

September 22, 2020

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

RE: Modified A321T Premium Pay for 3-Class Transcon Flights

Dear Julie:

This letter will confirm our agreement regarding premium pay on the A321T aircraft when flying routes with a 3-class transcon level of service. As a result of changes to the Purser duties on the A321T aircraft effective October 1, 2020, the Parties agree to alter the premium pay rates in Section 3.C. of the 2014 AA/APFA Joint Collective Bargaining Agreement as follows:

1. Since there will only be one flight attendant in the first class cabin on the A321T aircraft with a 3-class transcon level of service and a reduction in the total number of Galley positions on the aircraft, effective October 1, 2020 the \$1.00 Galley premium will be added to the Purser/Lead premium as outlined in the chart below:

3-CLASS TRANSCON PURSER, LEAD AND GALLEY POSITION PREMIUM PAY

Current	Aircraft Type	DOMESTIC			
		Lead	Purser	Aft	Galley
Premium Pay	A321T	\$3.75	\$4.75		\$1.00

Effective 10/1/2020	Aircraft Type	DOMESTIC			
		Lead	Purser	Aft	Galley
Premium Pay	A321T	\$4.75	\$5.75		

NOTE: Rates shown are per hour. All Purser positions require a Purser qualification.

2. If A321T staffing is increased or galley duties are reassigned in the future, the rates in the "Current" chart above will apply.

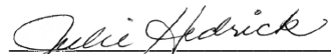
This agreement is non-precedent setting and non-referable and shall not be considered evidence of a practice relative to the interpretation or application of the JCBA or Company policy. Also, it is understood that the provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 09/24/2020

Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
JC Gulbranson
Sam Mendenhall
Larry Salas
Vince Heyer