

January 12, 2016

Vince Heyer
Manager
Labor Relations
American Airlines

Re: **2015-APFA-8** *Order of Open Time Presidential Grievance*

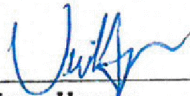
Dear Vince,

This confirms our understanding concerning the issue of the company soliciting the use of off duty Flight Attendants, e.g., traveling on a non-revenue status, to cover trips from open time. (Article 9.L Open Time, Order of Open Time).

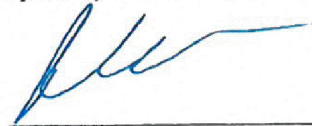
Should the company be unable to cover a trip at a down line city by following the contractual order of open time, (including move-ups and reassignments) to prevent a cancelation or lengthy delay, the company agrees to the following:

- On a volunteer basis only, Crew Schedule will proffer in seniority order to the Flight Attendants who agree to volunteer.
- The Flight Attendant(s) who volunteers and works the trip shall receive critical coverage pay.
- If the Flight Attendant agrees to work such trip and she/he has another trip sequence originating same day or the following day, the Flight Attendant will be offered the option to be removed from the trip sequence with pay protection (pay and credit) with no further obligation.
- If the Flight Attendant(s) who volunteers and works the trip was commuting to base for a trip the following day and chooses to remain on the trip, the Company will pay for the hotel for same day/night.
- If a Flight Attendant on the Makeup (MU) list was legal and available for the trip flown by the volunteer, the MU Flight Attendant will be paid and credited five (5) hours (one (1) MU Flight Attendant will be paid for each volunteer Flight Attendant who works the trip).

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.



Vince Heyer
Manager Labor Relations



Richard Knuth
APFA National Vice President

Date: 1/12/16

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