

February 05, 2015

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

Dear Laura:


This letter serves as a confirmation of the Company's receipt and acceptance of the APFA Combined Flight Attendant Seniority List (10/1/15) covering Legacy American Airlines (LAA) and Legacy US Airways (LUS) Flight Attendants. This list will be maintained by Flight Service in a spreadsheet format until the earlier of Flight Attendant Operation Integration (FOI) or until the necessary programming is completed to store the combined Flight Attendant list. As soon as practicable, the LAA adjusted Occupational Seniority date for each LAA Flight Attendant will be updated in the applicable AA systems. On a monthly basis the Company will provide APFA with any changes to the list and seek agreement as to the appropriate ordering in compliance with the language of the CBA. The System Seniority List shall be posted January and July of each year. This list will contain the name, Company ID number, seniority date, and crew base of each Flight Attendant. Flight Attendants will be subject to the protest period outlined in section 20.F of the 2014 Flight Attendant Agreement.

Seniority adjustments affecting LUS Flight Attendants will be consistent with the AFA 2013 Flight Attendant CBA and the 2014 APFA Collective Bargaining Agreement.

The following outlines the seniority adjustments affecting LAA Flight Attendants:

Seniority Type	Leaves Commencing Prior to 12/13/14 and returning on or after 12/13/14	Leaves Commencing on or after 12/13/14
Occupational Seniority (Bidding)	Applicable adjustments, up to and including 12/12/14, based on LAA CBA, thereafter no adjustments will apply	No adjustments in accordance with JCBA (2014 CBA – Section 25.N)
Classification Seniority (Pay & Vacation Step Increases)	Applicable adjustments for the duration of the leave based on LAA CBA	Adjustments in accordance with JCBA (2014 – Section 25.N)
Company Seniority (Retirement/Company Benefits)	Applicable adjustments for the duration of the leave based on LAA CBA	No adjustments in accordance with Company policy

Note: Classification or Company Seniority adjustments associated with consecutive Bid leaves will be made only up through 12/31/14, thereafter no adjustments will apply.

Sincerely,  
  
Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

  
Date 02/12/15  
Laura R. Glading, President  
Association of Professional Flight Attendants

cc: Paul Jones  
Lucretia Guia