Attendant Izumi held a 12 month PVLOA which began in May 2020 and has opted to begin an 18 month EVLOA when her PVLOA ends. Any vacation she held for the 2020/2021 vacation year during her PVLOA becomes unscheduled and paid out no later than February 15, 2021. She has **no** unscheduled vacation that becomes carry forward. She accrued vacation during her PVLOA from May 2020 to December 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year. She also will accrue vacation from January 2021 to April 2021 during her PVLOA to be bid in the primary and/or secondary rounds of AVBA for the 2022/2023 vacation year.

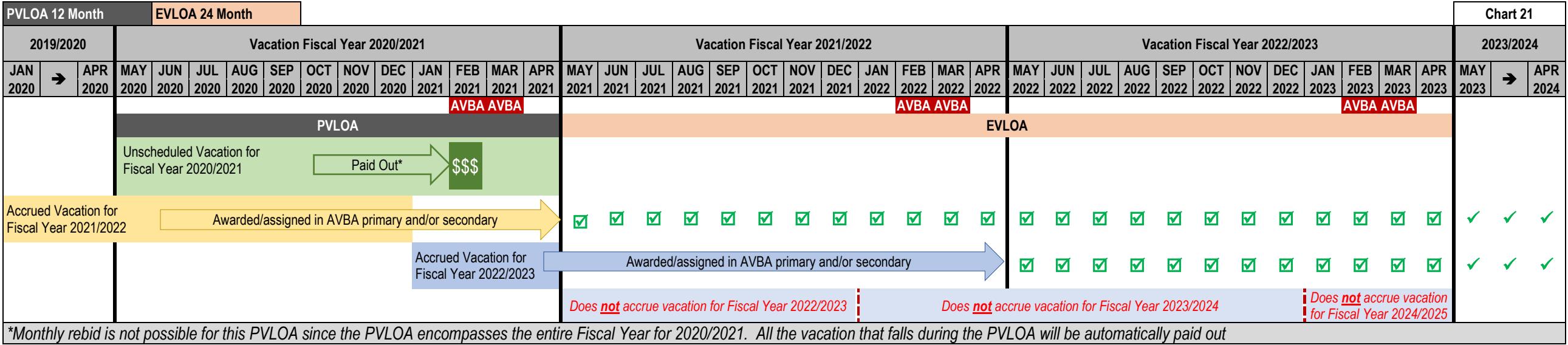
During Izumi's EVLOA she will not accrue vacation May 2021 to December 2021 to be bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to October 2022 to bid in the 2023/2024 vacation year.

Assuming her EVLOA is not cancelled, any vacation awarded during the length of her EVLOA during the 2021/2022 vacation year will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year. Any vacation she held during May 2022 to October 2022 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2023/2024 vacation year unless she participates in the monthly rebid.

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the ✓ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled.
 The vacation that falls in the ✓ months will be taken by the FA.

PVLOA 12 Month Concludes and EVLOA 24 Month Starts



Flight Attendant Stephanie held a 12 month PVLOA which began May 2020 and has opted to begin a 24 month EVLOA when her PVLOA ends. Any vacation she held for the 2020/2021 vacation year during her PVLOA becomes unscheduled and paid out no later than February 15, 2021. She has no unscheduled vacation that becomes carry forward. She accrued vacation during her PVLOA from May 2020 to December 2020 to be bid in the AVBA primary and/or secondary rounds for the 2021/2022 vacation year. She also will accrue vacation from January 2021 to April 2021 during her PVLOA to be bid in the primary and/or secondary rounds of AVBA for the 2022/2023 vacation year.

During Stephanie’s EVLOA she will not accrue vacation May 2021 to December 2021 to be bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to December 2022 to bid in the 2023/2024 vacation year; nor will she accrue vacation January 2023 to April 2023 to bid in the 2024/2025 vacation year.

Assuming her EVLOA is not cancelled, any vacation awarded during the length of her EVLOA during the 2021/2022 vacation year will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year. Any awarded vacation for the 2022/2023 vacation year will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2023/2024 vacation year.

Keep in mind these charts are showing what will occur if the leave is not cancelled.
 Any vacation that falls in the ✓ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled.
 The vacation that falls in the ✓ months will be taken by the FA.

PVLOA with a Gap before EVLOA

PVLOA 3 Month/1 Month				EVLOA 18 Month																								Chart 22															
2019/2020				Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024			
JAN 2020	APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	APR 2024				
		3 Mo. PVLOA			1 Mo.																																						
				Unscheduled PVLOA Vacation for Fiscal Year 2020/2021												Unscheduled EVLOA Vacation for Fiscal year 2020/2021																											
				Monthly rebids for ✓ months												Paid Out \$\$\$																											
				or												Carry forward for bidding in AVBA secondary																											
				✓												✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓																											
Accrued Vacation for Fiscal Year 2021/2022				Awarded/assigned in AVBA primary and/or secondary																																							
				✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓												✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓																											
				Does not accrue for Fiscal Year '21/22												Does not accrue for Fiscal Year 2022/2023												Does not accrue for Fiscal Year '23/24															

Flight Attendant Renee has a 3 month PVLOA beginning in May 2020 followed by a 1 month PVLOA for August 2020. Any vacation that fell during her PVLOA will become unscheduled and eligible for the monthly rebid. If she fails to rebid by January 2021, her unscheduled vacation will be paid out no later than February 15, 2021. If she rebids her vacation then commences her EVLOA, any vacation scheduled during the EVLOA will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2021/2022 vacation year. She accrued vacation during her PVLOA to be bid in the primary and/or secondary rounds of AVBA for the 2021/2022 vacation year.

During Renee’s EVLOA she will not accrue vacation October 2020 to December 2020 to be bid in the 2021/2022 vacation year; nor will she accrue vacation January 2021 to December 2021 to be bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to March 2022 to bid in the 2023/2024 vacation year.

Any vacation she held during May 2021 to March 2022 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2022/2023 vacation year unless she participates in the monthly rebid.

*Keep in mind these charts are showing what will occur if the leave is **not** cancelled.*

Any vacation that falls in the ✓ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled. The vacation that falls in the ✓ months will be taken by the FA.

PVLOA 12 Month Converts to an EVLOA 15 Month

PVLOA 12 Month		EVLOA 15 Month																																		Chart 23			
2019/2020		Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023												2023/2024	
JAN 2020	→ APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→ APR 2024
		PVLOA												EVLOA																									
		Unscheduled PVLOA Vacation for Fiscal Year 2020/2021																																					
		Paid Out* → \$\$\$																																					
Accrued Vacation for Fiscal Year 2021/2022		Awarded/assigned in AVBA primary and/or secondary →												✓																									
		Does not accrue for Fiscal Yr. 2021/2022												Does not accrue for Fiscal Year 2022/2023																									
		AVBA AVBA												AVBA AVBA												AVBA AVBA													

*Monthly rebid is not possible for this PVLOA since the EVLOA starts immediately after. All the vacation that falls during the PVLOA will be automatically paid out

Flight Attendant Bellia held a 12 month PVLOA which began May 2020 and has opted to convert to a 15 month EVLOA on October 1, 2020. Any vacation that fell during her original 12 month PVLOA will become unscheduled and paid out no later than February 15, 2021. She accrued vacation during the terms of her PVLOA from May 2020 to September 2020 to be bid in the primary and/or secondary rounds of AVBA for the 2021/2022 vacation year.

During Bellia's EVLOA she will not accrue vacation October 2020 to December 2020 to be bid in the 2021/2022 vacation year; nor will she accrue vacation January 2021 to December 2021 to bid in the 2022/2023 vacation year.

Assuming her EVLOA is not cancelled, any vacation she held during May 2021 to December 2021 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2022/2023 vacation year unless she participates in the monthly rebid.

Keep in mind these charts are showing what will occur if the leave is **not** cancelled.

Any vacation that falls in the ✓ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled.
The vacation that falls in the ✓ months will be taken by the FA.

PVLOA 12 Month Converts to an EVLOA 24 Month

PVLOA 12 Month		EVLOA 24 Month																																		Chart 24			
2019/2020		Vacation Fiscal Year 2020/2021												Vacation Fiscal Year 2021/2022												Vacation Fiscal Year 2022/2023								2023/2024					
JAN 2020	→ APR 2020	MAY 2020	JUN 2020	JUL 2020	AUG 2020	SEP 2020	OCT 2020	NOV 2020	DEC 2020	JAN 2021	FEB 2021	MAR 2021	APR 2021	MAY 2021	JUN 2021	JUL 2021	AUG 2021	SEP 2021	OCT 2021	NOV 2021	DEC 2021	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	FEB 2023	MAR 2023	APR 2023	MAY 2023	→ APR 2024
		PVLOA																				EVLOA																	
		AVBA AVBA																				AVBA AVBA																	
		Unscheduled PVLOA Vacation for Fiscal Year 2020/2021																				Paid Out* \$\$\$																	
Accrued Vacation for Fiscal Year 2021/2022		Awarded/assigned in AVBA primary and/or secondary												✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓								✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓																	
		Does not accrue for Fiscal Yr. 2021/2022												Does not accrue for Fiscal Year 2022/2023								Does not accrue for Fiscal Year 2023/2024																	

*Monthly rebid is not possible for this PVLOA since the EVLOA starts immediately after. All the vacation that falls during the PVLOA will be automatically paid out

Flight Attendant Linda held a 12 month PVLOA which began May 2020 and has opted to convert to a 24 month EVLOA on October 1, 2020. Any vacation that fell during her original 12 month PVLOA will become unscheduled and paid out no later than February 15, 2021. She accrued vacation during the terms of her PVLOA from May 2020 to September 2020 to be bid in the primary and/or secondary rounds of AVBA for the 2021/2022 vacation year.

During Linda's EVLOA she will not accrue vacation October 2020 to December 2020 to be bid in the 2021/2022 vacation year; nor will she accrue vacation January 2021 to December 2021 to bid in the 2022/2023 vacation year; nor will she accrue vacation January 2022 to September 2022 to bid in the 2023/2024 vacation year.

Assuming her EVLOA is not cancelled, any vacation awarded during the 2021/2022 vacation year will become unscheduled, carried forward, and eligible to bid in the secondary round of AVBA for the 2022/2023 vacation year. Any vacation she held during May 2022 to September 2022 will become unscheduled and carried forward to bid in the secondary round of AVBA for the 2023/2024 vacation year unless she participates in the monthly rebid

Keep in mind these charts are showing what will occur if the leave is **not** cancelled.
 Any vacation that falls in the ✓ months will become unscheduled for either monthly rebid and/or carried forward to be bid in the secondary round of AVBA for the next vacation Fiscal Year provided the leave is not cancelled.
 The vacation that falls in the ✓ months will be taken by the FA.