

December 17, 2014

Marcus Gluth
Vice President
Association of Professional
Flight Attendants
1004 W Eules Blvd
Eules, TX 76040

Re: Foreign Language Speakers on selections containing mixed equipment in the same market

Dear Marcus:

We recognize the staffing of foreign language speakers is of particular importance both to our Flight Attendants and our customers. When selections and sequences contain mixed widebody equipment within the same market, many of the cabin positions do not align. With this in mind, this letter will confirm our understanding and agreement concerning the assignment of foreign language speakers on selections containing a mix of two (2) and three (3) class 777 aircraft as well 777 and 767 aircraft. This will also apply to selections including the 787 equipment when mixed with another widebody aircraft where cabin positions do not align. For a trial period to begin January, 2015 until the implementation of PBS for legacy American Flight Attendants, the following will apply:

- On selections containing mixed equipment within a market requiring speakers as described above, the required number of speakers will be two (2).
- Crew Planning will award selections containing mixed sequences, as described above, without regard to the one speaker per cabin requirement.
- In actual operations and in markets where there are sequences containing mixed equipment as described above, FOS programming requiring one (1) speaker per cabin will be lifted. Since we will not implement these changes until the start of the January, 2015 contractual month, Flight Attendants desiring to trip trade January, 2015 sequences in the December, 2014 contractual month should contact Crew Schedule who may facilitate the transaction(s).

- Required foreign language speakers will continue to be restricted from serving in a galley position. Therefore, in addition to positions two (2) and five (5), position four (4) will be restricted when a mixed selection or sequence includes the three (3) class 777-200.
- If there is a selection with a non-speaker sequence the equipment of the speaker selections will prevail.

Marcus, as we continue to see mixed equipment on certain markets as well as the introduction of the retrofit 777-200 and 787 into our fleet, I'm pleased we are able to make these adjustments on a trial basis. We will evaluate these changes throughout the trial period. The Company may elect to discontinue this practice by providing at least 30 days advance, written notice.

Furthermore, it is understood that nothing in this letter modifies the AA/APFA Collective Bargaining Agreement nor does this trial constitute a precedent in any way.

Sincerely,



Marcus Gluth, National Vice President
APFA

December 18, 2014

Date

cc: Hector Adler
Laura Glading
Laurie Lofgren
Cindi Simone
Sherri Wadley
Thomas Wooten
Keith McCarty