

ARTICLE 30 - GENERAL

A. EARLY OUT BENEFITS FOR FLIGHT ATTENDANTS RESIGNING AT OR AFTER AGE 45 BUT BEFORE AGE 55

1. **Eligibility.** A Flight Attendant may elect early retirement at or after age forty-five (45), but before age fifty-five (55), provided s/he has had at least twenty (20) years of Company Seniority. Flight Attendants on both active status and approved leave of absence status are eligible for the Article 30 early retirement benefits outlined herein.

2. **Lump Sum.** A Flight Attendant retiring early at or after age forty-five (45), but before age fifty-five (55) with twenty (20) years of Company Seniority will receive a lump sum payment of \$25,000 (minus applicable taxes).

3. **Pass Benefits.** A Flight Attendant retiring early at or after age forty-five (45), but before age fifty-five (55) with twenty (20) years of Company Seniority, as described above, will receive the following pass benefits. These pass benefits are in lieu of any pass benefits the Flight Attendant may have been entitled to under existing Company policy had s/he not retired until age fifty-five (55) or later. The Flight Attendant shall be eligible for ten (10) round-trip SA Class "D-2" passes with service charges per year. Those eligible to use the pass benefits shall be the Flight Attendant, spouse and dependent children, as defined by Company policy. Reduced rates on other airlines for such Flight Attendants will be dependent upon interline agreements.

4. **Notification.** A Flight Attendant electing to retire early at or after age forty-five (45), but before age fifty-five (55) with twenty (20) years of Company Seniority must give the Company at least six (6) months advance notice. During the next three (3) months, the Flight Attendant may cancel her/his election. However, if it is not cancelled by the end of the three (3) month period, the election to retire is irrevocable. All such retirements will begin on the first day of the contractual month next following six (6) months after proper notice has been given.

5. **Benefits in Lieu of Other Payments.** Eligible Flight Attendants electing the benefits of early retirement under Article 30.A. will not be eligible for other special payments and benefits afforded under, but not limited to, Appendix T.

6. **Retirement Benefit Plan for Flight Attendants.** With respect to the Retirement Benefit Plan for Flight Attendants, the Flight Attendant's eligibility for benefits under that Plan will be governed by the provisions of that Plan, as provided in Article 36.

B. NO DISCRIMINATION

In accordance with the established policy of the Company and the APFA, the provisions of this Agreement will apply equally to all employees hereunder, regardless of color, race, religion, creed, sex, age, national origin, disability, or sexual orientation.

C. PERSONNEL FILE

A Flight Attendant and her/his union representative, if the Flight Attendant desires her/his union representative to be present, may inspect her/his personnel file upon request.

1. A Flight Attendant may authorize a union representative to review her/his personnel file without the employee present by submitting original written authorization from the employee to the Company.

2. Inspection of the personnel file will be held in the presence of a Company representative at a mutually agreeable time.

3. A Flight Attendant may review and sign entries made in her/his personnel file discussion records.

4. Flight Attendant may attach written comment responding to any advisories, discussion records, letters of concern or letters of complaint contained in the personnel file.

5. If the Flight Attendant requests a copy of her/his personnel file material, a copy will be furnished by the Company. Reasonable copy charges are at employee expense.

D. CLASS "D" SPACE AVAILABLE PASS ¹

Flight Attendants traveling on a Class "D" space available pass may occupy an available flight attendant jump seat on a first come-first serves basis; pursuant to the Company's administrative procedures.

E. EMPLOYEE PARKING ²

1. All Flight Attendants, local based and commuting, shall receive a Company paid parking permit at:

a. such Flight Attendant's base; or

b. the American or American Eagle station of the Flight Attendant's choice. At base stations with multiple airports, stickers or permits may be issued for one (1) or all locations upon request. If insufficient permits are available to provide one for each Flight Attendant desiring them, permits will be assigned in system seniority order at each issuance date.

2. To the extent that a Flight Attendant does not receive a permit as provided in paragraph 1. above, then the Company will reimburse the Flight Attendant for parking expenses up to the amount of the cost of such permits at the Flight Attendant's base. For example, a Flight Attendant is based at DFW and desires a parking permit at SAN. Permits are not available at SAN. The Flight Attendant is entitled to be reimbursed for parking expenses up to an amount equal to the cost of parking permits at the Flight Attendant's base, which is DFW.

3. To the extent that a Flight Attendant desires to purchase a second parking permit, such purchase will be permitted. The Company will pay for the less expensive of the two permits that the Flight Attendant receives. For example a MIA based Flight Attendant has a DFW permit, but also desires a MIA parking permit. The Flight Attendant can obtain both permits, and the Company will pay for the less expensive of the two.

F. CREW LOUNGES

The Company will provide suitable supplies in crew lounges. APFA acknowledges that the employees using the lounges will make every effort to maintain the lounges in a neat and orderly fashion.

G. ACCESS TO POLICIES AND PROCEDURES

American Airlines Policies and Procedures will be located on Jetnet. Any changes specific to Flight Attendants will be communicated via the Flight Service website.

H. HANDLING OF HEAVY PASSENGER CARRY-ON ITEMS ³

Flight Attendants will be required to assist passengers with soft and lightweight items during boarding and after gate arrival. Flight Attendants should exercise discretion if they find items that are too heavy or bulky and tactfully assist the passengers by showing them where they can store the items and request that they obtain those same items after gate arrival.

I. FLIGHT ATTENDANT WORK RULES – CHARTER OPERATIONS ⁴

In the event the Company plans to establish a separate charter operation, representatives of the Company and APFA shall meet to negotiate specific Flight Attendant work rules applicable to such charter operation.

J. CABIN POSITIONS ⁵

APFA shall be notified should any new cabin positions be created in the future.

K. CREW MEALS ⁶

1. International Crew Meals

Crew meals will be provided for each working Flight Attendant on long-range and extended long-range flights as defined in Article 2.A.1. and 2. Crew meals on these flights will consist of the following:

a. Long Range

The Company will provide each working Flight Attendant a Business Class entrée/First Class bulk salad and Main Cabin Follow-on.

b. Extended Long Range

The Company will provide each working Flight Attendant with a Business Class entrée/First Class bulk salad with Main Cabin tray set-up. Main Cabin Entrée with Main Cabin tray set-up.

2. Other Food Options

On certain sequences where a long duty day and the inability of the crew to obtain food exist, the parties have agreed to meet quarterly and identify the most egregious sequences and to explore options for providing Flight Attendants food based on catering/vendor availability.

3. Monitoring of Food Issues

The Company and the APFA will monitor the application of paragraphs 1. and 2. above on a quarterly basis.

4. Flight Attendant Meals SFO-Hawaiian Islands ⁷

In view of certain peculiarities on some charter flights between San Francisco and the Hawaiian Islands, effective June 1, 1976, the Company will provision food for consumption by Flight Attendants assigned as working crewmembers on such flights. The provisions of food will be in addition to meal expenses as provided in Article 4 of the Basic Agreement, but shall in no way constitute an agreement to provide food on any other Domestic, International or charter flight.

L. PASSPORTS / VISAS ⁸

The Company shall bear the expenses of passports and visas necessary for Flight Attendants.

M. MAILING OF PAYCHECKS ⁹

The Company will, upon request, mail regular paychecks to Flight Attendants in the International Operation. Flight Attendants requesting such service shall pay the Company a six dollar (\$6.00) annual

service charge, and provide the Company with twenty-four (24) addressed, pre-stamped envelopes. The envelopes shall show the Flight Attendant's name and employee number.

N. CANCUN/COZUMEL FLYING ¹⁰

1. The service between the contiguous forty-eight (48) states and the cities of Cancun and Cozumel, Mexico will be considered International flying for pay purposes.

2. By contractual definition (Article 2.H*) the routes are not International routes, it is appropriate to utilize Flight attendants possessing International qualifications to fly this route.

3. The allocation of these Mexican destinations to the International Operations shall be without precedent with regard to any other operation, Domestic or International, and the Company reserves the right, at any future date, to allocate such Mexico flying to the Domestic Operations.