

October 10, 2024

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

RE: Hurricane Helene and Hurricane Milton – September/October 2024

Dear Julie:

This letter confirms our understanding concerning the measures afforded to MIA and CLT based Flight Attendants and commuters directly impacted by Hurricane Helene and Hurricane Milton in September/October 2024.

1. A Flight Attendant who lost time due to a non-pay protected full sequence cancellation(s), CBA-qualifying Unable to Commute, Trip Missed or Personal Day removal(s) due to Hurricane Helene and Milton may elect to use unscheduled vacation days (days not used because of a leave of absence) from 2024/2025, unused filler days from 2024/2025, or scheduled vacation days.
 - a. A Flight Attendant may move any amount of vacation days provided the vacation days fall within the first day of the first impacted/removed sequence through the last day of the last impacted/removed sequence for sequences that originate on September 26-30, 2024 and October 8-12, 2024. Flight Attendants needing to use vacation days in September or October 2024 because of Hurricane Helene or Hurricane Milton, in accordance with this paragraph, will be considered on an individual basis.
 - b. A Flight Attendant may only move a vacation day(s) to a day that has no paid activity.
 - c. A Flight Attendant using less than seven (7) vacation days to cover lost time will be paid 3:30/day. The vacation days remaining in the original vacation block will be paid 3:30/day if less than seven (7) days remain. A flight attendant using seven (7) vacation days or more will be paid 4:00/day. Reserve and Lineholder vacation is pay and credit. Reserve vacation will be part of reserve guarantee.
2. A Flight Attendant wishing to exercise any of the above options should email FA.vacations@aa.com no later than 1200 CT on Thursday, October 31, 2024.
3. A Flight Attendant who lost flying due to a non-pay protected full sequence cancellation, Trip Missed, CBA-qualifying unable to commute, or Personal Day removal(s) or due to Hurricane Helene or Hurricane Milton between September 26-30, 2024 and October 08-12, 2024, will not be charged with an attendance/dependability event. **A Flight Attendant must have the absence approved and recoded by their Crew Attendance Manager prior to requesting to use vacation to cover the lost time prior to October 25, 2024.**

4. A Flight Attendant who incurred a severe hardship as a direct result of Hurricane Helene or Hurricane Milton (i.e., loss of home, severe damage, and/or outside the above timelines etc.) will be handled on an individual basis by her/his Crew Attendance Manager.

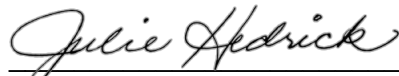
Julie, I am pleased that we can offer this protection on a non-precedent setting basis for this extraordinary event. Please let me know if you have any questions.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:



Date 10/10/2024

Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Paul Tronson
Mark Kilayko
Kipp Stoneman
Larry Salas
Mona Gertner
Melanie Rennels
Vince Heyer
Trish Ebaugh
Mandy Brophy