



American Airlines®

Letter of Agreement

AA/APFA ASAP Non-Disciplinary Policy

American Airlines will not initiate any disciplinary proceedings against a Flight Attendant who discloses an event, sole source or otherwise, to the Cabin ASAP Program provided that the event meets the acceptance criteria as outlined in the Cabin ASAP Memorandum of Understanding, and does not involve "reckless behavior" as determined by the Cabin ASAP ERT using the Just Culture Algorithm (Attachment 1). Prior to serving as a voting member of the Cabin ASAP ERT, the company and union ERT representatives must first receive training in Just Culture and the application of the Just Culture Algorithm. The FAA ERT member will also be invited to participate in this training.

Laura R. Sladky

Association of Professional Flight Attendants
President

Date:

9-11-08

Laura L. Cruz

American Airlines
Vice President Onboard Service

Date:

9-9-08