

March 11, 2020

Ken Diaz, President  
United Master Executive Council  
Association of Flight Attendants, CWA  
6250 N River Road – Suite 4020  
Rosemont, IL 60018

Dear Ken:

Based on the unique circumstances resulting from the Coronavirus (Covid-19) and notwithstanding AFA's position that voluntary furlough must be offered prior to any involuntary furlough being imposed, in lieu of separation, probationary Flight Attendants shall be placed on involuntary furlough status.

For seniority purposes, Flight Attendants involuntarily furloughed shall be allowed all time accrued prior to such furlough but shall not continue to accrue seniority during the period of furlough. All such furloughs shall expire at the end of six (6) years from the effective date of furlough and the Flight Attendant shall cease to have preference for re-employment.

To the extent eligible for unemployment compensation in the state in which she/he resides, the Company will not contest unemployment claims.


A Flight Attendant placed on involuntary furlough status in lieu of separation, upon recall, shall continue her/his probationary period at the same point in the probationary timeline at which she/he was when placed on involuntary furlough status.

Flight Attendants placed on involuntary status in lieu of separation shall resume payroll deductions for their first basic uniform and accessories upon recall from furlough.

Flight Attendants on involuntary furlough status in lieu separation will be provided with online Pass Travel benefits for the first ninety (90) day of the furlough.

If the above satisfactorily represents our understanding, please sign below and return two (2) copies for our records.

Sincerely,

  
\_\_\_\_\_  
John Slater, Sr. Vice President  
Inflight Services

  
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Ken Diaz, President  
United Master Executive Council