

January 22, 2025

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

**RE: Los Angeles Wildfires – January 2025**

Dear Julie:

This letter confirms our understanding concerning the measures afforded to LAX-based Flight Attendants and LAX commuters directly impacted by the Los Angeles wildfires in January 2025.

1. A Flight Attendant who lost time due to an unprotected full sequence cancellation(s), CBA-qualifying unable to commute, or Personal Day removal(s) due to the Los Angeles wildfires 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 cancelled sequence through the last day of the last cancelled sequence for sequences that originate on January 7 – 21, 2025. Flight Attendants needing to use vacation days in January 2025 because of the Los Angeles wildfires, 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](mailto:FA.vacations@aa.com) no later than 1200 CT on Friday January 31, 2025.
3. A Flight Attendant who lost flying due to a non-pay protected full sequence cancellation, Trip Missed (TM), CBA-qualifying unable to commute, or Personal Day removal(s) due to the Los Angeles wildfires between January 7 – 21, 2025, 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 January 31, 2025.**

4. A Flight Attendant who incurred a severe hardship as a direct result of the Los Angeles wildfires (i.e., loss of home, severe damage, etc.) will be handled on an individual basis by her/his Crew/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 01/23/2025  
Julie Hedrick, National President  
Association of Professional Flight Attendants

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