

June 7, 2018

Nena Martin, National President
Association of Professional
Flight Attendants
1004 West Euless Boulevard
Euless, TX 76040-5018

RE: Modification to LAA Calendar Bidding Period

Dear Nena:

This letter confirms the agreement between American Airlines, Inc. ("American") and the Association of Professional Flight Attendants ("APFA") regarding necessary calendar bidding adjustments in conjunction with the implementation of the Electronic Trade Board ("ETB") and Trip Trading System ("TTS").

American and APFA agree to modify Article 9.F.1.a., of the 2001 AA/APFA Collective Bargaining Agreement as follows:

The monthly trip selections shall be available electronically no later than the eleventh (11th) day of the calendar month and hard copies shall be distributed and made available to Flight Attendants no later than the twelfth (12th) day of the calendar month. Bidding will open on the eleventh (11th) day of the calendar month at 1200 DFW and will close at 1200 DFW on the fifteen (15th) day of the calendar month. Bid results shall be posted no later than 1200 DFW on the 20th calendar day of the month. The first TTS run for the next month will occur on the 21st day of the calendar month at 2300 HBT (TTS will open no later than 1200 DFW on the 20th day of the calendar month to queue requests) and ETB will open for the next month on the 22nd day of the calendar month at 0400 HBT.

Opening and Closing of bidding may be adjusted if necessary as a result of issues arising from the close-out of payroll and the loading of the subsequent month's schedule. If an adjustment is necessary, bidding will then open on the twelfth (12th) day of the calendar month at 1200 DFW and will close at 1200 DFW on the sixteen (16th) day of the calendar month. Bid results shall be posted no later than 1200 DFW on the 21st calendar day of the month. The first TTS run for the next month will occur on the 22nd day of the calendar month at 2300 HBT (TTS will open no later than 1200 DFW on the 21st day of the calendar month to queue requests) and ETB will open for the next month on the 23rd day of the calendar month at 0400 HBT.

The agreement will become effective in July 2018 as the bid process begins for the contractual month of August 2018 and will remain in effect until such LAA base(s)

switches to the Preferential Bidding System in the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA).

It is understood the provisions of the 2001 AA/APFA Collective Bargaining Agreement and the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter shall apply and that is agreement is made on a non-precedent basis.

Sincerely

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 6/21/18
Nena Martin, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Laurie Lofgren
Sumit Batra
Chip Mayer
Mark Littleton
Vince Heyer
JSIC

Adjustments to LAA Calendar Bidding Period