

American Airlines®

February 24, 2011

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

Re: Recall Training Completion Pay

Dear Laura:

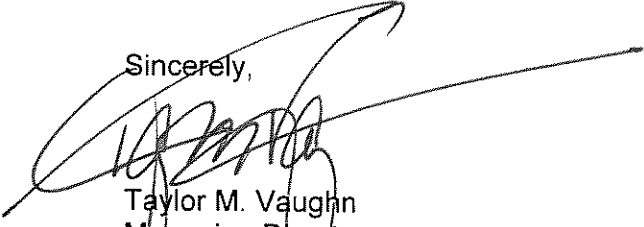
As a result of discussions with APFA, the Company has decided to provide Recall Training Completion Pay to those Flight Attendants who accept recall and successfully complete the required recall training. The following represents our understanding with respect to this Recall Training Completion Pay:

1. This Recall Training Completion Pay will be applied to, and commence with, the recall training programs scheduled to begin at Flagship University in April 2011, and will remain in effect until the last Flight Attendant whose name appears on the System Recall List as of February 24, 2011, is recalled.
2. Recalled Flight Attendants who successfully complete training shall receive nine dollars and fifty cents (\$9.50) per hour for each hour spent in training.
3. The actual payment for completed training will occur after a Flight Attendant has returned to active payroll.

It is understood that this Recall Training Completion Pay does not modify the AA/APFA Collective Bargaining Agreement, nor does it constitute precedent in any way.


We are pleased to offer this Recall Training Completion Pay to our Flight Attendants returning from Furlough.

Sincerely,



Taylor M. Vaughn
Managing Director
Employee Relations

Agreed to by:

 Date 2-24-11
Laura R. Glading, President
Association of Professional Flight Attendants

cc: Denise Lynn Cathy Scheu
Brent Peterson Vince Heyer