

May 4, 2021

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

**RE: Foreign Destination Required COVID Testing**

Dear Julie:

This letter will confirm our understanding and agreement regarding pay when a particular destination requires COVID testing prior to any working Flight Attendants' entry into another country. Due to the unique circumstances regarding COVID testing, the Company will offer the following options to Flight Attendants working/deadheading sequences to AMS, FRA, MXP, SYD, and/or other locations requiring pre-departure COVID testing:

1. A Flight Attendant who voluntarily completes a required COVID test at the applicable Company testing location and receives the results prior to report time for a sequence to AMS, FRA, or MXP will be paid an incentive of sixty (60) minutes (pay-no-credit) of flight pay.
2. A Flight Attendant who voluntarily completes a pre-departure COVID test at the applicable Company testing location and receives the results prior to report time for a sequence to SYD will be paid an incentive of sixty (60) minutes (pay-no-credit) of flight pay for the pre-departure COVID test.
3. A Flight Attendant who reports for testing or receives test results at or after report time for an eligible sequence will not be eligible for the incentive pay. If a Flight Attendant reports 45 minutes or earlier than the sequence report time to the testing site, the Flight Attendant will be eligible for the incentive pay, even if the test is completed after the sequence report time. A Standby Flight Attendant already being paid for Standby Duty will not receive the incentive pay in addition to the Flight Attendant's normal pay.
4. If a vaccination becomes an acceptable method for entry to AMS, FRA, MXP, SYD, or other location(s) requiring pre-departure COVID testing or COVID tests are no longer required, the incentive pay in 1 and 2 above will not be applicable for the destination(s).
5. If additional locations mandate pre-departure COVID testing requirements that are different from those above, this incentive pay will apply.
6. These procedures are effective beginning May 5, 2021 and may be discontinued, in whole or in part, by the Company at any time and APFA will be notified.

7. Any costs associate related to any COVID testing requirements will be covered by the company.

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:

 Date 05/05/2021

Julie Hedrick, National President  
Association of Professional Flight Attendants

cc: Brady Byrnes  
Frank Morales  
Sam Mendenhall  
Mona Gertner  
Larry Salas  
Vince Heyer