

December 13, 2014

Laura R. Glading, President  
Association of Professional  
Flight Attendants  
1004 W. Eules Blvd.  
Eules, TX 76040-5018

**Re: Impact of Joint Collective Bargaining Agreement on Article 36 of the 2001/2003 Collective Bargaining Agreement**

Dear Laura:

This letter confirms our understanding regarding the impact of the Joint Collective Bargaining Agreement (JCBA) between American Airlines and the APFA on Article 36 – Retirement Benefit Plan for Flight Attendants, of the 2001/2003 Collective Bargaining Agreement (CBA).

The Retirement Benefit Plan of American Airlines, Inc. for Flight Attendants was frozen effective November 1, 2012. The provisions of Article 36 have been superseded by the JCBA provisions in Section 26.G. - Replacement Retirement Plan, however the parties agree “existing Plan participants” will be paid in accordance with the terms of the Plan as provided for in Article 36.

Sincerely,

Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

\_\_\_\_\_ Date \_\_\_\_\_  
Laura R. Glading, National President  
Association of Professional Flight Attendants