April 18, 2020

Dear Fellow Flight Attendants:
The following are items that you have had questions about or topics that concern our group. Please continue to reach out to us with your questions and concerns. Our AFA leadership makes every attempt to answer your questions with expediency.

COVID-19 TEMPORARY CONTRACT MODIFICATIONS
Please ensure that you refer to the COVID-19 Temporary Contract Modifications Letter of Agreement to understand the May bidding schedule. The company is also offering additional Leave of Absences, Low Time Lines and Voluntary Furloughs in May. This is a hyperlink to the COVID-19 letter:

Q: If I bid for a Voluntary Furlough, does that guarantee that the company cannot involuntarily furlough me?
A: No. Please refer to the contract’s Section 16. Reduction In Force. A, “In the event of a reduction in personnel, the Company shall furlough Flight Attendants in the inverse order of system seniority.” 16.L.r provides, “Nothing herein shall permit a Flight Attendant to remain on Voluntary Furlough if a more senior Flight Attendant would be placed on an involuntary furlough status.”

Q: I am a probationary Flight Attendant. I heard that if I bid for a Voluntary Furlough, it will protect me from being involuntarily furloughed by the company. Is this correct?
A: Under the CARES Act, any airline that accepts grants or loans is not able to involuntarily furlough employees through September 30, 2020. In terms of the rumor presented in this question, beyond September 30, 2020, this is not a correct statement. Please refer to the answer for the above question.

CARRY-OUT TRIPS
There is a handful of Flight Attendants who have a carry-out trip from April returning in May 2020. Please note that if you have a trip that is cancelled, then you will be pay protected for April portion, but not for the return portion in May. Some of you may notice that your carry-out in May is still on your PBS calendar while bidding. HOWEVER, it is important for you to bid knowing that the carry-out will be removed. Please bid around this knowing that for ANY carry-out into the following month – in this case, the month of May - you will NOT be pay protected.

You are pay protected in the current month, but not the new month. There is no specific language that speaks to this; the loose reference is in section 7. Hours of Service, X. End of Month Legalities. However, this has been the “practice on the property” from our DC-10 operations.

RESERVE LINE – BIDDING
[This is copied from the Negotiating Committee’s Update, dated April 17, 2020.]
Please be advised that the new procedures for reserve self-assignment and call out from the standby list (RAPs, or Reserve Availability Periods) have not been implemented. The company is working with its trip-trading program vendor (Sabre/FLICA) in preparation to launch the new reserve systems. This will take some time to complete. Once the system is ready to go, we will give everyone advance notice of the start of the new systems. In the meantime, the reserve rules and systems that are currently in place will remain in place until you have been notified of a change.

Therefore, to reiterate, the new Reserve system from the 2020 Tentative Agreement is NOT in place for May 2020.
Q: What is the minimum line guarantee for Reserve Flight Attendants?
A: Usually, the minimum line guarantee is 75 hours. However, as a result of the COVID-19 Letter of Agreement and based on the amount of leaves, low timelines and Voluntary Furloughs taken in April, the May 2020 Reserve minimum line guarantee is 85 hours.

If you have any questions about bidding, please fill out a PBS Inquiry form; it is on the PBS page of the IFS website.

You may use the handy guide below or for a more thorough step by step guide utilizing the New NavBlu program click here.

---

**How to Bid for a Reserve Line**

To Bid for days off on the NEW Navtech:
1) Log in to PBS
2) Click on “Bids” button on left side of screen
3) Click “Start Bid Group” on upper right side of screen
4) Click “Start Reserve”
5) Click “Apply”
6) Click “Prefer Off”
7) Click “Date List”
8) Select the days you want off
9) Click “Apply”

To Bid for days off on the OLD Navtech:
1) Click on the “Bid” tab at the top
2) Click on “Add” button on the right
3) Select “Reserve” option on left
4) Click “Add” button on right
5) Click “Add” button on right
6) Select “List of Dates” and select your day you would like off.
   • Click on the days in the order you would like them
7) Once your days off are selected, click “Add” button on the right
8) Click “Submit All Bids” on the bottom right

*Don’t forget to utilize the Waive Calendar Day Free when creating 6 or more Workdays

Please continue to take care and practice safe social distancing!

In Unity,
Sharon, Scott, Joni, Jaci-Ann, Josh
and the Entire AFA Leadership