

ARTICLE 26 - SICK LEAVE ¹

A. SICK LEAVE ACCRUAL

1. a. A Flight Attendant shall be credited with three (3) hours of sick leave for each month of active service with the Company. The accumulation for each calendar year shall be available for use in the following calendar and/or subsequent calendar years.

b. A Flight Attendant who has completed her/his first six (6) months of service may use up to thirty (30) hours of her/his accumulated sick leave in the calendar year in which s/he completed her/his first six (6) months of service.

2. Unused sick leave shall be cumulative up to a maximum of one thousand (1,000) hours.

3. Except as specified in Article 27, only hours of absence due to illness or injury of the Flight Attendant which are not compensable under the applicable Workers' Compensation Laws shall be paid for from such accrued sick leave.

B. COMPUTATION OF SICK LEAVE ACCRUAL

1. For purposes of computing sick leave accrual under this Article, fifteen (15) days or more of service in a calendar month shall be considered a full month and less than fifteen (15) days shall not be considered.

2. In order to be eligible to accrue such sick leave provided for above, the Flight Attendant must be paid a minimum of six hundred (600) hours during the calendar year or an average of fifty (50:00) hours per active month during the calendar year if the Flight Attendant has been inactive during the calendar year due to any unpaid status.

3. Additionally, Flight Attendants who are active less than fifteen (15) days in a month as a result of removal due to injury-on-duty or union leave will receive full accrual for that month, provided they meet the minimum paid hours requirement for each month of active status.

4. Should a Flight Attendant have only one (1) active month in a calendar year in which s/he has been scheduled to be active more than fifteen (15) days but less than twenty (20) days (partial month schedule), the Flight Attendant shall be deemed to have met the minimum paid hour requirement if s/he has at least thirty-five (35:00) paid hours for the month, provided the Flight Attendant has not voluntarily reduced her/his hours for the month.

5. The Company may consider, at its discretion, a Flight Attendant who due to extraordinary circumstances has two or three partial month schedules in a calendar year. Prior to making a final determination, the Company shall meet with APFA to discuss. The Company will then make the final determination regarding any consideration that may be afforded. In January of each year the Company will meet with APFA to discuss the look back results for the previous year and review any unforeseen circumstances that may have had a negative impact on the application of this provision.

C. ABSENCE DUE TO OFF-DUTY ILLNESS OR INJURY

1. Absence due to off-duty sickness or injury will be considered to begin with the date the Flight Attendant is unavailable for flight duty, continuing up to but not including the date again ready and, if required, medically cleared for flight duty. If a reserve Flight Attendant is unavailable due to sickness or injury, but later in the same day is cleared for flight duty, one day's sick leave will be charged, unless s/he actually performs flight duty in that day. To the extent that a Flight Attendant has sick leave accrued, s/he shall be paid, in compliance with paragraph D. below, and her/his sick leave charged as follows:

a. A regularly scheduled Flight Attendant will be paid, and her/his sick leave accrual charged, for all hours of a trip or trips missed due to sickness or injury; provided that sick leave hours shall not be paid, nor shall a Flight Attendant's accrual be charged, for any sick hours if such payment would result in a Flight Attendant exceeding pay for eighty (80) hours (eighty-five (85) hours on International or MAC Operations) in that month. Effective May 2, 2014, the eighty-five hour (85) limitation will apply to all Flight Attendants.

b. A replacement Flight Attendant who reports sick on an available day will be paid, and her/his sick leave accrual charged, for the hours of the trip sequence s/he would have been assigned for that day. A Flight Attendant who remains on the sick list through subsequent available days will be paid, and her/his sick leave accrual charged, three hours fifty-three minutes (3:53) for each subsequent day of availability missed due to sickness; nor shall a Flight Attendant's accrual be charged for any sick hours if such payment would result in a Flight Attendant exceeding pay for eighty (80) hours (eighty-five (85) hours International or MAC Operations) in that month. Sick leave shall not be paid or charged for duty-free periods under the provisions of Article 7.Q of the Basic Agreement. Effective May 2, 2014, the eighty-five hour (85) limitation will apply to all Flight Attendants.

c. A reserve Flight Attendant will be paid, and her/his sick leave accrual charged, four hours and ten minutes (4:10) pay and flight time credit in a thirty day contractual month or three hours and fifty-six (3:56) in a thirty-one day contractual month for each day of reserve obligation missed due to sickness or injury; provided that sick leave hours shall not be paid; nor shall a Flight Attendant's accrual be charged, for any sick hours if such payment would result in a Flight Attendant exceeding pay for eighty-five (85) hours in that month. Sick leave shall not be paid or charged for duty-free periods provided in Article 10.F. of this Agreement.

2. A Flight Attendant who misses a trip sequence due to illness and who has insufficient paid sick leave available to cover the hours of the entire trip sequence will be able to draw upon her/his accrued sick leave to the extent of the hours remaining; the balance of the hours, or fraction thereof, of the trip sequence missed due to illness will be unpaid.

3. Payment of sick leave for an absence of more than ten (10) consecutive calendar days duration will require authorization by the AA Medical Department or Company approved Absence Management Vendor (AMV), as applicable.

D. SHORT TERM / LONG TERM SICK LEAVE BANKS [@]

E. ACTIVE MEDICAL WHILE ON PAID OR UNPAID SICK OR INJURY

Flight Attendants may remain on active medical coverage paying active medical contributions for up to twelve (12) months per injury/illness as defined below:

1. On the 10th day of a continuous absence due to injury/illness, the Flight Attendant's twelve (12) months of active medical coverage will begin.

2. Flight Attendants will pay their monthly active medical contributions and other voluntary optional coverage through normal payroll deduction. However, if earnings are insufficient to cover the full applicable monthly contributions, the amount due will be collected using a direct billing process.

3. A Flight Attendant, who continues with the same absence due to illness/injury beyond twelve (12) months, will be solicited for COBRA continuation if eligible at the normal COBRA rates.

F. ATTENDANCE POLICY

The Flight Attendant's Attendance Policy as determined by the Company, applies to all paid, unpaid substantiated and unsubstantiated time away from work for illness or injury.

G. SICK CALL PROCEDURES ²

A Flight Attendant unable to report for duty shall, unless prevented by reasons beyond her/his control, notify Crew Schedule or her/his immediate supervisor as far in advance of the starting time of her/his duty assignment as possible.

1. Initial Notification of Absence. The Flight Attendant must provide the Company with the estimated duration of absence and fix a date for a future contact. It is the responsibility of the Flight Attendant to contact Crew Schedule no later than the contact date given. If the Flight Attendant is not prepared to return to work, another contact with Crew Schedule must be made and an estimated date of return established. If the Flight Attendant anticipates a further extension of absence, or when a sickness becomes more protracted than originally anticipated, the Flight Attendant must promptly contact a supervisor and provide the Company with required information. When a Flight Attendant is unwilling to discuss the nature of the medical problem with a supervisor, the supervisor will refer the Flight Attendant to the Medical Department.

2. Firm Clearance Date. At the time the Flight Attendant provides notification to the Company of her/his inability to report for duty, s/he will be provided an opportunity to designate all or a portion of the planned period of absence as "firm". The Company will also provide an automated means for a Flight Attendant to make this indication (e.g., AVRS) at a later date.

a. If the Flight Attendant indicates that all or any portion of the period of planned absence is firm, each trip sequence which is scheduled to operate during any portion of the firm period will be released into open time at the time of such indication.

b. If the Flight Attendant with a firm period of planned absence subsequently clears from the sick list prior to the end of the period, the following adjustments will be made to her/his monthly activity record, as applicable.

(1) Each trip sequence which was removed and for which the Flight Attendant is now legal and available to fly, will, if still in open time, be reinstated onto her/his monthly activity record and the Flight Attendant's sick bank will not be charged to the hours of the reinstated trip sequence. And/or,

(2) For each trip sequence which was removed and for which the Flight Attendant is now legal and available to fly, but which is no longer available to be reinstated, the Flight Attendant will be held available on any day(s) originally scheduled to fly and the Flight Attendant's sick bank will not be charged for the hours of the original trip sequence(s) nor any available day(s). The Flight Attendant's applicable monthly guarantee will be protected provided s/he adheres to the requirements of Flight Attendants with availability obligations.

(3) Notwithstanding (2) above, if a Flight Attendant clears the sick list after availability assignments have been awarded, the sick bank for the Flight Attendant will be charged for the hours of the original removed trip sequence and no available days will be placed on her/his activity record for such trip sequence only.

3. Tentative Clearance Date. Any portion of a planned period of absence not indicated as "firm" will be considered tentative. Each trip sequence scheduled to operate during any portion of a tentative planned period of absence will be released into open time on the day prior to each such trip sequence at the time mutually agreed to by the APFA and the Company for such release.

4. Contact Number. The Flight Attendant will also provide a contact number which may be used by the Company for administrative purposes or to request a medical certificate. A Flight Attendant

will not be required to obtain permission to leave her/his contact number. Furthermore, a Flight Attendant will not be disciplined solely for being unavailable at her/his contact number.

H. SICK CLEARANCE

1. Regularly Scheduled Flight Attendants. A Regularly scheduled Flight Attendant who has not cleared the sick list by 1200 noon home base time will be removed from the next day's sequence.

2. Flight Attendants with AVBL days. A Flight Attendant who has not cleared the sick list by 1200 noon home base time the day before an AVBL day will be charged sick (SK/US) for the next AVBL day and have no obligation.

3. Reserve Flight Attendants. A Reserve Flight Attendant who has not cleared the sick list by 1200 noon home base time will be charged sick (SK/US) for the day. A Reserve Flight Attendant who clears the sick list by 1200 noon home base time on a reserve day will become available for same day assignment.

I. MEDICAL CERTIFICATE

A Flight Attendant may be required to submit a medical certificate signed by the Flight Attendant's personal physician to support payment of sick leave benefits. A verbal instruction will be considered sufficient to support this requirement. All verbal instructions will be confirmed in writing. Such medical certificates shall contain the following information:

1. Date(s) treatment received,
2. Diagnosis of illness or injury in medical terms,
3. Prognosis.

J. SICK CALL FOR ANNUAL RECURRENT TRAINING ³

The Company agrees not to charge a Flight Attendant for sick time when s/he calls in sick for her/his recurrent training class. When all other attempts to reschedule the Flight Attendant without loss of a duty-free period or trip sequence have been exhausted, the Company reserves the right to reschedule the Flight Attendant on a duty-free period, if necessary, depending on the recurrent training schedule. If the rescheduling of the Flight Attendant recurrent training class requires that the Flight Attendant be removed from a scheduled trip, such Flight Attendant will not be paid under the provisions of Article 22.A. of this Agreement.

K. STATEMENT OF MUTUAL OBLIGATION

The Flight Attendant and Association of Professional Flight Attendants recognize their obligation to prevent absence for reasons other than illness or injury, or other abuse of such sick leave privilege, and pledge their wholehearted cooperation to the Company to prevent abuse.

L. ADDITIONAL ASSISTANCE

If the Company, at any time in its discretion, grants additional sick leave or assistance to any Flight Attendant, it shall not constitute a precedent requiring additional sick leave or assistance in any other case.

M. COMPANY NOTIFICATION OF PREGNANCY

A Flight Attendant who becomes pregnant must, immediately upon becoming aware of such pregnancy, deliver to the Company a written notice of such pregnancy, and there shall be included with such notice a written statement from her doctor specifying the expected date of delivery. No later than fourteen (14) calendar days of such notice, the Flight Attendant shall also provide the Company with a

written statement from her personal physician stating her ability to continue to fly, inability to fly due to disability, or her request for a personal leave of absence.

N. OPTION TO FLY DURING FIRST TWENTY-EIGHT (28) WEEKS OF PREGNANCY

A Flight Attendant will be allowed to continue to fly during the first twenty-eight (28) weeks of her pregnancy (twelve [12] weeks prior to the expected date of delivery). The Flight Attendant must meet the following safety requirements within fourteen (14) calendar days of notice of pregnancy:

1. The Flight Attendant must provide her personal physician with a written description of Flight Attendant duties which will be provided by the Company, and the personal physician must provide the Company with a written statement indicating her/his opinion that the Flight Attendant's pregnancy is a normal, doctor supervised pregnancy and that she remains capable of safely performing her duties. Failure to provide the personal physician statement will result in removal from the payroll.

2. The Flight Attendant must remain under the continued care of a physician so long as she continues to fly while pregnant.

3. The Flight Attendant must notify the Company immediately of any change in her medical condition which might affect her ability to perform her duties.

O. REQUIRED MEDICAL EXAMINATIONS (PREGNANCY)

For reasons of safety the Company may, at any time, require a pregnant Flight Attendant who continues to fly to undergo a medical examination by the Medical Department to determine her continued ability to perform her duties. In the event that the American Airlines Medical Department finds that she is no longer able to perform her duties, she will be placed on Sick Leave or Sick Leave of Absence (Maternity), whichever is applicable.

P. DISABILITY DURING FIRST TWENTY-EIGHT (28) WEEKS OF PREGNANCY

At any time during the first twenty-eight (28) weeks of pregnancy, if the Flight Attendant's personal physician determines she is unable to perform her duties because of her condition or the medical treatment thereof, she will be placed on Sick Leave or Sick Leave of Absence (Maternity), whichever is applicable. This decision will be reviewed by the American Airlines Medical Department for final approval.

Q. MANDATORY SICK LEAVE TWELVE (12) WEEKS PRIOR TO DELIVERY

In no event shall a pregnant Flight Attendant continue to fly after a date which is twelve (12) weeks prior to her expected delivery date.

R. BENEFITS WHILE DISABLED (PREGNANCY)

A Flight Attendant is eligible for sick leave benefits for reason of pregnancy, childbirth, or related medical conditions when she is rendered unable to perform her duties because of her condition or the medical treatment thereof.

1. Twelve (12) weeks prior to the expected date of delivery, a Flight Attendant will be considered disabled and eligible for sick leave benefits.

2. During the first twenty-eight (28) weeks of pregnancy, the Flight Attendant's personal physician must advise the Company, in writing, of the Flight Attendant's inability to perform her duties. Such notification is subject to review by the American Airlines Medical Department.

3. A disabled Flight Attendant who has accrued sick leave will be eligible to be paid sick leave to the extent of her sick leave accrual, with corresponding deductions from such accrued sick leave until it is exhausted.

4. During the period while on paid sick leave, the Flight Attendant must "paper bid" on a monthly basis until her sick leave is exhausted.

5. When accrued sick leave has been exhausted, the Flight Attendant will be placed on a Sick Leave of Absence (Maternity).

6. When on a Sick Leave of Absence (Maternity), a Flight Attendant is eligible for Group Life and Health benefits and Long Term Disability benefits.

S. PERSONAL LEAVE DURING FIRST TWENTY-EIGHT (28) WEEKS OF PREGNANCY

Pregnancy, childbirth or related medical condition may be considered a compelling reason for a Personal Leave of Absence.

T. PERIOD OF DISABILITY AFTER BIRTH

1. Sick Leave or Sick Leave of Absence (Maternity) will continue after birth until the Flight Attendant is no longer disabled. A disability period of six (6) weeks after birth will be allowed under ordinary circumstances.

2. Medical complications following the delivery which result in continuing disability shall be the only exception recognized that would permit the extension of a Sick Leave of Absence (Maternity) beyond six (6) weeks after delivery.

U. MEDICAL CLEARANCE AFTER BIRTH

Six (6) weeks after birth or, prior to returning to duty, whichever is sooner, it will be the responsibility of the Flight Attendant to make an appointment to obtain medical clearance for flight duty with the designated Company physician.

V. PERSONAL LEAVE FOLLOWING BIRTH OF CHILD

If it is in the best interest of the health of the child, a Flight Attendant may be granted a Personal Leave of Absence following the birth of a child.

1. A female Flight Attendant may have her Sick Leave of Absence converted to a Personal Leave of Absence when her health permits her to return to work after delivery, which in most cases, will be six (6) to eight (8) weeks after delivery. A Flight Attendant who desires to return to work prior to six weeks after delivery must be cleared by both her personal health care provider and AA Medical.

2. Personal Leaves for either male or female Flight Attendants, may be approved for an initial period not to exceed ninety (90) days. A request for a Personal Leave must be made, in writing, as far in advance as possible. The request for a Personal Leave must state the reason for such request.

3. Personal Leaves for either male or female Flight Attendants, may be extended for an additional ninety (90) days, but no further extensions will be permitted. A request for extension must be made in writing, as far in advance as possible.

4. When both parents are AA Flight Attendants, they are eligible for a total shared leave amount of up to one hundred eighty (180) days, to be taken in a minimum of thirty (30) day increments. This one hundred eighty (180) day shared leave may be taken by the Flight Attendants at the same time, on an overlapping basis or sequentially, at their option.

5. The Personal Leaves described in paragraph 2., 3., and 4. above must be completed within one (1) year of the birth of the child.

W. TERMINATION OF PREGNANCY

The Flight Attendant's physician must provide the designated Company physician with prompt written notice of date of delivery or termination of pregnancy in any other manner.

X. INTENT TO RETURN TO WORK (MATERNITY)

A Flight Attendant returning from a Personal Leave of Absence, Sick Leave or Sick Leave of Absence (Maternity) must give the Company written notice of her intent to return to work prior to the expiration of such period of absence and shall return to work on a date established by the Company. Failure to return to work on the date established shall be deemed a voluntary termination of employment. A Flight Attendant returning to work must meet the basic requirements of all other Flight Attendants.

Y. EFFECT ON SENIORITY (PREGNANCY)

Company and Occupational Seniority shall accrue during Sick Leave of Absence (Maternity); Classification Seniority shall accrue only up to thirty (30) days. For Personal Leave, Company Seniority shall accrue up to ninety (90) days; Occupational Seniority shall accrue up to one hundred eighty (180) days.