

Cindi Simone
Managing Director
Labor Relations, Flight Service

American Airlines 
April 22, 2015

Laura Glading, National President
Association of Professional
Flight Attendants
1004 West Eules Boulevard
Eules, TX 76040-5018

RE: Adjustments to Vacation for LAA Flight Attendants with Non-Accruing Months

Dear Laura:

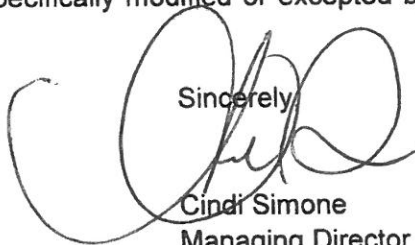
This letter will confirm our understanding and agreement regarding adjustments to vacation for Legacy American Airlines (LAA) Flight Attendants with non-accruing months in 2015.

A LAA Flight Attendant who does not accrue vacation for one or more months in 2015 will have his/her vacation adjusted by reducing $1/12^{\text{th}}$ of the total 2015 pro-rated accrual for each non-accruing month.

For example, a 26-year LAA Flight Attendant can accrue a maximum of 33 days of vacation in 2015. If that Flight Attendant has a non-accruing month in February and another in July, we will adjust by using a blended rate of 2.75 (33/12) days x 2 months for a total reduction of 5.5 days.

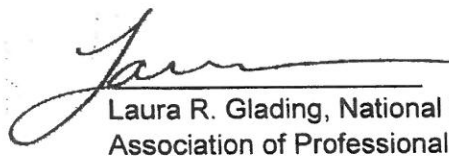
It is understood that the provisions of the current LAA/APFA and Joint Collective Bargaining Agreements, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 05/14/2015
Laura R. Glading, National President
Association of Professional Flight Attendants

cc: Cathy Scheu
Laurie Lofgren
JC Gulbranson
Vince Heyer

