

American Airlines®

November 7, 2002

Mr. Jeff Bott
Vice President
Association of Professional
Flight Attendants
1004 W. Eules Blvd
Eules, TX 76040-5018

Re: SS-23-2002-APIA-5

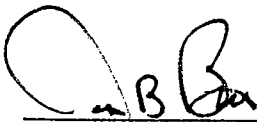
Dear Jeff,

This letter confirms our discussions regarding the full and final settlement of the above referenced grievance.

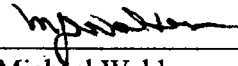
Pursuant to the Integration Agreement reached between AA and the APFA, the Company agrees to recall TWA LLC flight attendants, referred to as "voluntary furloughs", who were formerly based at JFK and subsequently chose not to displace to STL when the JFK base closed. These flight attendants are senior to active flight attendants that were furloughed effective November 1, 2002.

Based on the unique circumstances of this situation, the Company also agrees to proffer Overage Leaves to these flight attendants. Overage Leaves will be offered in either 6 or 12-month key blocks. Auxiliary blocks will not be offered nor will partnership flying or part-time options. Additionally, should the number of recalled flight attendants cause an additional furlough of equivalent flight attendants currently on active status, another Overage Leave proffer will not be done. It is recognized that this procedure will be used on a one-time basis and in no way changes the provisions of Article 16 or the previous settlement agreement reached by the parties on January 18, 2002.

Further, the APFA agrees to withdraw the above referenced grievance.



Jeff Bott
Vice President
APFA



Michael Waldron
Managing Principal
American Airlines

Certified Mail and First Class U.S. Mail

November 8, 2002

«First_Name» «Last_Name»/«Emp_No»
«Street»
«City», «State» «Zip»

Dear «First_Name»,

Pursuant to the Integration Agreement between American Airlines and the APFA, I am pleased to offer you the opportunity to return as an **active TWA LLC** employee. You are being recalled as a **TWA LLC Flight Attendant** with a recall date of January 1, 2003.

Due to the current situation facing the Company, if you accept recall to the Flight Attendant position, you will be eligible to take advantage of a special Overage Leave proffer being offered to flight attendants being recalled at this time. Please be sure to read the enclosed information governing Overage Leaves. Only flight attendants that accept recall are eligible for an Overage Leave.

Recall

Please review and complete the enclosed **Accept or Reject Reemployment form**. **This information is time sensitive and must be postmarked by November 22, 2002.** To assist you, we have included a pre-paid FedEx label in this packet for you to use at an authorized FedEx drop-off location.

This recall is governed by Article 16 of the collective bargaining agreement between American Airlines and the Association of Professional Flight Attendants.

You are being recalled to your former position as a Flight Attendant. You will have 10 days from the date of this letter to notify the Company of your intent to accept or reject reemployment. You will need to complete and return the attached Accept or Reject Reemployment form by the deadline outlined above. Additionally, failure to notify the Company or failure to report to your assigned training class will result in forfeiture of your reemployment rights and seniority.

Base Assignment

All Flight Attendants accepting this recall will be assigned to STL.

Training

A Recurrent Training course will be held at the Training Center located in STL, sometime between December 2, 2002 and December 13, 2002. Dress for this training session is business casual with no open toed shoes allowed. Travel arrangements will be made through the Training Center. Contact Julie Benedek at 314-895-6615. Travel will require a government-issued picture ID. US citizens should bring their passport and/or birth certificate. Non-US citizens will need to bring their foreign passport, alien registration card and documentation of the ability to travel freely in and out of the USA.

Failure to contact the Training Center by Wednesday, November 27, 2002 to enroll in a Recurrent Training class and to arrange travel will result in the forfeiture of your reemployment rights.

Report to Base Date

The report to base date will be January 1, 2003. Arrangements for travel to base and additional details will be provided at Recurrent Training.

Uniform, In-Flight Manual, Company Keys and Company ID

You will be contacted regarding measurements for your uniform. You will receive your In-Flight Services Manual revisions during Recurrent Training. Company keys and Company ID will be issued at the STL Base during training.

Schedule

You may hold a reserve or availability schedule for the month of January. Please bid accordingly. You will bid in January and your schedule for February will be posted with the normal bid award schedule.

Fingerprinting

The Federal Aviation Administration (FAA), mandates under Federal Aviation Regulation 14 C.F.R. 108.229 that all airline employees with unescorted Airport Operating Area (AOA) access or Security Identification Display Access (SIDA) access submit to a fingerprint based on a Criminal History Records Check (CHRC). This requires employees, regardless of hire date, to be fingerprinted.

If you elect to accept recall and return to flying, fingerprinting must be completed immediately to ensure a timely return to payroll. Due to processing of fingerprints, it may take several weeks for results to be given to AA and you cannot begin flying until the Company receives clearance.

Between November 11, 2002 and November 15, 2002, fingerprints may be done at JFK Terminal 8, 2nd Floor Grp from 7 am to 7 pm. After November 15, 2002, fingerprints must be done in STL. For travel arrangements, contact Julie Benedek at 314-895-6615 at the Training Center for assistance. Fingerprinting must be done prior to training.

Note: You will need to bring two forms of identification. One must be a government issued photo ID (i.e. Drivers license or Passport) and the other can be a non-photo government issued ID (i.e. Social security card, birth certificate, military ID).

Flight Attendants electing an Overage Leave are responsible for ensuring fingerprinting is completed at least two months prior to returning from the Overage Leave. Failure to be fingerprinted two months prior to returning from Overage Leave will result in returning with a QI status.

Benefits Enrollment

Upon returning to payroll, you will have an opportunity to enroll in benefits. More information will be provided to you in training.

Travel Privileges

The new automated travel procedures will be provided during your training.

Access to the corporate employee website, *Jetnet*, will be made available during training. All employees are required to "authorize" eligible guest travelers by registering them on *Jetnet*. You must provide the name of your non-rev guest travelers and provide specific information for each traveler. If you do not register a traveler, he/she will not be able to travel until they are "authorized" by you.

You will be required to use *Jetnet* to authorize those individuals you want to travel by registering their names and providing other specific information. This requirement includes spouse/domestic partner, dependent children, registered companion, parents and any other extended family or D3 friend before they will be able to travel. Each registered non-rev guest will be provided a "traveler number" which will be needed in the flight listing process.

Overage Leaves

Due to the unique circumstances currently facing the Company, Flight Attendants accepting this recall are eligible to take advantage of a special Overage Leave proffer. Overage Leaves are being offered in either 6 or 12-month blocks. The 6-month block begins November 2002 and ends April 2003 and the 12-month block begins November 2002 and ends October 2003.

If you elect to take the Overage Leave it will not be necessary for you to attend Recurrent Training. Please see the attached information governing Flight Attendants on Overage Leave.

If you elect to take an Overage Leave, you will not need to be fingerprinted until two months prior to the expiration of your leave.

Only Flight Attendants accepting recall are eligible to request an Overage Leave. If interested, you are required to complete the Accept or Reject Reemployment Form, as well as the Overage Leave Request form. Overage Leave Request Forms are due at the same time as your Accept or Reject Reemployment Form.

Sincerely,



Donna Snapp
Managing Director, Flight Service
American Airlines

REQUIRED: COMPLETE AND RETURN THIS FORM

Accept or Reject Reemployment Form

«First_Name» «Last_Name»
«Emp_No»

You are hereby notified to report to TWA LLC for immediate reemployment in your former position as a Flight Attendant effective **January 1, 2003**.

This recall to work notification is in accordance with the Integration Agreement and Article 16 of the collective bargaining agreement between American Airlines and the Association of Professional Flight Attendants. You are required to notify the Company of your intention to accept or reject re-employment within 10 days after the date of this letter. This form must be completed and postmarked no later than November 22, 2002 to constitute advising the Company of your intent to return to work. **Failure to notify the Company or your failure to report to your assigned training class will result in the forfeiture of your reemployment rights and seniority.**

Upon reemployment, your assigned base will be STL.

Mandatory: This section to be completed by all flight attendants.

_____ I accept the offer of reemployment to the position of Flight Attendant with TWA LLC.

_____ I accept the offer of reemployment and elect to take an Overage Leave (if this option is chosen, you must complete "Overage Leave Election" Section below.)

_____ I do not intend to return to work as a Flight Attendant.

If you elect to return to flying, please complete your fingerprinting immediately.

Overage Leave Election

Optional: Complete this section only if you are electing an Overage Leave in lieu of returning to flying.

I am interested in electing an Overage Leave and have read the information provided to me regarding the policies governing Flight Attendants on Overage Leave.

I hereby elect:

_____ a 6 month Overage Leave retroactive from November 1, 2002 through April 30, 2003

OR

_____ a 12 month Overage Leave retroactive from November 1, 2002 through October 31, 2003

Your Overage Leave selection will automatically be awarded by the Company.

I understand that once an Overage Leave has been awarded I cannot change my mind. Additionally, I understand that the Company may rescind my Overage Leave at any time based on operational requirements.

Signature

Date

cc: Personnel File
Flight Service Administration