

September 3, 2015

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

RE: Voluntary Duty Day Waiver for Long-Range Flying for LAA

Dear Laura:

This letter will confirm our understanding and agreement regarding a Voluntary Duty Day Waiver for Long-Range Flying. As a result of our recent discussions, the Company has agreed to allow Legacy American Airlines (LAA) the option to exceed the on-duty maximum for a Long-Range Duty Period effective September 2, 2015.

The JCBA provides that a Flight Attendant on a Long-Range duty period shall not be required to remain on-duty in excess of eighteen (18) hours. If the combination of a delayed departure time and scheduled flight time(s) projects the Flight Attendant's duty to exceed the maximum duty of eighteen (18) hours, Crew Schedule may offer, and the Flight Attendant may voluntarily agree to continue working. A Flight Attendant crew who agrees to remain on-duty for more than eighteen (18) hours shall receive pay for the duty period at a rate of two hundred percent (200%) including premiums and credit at one hundred percent (100%). The flight can operate with the applicable FAR-required minimum crew if some of the crew chooses not to fly. Once a Flight Attendant has volunteered to exceed the maximum duty limitations, she/he will receive the pay specified above, even if the duty limitations are not exceeded. In such circumstances, the rest provisions in the current LAA Collective Bargaining Agreement (CBA) will apply at the end of the extended duty period. In no case will the duty day for the Flight Attendants on Long-Range Flying exceed nineteen (19) hours.

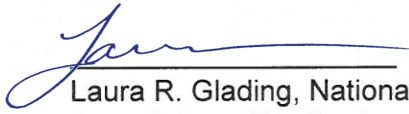
A Flight Attendant who volunteers to exceed the maximum duty limitations and, as a result, subsequently becomes illegal for her/his next trip assignment(s) will be eligible for pay protection under the rules in effect at the time of the Voluntary Duty Waiver.

It is understood that the provisions of the current LAA CBA, except as specifically modified or excepted by this letter, shall apply in all respects. This agreement will remain in effect until Flight Attendant Operational Integration (FOI), although either party may serve notice to cancel this agreement prior to FOI. Such notice must be provided thirty (30) days prior to the intended cancellation date. Prior to FOI, the parties agree to meet and discuss the possibility of a Voluntary Duty Waiver for Long-Range Flying in the AA/APFA Joint Collective Bargaining Agreement.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:


Date 09/04/2015
Laura R. Glading, National President
Association of Professional Flight Attendants

cc: Lauri Lofgren
Dan Herring
Marcus Gluth
Jaimie McNeice
Vince Heyer