

April 8, 2016

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

Dear Bob:

This letter will outline the pay protections being afforded to LODO flight attendants impacted by the suspension of service to/from Brussels (BRU) for the period including May 2, 2016 – June 13, 2016.

1. Nine (9) French LODO flight attendants for the month of May and five (5) French LODO flight attendants for the month of June, in seniority order, will be offered an opportunity to be temporarily released from their FRE LODO status.
 - a. A flight attendant electing to be removed from his/her FRE LODO position will be changed to a LIP status and will be eligible to bid as a non-LODO flight attendant.
 - b. Such flight attendant will be paid protected for the greater of scheduled or actual for any international and/or LODO premium/s for all flying for which she/he is unable to achieve the associated premium/s throughout his/her flying during the applicable month/s.
2. If the number of FRE LODO flight attendants noted above decline the opportunity to be a voluntarily released, the remaining reductions will be achieved by temporarily releasing FRE LODO flight attendants, in inverse seniority, from their FRE LODO status.
 - a. A flight attendant involuntarily temporarily released from his/her FRE LODO position will be changed to a LIP status and will be eligible to bid as a non-LODO flight attendant.
 - b. Such flight attendant will be paid protected for the greater of scheduled or actual for any international and/or LODO premium/s for all flying for which she/he is unable to achieve the associated premium/s throughout his/her flying during the applicable month/s.
3. All LODO flight attendants who remain in the FRE LODO status for the month/s of May or May/June, as applicable, will be pay protected for the international and/or LODO premium for all flying for which she/he is unable to achieve the associated premium/s throughout his/her flying during the applicable month/s.

We're pleased to offer these pay protections for French LODO flight attendants who have been impacted by the temporary suspension of the Brussels's flying.

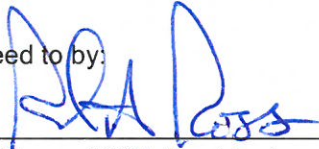
It is understood that this letter does not modify the AA/APFA Agreement nor does it constitute a precedent in any way.

Sincerely,



Cindi Simone
Managing Director
Labor Relations – Flight Service

Agreed to by:



Bob Ross APFA President


Date

cc: Hector Adler
Nena Martin
Laurie Lofgren
John Romantic
Keith McCarty
Thomas Wooten