

February 18, 2016

Marcus Gluth, National President
Association of Professional
Flight Attendants
1004 West Euless Boulevard
Euless, TX 76040-5018

RE: Plotting Training for Draftees for Legacy American Airlines (LAA)

Dear Marcus:

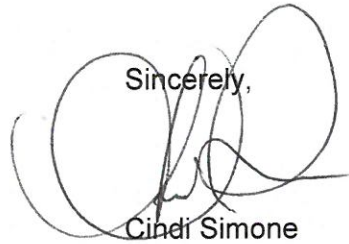
This letter will confirm our understanding and agreement regarding the consent of LAA Flight Attendants to move Duty-Free Periods (DFPs) when drafted for training as provided for in Article 22.E.2.b.(1). Currently, the timeframe for determining which, if any, Flight Attendants will be drafted for a particular training and when the training is actually placed on their schedule does not allow a Flight Attendant sufficient time to provide the Company with notice of consent to move a DFP(s). This can lead to an undesirable and unpaid trip removal for training. To help avoid these undesirable trip removals while still preserving a Flight Attendant's ability to retain her/his original DFPs, the following procedures will become effective with the contractual month of March 2016:

1. The Company will continue to plot training on Days Off (DOs) for drafted Flight Attendants.
2. If there are no classes available on DOs, the Company will have the ability to move DFPs to plot training.
 - If the Flight Attendant did not choose to consent to move her/his DFPs, s/he can contact the Company to reschedule the training to a class which does not require a DFP to be moved. This may result in an unpaid removal from a trip that was part of her/his original schedule. The Flight Attendant must contact the Company to be rescheduled as soon as possible, but no later than the first day of the contractual month.
3. If there are no classes available to plot using 1 and 2 above, the Company may remove a trip, unpaid, for the purpose of plotting training.

This agreement will apply to all training which is proffered post bid-run and results in drafting and will remain in effect until implementation of the Training Bidding System (TBS) in the AA/APFA Joint Collective Bargaining Agreement.

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.

Sincerely,

A handwritten signature in black ink, appearing to be 'Cindi Simone', written over the word 'Sincerely,'.

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

Marcus Gluth Date 02-18-16

Marcus Gluth, National President
Association of Professional Flight Attendants

cc: JC Gulbranson
Tana Edwards
Rick Knuth
Brent Peterson
Vince Heyer