

APFA Conditional Labor Agreement (CLA) Implementation Schedule

(Merger Closed on 12/9/2013)

Items Previously Implemented that will Remain Post-Merger

Provision	Description	Effective Date																																	
Interim Day-Before Coverage Timeline	Includes Sick Clearance at 1200, Merged Make-Up 1200-1330 and Reserve assignments at 1700 Home Base Time. Further details are posted on the Flight Service website or can be viewed by clicking here .	10/22/2012																																	
Mutual Transfers	Company match for all mutual transfers.	11/1/2012																																	
Rescinding of Transfer Awards	Implement no rescinding of transfer awards.	11/1/2012																																	
Critical Coverage Pay	<p>Based on operational needs, the Company will designate specific open trip sequence(s) as “Critical Coverage” and those trips will be flagged in open time. Flight Attendants awarded a Critical Coverage sequence will be paid a premium of 50% (1.5x) of the hourly rate.</p> <p>Interim process until programming is completed: Flight Attendants can now determine by base if Critical Coverage or reserve limited option trip sequences may be offered for the current or next day by referring to the following file in DECS: RF 8803 CCS or by referring to the Daily Operations Update on the Flight Service website.</p> <p>In addition, each base has a unique file that will be updated each day and identify any known Critical Coverage trip sequences to be offered.</p> <p>The base files are:</p> <table border="1"> <thead> <tr> <th>BASE</th> <th>DOMESTIC</th> <th>INTERNATIONAL</th> </tr> </thead> <tbody> <tr> <td>BOS</td> <td>RF 8770 OT</td> <td>RF 8770A OT</td> </tr> <tr> <td>DCA</td> <td>RF 8550 OT</td> <td></td> </tr> <tr> <td>DFW/IDF</td> <td>RF 8330 OT</td> <td>RF 8330A OT</td> </tr> <tr> <td>LAX</td> <td>RF 8440 OT</td> <td>RF 8440A OT</td> </tr> <tr> <td>LGA/JFK</td> <td>RF 8110 OT</td> <td>RF 8880 OT</td> </tr> <tr> <td>MIA/IMA</td> <td>RF 9220 OT</td> <td>RF 9220A OT</td> </tr> <tr> <td>ORD/IOR</td> <td>RF 8220 OT</td> <td>RF 8240 OT</td> </tr> <tr> <td>RDU</td> <td></td> <td>RF 9010 OT</td> </tr> <tr> <td>SFO</td> <td>RF 8660 OT</td> <td></td> </tr> <tr> <td>SLT</td> <td>RF 9110 OT</td> <td></td> </tr> </tbody> </table>	BASE	DOMESTIC	INTERNATIONAL	BOS	RF 8770 OT	RF 8770A OT	DCA	RF 8550 OT		DFW/IDF	RF 8330 OT	RF 8330A OT	LAX	RF 8440 OT	RF 8440A OT	LGA/JFK	RF 8110 OT	RF 8880 OT	MIA/IMA	RF 9220 OT	RF 9220A OT	ORD/IOR	RF 8220 OT	RF 8240 OT	RDU		RF 9010 OT	SFO	RF 8660 OT		SLT	RF 9110 OT		12/2/2012
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(Merger Closed on 12/9/2013)

Provision	Description	Effective Date
Reserve Changes	L2 and OR flying on days off paid above guarantee.	12/2/2012
Calendar / Contractual Months	Current 2013 Calendar/Contractual Months will remain.	1/1/2013
Reserve PVDs	At 1500 Home Base Time each day, Crew Schedule will consider Reserve requests for PVDs and mini-leaves for the following day.	1/1/2013
Adjacent Base Flying	At Company option, qualified regularly scheduled Flight Attendants can pick up Option trips in the operation of the adjacent base. More information can be found on the Flight Service website or by clicking here .	6/2/2013
Additional Reserve Changes	Qualified Reserves may be used to fly reserve trip sequence(s) at the adjacent base if there is a manning shortage or Off Schedule Operation (OSO).	7/2/2013
	AM/PM Reserve preference.	7/2/2013
30 Hour in 7 Day Limitation	The Domestic restriction that prohibits the company from scheduling more than 30 hours of flight time in a 7 day period will be reinstated until we combine Domestic / International operations.	8/1/2013
Pay Protection	<ul style="list-style-type: none"> • Individual Flight Attendant guarantee based on value of Monthly Bid Line will replace the current 70 hour guarantee • Includes all D-time and P-time • Excludes carryover time • Adjustments to Individual FA guarantee will be handled same as today, except Last Five Days • Replacement FAs will have a 75 hour minimum guarantee that will increase to 80 hours once we combine the Domestic / International operations • All non-reserve and non-replacement FAs will be awarded a monthly bid of no less than 70 credit hours 	11/1/2013

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Pay Protection Cont:	<ul style="list-style-type: none"> • 2001 MIC rules remain in effect, except as specifically modified • Last Five Day Protection will remain with the following modifications: <ul style="list-style-type: none"> ○ FAs required to bid during each HISEND round until obligation fulfilled <ul style="list-style-type: none"> ▪ FA obligation fulfilled with the first trip flown ○ Individual FA guarantee will be reduced by value of trip if obligation is not met 	
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Effective Date of Merger Close

Provision	Description	Effective Date
Furlough Protection	<p>Prior to Operational Flight Attendant Integration, no FA on payroll as of the Plan Effective Date will be furloughed, subject to force majeure.</p> <p>Scheduling efficiencies, including but not limited to Preferential Bidding (PBS), will not result in additional furlough of any FA on payroll as of the Plan Effective Date, subject to force majeure.</p>	Merger Close 12/9/2013
Minimum Hours to Maintain Employment	Minimum of 420 hours In order to maintain employment will be eliminated.	Merger Close 12/9/2013
Hotels	Future hotel selections as outlined in 2001 CBA.	Merger Close 12/9/2013
Staffing	Future staffing or service level changes as outlined in 2001 CBA.	Merger Close 12/9/2013

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APFA Conditional Labor Agreement (CLA) Implementation Schedule

(Merger Closed on 12/9/2013)

Effective January 2014

Provision	Description	Effective Date
International Override	<p>\$3.00/hourly override will be paid for International segments flown on top of Base Pay Rates. This will include deadhead and pay & credit hours and trips "not flown" consistent with the CBA.</p> <ul style="list-style-type: none"> An International flight is any flight which operates outside the contiguous 48 states, Mexico, Canada and Alaska, which requires an overwater qualification. 	1/1/2014
Expenses	Time away from base per diem will increase to \$2.00 for Domestic and \$2.20 International.	1/1/2014
Premium Pay	\$.63/hour Domestic aft galley pay reinstated.	1/1/2014
Personal Vacation Days (PVDs)	PVDs will be paid at trip value until PBS is implemented and will be unlimited up to expected vacation accrual.	1/1/2014
Sick and Vacation Accrual	<p>The 600 hour threshold will be reduced to a 420 hour threshold.</p> <p>For 2013 accruals, the 2012 CBA 600 hour threshold (50 hours per active month) will be applied through November 2013 and the month of December 2013 will have a threshold of 35 hours.</p> <p>The annual "look back" period for Sick and Vacation will be January 1st – December 31st each calendar year.</p>	1/1/2014
Minimum Hours to Maintain Health Benefits	FAs will have a 420 hour threshold (35 hours per active month) with a rolling 12-month look-back period.	1/1/2014
Uniforms	FAs will receive 12 uniform points annually per the 2003 Restructuring Participation Agreement.	1/1/2014

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Provision	Description	Effective Date
401k	<p>Flight Attendants on the American Airlines system seniority list as of April 12, 2012 (“Eligible Flight Attendants”) will have the following Company contribution rates in the Super Saver Plan, a defined contribution plan, or equivalent plan for a duration of five (5) years:</p> <ul style="list-style-type: none"> a. Eligible FAs under 40 years old – Company contribution of 5.5% of eligible compensation b. Eligible FAs 40-49 years old – Company contribution of 6.75% of eligible compensation c. Eligible FAs 50 years old and older – Company contribution of 9.9% of eligible compensation <p>After five (5) years, Flight Attendants on the AA system seniority list as of April 12, 2012, will receive a Company contribution of 3% of eligible compensation and a match of employee contributions to a maximum of 5.5% of eligible compensation. In no event will the Company contribution plus Company matching contribution exceed 5.5% of eligible compensation.</p> <p>Note: When a FA’s birthday moves them from one age category to another as described above, the corresponding Company contribution shall take effect concurrent with the first day of the next full pay period following the birthday.</p> <p>Flight Attendants whose employment at AA commenced after April 12, 2012, (New Hires) will receive a Company contribution of 3% of eligible compensation and a matching contribution of up to 2.5% of eligible compensation consistent with the plan. In no event will the Company contribution plus Company Matching Contribution exceed 5.5% of eligible compensation.</p> <p>Note: Other than the changes noted above, the Defined Contribution Plan (DC) will be consistent with the terms of current DC Plan.</p>	1/1/2014

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Updated on 3/28/2014

APFA Conditional Labor Agreement (CLA) Implementation Schedule

(Merger Closed on 12/9/2013)

Effective February 2014

Provision	Description	Effective Date																												
Scheduling	<p>The Schedule and Actual Maximum will decrease to 90 hours for all regularly scheduled FAs.</p> <p>Bid lines shall be constructed with 70 - 90 credit hours per bid period. The Company may flex max line value by an annual amount of 20 hours, but in no case more than 5 hours during any given month.</p> <p>The Company may set a targeted system-wide line average between 75 and 85 hours, including pure bids. Flex months may increase line average up to 87 hours.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="4" style="text-align: center;">FLIGHT ATTENDANT MONTHLY MAXIMUMS (Domestic/International)</th> </tr> <tr> <th style="text-align: center;">Type of Schedule</th> <th style="text-align: center;">Trip Selection Maximum</th> <th style="text-align: center;">SPROJ Maximum</th> <th style="text-align: center;">PROJ Maximum</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">No Option</td> <td style="text-align: center;">90</td> <td style="text-align: center;">90</td> <td style="text-align: center;">90</td> </tr> <tr> <td style="text-align: center;">Option I*/ Flex</td> <td style="text-align: center;">90:01 – 95:00</td> <td style="text-align: center;">95</td> <td style="text-align: center;">No Limit</td> </tr> <tr> <td style="text-align: center;">Make-Up Over Max</td> <td style="background-color: #cccccc;"></td> <td style="text-align: center;">100</td> <td style="text-align: center;">No Limit</td> </tr> <tr> <td style="text-align: center;">Option II</td> <td style="background-color: #cccccc;"></td> <td style="text-align: center;">> 95:00</td> <td style="text-align: center;">No Limit</td> </tr> <tr> <td style="text-align: center;">Reserve</td> <td style="background-color: #cccccc;"></td> <td style="background-color: #cccccc;"></td> <td style="text-align: center;">85 Hours</td> </tr> </tbody> </table> <p>*Pure Bids - Maximum 95:00 hours, unless mutually agreed to exceed. If awarded a "pure bid" the Flight Attendant is automatically considered Option I and must fly and complete the published schedule. *Flex Lines – includes lines in a flex month awarded/assigned</p>	FLIGHT ATTENDANT MONTHLY MAXIMUMS (Domestic/International)				Type of Schedule	Trip Selection Maximum	SPROJ Maximum	PROJ Maximum	No Option	90	90	90	Option I*/ Flex	90:01 – 95:00	95	No Limit	Make-Up Over Max		100	No Limit	Option II		> 95:00	No Limit	Reserve			85 Hours	1/31/2014
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	<p>The 2001 CBA option system will be reinstated.</p>	1/31/2014																												
Duty Aloft	Duty Aloft restriction of 8:59 hours for Domestic flight attendants will be reinstated.	1/31/2014																												

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Updated on 3/28/2014

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Provision	Description				Effective Date
On Duty Limitations	Actual on-duty maximum hours of 12:00, 13:00 and 15:00 (based on departure times) will be reinstated.				1/31/2014
	Depart	Scheduled On-Duty Max	Resched. On-Duty Max	Operational On-Duty Max	
	0600-1759	13 hours	13 hours	15 hours	
	1800-2059	11 hours	12 hours	13 hours	
	2100-0559	10 hours	11 hours	12 hours	
Duty Free Periods	Current ten 24-hour duty-free periods (DFPs) will revert back to five 48-hour DFP's for Domestic FAs.				1/31/2014

Effective May 2014

Provision	Description	Effective Date
Early Out Incentive	Voluntary Early Out Program for FAs at 15 th Pay Step for eligible FAs. VEOP election window closed on 2/28/14 and FA departure dates are effective with the start of the contractual month of May 2014. FAs are required to complete any carryover trip from April.	5/2/14

Effective October 2014

Provision	Description	Effective Date
Hourly Pay Rates	Base pay increases: <ul style="list-style-type: none"> • Oct. 1, 2014: 1.5% • Oct. 1, 2015: 1.5% • Oct. 1, 2016: 1.5% • Oct. 1, 2017: 1.5% 	10/1/2014

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To Be Determined

Provision	Description	Effective Date
Combined Operations	<p>Prior to the implementation of PBS, the Domestic and International operations may be combined and/or including a combined Reserve pool.</p> <p>A dual-qualified FA may fly both Domestic and International trip sequences.</p> <p>Training will continue to be mandatory for those subject to reserve and provided voluntarily to non-reserve FAs as training opportunities permit.</p>	<p>TBD</p> <p>11/1/2012</p>
Preferential Bidding System (PBS)	<p>A Preferential Bidding System (PBS) will replace current company-built bid lines. A PBS builds individual custom work schedules based on crew member preferences, avoiding conflicts with carryover trips, vacation, training and other known events.</p> <p>PBS will be consistent with terms of the AA 1113 proposal, including a 3:00 daily rate for known planned absences and all provisions of the Agreement that are inconsistent with PBS will be revised or eliminated.</p> <p>Regular Replacement (vacation relief) and full month Open Replacement (no pre-planned flying assignments plotted) will be eliminated from flight attendant schedules.</p>	<p>TBD</p>

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