

December 3, 2020

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

RE: Eligibility for Moving Expenses for Flight Attendants Displaced from PHX

Dear Julie:

This letter will confirm our agreement and understanding regarding eligibility for moving expenses for Flight Attendants who have been displaced from PHX effective February 2021.

1. A Flight Attendant who is displaced from PHX effective February 2021 will be eligible for moving expenses in Section 5.A.3. (Moving Expenses), of the 2014 AA/APFA Joint Collective Bargaining Agreement as determined by the crew base of record as defined below:
 - a. If a Flight Attendant is awarded her/his 1st choice for crew base for February 2021, this becomes the crew base of record.
 - b. If a Flight Attendant is not awarded her/his 1st choice for crew base for February 2021, and is subsequently awarded her/his 1st choice for crew base through a vacancy/mutual award for March or April 2021, the subsequent crew base becomes the crew base of record.

This agreement is non-precedent setting and non-referable. 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:

Julie Hedrick Date 12/03/2020

Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek Marti McMillan
Sumit Batra Brian Walsh
Larry Salas Vince Heyer