

TENTATIVE AGREEMENT HIGHLIGHTS

*LAA = Legacy AA

**LUS = Legacy US

TENTATIVE AGREEMENT Common Domicile/Co-Terminal AA Article 2.E, 3.R / US Section 17

PROVISION	T/A (Adopted LUS Section 17)	LAA*	LUS**
LOCATIONS	New York Chicago Dallas Los Angeles San Francisco Washington, DC Miami Tampa	Same as T/A	Washington, DC
GROUND DEADHEAD TIME BETWEEN COMMON DOMICILE	Updated/Improved for all new surface transportation options	Existing American domiciles	IAD-DCA
COMPENSATION FOR SURFACE TRANSPORTATION	All surface transportations will be paid as same as flight deadhead. Paid actual hourly rate. All premiums and per diem will apply.	Paid stipend depending on the length of the transportation.	Same as T/A
REPORT AND RELEASE TIMES	All report and release times will be treated as if it were a flight deadhead and calculated into the duty day	N/A	Same as T/A

TENTATIVE AGREEMENT

Period of Probation AA Article 15 / US Section 21

PROVISION	T/A (Adopted LAA Article 15)	LAA	LUS
PERIOD OF PROBATION	First 6 months Probation extended if on unpaid leave of 16 or more days	Same as T/A	First 6 months Probation extended if on unpaid leave of 15 or more days
ACCESS TO GRIEVANCE PROCESS	Right to discharge without cause and without hearing	Same as T/A	Right to discharge without cause and without hearing
TRIP TRADE AUTHORIZATION	Prior to contractual month, may trip trade/exchange OE (optional exchange) or OR (Optional Reserve) without notice or approval After beginning of contractual month is only allowed with Flight Service Manger approval	Same as T/A	N/A

TENTATIVE AGREEMENT

Moving Expenses AA Article 18 / US Section 5

PROVISION	T/A (Adopted LUS Section 5)	LAA	LUS
QUALIFYING FOR EXPENSES	<ul style="list-style-type: none"> • New Crew Base • Base Closure • Displacement from Crew Base • Recalled FA • FA on a Leave of Absence or inactive status would be entitled to such paid move upon return to active status. 	<ul style="list-style-type: none"> • New Crew Base • Base Closure • Company request 	Same as T/A
ALLOWABLE EXPENSES <ul style="list-style-type: none"> • STORAGE • INSURANCE • MILEAGE 	Personal effects up to 16,000 pounds Reimbursement up to 30 days Up to \$3.50/pound .25 cents per mile for up to two (2) vehicles	Personal effects up to 12,000 pounds N/A N/A .12 cents per mile for up to two (2) vehicles	Same as T/A

TENTATIVE AGREEMENT

Moving Expenses

AA Article 18 / US Section 5

(cont. from PG. 2)

PROVISION	T/A (Adopted LUS Section 5)	LAA	LUS
SETTLING DAYS/ TIME OFF FOR MOVE	Five (5) consecutive days of which three (3) days will be paid and credited. Voluntary transfers NOT paid	Not to exceed seven (7) days to facilitate completing the moving arrangements	Same as T/A
NEW HIRES	Hotel accommodation including per diem	Hotel accommodation No per diem	Same as T/A
LEASE BREAKING	Company will reimburse for break of lease due to company move	N/A	Same as T/A

TENTATIVE AGREEMENT

Medical Examinations

AA Article 20 / US Section 28

PROVISION	T/A (Adopted LUS Section 28)	LAA	LUS
GUIDELINES FOR A MEDICAL EXAM	<p>Company must have reasonable grounds to require exam</p> <p>Company will bear the cost of exams</p> <p>Company will only receive information from doctor that pertains to work performance</p> <p>Flight Attendant will receive a copy of all findings and reports from health care provider</p> <p>Company will conduct examination in the metropolitan area in which the Flight Attendant resides, or provide space positive transportation if necessary</p>	Company must have reasonable grounds to require exam	Same as T/A

TENTATIVE AGREEMENT

Medical Examinations

AA Article 20 / US Section 28

(cont. from PG. 3)

PROVISION	T/A (Adopted LUS Section 28)	LAA	LUS
FLIGHT ATTENDANT RIGHT TO APPEAL HEALTH CARE PROVIDER'S DETERMINATION	<p>Flight Attendant may retain qualified health care provider at her/his expense to confirm or refute results of the Company health care provider</p> <p>Company health care provider will be required to forward entire medical file to Flight Attendant's health care provider</p> <p>If the health care providers disagree, a third qualified and disinterested health care provider will conduct an examination and provide a report within ten (10) days</p> <p>Dispute will be settled on the basis of these findings, and the parties agree to be bound by the neutral health care provider's findings</p>	<p>Flight Attendant has a right to appeal to the AA Medical Review Board should they be denied medical clearance by the Company</p> <p>In the event of a permanent restriction from flight, a third party examiner may be obtained</p>	<p>Same as T/A</p>

TENTATIVE AGREEMENT

Prisoner or Hostage

AA Article 30.M, App.E, Pt.I, 30.E,F / US Section 24

PROVISION	T/A (Adopted LAA Article 30.M, App.E)	LAA	LUS
BENEFIT	<p>Twelve months compensation</p>	<p>Same as T/A</p>	<p>Six months Compensation</p>

TENTATIVE AGREEMENT
Union Security
AA Article 31 / US Section 35

PROVISION	T/A (Adopted LAA Article 31)	LAA	LUS
UNION MEMBERSHIP	Flight Attendants will maintain membership within APFA	Same as T/A	Requirements to be a member of AFA
UNION DUES DURING LEAVES/ TRANSFERS	Leaves/Transfers of more than thirty (30) days shall pay membership dues, however payment shall not be required during leaves of absence without pay or during periods of transfer to classifications not covered by the Agreement	Same as T/A	Members will be responsible for dues for the first ninety (90) days of a leave of absence; will not be responsible to remit payment while on leave; Dues will not be collected from a member who has transferred to a job not covered by the Agreement
DELINQUENT DUES PROCEDURES	Flight Attendant will be notified and asked to remit payment; Discharge for nonpayment and procedures for contesting discharge included	Same as T/A	Flight Attendant will be notified and asked to remit payment; Discharge for nonpayment and grievance procedures for terminated member

CONTINUED ON PG. 6

TENTATIVE AGREEMENT
Union Security
AA Article 31 / US Section 35

(cont. from PG. 5)

PROVISION	T/A (Adopted LAA Article 31)	LAA	LUS
DUES CHECK- OFF	Company agrees to deduct union dues from the pay of each APFA member and remit to APFA.	Same as T/A	Dues Check-off form covers membership dues collection
RIGHT TO UNION REPRESENTATION	Flight Attendants have the right to have an APFA representative present at all meetings	Same as T/A	Flight Attendants have the right to have an AFA representative present at all meetings

TENTATIVE AGREEMENT
Safety and Security Department (SSD)
AA Article 32 / US Section 34

PROVISION	T/A (Adopted LUS Section 34)	LAA	LUS
NOTIFICATION AND INPUT TO ALL AREAS RELATING TO SAFETY AND SECURITY	<ul style="list-style-type: none"> • Recurrent Training • Aircraft Certification • Safety • Cabin Configuration • Aircraft Accident • Hijacking or Terrorist Incident • Serious Accident • Environmental Changes 	Company policy	Same as T/A
MEETING WITH THE COMPANY	Meet quarterly to evaluate matters relating to safety, health and security of Flight Attendants	Meet with company every 6 months	Same as T/A

**TENTATIVE AGREEMENT
APFA Policy / US Section 36 PAC**

As APFA will be the collective bargaining representative of the combined group of Flight Attendants of the new American Airlines, the provisions relating to the Political Action Committee (PAC) shall be based on the provisions of the APFA/AA Collective Bargaining Agreement.

**TENTATIVE AGREEMENT
Dispute Resolution and Grievance Procedures
AA Article 30 / US Section 28**

PROVISION	T/A (Adopted LAA Article 30)	LAA	LUS
INDIVIDUAL NON-DISCIPLINARY GRIEVANCES	Before a formal grievance is filed, an individual Flight Attendant must attempt to resolve any disagreement except discharge by discussing the matter with his or her local supervisor. If that effort is unsuccessful, the Flight Attendant may file a Notice of Dispute (NOD). A facilitator – a supervisor who has had no involvement with the disagreement – convenes a Dispute Resolution Conference (DRC) and following the DRC, issues his or her recommendation to settle the Dispute. If the Flight Attendant rejects the Facilitator’s recommendation, he or she may file a grievance which is immediately submitted to the System Board and heard at the Board’s next quarterly meeting.	Same as T/A	A grievance involving non-disciplinary action is heard at the Monthly Base Grievance Hearing and can be appealed to the Monthly Grievance Appeal Hearing. The Company’s decision may be appealed to the System Board of Adjustment.
GROUP AND BASE GRIEVANCES	The same procedures apply to a dispute that affects an identifiable group of Flight Attendants (Group NOD) or a dispute affecting the Flight Attendants at a base (Base NOD). In the latter case, the APFA Chairperson submits the dispute to the Company.	Same as T/A	N/A

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TENTATIVE AGREEMENT
Dispute Resolution and Grievance Procedures
AA Article 30 / US Section 28

(cont. from PG. 7)

PROVISION	T/A (Adopted LAA Article 30)	LAA	LUS
DISCIPLINE/ DISCHARGE GRIEVANCES	For a grievance concerning the discharge of a Flight Attendant, a hearing is held before the Managing Director of Flight Service or his/her designee. If the Company's decision is not satisfactory, the discharge can be appealed to the System Board of Adjustment.	Same as T/A	<p>With a grievance challenging discipline, the hearing is held before the Base Manager at the Monthly Base Grievance Hearing. The Company's decision can be appealed to the System Board of Adjustment.</p> <p>For a discharge grievance, the hearing is held before the Managing Director of Inflight Services or his/her designee at the next scheduled Monthly Grievance Appeal Hearing. The Company's decision can be appealed to the System Board of Adjustment.</p>
PRESIDENTIAL GRIEVANCES	Presidential Grievances are filed by APFA's President and are heard by the Vice President of Employee Relations. If the Company's decision is not satisfactory, the grievance can be appealed to the System Board of Adjustment.	Same as T/A	<p>A grievance filed by the MEC President or an LEC President is heard by the Managing Director of Inflight Service at the Monthly Grievance Appeal Hearing and can be appealed to the System Board of Adjustment.</p> <p>If both parties agree, a grievance can be submitted to the Expedited Arbitration Board of Adjustment for an expedited resolution.</p>

TENTATIVE AGREEMENT
System Board of Adjustment
AA Article 3 I / US Section 29

PROVISION	T/A (Adopted LAA Article 3 I)	LAA	LUS
SYSTEM BOARD OF ADJUSTMENT	The System Board of Adjustment is comprised of five members with one neutral member jointly selected by the parties and two each chosen by the Company and APFA. The contract establishes specific procedures including an exchange of documents the parties intend to rely on in the arbitration.	Same as T/A	The System Board of Adjustment is comprised of five members with one neutral member jointly selected by the parties and two each chosen by the Company and AFA. The contract establishes specific procedures for hearings before the System Board.

TENTATIVE AGREEMENT
Civil Reserve Air Fleet (CRAF)
AA Appendix E/US Section 19

PROVISION	T/A (Adopted LUS Section 19)	LAA	LUS
COMPENSATION EXPENSES	<p>Override of \$5 per credit hour for Aeromedical</p> <p>Override of \$3 per credit hour for Troop Movement</p> <p>Minimum Guarantee of 8 hours for line of CRAF flying</p> <p>On Duty pay of \$12 Aeromedical/\$10 Troop in excess of 30 minutes prior to departure or 30 minutes after arrival</p>	Override of \$3 per hour for all international CRAF trip pairings	Same as T/A

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**TENTATIVE AGREEMENT
Civil Reserve Air Fleet (CRAF)
AA Appendix E/US Section 19**

(cont. from PG. 9)

PROVISION	T/A (Adopted from LUS Section 19)	LAA	LUS
STAFFING	No less than 5 Flight Attendants for Aeromedical Staffing Chart determines F/A staffing by duty time	Staffing levels not specified	Same as T/A
CRAF PREFERENCE LIST	F/A to submit preference bid within 60 days of Ratification List updated annually	Flights staffed with CRAF Volunteers and CRAF Reserves assigned from the CRAF System Volunteer List	Same as T/A
ACTIVATION AND TRAINING	Upon activation, Company will determine staff needed CRAF & equipment training in system seniority order	System Volunteer List maintained by Company in order of seniority of Flight Attendants who volunteered to perform international CRAF flying	Same as T/A
FLIGHT ASSIGNMENTS	Flying Scheduled per Section 11 - Hours of Service Crew Rest seats available	Flight Attendants assigned to the International CRAF Operation as a Reserve receive 11 duty-free periods; Monthly maximum of 85 hours but may exceed maximum in order to complete CRAF assignment	Same as T/A
GENERAL	Flight Attendants protected for all provisions of JCBA	All other provisions of CBA apply to CRAF Operations	Same as T/A