

5/1/2017

Bob Ross
National President
Association of Professional
Flight Attendants
1004 W. Eules Blvd.
Eules, TX 76040-5018

Re: Pay Rate Increase

Dear Bob:

This letter sets forth our agreement regarding modifications to the Joint Collective Bargaining Agreement between American Airlines, Inc. and the Association of Professional Flight Attendants (APFA).

American Airlines will increase the hourly rates payable to Flight Attendants pursuant to Section 3(A) as follows:

| <u>YOS</u> | <u>5/1/2017</u> | <u>1/1/2018</u> | <u>1/1/2019</u> |
|------------|-----------------|-----------------|-----------------|
| 1 | 28.89 | 29.47 | 30.35 |
| 2 | 30.63 | 31.24 | 32.18 |
| 3 | 32.59 | 33.24 | 34.24 |
| 4 | 34.71 | 35.40 | 36.47 |
| 5 | 38.23 | 38.99 | 40.16 |
| 6 | 43.29 | 44.16 | 45.48 |
| 7 | 47.36 | 48.31 | 49.76 |
| 8 | 48.88 | 49.86 | 51.35 |
| 9 | 50.23 | 51.23 | 52.77 |
| 10 | 52.11 | 53.15 | 54.75 |
| 11 | 53.54 | 54.61 | 56.25 |
| 12 | 56.09 | 57.21 | 58.93 |
| 13 | 64.96 | 66.26 | 68.25 |

If this Letter of Agreement is executed by the APFA prior to May 15, 2017, the new pay rates will be effective with the May 2, 2017 bid month. If this Letter of Agreement is executed by the APFA after May 15, 2017, the new pay rates will be effective on the first day of the next bid month following execution. All pay rate increases shall be prospective and no retroactive pay shall apply.

Further, the increase to hourly pay rates under Section 3(A) constitutes the entire agreement between the Parties with respect to the subject matter of this Letter of Agreement.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

_____ Date _____
Bob Ross, National President
Association of Professional Flight Attendants