

October 19, 2020

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

RE: JCBA Section 20 – Seniority

Dear Julie:

This letter will confirm our intent and understanding regarding the accrual of Occupational Seniority when a flight attendant transfers to non-related duties in Section 20.I. of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA). The following edits reflect the agreed upon clarification to the language in the JCBA:

1. A flight attendant who transfers to non-related duties in accordance with Section 20.I. shall retain and accrue Occupational Seniority for one (1) year. The JCBA language will be clarified as follows:
Section 20.I:

A Flight Attendant who transfers to another position in the Company not related to Flight Attendant duties shall retain **and continue to accrue** Occupational Seniority for one (1) year, and thereafter her/his name shall be deleted from the Flight Attendant System Seniority List.

2. The times a flight attendant works in another position for American Airlines while on “furlough status” as a flight attendant under 23.D.2 will not count toward the one (1) year period in Section 20.I.

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 _____
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Larry Salas
Vince Heyer