

## Protecting your pay in June

### *Similar to pay protection in April and May*

**May 15, 2020**

*All APFA-represented flight attendants*

In light of the extraordinary circumstances facing our company, we continue to work with the APFA to make sure a sizeable amount of your pay is protected when a flight or sequence is canceled. We're going to provide the same pay protection for June as we provided in May.

#### **Line guarantee based protection will apply in June**

*Here's a quick refresher of how it works:*

1. At the beginning of the month, we look at your original PBS line value and establish a guarantee according the chart below:

<b>PBS Original Line Value</b>	<b>May Guarantee</b>
>75:00	75:00
≥70:00 – 74:59	71:00
<70:00	PBS Original Line Value minus 5:00

2. Throughout the month, if you lose time because of full sequence cancellations or cancellations within a sequence flown that are not covered under regular JCBA protections, we will track that time.
3. At the end of the month, Crew Compensation looks at everyone's pay projection (PPROJ in FOS) and compares it to the line guarantee that was determined at the beginning of the month. If the PPROJ equals or exceeds the line guarantee, then no action is needed and flight attendants are paid the amount of hours in their PPROJ. If the PPROJ is less than the line guarantee, Crew Compensation will add the hours they tracked (noted in step 2 above) to the PPROJ until either there are no more protected hours to add OR the PPROJ reaches the value in the chart in step 1.

*What's the "fine print?"*

- Protected time as described in step 2 (above) does not include premiums.
- The amount of time in your PPROJ includes all trips flown (ETB, TTS, UBL, PBS) as well as carryover time, location delay incentive, vacation time, paid sick time and other credited time.
- Applies to lineholders only.

**When can I expect to see my schedule adjusted/recoded? And when can I expect to see the actual pay protection in my paycheck?**

The Crew Compensation & Payroll teams will continue to work as quickly as possible to update your paycheck. Since these pay protections are above & beyond what the contract requires, the payments must be processed manually. *This is why it may take longer for you to see pay protection recoded to your schedule and for it to show up in your paycheck.*

This is an extremely challenging time for you and the entire team. We appreciate everything you're doing to take care of our customers and your fellow colleagues during this period of uncertainty.

Melanie Rennels  
Manager, Contract Administration – Flight Service  
[Melanie.Rennels@aa.com](mailto:Melanie.Rennels@aa.com)