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September 12, 2012

Laura R. Glading, President
Association of Professional
Flight Attendants
1004 W. Euless Blvd.
Euless, TX 76040-5018

Re: International Training

Dear Laura:

In accordance with the provisions of the LBFO ratified by APFA on August 19, 2012, this letter will confirm our agreement regarding the International Training for Domestic Flight Attendants as we move toward a fully combined Domestic/International operation.

The following outlines the parameters for the International Training:

1. The Company will begin offering International Training in November 2012 through a mandatory proffer for Domestic Flight Attendants "subject to reserve" (as defined in #4 below) at bases with an adjacent International base and a voluntary proffer for Flight Attendants not "subject to reserve".
2. All recalled and new hire Flight Attendants shall be required to obtain the International qualification and will be trained during recall and initial training.
3. The number of monthly training class slots shall be determined by the Company.
 - a. Initially, 85% of training class slots will be available for Flight Attendants "subject to reserve" at those bases with an adjacent International base. "Subject to reserve" training class slots will be filled as follows:
 - (1) Proffers in seniority order from those bases with adjacent International bases, and if there are still vacant slots;
 - (2) Drafting, in reverse order of seniority by base as operational requirements permit, from the Flight Attendants "subject to reserve" at those bases with adjacent International bases.
 - b. 15% of the training class slots will be made available to Flight Attendants who are not "subject to reserve" on a voluntary basis. Voluntary training class slots will be filled as follows:
 - (1) Proffers in seniority order from those bases with adjacent International bases, and if there are still vacant slots;
 - (2) Proffers in seniority order from those bases without adjacent International bases, including Flight Attendants subject to reserve (currently STL, DCA, and SFO), and if there are still vacant slots;
 - (3) Drafting, in reverse order of seniority, as operational requirements permit, from Flight Attendants "subject to reserve" at those bases with adjacent International bases.
 - c. The 85/15 ratio is subject to change by mutual agreement.

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4. "Subject to reserve" will be determined by base and by using the highest level of seniority serving reserve since December 2011. The following represents the seniority numbers of the most senior Flight Attendants serving reserve at the following bases:

BASE	SENIORITY
BOS	8913
DFW	7054
LAX	6419
LGA	11410
MIA	10156
ORD	7492

APFA and AA will meet regularly to reassess these seniority levels as well as the need to expand the International Training to those bases without an adjacent International base.

5. International Training for most Flight Attendants is anticipated to be eleven (11) – fourteen (14) days in length and may consist of online training, Initial International Training, International Food Service Training, and aircraft qualification training.
6. International Training will require Flight Attendants to qualify on all equipment being flown in the International operation.
7. Flight Attendants awarded/assigned the Proffer/Draft will be permitted to use their seniority to bid for Training Lines as provided below. International Training Lines will be posted on the monthly bid sheet and consist of the following:
- Eighteen (18) days on duty
 - Seventy-five (75) hour guarantee
 - Training days will be paid at 4:40/day
 - Credited absences will be paid at 3:53/day
 - Line will include training days, ten (10) duty-free periods, available (AVBL) days, and unscheduled days off (DOs).
 - Relief (RL) Rules will apply to the AVBL days - Flight Attendants must have at least a seventy-five (75) hour projection (PROJ) in order to be released from remaining AVBL days.
8. Proffers will be awarded by base in seniority order and will expire each month after the bid awards for the following month are finalized.
9. Prior to the fully combined Domestic/International operation, Domestic Flight Attendants obtaining the International qualification will not be considered part of the International operation of a base.
10. Effective December 2, 2012, International qualified Domestic reserves may be used to cover trips to maintain the International operation under step 6 in the Order of Open Time until such

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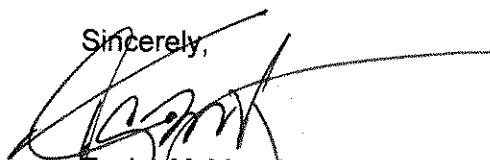
time that the Company transitions to using Cross-Division reserves sooner in the Order of Open Time (currently expected in 1Q2013).

11. The following contractual provisions of (new) Article 22 – Trainings and Meetings will not apply:

- D. Notices of Meetings and Training
- G. Bid Denial
- H. Trigger Training
- I. Training Class Vacancies


It is understood that the provisions of the AA/APFA Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects. The above-referenced procedures are only applicable to International Training and have been agreed to on a non-precedent setting basis.

Sincerely,



Taylor M. Vaughn
Managing Director
Employee Relations

Agreed to by:

 Date 9-20-12

Laura R. Glading, President
Association of Professional Flight Attendants

cc: Laura A. Einspanier
Lauri Curtis
Cathy Scheu
Marcus Gluth
Dan Herring
Brent Peterson
Clinton Breen
Vince Heyer