

November 20, 2014

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

**Re: "Overwater Qualification" (International Training)**

Dear Laura:

As we continue to move toward a fully combined Domestic/International operation, this letter will confirm our agreement regarding the "Overwater Qualification" (International Training) for the remaining unqualified Flight Attendants.


The following outlines the parameters for the International Training:

1. Beginning in January 2015, the Company will offer "Overwater Qualification/Ditching" Training through a proffer for Domestic Flight Attendants who do not have the "Overwater Qualification".
2. All new hire Flight Attendants shall continue to be required to obtain the "Overwater Qualification" and will be trained during initial training.
3. All Flight Attendants attending LOARP training may be offered the opportunity to obtain the "Overwater Qualification" during LOARP training, but in any case, they will be required to obtain the "Overwater Qualification" by the end of 2015.
4. The number of monthly training class slots per base shall be determined by the Company and we plan to complete this International Training by the end of 2015. Class slots will be filled as follows:
  - a. Proffers in seniority order by base, and if there are still vacant slots;
  - b. Drafting by base, in reverse order of seniority from Flight Attendants who do not have the "Overwater Qualification".
  - c. The number of reserves awarded by base may be limited. Flight Attendants scheduled to be on reserve will not be drafted.
5. Overwater Training for Flight Attendants is anticipated to be a three (3) day hands-on class. Prerequisite online training will be required. Reserve Flight Attendants will be removed from an additional reserve day to complete online training. Flight Attendants may opt to attend a 4<sup>th</sup> day of hands-on training which will consist of International Flagship Service (IFS) Training.

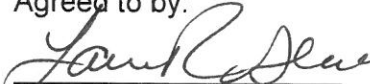
6. Flight Attendants awarded/assigned the Proffer/Draft will be permitted to use their base seniority to bid for training classes as provided below. Flight Attendants will be eligible to proffer and attend training during a vacation. A Flight Attendant who is not currently in a flying status must have a planned clear date prior to the training month.
  - a. Training will be paid in accordance with Article 22 – Training, of the AA/APFA CBA, unless modified by a future Joint Collective Bargaining Agreement.
  - b. Class dates will be available to bid and will be awarded prior to the opening of bids.
  - c. Flight Attendants will bid monthly bid line selections per normal procedures.
  - d. Flight Attendants awarded/assigned training will be eligible for full or partial month bid leave.
  - e. Flight Attendants will be added to class rosters after bids initialize.
7. Overnight accommodations will be offered to DFW-based commuters who live greater than 50 miles from the American Airlines Training and Conference Center and who attend this International Training.
8. Prior to the fully combined Domestic/International operation, Domestic Flight Attendants obtaining the Overwater qualification will not be considered part of the International operation of a base.
9. Flight Attendants whose seniority warranted drafting in the first phase of International Training but who were unable to complete the training will be subject to the following:
  - a. The Flight Attendant must attend IFS training in conjunction with the Overwater Training.
  - b. Attending 737/757/777-200/300 and AIFS Training will be mandatory and the Flight Attendant will be assigned to these training classes as they become available.
10. Domestic Flight Attendants who have maintained their Overwater qualification will be provided an opportunity to obtain the IFS and AIFS qualification in 2015. Details of the sign-up process will be communicated as soon as they are available.
11. The following contractual provisions of LAA Article 22 – Trainings and Meetings will not apply:
  - D. Notices of Meetings and Training
  - E.2.b. Base Proffer Draft
  - G. Bid Denial
  - H. Trigger Training

November 2014 "Overwater Qualification" (International Training)

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 "Overwater Qualification" Training and have been agreed to on a non-precedent setting basis.

Sincerely,  
  
Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

 Date 11/20/14  
Laura R. Glading, President  
Association of Professional Flight Attendants

cc: Hector Adler  
Marcus Gluth  
Cathy Scheu  
Lauri Lofgren  
Chip Mayer  
Jaimie McNeice  
Brent Peterson  
Vince Heyer