

July 06, 2016

Bob Ross, National President
Association of Professional
Flight Attendants
1004 W. Euless Blvd.
Euless, TX 76040-5018

RE: 2014 AA/APFA Joint Collective Bargaining Agreement Modification

Dear Bob:

The Company and the APFA agree to the following modifications of the 2014 AA/APFA Joint Collective Bargaining Agreement "Agreement":

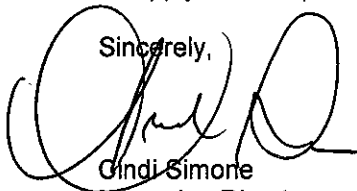
The reference in Section 14.M.7 to a delay greater than twenty-four (24) hours will be changed to a delay of twenty-four hours or greater. The modified paragraph will read as follows:

Section 14.M.7 (Location Delay Incentive)

When a Flight Attendant is delayed departing from an IPD station for more than ten (10) hours from the scheduled departure time for reasons such as mechanical or failure of an inbound aircraft to arrive, the Flight Attendant shall receive an incentive of an additional five (5) hours of pay and credit, including all premiums in addition to the value of the trip. Once the delay is twenty-four (24) hours or greater, an additional five (5) hours, including all premiums, will apply for each subsequent twenty-four (24) hours or fraction thereof. Once the crew reports for a delayed departure of twenty-four hours or greater and the flight departs early or the door closes prior to the twenty-four (24) hours, the five (5) hours will not be rescinded. Should greater pay protection be provided through Illegal Through No Fault, Last Trip of the Month or Crew Substitution, the provisions of Paragraph M.7 may be waived to accept the greater pay protection.

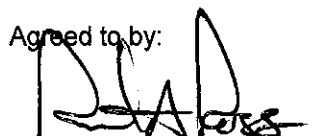
It is understood that the provisions of the AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:



Date 7/6/16

Bob Ross, National President
Association of Professional Flight Attendants

cc: Paul Jones
Lucretia Guia
Michelle Peak