

Paul Jones
Senior Vice President &
General Counsel



December 23, 2014

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

Dear Laura:

This letter will confirm our agreement that the wage rates set forth below will be applicable for the Flight Attendants employed by American Airlines.

Years of Service	Effective Date				
	1/1/15	1/1/16	1/1/17	1/1/18	1/1/19
1st year	\$24.18	\$24.67	\$25.16	\$25.66	\$26.43
2nd Year	\$25.65	\$26.16	\$26.68	\$27.22	\$28.03
3rd Year	\$27.29	\$27.83	\$28.39	\$28.96	\$29.82
4th year	\$29.06	\$29.64	\$30.24	\$30.84	\$31.77
5th Year	\$32.01	\$32.65	\$33.31	\$33.97	\$34.99
6th Year	\$36.25	\$36.98	\$37.72	\$38.47	\$39.62
7th Year	\$40.53	\$41.34	\$42.17	\$43.01	\$44.30
8th Year	\$41.83	\$42.66	\$43.52	\$44.39	\$45.72
9th Year	\$42.98	\$43.84	\$44.72	\$45.61	\$46.98
10th Year	\$44.59	\$45.48	\$46.39	\$47.32	\$48.74
11th Year	\$45.82	\$46.73	\$47.67	\$48.62	\$50.08
12th Year	\$48.00	\$48.96	\$49.94	\$50.94	\$52.47
13th Year	\$55.58	\$56.69	\$57.82	\$58.98	\$60.75

Sincerely,

Paul D. Jones
Senior Vice President &
General Counsel

Agreed to by:

Laura R. Glading, National President
Association of Professional Flight Attendants

Date: 12-31-14

