

July 26, 2020

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

RE: October 2020 Transfer Process and Timeline

Dear Julie:

This letter will confirm our agreement regarding the transfer process and timeline for transfers effective October 1, 2020 and the transfer bidding timeline for November 1, 2020. Due to the timing of the EVLOA and VEOP process, the Company will make a one-time exception to the transfer process and timeline for the October 2020 transfers as follows:

1. In order to allow Flight Attendants the ability to bid on vacancies created by the EVLOA and VEOP bid process, the July transfer bid (including mutual transfers) for the October 2020 bid month will be rescheduled as follows:
 - a. Bidding will open on August 7th and close on August 15th.
 - b. The effective date of the bid will be October 1, 2020.
2. All Flight Attendants (except for Flight Attendants taking a VEOP) will be eligible to participate in the vacancy bid for the effective month of October 1, 2020. Flight Attendants being furloughed as of October 1, 2020 and inactive Flight Attendants will be permitted to participate in the October 2020 transfer bid, however they will not be eligible to participate in the mutual transfer process. Flight Attendants being furloughed will have their base of record changed effective October 1, 2020, but their election will not impact staffing at the base.
3. All active* RDU/SLT-based Flight Attendants may participate in the monthly transfer process as normal. Inactive RDU/SLT-based Flight Attendants will only be eligible to participate in the October 2020 vacancy award process. All awards for the October 2020 transfer will have an effective date of February 2021. Any RDU/SLT-based flight attendant without a new base assignment after the October 2020 vacancy award will be assigned with an effective date of February 2021, to the crew base associated with the new satellite base opening March 2021— CLT for RDU and DFW for SLT. If an active RDU/SLT-based Flight Attendant is awarded in a subsequent vacancy transfer bid, such award will be effective February 2021 and will become her/his base of record.

**Unless otherwise required by law, "active" means a Flight Attendant must be available for flying or be on a sick day, FMLA day, jury duty day, bereavement day, military day,*

personal day, PVLOA, or VLOA on the award day, Flight Attendants on any leave of absence not expressly excepted by the prior sentence will not be considered active.

4. As of the date of this letter, all RDU and SLT-based Flight Attendants who want to exercise their right to a priority of return to RDU/SLT must submit their election within 30 days of the base closure per Section 22.H.3 (electronic bid form will be available for this process). Should the Flight Attendant decline the first opportunity to exercise a priority return, or subsequently transfer after February 2021 to a crew base in another location, the right of return will be forfeited.
5. Ordinarily, moving expenses are provided only to Flight Attendants who are displaced at the time of crew base closure. For this modified transfer process only, the Company will pay eligible moving expenses for RDU and SLT-based Flight Attendants who voluntarily bid to transfer and are awarded a transfer prior to their displacement occurring. Accordingly, as of the date of this letter, all RDU and SLT-based Flight Attendants are eligible for moving expenses in accordance with Section 5. Moving expenses may be incurred by an active Flight Attendant as early as October 2020, but will not be eligible for reimbursement until February 2021, provided he/she remains actively employed. Flight Attendants awarded a mutual transfer for SLT or RDU effective October 1, 2020 will not be eligible for moving expenses.
6. Flight Attendants bidding a mutual transfer must possess the required service and equipment requirements for the new base at the time of the mutual match/award. Flight Attendants may also be required to possess the same language requirements.
7. Flight Attendants awarded an October 2020 vacancy transfer who are not furloughed as of October 1, 2020 will have until November 1, 2020 to acquire the equipment qualifications for the awarded crew base. A Flight Attendant who is furloughed October 1, 2020 and awarded a transfer effective October 2020 will not be required to obtain the equipment qualifications for the awarded base until such time as the Company deems necessary to allow the Flight Attendant to return to work on the date she/he is recalled from furlough.
8. The November transfer bid will open on August 23rd and close on August 27th.
9. Due to the large amount of transfers occurring after August TBS processing, the assignment of training, if operationally necessary for October 2020, will occur for September 2020. Flight Attendants who will be furloughed effective October 1, 2020 will not be subject to such assignment. If these assignments are necessary, the Company and APFA will meet and confer on the assignment process.

This agreement is non-precedent setting and non-referable. Also, 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, Flight Service



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 07/27/2020
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
JC Gulbranson
Sumit Batra
Sam Mendenhall
Larry Salas
Vince Heyer

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