

June 7, 2018

Nena Martin, National President
Association of Professional
Flight Attendants
1004 West Euless Boulevard
Euless, TX 76040-5018

RE: Voluntary Duty Day Waiver for Long-Range Flying

Dear Nena:

This letter will confirm our understanding and agreement regarding the addition of a Voluntary Duty Day Waiver for Long-Range Flying. The Long Range Duty Period language in Section 14.D.3.a, of the Joint Collective Bargaining Agreement (JCBA) will be modified as follows:

Section 14.D.3.a. (Long Range Duty Period):

An on-duty period containing one (1) scheduled international segment up to fourteen (14) hours and thirty (30) minutes block, may be scheduled or rescheduled to remain on duty up to sixteen (16) consecutive hours, however, in no case shall a Flight Attendant be required to remain on duty in excess of eighteen (18) hours during any such on-duty period. If the combination of a delayed departure time and scheduled flight time(s) projects the Flight Attendant's duty to exceed the maximum duty of eighteen (18) hours, Crew Schedule may offer, and the Flight Attendant may voluntarily agree to continue working. A Flight Attendant crew who agrees to remain on-duty for more than eighteen (18) hours shall receive pay for the duty period at a rate of two hundred percent (200%) including premiums and credit at one hundred percent (100%). The flight can operate with the applicable FAR-required minimum crew if some of the crew chooses not to fly. Once a Flight Attendant has volunteered to exceed the maximum duty limitations, she/he will receive the pay specified above, even if the duty limitations are not exceeded. In such circumstances, the rest provisions contained in Paragraph H and I, will apply at the end of the extended duty period. In no case will the duty day for the Flight Attendants on Long-Range Flying exceed nineteen (19) hours.

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. Also, this agreement is non-precedent and non-referable.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

_____ Date _____
Nena Martin, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Lauri Lofgren
Sam Mendenhall
Mark Littleton
Vince Heyer