



December 23, 2020

Dear Flight Attendants,

As you all know, the Coronavirus Relief Bill containing the Airline Payroll Support Program (PSP) was passed by both the US Congress and US Senate. ***We want to thank our MEC Government Affairs Chair, Rick Schwabauer, and his amazing volunteer recruits for their relentless efforts!*** Many may not know that Rick and his team spent countless volunteer hours calling AFA and CWA members providing vital voting and legislative information. We would not be where we are today had it not been for their hard work and dedication.

The bill will not become law – and effective – until President Trump signs it (or 10 days have passed without him signing it). We are all hopeful that the President will sign the bill and the PSP extension will become reality.

While we await the outcome, we wanted to provide you what we have already agreed upon with the company via the [COVID-19 Letter of Agreement \(LOA\)](#) ONCE THE PSP EXTENSION IS EFFECTIVE. Thankfully, with the assistance of our Negotiating Committee and our AFA Staff Negotiator - Paula Mastrangelo - we have solidified language that outlines the process of what must happen when the PSP extension becomes law. While we suggest all Flight Attendants read the detailed LOA, below is a quick summary.

### **Involuntary Furloughed (IVF) Flight Attendants**

- Will be recalled to active status
- Will have the option to immediately go on a COVID Leave and not come back to active status
- Must respond to the company within (14) days of recall notification
  - If IVF Flight Attendant fails to respond to recall notice, she/he will be automatically placed on a COVID Leave
  - IVF Flight Attendant will have 14 additional days to report

### **Flight Attendants on a 16.L Leave**

- Will have the option to stay on inactive status for the original term of their leave
- Will have the option to return to active status

#### **Flight Attendants Electing to Remain on Leave**

- Will be converted from a 16.L Leave to a COVID Leave for the original term length that commenced on October 1, 2020
- Will be eligible for an additional 6 months of 100% company paid medical premiums starting on the month of transition of leave type
- Longevity will continue for 7 months in total (16.L Leaves only provided 30 days)

### **Flight Attendants Electing to Return to Active Status**

- Will have (30) days to return to active status once notified of the option to return
- If the company offers a date to return earlier than the (30) days, the Flight Attendant has the option to accept
- The Flight Attendant will not have their monthly guarantee or days off prorated in the month of which they return to active status

### **More Information on What's in the Coronavirus Bill**

- Once the Company accepts the PSP money, they must offer recall from furlough to Flight Attendants within 72 hours. ***That clock has not yet started!***
- IVF Flight Attendants will receive pay (guarantee) and medical insurance back to December 1<sup>st</sup> (details to be worked out).
- All these details and others will need to be worked out between your AFA MEC and the Company.

For the moment, there is great uncertainty about what President Trump will do that could possibly derail this important program for our industry. **As we receive more information about PSP, we will be sure to communicate that to you.**

If you have further questions, please submit your questions to [tinyurl.com/AFAQuestionForm](https://tinyurl.com/AFAQuestionForm)

In Unity,  
Joni, Scott, Chasity, Jaci-Ann, Josh  
and the entire AFA Leadership