

## ON EXIT FROM BANKRUPTCY: TABLE OF CONTRACTUAL PROVISIONS UNTIL JOINT COLLECTIVE BARGAINING AGREEMENT IS REACHED WITH THE NEW AMERICAN

CONTRACTUAL PROVISION	PROVISIONS RESTORED FROM 2001 CBA/2003 RPA	2012 BRIDGE AGREEMENT (CLA)
Duration		From Bankruptcy Exit Date until Date of Signing of Joint Contract
Compensation		Current pay rates in effect 10/1/14 – 1.5% <b>(Future Pay rates pending Joint Contract)</b>
International Pay Scale		Eliminated
International Override		\$3.00 per hour. Paid on international legs, including deadhead and pay and credit. <b>Override includes trips not flown (e.g. VC, SK, SA, AP, BR, JD, etc.)</b>
Incentive Rates		Eliminated
Aft Galley Pay	Restored - \$.63/hour	
Expense (TAFB)		Domestic -\$2.00 International - \$2.20
Profit Sharing		Eliminated
Uniform Points	Restored to 12 points per year regardless of hours flown	
Vacation	Remain at trips-missed until PBS	
Vacation Accrual Threshold	Restored to 420-hour threshold	
PVD	Restored to trips missed	
Preferential Bidding System (PBS)		To be implemented. Timeline for implementation to be determined
Combined Operation		Domestic and International Operations to be combined
Monthly Maximum		Minimum 70 credit hours. Maximum 90 credit hours. Company can flex individual months by up to 5 hours with an annual maximum of 20 hours. Flex beyond 20 hours per year requires agreement of APFA
30/7 (Domestic)	Restored	
Duty Aloft (Domestic)	Restored	
On-Duty Limitation (Domestic)	Restored	

<b>Staffing</b>		Reduced staffing levels per 1113. Restore "Right To Grieve" language per Art.9.B.2.
<b>MIC/Sequence Pay Protection</b>		APFA-proposed Sequence Pay Protection included. Implementation to be determined
<b>Reserve</b>		<ul style="list-style-type: none"> <li>• AM/PM</li> <li>• Early Notification</li> <li>• OR paid on top of Guarantee</li> </ul>
<b>Employment Threshold</b>	No Longer Applicable	
<b>System Seniority List</b>	Restored (Paper rather than electronic)	
<b>Hotels</b>	Restored	
<b>Sick Leave</b>	Restored - No split SK bank	
<b>Sick Accrual Threshold</b>	Restored to 420-hour threshold	
<b>Medical Plan</b>		Single Plan - 2013 plans to remain the same
<b>Retiree Health Care</b>		Eliminated - VEBA not a viable option
<b>Benefits Threshold</b>	Restored to 420-threshold rolling 12 month look-back	
<b>Retiree Life Insurance</b>		Eliminated
<b>Pension</b>		Remains Frozen
<b>401(k) Contribution</b>		<p>For 5 years from Plan Effective Date or until new CBA, current employees (as of 4/12/12) have following contributions:</p> <p>Less than 40 years of age: 5.5%  40 to 49 years of age: 6.75%  50 years of age or older: 9.9%</p> <p>New Hires (hired after 4/12/12): 3.0% contribution with up to 5.5% match</p>
<b>Early Out</b>		\$40,000 early out to those at 15 <sup>th</sup> Pay Step. Maximum of 1500 FAs – May be increased at Company option
<b>Equity Claim</b>		Remains at 3%
<b>Furlough Protection</b>		"No-Furlough" Protection Clause