

April 22, 2019

Liz Geiss, National Vice President
Association of Professional
Flight Attendants
1004 West Euless Boulevard
Euless, TX 76040-5018

RE: VE Pay for Double Up Sequences

Dear Liz,

This will confirm our agreement that the Company will pay Voluntary Extension "VE" pay pursuant to Section 11.0 of the 2014 Flight Attendant Collective Bargaining Agreement "JCBA" when a Flight Attendant on a Double Up Sequence is offered and the Flight Attendant agrees to exceed the maximum flight duty limitations as specified in Section 11.F. The Company further agrees that the calculation for the VE pay shall commence at the actual report time of the first sequence and end fifteen (15) minutes after the actual block in time of the second sequence within the Double Up as specified in Section 11.O.

It is further agreed that all other provisions of Section 11.O with respect to voluntary waiver of flight duty limitations shall apply. It is understood that the provisions of the JCBA, except as specifically clarified by this letter, shall apply in all respects.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to:

_____ Date: _____
Liz Geiss National Vice President
Association of Professional Flight Attendants

cc: Jill Surdek
JC Gulbranson
Lori Bassani
Vince Heyer