

LETTER OF AGREEMENT
between
AMERICAN AIRLINES, INC.
and the
Flight Attendants
in the service of
AMERICAN AIRLINES, INC.,
as represented by
Association of Professional Flight Attendants

PILOT SUPPLY PROGRAM LEAVE OF ABSENCE

THIS LETTER OF AGREEMENT ("LOA") is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between AMERICAN AIRLINES, INC. ("American" or the "Company") and the Flight Attendants in the service of AMERICAN AIRLINES, INC., as represented by the Association of Professional Flight Attendants ("Association" or the "APFA"), with both the Company and Association referred to as "the parties."

WHEREAS, American recognizes a need to ensure a strong supply of qualified pilots and has implemented several pilot supply program initiatives, including the Cadet Academy and the Career Advancement Program, ("Pilot Supply Programs") to assist individuals outside the Company obtain the necessary training and experience to qualify for pilot positions at the Company;

WHEREAS, American seeks to provide the same opportunities for Flight Attendants to participate in the Company's Pilot Supply Programs, however, Flight Attendants will need time away from work to participate and current leaves of absences offered by the Company may disincentivize Flight Attendants from such participation; and,

WHEREAS, the parties acknowledge that providing certain employment benefits as part of a leave of absence specific to Flight Attendants participating in one or more of the Company's Pilot Supply Programs would allow adequate time away from work, and would avoid penalizing Flight Attendants for taking such leave, to participate in the Pilot Supply Programs;

NOW THEREFORE, the parties agree as follows:

When Flight Attendants are granted a leave of absence for the purpose of participating in one or more of the Company's Pilot Supply Programs, the parties agree that the benefits specified below shall apply while on such leaves.

- A. Seniority.** A Flight Attendant shall retain and continue to accrue seniority for pay step and vacation increases and bidding purposes while on leave.
- B. Benefits.** Basic coverage of Medical, Dental, and Basic Life Insurance will continue for the duration of the leave. In accordance with Company policy, a portion of the costs shall be paid by a Flight Attendant on leave. Any optional coverage benefits shall continue for the duration of the leave so long as the Flight Attendant electing such coverage continues to make the required payments.
- C. Non-Revenue Travel Benefits.** Pass travel benefits provided pursuant to Company policy will continue as if the employee is an active employee for the duration of the leave.

The parties agree that the provisions of the December 13, 2014 Collective Bargaining Agreement between American Airlines, Inc. and Association of Professional Flight Attendants shall apply in all respects, except as specifically modified or excepted by this letter.

IN WITNESS WHEREOF, the parties have signed this Agreement this 22nd day of Nov., 2018.

FOR THE
NAME OF UNION



Lori L. Bassani
National President
APFA

FOR
THE COMPANY



Cindi Simone
Managing Director
Labor Relations