

# American Airlines®

April 12, 2006

Tommie L. Hutto-Blake, President  
Association of Professional  
Flight Attendants  
1004 West Eules Boulevard  
Eules, Texas 76040

Re: SJC Domestic Reserve Coverage Test

Dear Tommie:

As you know, San Francisco APFA representatives and their management counterparts have been working together to identify solutions to various issues faced by our San Francisco Flight Attendants. This letter will confirm our agreement to test new reserve coverage procedures for the SJC co-terminal for domestic SJC trips effective May 1, 2006, for a 6-month test period:

## “Day-Before” Reserve Coverage

1. Effective May 1, 2006, SFO-based reserves who desire to fly SJC trip sequences may indicate SJC as their first preference.
2. Such Flight Attendants will be removed from the normal SFO time-accrued reserve system (TARS) process and assigned any open SJC flying in time-accrued order among those Flight Attendants expressing SJC as their first preference.

If no SJC sequence is assigned, such Flight Attendants will be placed back into the SFO time-accrued system, and reserve assignments will be made accordingly.

3. Once steps 1 and 2 above are fulfilled, it is understood that a SFO-based reserve may be assigned a sequence originating from any co-terminal airport associated with the San Francisco base.

## “Day-Of” Reserve Coverage

In addition, effective May 1, 2006, through such time that programming is implemented, the following manual procedures will apply:

1. SFO-based reserve Flight Attendants will place themselves on the SFO Short-Call Reserve List if they desire to fly a sequence out of SJC.

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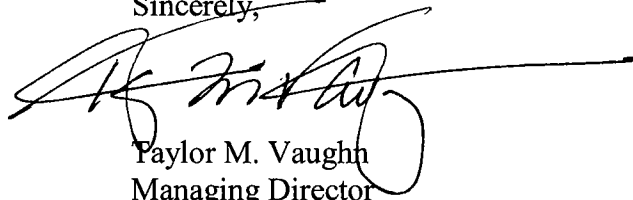
2. To process the reserve assignments, Crew Schedule will pull the SFO Short-Call Reserve List first and award open SJC sequences to the SFO reserve Flight Attendants requesting SJC trips. Such awards will be made in GTD order.
3. After the SFO Short-Call Reserve List has been processed for open SJC sequences, Crew Schedule will then run TARS (as is currently done) to process any remaining open SFO sequences. (Note: SFO-based reserves on the SFO Short-Call Reserve List who are not given a SJC sequence will be placed back into the regular TARS system before TARS is processed.)

Until such time as programming is implemented, following the manual procedures in 1, 2, and 3 above will be the only acceptable means for a Flight Attendant to be placed on the SJC list.

This test will remain in effect for a period not to exceed six (6) contractual months from the date of implementation. Moreover, either party may cancel this test with fourteen (14) days written notice to the other party.

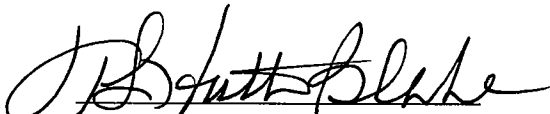
Tommie, once again through collaborative efforts, we were able to identify an issue of mutual concern, create potential solutions, and agree to test a solution for a limited period of time. I think this is a process that will serve us well as we work our way through the challenging times ahead.

Sincerely,



Taylor M. Vaughn  
Managing Director  
Employee Relations

Agreed to by:



Tommie L. Hutto-Blake, President  
Association of Professional  
Flight Attendants

4/24/04  
Date

cc: Brett Durkin                      Dana Davis  
Jaimie McNeice                      Arlene LeWinter  
Frank Campagna                      Debrau Harris  
Russell Crisp                          Vince Heyer  
Donald Brigham