

March 21, 2023

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

RE: April 2023 PBS Award Issues

Dear Julie:

This letter will confirm our agreement regarding pay protection for Flight Attendants impacted by the PBS processing issues for April 2023. As a one-time exception to, and in lieu of, the ordinary PBS Misaward Process provided for in Section 10.D.17, the Company will pay the Affected Flight Attendants as follows:

1. The Flight Attendant sequences/positions listed in Attachment A who were originally awarded a sequence(s) in PBS with less than FAR home base rest between sequences for April 2023 (the "Affected Flight Attendants"), will be removed from the sequence(s) with the illegality and pay protected for the original published value of the sequence(s), including all position premiums, e.g., lead, aft, galley.
  - a. Pay protected hours will be added to the Flight Attendant's April schedule as pay & credit no later than March 21, 2023.
  - b. Any sequence(s) picked up via ETB on a pay protected day will negate pay protection for the removed sequence.
2. The Flight Attendant sequences/positions listed in Attachment B who were originally awarded a sequence(s) in PBS with less than FAR home base rest plus the applicable buffer, between sequences for April 2023 (the "Affected Flight Attendants"), will have the following options for the sequence with the illegality:
  - a. Fly the sequence as assigned and be paid for the sequence as scheduled or flown, whichever is greater. Provided the Flight Attendant originates or if illegal to originate and follows the provisions of Section 10.K, the Flight Attendant will be paid an additional two hundred percent (200%) (pay, no credit) for the originally scheduled value of the sequence, excluding premiums. The Flight Attendant must remain on the PBS awarded sequence and in the same position. The Flight Attendant must not trade/seat swap the sequence.

or;

- b. Use the Support tab in Crew Portal to send to the PBS Admins a request to drop the sequence(s) by no later than 12 PM CDT on March 29, 2023, and the Flight Attendant will be removed from the sequence(s) and pay protected for the value of the sequence(s), including all premiums.

- i. Any sequences dropped after the deadline will not be eligible for pay protection.
  - ii. Any sequence(s) picked up via ETB on a pay protected day will negate pay protection for the removed sequence.
3. The Flight Attendants listed in 2.a. above will be paid the additional two hundred percent (200%) pay, no credit, no later than May 31, 2023.
4. The Flight Attendants in 1 and 2 above will not be required to file a Direct Connect, and the ordinary PBS Misaward Process will not be available to the Affected Flight Attendants for the PBS processing issues in April 2023.
5. The APFA agrees to not file or move to arbitration any disputes regarding the PBS processing issues for April 2023, except any dispute to enforce this Agreement.

This agreement is non-precedent setting and non-referable, except as may be necessary for enforcement of this Agreement. 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  
Agreed to by:

 Date 03/21/2023  
Julie Hedrick, National President  
Association of Professional Flight Attendants

Attachments:

Attachment A: List of FAs included in PBS Processing Issues – April 2023

cc: Brady Byrnes                      Larry Salas  
      Thomas Cochran                Marti McMillan  
      Kipp Stoneman                 Vince Heyer