

May 17, 2016

Bob Ross
National President
Association of Professional Flight Attendants
1004 W Eules Blvd
Eules, TX 76040

Dear Bob:

As you know, the Company is in the process of training all non-qualified legacy American flight attendants on the Airbus (A319/A320/A321) and 737. Our expectation is that all flight attendants will be qualified on the aforementioned "core equipment" by the end of 2017.

In our recent discussions regarding this topic, you expressed concern about flight attendants incurring unpaid trip removals when being scheduled for this training. The following outlines our agreement and the steps we'll take to minimize a flight attendant's chances for an unpaid trip removal, while maximizing her/his flexibility for scheduling the required training.

This letter modifies our previous letters of agreement on this topic as follows:

1. Beginning with the June, 2016 bid month a group of the most junior flight attendants not qualified on the 737 and/or Airbus equipment will be given a three (3) month "window" to become qualified. The number of flight attendants in this group will be determined by the Company.
2. Should the flight attendants described in item one (1) above not become qualified during the window described above, the Company may assign them to training beginning with the fourth month (in this case the September, 2016 bid month).
3. Beginning with the July, 2016 bid month, the company will repeat steps one (1) and two (2) above beginning with the most junior flight attendant who was excluded from the population described in item one (1) above.
4. The Company will repeat steps one (1) and two (2) above each successive month until all remaining flight attendants are qualified on the Airbus and 737 equipment.
5. When assigning flight attendants to training, the Company will make every effort to avoid trip removing flight attendants. Assignments will be made after bids have been finalized.

6. The Company will send targeted communication via HI6 to flight attendants as their three (3) month window begins.
7. The Company reserves the right to determine the number of Reserve flight attendants who will be permitted to attend training.

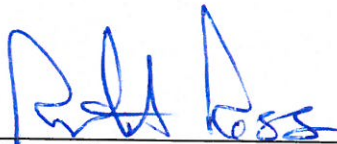
Bob, I'm pleased we're able to work together to offer these options which will provide the most amount of flexibility to our flight attendants while meeting the Company's need to have all flight attendants qualified on a set of core equipment.

It is understood that nothing in this agreement modifies the 2001 AA/APFA Agreement as modified in 2003, the 2012 AA/APFA Agreement, the Conditional Labor Agreement (CLA), and the 2014 JCBA nor does this constitute a precedent in any way.

Very truly yours,



Agreed to by:



Bob Ross, National President
APFA

5/17/16
Date

cc: Hector Adler
Nena Martin
Sumit Batra
Juan Carlos Liscano
Laurie Lofgren
John Romantic
Cindi Simone
Julie Bourk-Suchman
Jody Berwick
John Makan
Keith McCarty