

February 17, 2011

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

Re: New-Hire Exception for Chinese Mandarin (CM) Speakers

Dear Laura:

This will confirm our understanding and agreement between the parties with respect to a new-hire exception for Chinese Mandarin (CM) speakers to support LAX-PVG flying:

1. The Company will recall an additional two hundred (200) furloughed Flight Attendants. The first one hundred (100) additional Flight Attendants will be recalled and returned to payroll no later than July 15, 2011. The next one hundred (100) additional Flight Attendants will be recalled and returned to payroll no later than October 15, 2011.
2. The Company will proffer to those Flight Attendants currently on furlough the ability to qualify as a Chinese Mandarin (CM) Speaker. If the furloughed Flight Attendant successfully qualifies as a Chinese Mandarin (CM) Speaker they will be recalled as soon as possible.
3. The Company will be permitted to hire up to thirty (30) new CM speaking Flight Attendants assigned to LAX-I.
4. The Occupational Seniority of the thirty (30) new-hire CM speaking Flight Attendants will be junior to any Flight Attendant currently employed or currently on furlough status as of the date of this letter.
5. The thirty (30) new-hire CM speaking Flight Attendants will not cause a reduction of staffing (either Long-Term Reduction in Force or involuntary monthly Fall-off) from LAX-I. This provision will remain in effect until the effective date of recall for the most junior Flight Attendant on the System Recall List as of February 17, 2011.
6. For the period beginning with the effective date of recall for the most junior Flight Attendant on the System Recall List as of February 17, 2011, plus three (3) months, any Long-Term Reduction in Force or involuntary monthly Fall-off from LAX-I will be in strict seniority order.
7. The thirty (30) new-hire CM speaking Flight Attendants will not be permitted to transfer out of LAX-I until such time that all Flight Attendants on the System Recall List as of February 17, 2011, have been recalled.
8. In the event the LAX-PVG route is discontinued while there are any furloughed Flight Attendants remaining on the System Recall List as of February 17, 2011, the thirty (30) new-hire CM speaking Flight Attendants will be furloughed.



9. In the event the Company furloughs Flight Attendants prior to recalling all of the furloughed Flight Attendants remaining on the System Recall List as of February 17, 2011, the thirty (30) new-hire CM speaking Flight Attendants will be furloughed first based on their Occupational Seniority.


It is understood that the provisions of the AA/APFA Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects. The above-referenced exception is only applicable to the hiring of Chinese Mandarin speakers to support LAX-PVG flying and has been agreed to on a non-precedent setting basis.

Sincerely,



Taylor M. Vaughn
Managing Director
Employee Relations

Agreed to by:

 Date 2-17-11

Laura R. Glading, President
Association of Professional Flight Attendants

cc: Denise Lynn
Mark Burdette
Cathy Scheu
Brett Durkin
Vince Heyer