

April 23, 2015

Laura Glading, National President
Association of Professional
Flight Attendants
1004 West Euless Boulevard
Euless, TX 76040-5018

RE: Purser Transition for LAA Flight Attendants

Dear Laura:

This letter will confirm our understanding and agreement regarding the Purser Program changes for Legacy American Airlines (LAA) Flight Attendants that will be implemented for trip sequences originating on May 16, 2015 and remain in effect until Section 14.L. of the 2014 Joint Collective Bargaining Agreement (JCBA) is implemented:

- The minimum annual requirement to accumulate 100 paid Purser hours in Article 34.B.6.e, of the LAA CBA will be eliminated.
- The monthly requirement to bid at least 80% of the available Purser selections in Article 34.B.6.e, of the LAA CBA will be eliminated.
- Purses are required to attend annual refresher training (i.e. annual Purser leadership seminar) to maintain Purser qualification as provided in Article 34.B.6.d, of the LAA CBA.
- The system wide Purser Trigger Training in Article 34.B.5, of the LAA CBA will be eliminated.
- Proffer of Purser Training in Article 34.B.4, of the LAA CBA will be modified as follows: Future Purser openings will be proffered (minimum 80 per year) and awarded based on system seniority – if reserve or base specific positions are needed, additional base proffers may be posted (above the minimum 80).
- The Company will continue to offer 2 types of Purser Flexibilities, previously part of the Purser Flexibility Test:

1. Voluntary Coverage for Open Purser Positions

A Purser-qualified Flight Attendant who is awarded/assigned to a position other than Purser on a trip sequence may indicate her/his desire to be awarded the Purser position on such sequence should it become open during the month. This indication may be made prior to or during the course of the month and on a sequence-by-sequence basis. Flight Attendants desiring to be awarded the Purser position on a sequence must indicate their desire no later than 0800 home base time the day



before such sequence originates. Crew Schedule will consider such requests before awarding Make-Up flying.

2. Trip Trade with Open Time (TTOT)

When trading for a Purser sequence, if a TTOT is denied due to red light issues, Crew Schedule is granted the authority to override the lights to permit TTOT's that otherwise meet all other contractual guidelines and legalities and do not negatively impact daily manning.

- The Company and APFA will meet to discuss the administrative details regarding Purser proffers, assessments, training, etc.

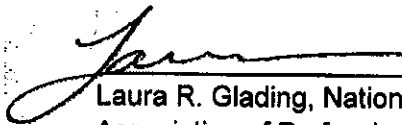
It is understood that the provisions of the current LAA/APFA and Joint Collective Bargaining Agreements, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:



Date 05/01/2015
Laura R. Glading, National President
Association of Professional Flight Attendants

cc: Cathy Scheu
Laurie Lofgren
Dan Herring
Vince Heyer