

March 24, 2016

Rick Knuth
National Vice President
Association of Professional
Flight Attendants
1004 W. Euless Blvd.
Euless, TX 76040-5018

Re: Adjusted Wage Scale

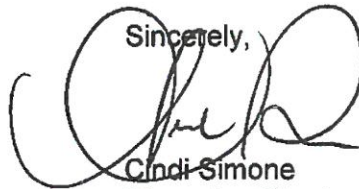
Dear Rick:

This letter will confirm our understanding regarding the adjustment of the American/APFA JCBA wage scales that is to take place when United Airlines implements a joint collective bargaining agreement (JCBA) covering its flight attendants pursuant to paragraph 5 of the Negotiations Protocol Agreement and paragraph 3 of the December 13, 2014 Interest Arbitration Award, as clarified by the December 18, 2014 Letter of Agreement.

American Airlines will accelerate the adjustment of its flight attendant wage scales effective April 1, 2016, in anticipation of United eventually concluding a JCBA with its flight attendants. The adjusted wage scale is set forth in the attached chart.

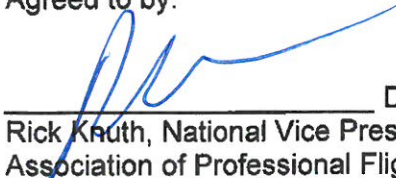
In the event that a new flight attendant JCBA at United requires an additional upward adjustment to the attached wage scale, American will make the appropriate adjustment at that time in accordance with the aforementioned Negotiations Protocol Agreement and Interest Arbitration Award. If the flight attendant JCBA at United does not require an upward adjustment, the attached wage scale will remain in place with no downward adjustment.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:



Date 3/29/16

Rick Knuth, National Vice President
Association of Professional Flight Attendants

**FLIGHT ATTENDANT RATES OF PAY
EFFECTIVE 4/1/16**

YOS	4/1/2016	1/1/2017	1/1/2018	1/1/2019
1	26.16	26.69	27.22	28.04
2	27.75	28.30	28.87	29.73
3	29.52	30.11	30.71	31.63
4	31.44	32.07	32.71	33.69
5	34.64	35.33	36.03	37.12
6	39.22	40.00	40.80	42.03
7	43.85	44.73	45.62	46.99
8	45.25	46.16	47.08	48.49
9	46.50	47.43	48.38	49.83
10	48.24	49.20	50.19	51.69
11	49.57	50.56	51.57	53.12
12	51.93	52.97	54.03	55.65
13	60.13	61.33	62.56	64.43