

Stephen Howell
Managing Director
Flight Service Standards & Training



February 19, 2016

Marcus Gluth
National President
Association of Professional Flight Attendants
1004 W Eules Blvd
Eules, TX 76040

Dear Marcus:

As we previously communicated, the Company will be training all non-qualified legacy American flight attendants on the Airbus (A319/A320/A321) and 737 aircraft beginning later this year. Our expectation is that all flight attendants will be qualified on the aforementioned "core equipment" before flight attendant operational integration (FOI) – currently estimated in May, 2017.

This letter outlines our understanding and agreement on how this will be accomplished:

- 1) The Company will proffer training to flight attendants who wish to become qualified. The number of monthly training slots at each base that are available will be determined by the Company.
- 2) If insufficient flight attendants proffer for (request) training, the Company may assign (draft) flight attendants to training classes in reverse seniority order.
- 3) For the month of March 2016, the company will conduct traditional proffers/drafts in accordance with Article 22.E. & F of the 2012 AA/APFA Agreement.
- 4) Beginning with proffers for April, 2016 flight attendants will have the option of requesting (proffering) training via a web ballot. Additionally, flight attendants who do not wish to request training may submit a web ballot outlining their class preferences in the event it becomes necessary to draft them.
- 5) Beginning with proffers for April, 2016 a flight attendant who requests to attend training during a month in which s/he is on vacation or leave of absence will be considered to have provided her/his consent to being scheduled in a training class that overlaps with her/his vacation or leave of absence. S/he will be

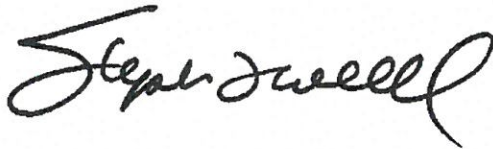


compensated applicable training pay as well as applicable vacation pay. The Company will not draft a flight attendant to a class that falls during her/his vacation month.

- a) Classes will be assigned prior to the opening of the bidding period for the following month. Accordingly, flight attendants may bid around their training class. Should a flight attendant be assigned to a class (via their request or draft) that directly conflicts with or creates an illegality with any trip, s/he will be removed from such trip without pay. Additionally, the Company may move duty free periods as necessary in order to assign flight attendants to a training class.
 - b) Flight Attendants who are on the planned Reserve list will not be subject to drafting for that month.
- 6) Based on operational needs, the Company may limit the number of Reserves permitted to attend training.

Marcus, I'm pleased we're able to agree on these options that will provide flexibility for our flight attendants.

Very truly yours,



Agreed to by:



Marcus Gluth, National President
Association of Professional Flight Attendants

02/22/2016

Date

cc: Hector Adler
Rick Knuth
JC Gulbranson
Laurie Lofgren
Cindi Simone
Keith McCarty