

April 2, 2016

Bob Ross
National President
Association of Professional
Flight Attendants
1004 W Euless Blvd
Euless, TX 76040

Dear Bob:

This letter will outline the extraordinary measures being afforded to flight attendants impacted by the flight cancellations to/from Brussels (BRU) as a result of the security situation in the city.

1. Flight Attendants whose last trip or last series of trip sequences is/are cancelled in their entirety will be handled in accordance with Section 10.L.1. of the 2013 US Airways/AFA Agreement.
2. Flight Attendants who experience an entire trip cancellation other than her/his last trip or series of trips in the month will have the following options:
 - a. S/he may choose not to recoup the hours lost and will have no pay protection.
 - b. S/he may attempt to recoup the hours lost by utilizing ETB or ISAP at her/his option and for the sequence(s) (pairings) of their choice and will be paid for actual hours flown.
 - c. S/he will be protected for the cancelled trip(s), by sequence (pairing) – including all premiums - provided s/he participates in the ISAP daily run starting on April 3rd up to the last date of the applicable ISAP run, then the ISAP/AIL run and then UBL (for the post ISAP process at 0800 only – once processed at 0800 the flight attendant will be released) for the first day of the sequence and bidding for an equal number of days as the cancelled trip sequence, e.g., 3 day generic bid. In addition to the ISAP obligation (above), a flight attendant may elect to pick up a trip(s) on ETB covering the same number of days as the cancelled sequence.
 - i. If awarded a sequence, s/he will be protected to the greater of hours actually flown or the cancelled (BRU) sequence.
 - ii. If not awarded a sequence over the protected days, s/he will be pay protected for the cancelled (BRU) sequence and will have no further obligation.
3. LODO Flight Attendants who experience an entire trip cancellation other than her/his last trip or series of trips in the month will have the following options:
 - a. S/he may choose not to recoup the hours lost and will have no pay protection.
 - b. S/he may attempt to recoup the hours lost by utilizing ETB or ISAP at her/his option and for the sequence(s) (pairings) of their choice and will be paid for actual hours flown.

- c. S/he will be protected for the cancelled trip(s), by sequence (pairing) – including all premiums - , provided s/he participates in the ISAP daily run starting on April 3rd up to the last date of the applicable ISAP run, then the ISAP/AIL and then the UBL (for the post ISAP process at 0800 only – once processed at 0800 the flight attendant will be released) for the first day of the sequence and bidding for an equal number of days as the cancelled trip sequence. In addition to the ISAP obligation (above), a flight attendant may elect to pick up a trip(s) on ETB covering the same number of days as the cancelled sequence.
 - i. If awarded a sequence, s/he will be protected to the greater of hours actually flown or the cancelled (BRU) sequence.
 - ii. If not awarded a sequence over the protected days, s/he will be pay protected for the cancelled (BRU) sequence and will have no further obligation.

Note: LODO flight attendants will be required to bid a LODO trip for which they are qualified and non-LODO trips that are in open time by specific pairing numbers. ISAP does not allow a LODO flight attendant to bid non-LODO, generic pairing criteria. On the UBL LODO flight attendants will be available for any three (3) day pairing.

We're pleased to offer these options for trip sequences commencing April 5, 2016. Flight Attendants who had BRU sequences that were scheduled to originate April 1 through 4, 2016 will be pay protected without further obligation.

It is understood that this letter does not modify the AA/APFA Agreement nor does it constitute a precedent in any way.

Sincerely,



Cindi Simone
Managing Director
Labor Relations – Flight Service

Agreed to by:

Bob Ross APFA President

Date

cc: Hector Adler
Nena Martin
Laurie Lofgren
John Romantic
Keith McCarty
Thomas Wooten

