



2023 Tentative Agreement
between
AMERICAN AIRLINES, INC.
and
THE AIRLINE PILOTS
in the service of
AMERICAN AIRLINES, INC.
as represented by the
ALLIED PILOTS ASSOCIATION

2023 Tentative Agreement

This Tentative Agreement is marked against the current Joint Collective Bargaining Agreement (“JCBA”), and any subsequent amendments. JCBA language and 2023 Tentative Agreement language both appear in this document.

Changes are indicated by the following color scheme:

- **Black print, normal font** is current language which remains substantively unchanged in the 2023 Tentative Agreement.
- **Blue print, bold and underlined** language represents language which is new to the 2023 Tentative Agreement.
- **Red print with a strikethrough** language represents JCBA language that is deleted from the 2023 Tentative Agreement.
- **Light Gray and shaded** language represents current language which has been moved from its location in the JCBA to a new location in the 2023 Tentative Agreement. A note has been placed near light gray and shaded language to inform the reader where the language has been moved. This language appears in black, print normal font at its new location.

Please note, that minor edits, including grammatical updates which do not substantively change the language are not marked and appear in black print, normal font. An example of such a change is changing “him” “his” or “his/her” to “the pilot” “the pilot’s” or “their.” While many of these changes were made during the bargaining process, this document will continually be updated to effect such changes after ratification. Similarly, references to, and numbering of, Q&A will be updated on a continual basis as Q&A are updated.

This document is a compilation of multiple Agreements in Principle and may contain Scrivener’s Errors (a mistake such as a typographical error) which if found, may be corrected, including during the review period and after ratification. The most recent version of this document will be posted on the APA Negotiations 2023 Contract webpage.

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SECTION 1**RECOGNITION AND SCOPE****A. Recognition**

The Allied Pilots Association has shown satisfactory proof that it represents more than a majority of the airline pilots of American Airlines, Inc., and further, has been certified by the National Mediation Board.

B. Definitions

1. Affiliate

The term "Affiliate" refers to (a) any entity that Controls the Company or any entity that the Company Controls, and/or (b) any other corporate subsidiary, parent, or entity Controlled by or that Controls any entity referred to in (a) above.

2. Agreement

The term "Agreement" means this agreement between the Association and the Company and all supplements and letters of agreement between the Association and the Company.

3. Air Carrier

The term "Air Carrier" means any common carrier by air.

4. Aircraft in Service

"Aircraft in Service" is defined as an aircraft available for revenue service for the Company (not to include any aircraft in storage) or in maintenance for the purpose of return to revenue service for the Company.

5. Air Freight Feed Operation

The term "Air Freight Feed Operation" means a freight operation conducted with non-turbojet aircraft whose primary purpose is to "feed" the Company's aircraft.

6. Commuter Air Carrier

The term "Commuter Air Carrier" refers to any Air Carrier utilizing only Commuter Aircraft.

7. Commuter Aircraft

The term "Commuter Aircraft" means aircraft (jet or turboprop) that (a) have a maximum of seventy-six (76) seats (as operated for the Company) and (b) are not certificated in the United States with a maximum gross takeoff weight (MTOW) of more than 86,000 pounds. If an aircraft otherwise meeting the conditions in the preceding sentence is being operated for the Company and is recertified in the United States with a MTOW of greater than 86,000, said aircraft shall remain a Commuter Aircraft so long as it continues to operate for the Company at a MTOW of no more than 86,000 pounds. The existing seventy-six (76) CRJ 900 and E175 aircraft operated on behalf of US Airways, Inc. as of January 7, 2013, are grandfathered as to the seat limitation, and they and their replacements may be operated with seventy-nine (79) and eighty (80) seats, respectively.

8. Company

For purposes of this Section 1, the term "Company" shall include American Airlines, Inc. and US Airways, Inc., and each of their respective operations prior to the complete operational merger of the two airlines.

9. Comprehensive Marketing Agreement

The term "Comprehensive Marketing Agreement" means an arrangement between the Company or an Affiliate and a Domestic New Entrant Air Carrier that is not a Commuter Air Carrier that contains at least the following elements:

- a. AAdvantage or any other Company frequent flyer program;
- b. joint marketing arrangements (other than AAdvantage type arrangements); and,

- c. the lease or transfer of gates from the Company or a U.S. Affiliate to the Domestic New Entrant Carrier.

10. Control

The term "Control" shall have the same meaning as the term had in Arbitrator Stephen Goldberg's decision in the Canadian Arbitration Case No. 12-93 (April 25, 1994).

11. Domestic Air Carrier

The term "Domestic Air Carrier" refers to any Air Carrier that is a citizen of the United States within the meaning of 49 U.S.C. § 40102(a)(15), as that statute defines citizenship on the effective date of this Agreement.

12. Domestic Commuter Air Carrier

The term "Domestic Commuter Air Carrier" refers to any Commuter Air Carrier that is a citizen of the United States within the meaning of 49 U.S.C. § 40102(a)(15), as that statute defines citizenship on the effective date of this Agreement.

13. Domestic New Entrant Air Carrier

The term "Domestic New Entrant Air Carrier" means a Domestic Air Carrier that has entered the passenger air transportation market since deregulation, either initially or through ceasing operations and then re-entering the market.

14. Fixed Base Operator Flying

The term "Fixed Base Operator Flying" means flying activities in aircraft having a maximum passenger capacity of 30 seats and a maximum payload capacity of 7,500 pounds.

15. Foreign Carrier

The term "Foreign Carrier" means an Air Carrier other than a Domestic Air Carrier.

16. International Flying

The term "International Flying" means scheduled flying by the Company that includes a scheduled landing or departure outside the 48 contiguous states. This definition is solely for the purposes of the exception for International Codesharing and the conditions on that exception in Section 1.J.

17. Livery

The term "Livery" means, separately or in any combination, an air carrier's name, its logo, and the paint scheme and /or the tailfin scheme on its aircraft.

18. Major Foreign Carrier

The term "Major Foreign Carrier" means a Foreign Carrier that has had more than \$1 billion US, or its equivalent, in annual revenues during its most recent fiscal year.

19. Narrowbody Aircraft

"Narrowbody Aircraft" means an A319, A320, A321, B-737, B-757, MD-80, or B-717 aircraft, or any other single aisle aircraft with more than seventy-six (76) seats (as operated).

20. Successor

The term "Successor" shall include, without limitation, any assignee, purchaser, transferee, administrator, receiver, executor, and/or trustee of the Company or of all or substantially all of the equity securities and/or assets of the Company.

21. Successorship Transaction

The term "Successorship Transaction" means any transaction, whether single step or multi-step, that provides for, results in, or creates a Successor.

22. Transborder Flying

The term "Transborder Flying" means flying scheduled by the Company on US-Canada transborder routes.

23. WACC

The term "WACC" refers to American Airlines Group, Inc.'s weighted average cost of capital as described in the letter agreement between the Association and the Company dated May 1, 2003.

C. SCOPE

1. General.

All flying performed by or on behalf of the Company or an Affiliate shall be performed by pilots on the American Airlines Pilots Seniority List in accordance with the terms and conditions of this Agreement, except as expressly permitted in [Section 1. D.](#) through L below ~~and in the MTA Scope Supplement.~~

a. Company Flying. Such flying shall include without limitation all passenger flying, cargo or freight flying, and ferry flying, whether scheduled or unscheduled, revenue or non-revenue:

(1) performed on aircraft owned and operated by or on behalf of the Company or an Affiliate, leased to and operated by or on behalf of the Company or an Affiliate, or operated by the Company or an Affiliate, or

(2) conducted by any other Air Carrier which the Company has permitted to utilize the Company's present or future designator code, trade name or Livery for the other Air Carrier's flight operations except as expressly permitted in Section 1.D. - L. below, and provided that the portion of this provision referring to trade names will apply only to Company trade names used to describe the Company's flight operations and not trade names such as "AAdvantage."

b. Prohibited Transactions.

Neither the Company nor an Affiliate shall, without the Association's prior written consent, enter into any transaction, agreement, or arrangement, except as expressly permitted in Section 1.D. through L. below, that permits or provides for:

(1) any form of contracting out or subcontracting out of any Company flying covered by subsection [C.1.](#), or any wetleasing from an entity or any chartering of such flying from an entity; or

(2) a Comprehensive Marketing Agreement with a Domestic New Entrant Carrier other than a Domestic Air Carrier with which the Company has implemented a codeshare agreement under Section 1.G.

Nothing in this provision [C.1.b.](#) shall be construed to permit any other transaction that would violate this provision [C.1.](#)

2. Training.

All flight training of Company pilots in Company aircraft shall be performed by Company pilots; ~~subject to the provisions of the MTA Scope Supplement.~~

3. Interline Agreements

Nothing in this Section 1 shall be construed to limit the Company or an Affiliate's ability to enter into interline agreements with other Air Carriers.

4. Frequent Flyer Programs.

Nothing in this Section 1 shall be construed to limit the Company or an Affiliate's ability to enter into agreements or arrangements with other Air Carriers involving frequent flyer miles, promotions, awards or other frequent flyer arrangements that are not part of a Comprehensive Marketing Agreement.

5. Captions.

The captions to provisions in this Section 1 are not substantive and should not be considered in construing the meaning of any provision, provided that the Company and the Association do not intend thereby to create an implication as to other captions in this Agreement.

D. Scope Exception: Commuter Air Carriers and Commuter Aircraft at Non-owned Air Carriers

1. Commuter Air Carriers, Non-owned Air Carriers that operate Commuter Aircraft, and Section 1 Limitations.
 - a. The Company or an Affiliate may create, acquire, maintain an equity position in, enter into franchise type agreements with, and/or codeshare with a Commuter Air Carrier, and flying by any such Commuter Air Carrier shall not be subject to the limitations of [Section C.1](#) above, so long as any such Commuter Air Carrier operates in accordance with the limitations set forth in this [Section 1.D.](#)
 - b. The Company may codeshare with and/or enter into franchise type agreements with non- owned Air Carriers that operate both (1) [Commuter Aircraft](#) and (2) aircraft that are not Commuter Aircraft with respect to Commuter Aircraft operated by such non-owned Air Carriers and so long as any such Commuter Aircraft are operated in accordance with the limitations set forth in this Section 1.D.
 - c. The term "franchise type agreement" includes any agreement or arrangement with an Air Carrier that permits (1) that Air Carrier to use on Commuter Aircraft the Company name, trademarks, trade name, logo, livery (as provided in Section 1.F.1) and/or service marks and/or (2) other joint marketing actions permitted as a matter of past practice under the "franchise type agreements" provision of Section 1.D.1.a and including linked frequent flyer programs.
2. Purpose; Intent of the Parties.
 - a. Primary Purpose.

The primary purpose of a Commuter Air Carrier is either to provide passenger and/or cargo revenue feed to Company flights and/or to enhance the Company's overall market presence.
 - b. Role of Commuter Air Carriers in Company's Development.

The parties recognize that Commuter Air Carriers have played a role in the development of the Company as the world's premier airline. Additionally, the Company and the Association acknowledge that the passenger feed provided to the Company's domestic and international system strengthens the Company, thereby providing enhanced career opportunities to Company pilots.
 - c. Markets in Which the Company Cannot Earn an Adequate Return on Invested Capital

The Company will operate Company service in markets where such service can earn an adequate return on invested capital. This provision will not require the Company to operate a particular service, but instead, if the Company could operate a service and earn an adequate return on invested capital, the Company may not place or maintain the Company code on such service under Section 1.D. Notwithstanding this prohibition, if the Company orders additional aircraft to fly such a route, the Company may place or maintain its code on the route or frequency during the time between order and delivery of the additional aircraft. Similarly, if the Company is procuring an airport slot, gate and/or other route authority to fly such a route, the Company may place or maintain its code on the route or frequency during the time required to procure such a slot and/or authority.
 - d. Parties to Meet in the Event of Problems.

It is not the intent of either the Company or the Association to limit the expansion of Commuter Air Carriers in developing new markets. If at any time it is determined that these provisions are impeding the ability of Commuter Air Carriers to fulfill their primary role in support of the Company's system, the parties agree to promptly meet and discuss appropriate modifications to this Agreement.
3. Cockpit Crewmember Floor.

In the event that the number of cockpit crewmembers employed by the Company on the American Airlines Pilots Seniority List goes below 7300, the parties agree that the commuter exception contained in this [Section D.](#) shall be terminable at the option of APA following a 90- day period to provide an opportunity for discussion. If APA elects to require termination of the commuter exception, the Company shall thereafter have a reasonable

time to complete the disposition of the operations covered by this Section D. during which period the parties shall meet in good faith and discuss the issues related to such termination. Pilots added to the American Airlines Pilots Seniority List by way of seniority merger shall not count in calculating the number of cockpit crewmembers for purposes of this paragraph 3.

4. Limitations on Commuter Carriers.

a. Aircraft Limit.

For each six month period, starting 7/1/2012, the total number of aircraft with greater than thirty (30) seats (as operated) that may be operated under this [Section D.](#) may not exceed a limit, based on Narrowbody Aircraft operated during that period as provided in c. below. Aircraft shall be counted toward that limit as provided in d. below.

b. Counting Narrowbody Aircraft.

Effective each January 1 and July 1, the total number of Narrowbody Aircraft that are Aircraft in Service, shall be tallied for purposes of determining the applicable limit on the number of aircraft that are allowed to be operated with greater than thirty (30) seats pursuant to this [Section D.](#) For the purpose of this tally of Narrowbody Aircraft that are Aircraft in Service, the "total number of aircraft" being operated by the Company for the six month period shall be the straight average of the number of aircraft in service at the Company on the fifteenth calendar day of each of the previous six months. If any six-month tally involves a fractional aircraft unit, the fractional unit will be rounded down if less than .5, and otherwise rounded up.

(1) Force Majeure.

In the event that the Company's planned aircraft deliveries do not take place as scheduled due to conditions beyond the Company's control, then for 12 months from the scheduled delivery date, so long as the scheduled deliveries remain firm orders to be delivered as soon as circumstances permit, the aircraft shall be counted as though they had been timely delivered.

If the Company is unable to operate Company aircraft due to conditions beyond the Company's control, then the Company may count such aircraft as in operation for purposes of this Section b.(1) for three months from the date such aircraft go out of operation, or such longer period as necessary, not to exceed fifteen months, if the Company is taking all practicable steps to restore operations, including by repairing or replacing the affected aircraft.

"Conditions beyond the Company's control" shall include, but not be limited to, the following: (1) an act of God, (2) a strike by any other Company employee group or by the employees of a Commuter Air Carrier operating pursuant to Section 1.D., (3) a national emergency, (4) involuntary revocation of the Company's operating certificate(s), (5) grounding of a substantial number of the Company's aircraft, (6) a reduction in the Company's operation resulting from a decrease in available fuel supply caused by either governmental action or by commercial suppliers being unable to meet the Company's demands, (7) the unavailability of aircraft scheduled for delivery.

c. Determining the Maximum Number of Aircraft that may be Operated under Section 1.D..

(1) The number of regional/small jets with greater than thirty (30) seats (as operated) up to and including sixty five (65) seats (as operated) plus the number of regional/small jets operated under clause (2) below that may be operated under Section 1.D. shall not exceed seventy-five percent (75%) of the number of the Company's Narrowbody Aircraft that are Aircraft in Service.

(2) The number of such regional/small jets with greater than sixty-five (65) seats (as operated) up to and including seventy-six (76) seats (as operated) that may be operated under Section 1.D. shall not exceed the following percentages of the number of the Company's Narrowbody Aircraft that are Aircraft in Service in the calendar years indicated:

- | | |
|-----------------|-----|
| (a) 2013 - 2014 | 30% |
| (b) 2015 | 35% |

(c) 2016 & beyond 40%

- (3) In determining the number of regional/small jets that may be operated under this Section 1.D. under clauses (1) and (2) above, turboprop aircraft with fifty (50) or more seats operated under this Section 1.D. shall be counted as though they were regional/small jets; turboprop aircraft with fewer than fifty (50) seats shall not be counted as regional/small jets, provided that the number of turboprop aircraft with fewer than fifty (50) seats operated under this Section 1.D. shall not exceed ten (10) percent of the number of the Company's Narrowbody Aircraft that are Aircraft in Service.
- (4) The Company shall provide the Association with a list of tail numbers and seating configurations for aircraft operating on behalf of the Company with greater than thirty (30) seats (as operated) up to and including seventy-six (76) seats (as operated) as of January 1, 2013 and at each Quarterly Scope meeting. For each such aircraft operated on behalf of the Company, the Company shall provide the Association with a complete list of the operations flown by the aircraft on each day of each six month period, including flight numbers and city pairs.

d. Counting Aircraft Operated Under Section 1.D.

- (1) Effective each January 1 and July 1, aircraft operated pursuant to this Section D. for the previous six month period shall be counted toward the aircraft limit in c above as follows for each Air Carrier on which such flying occurred during that period. .
- (2) If the Air Carrier operates a portion of its allowed flights as American Connection or similarly dedicated operation the Commuter Aircraft in the dedicated portion of the operation shall be counted on a 1 for 1 basis.
- (3) Allowed Commuter Aircraft flown as substitutes for any dedicated aircraft for mechanical or service reasons shall not be counted as long as both the dedicated and substitute aircraft do not fly in passenger service under the Company code simultaneously. If both aircraft do fly simultaneously, the substitute aircraft shall be counted pursuant to (4) below.
- (4) Other Commuter Aircraft flown under the Company code for only a portion of any six month period shall be counted as follows:

First, take the number of days in which each Commuter Aircraft was flown with passengers on the Company's code under Section 1.D. as a proportion of the total number of days flown by that aircraft in the six month period.

Second, add that proportion for each aircraft to the proportions of all Commuter Aircraft that are flown under the Company code for only a portion of any six month period. After adding, fractional units shall be rounded up to the nearest whole number.

Thus, for example, if five aircraft each spend 50% of the days in a six month period (e.g., 91 out of 182 days) flying at least one flight under the Company code per day, the total shall be 2.5 aircraft, which will be rounded up to 3. Three (3) aircraft shall then be counted toward the overall limit for aircraft operated under Section 1.D. for that six month period.

e. Penalty for Excess Section 1.D. Operations.

If, for any six month period, the total number of aircraft operated under this [Section 1.D.](#), counted as provided in d. above, exceeds the number permitted under provision c. above, then the number of aircraft that Air Carriers would otherwise have been permitted to operate during the subsequent six month period shall be reduced by twice the number of such excess aircraft. Moreover, during that subsequent six month period, the Company shall be required to stay within the aircraft limit as calculated on the first day of each month in the period for the previous months in the period. If the Company does not comply during any month of this subsequent six-month period, the Association shall have all available remedies. Nothing herein limits the right of either party to bring a grievance on an expedited basis before the System Board about any dispute regarding compliance with Section 1.D. at any time.

f. Limitations on Aircraft Types in Commuter Air Carriers' Fleets.

No aircraft type in the Company's fleet, or inactive aircraft type previously in the Company's fleet and still under the Company's control, and no orders or options for a Company aircraft type shall be transferred to or operated by a Commuter Air Carrier operated under this [Section D](#).

g. Limits on Certain Non-Stop Flying

- (1) Beginning with the calendar quarter starting July 1, 2012, and for each calendar quarter thereafter, flying under Section 1.D shall be subject to the following limit on nonstop scheduled service between DFW, ORD, MIA, JFK, and LAX. The combined scheduled block hours of such service shall not exceed 1.25% of the Company's total scheduled block hours, unless the Association consents. If the number of departures scheduled by the Company at any other airport exceeds an average of one hundred (100) per day over a six (6) month period, such airport shall be added to the above list, for as long as the average number of departures at such airport remains above one hundred (100) per day for the previous six (6) months.
- (2) In determining whether DCA, LGA and/or BOS should be added to the list of airports pursuant to the above Section 1.D.4.g.(1), scheduled departures for flights between DCA, LGA and BOS that are marketed as "Shuttle" flights shall not be counted towards the one hundred (100) departures per day threshold. However, scheduled departures for flights between DCA, LGA and BOS that are not marketed as "Shuttle" flights shall be counted toward the threshold. If DCA, LGA or BOS reach the one hundred (100) departures per day threshold, the scheduled block hours for flights between DCA, LGA and BOS that are marketed as "Shuttle" flights shall not be counted towards the 1.25% limit.
- (3) As of December 9, 2013, one hundred (100) per cent of flights between DCA, LGA and BOS that are marketed by the Company as "Shuttle" flights shall be operated by the Company. Once the provisions of Paragraph 12 of the MTA Scope Supplement are no longer in effect, at least sixty-five (65) percent of flights between DCA, LGA and BOS that are operated by or on the Company's behalf as "Shuttle" flights on weekdays and Sunday, combined, shall be operated by the Company. The mainline percentage of "Shuttle" flights shall be measured on a twelve (12) month rolling average basis, aggregating the "Shuttle" flights between DCA, LGA, and BOS.

h. Hubs and Major Airport Departures.

Beginning with the calendar quarter starting July 1, 2012, and for each calendar quarter thereafter, 85% of departures by turbojet aircraft operated under Section 1.D. and turboprop aircraft counted under section 1.D.4.c.(3) shall be into or out of the following hubs and major airports: DFW, ORD, MIA, LAX, and JFK. If the number of departures scheduled by the Company at any other airport exceeds an average of one hundred (100) per day over a six (6) month period, such airport shall be added to the above list, for as long as the average number of departures at such airport remains above one hundred (100) per day for the previous six (6) months. Departures utilizing commuter slots at slot controlled airports other than those listed above (e.g., DCA) and departures from airports limited to commuter departures by other governmental or aircraft operational restrictions (e.g., SAF), shall not be covered by this provision h.

5. Preference in Hiring.

If pilots of the Company are on furlough, such pilots shall be given preference in the filling of vacancies on Air Carriers operated under Section 1.D. that are Affiliates. The Company shall also attempt to secure preference for such pilots for vacancies occurring at Air Carriers in which the Company or an Affiliate owns a minority equity interest and at independently owned Air Carriers that have franchise-type agreements or other codesharing relationships with the Company or an Affiliate.

6. Information Sharing.

a. Review of Changes to Flying Under Section 1.D..

The Association shall identify individuals to work with the Company's schedule planning department to review contemplated changes in flying under Section 1.D. on routes where passengers will be carried on behalf of the Company. The Association agrees to treat the information provided by the Company pursuant to this provision as confidential.

b. Quarterly Data Review.

On a quarterly basis beginning September 1, 1997, the Company shall review with the Association data that reflects the results of any decisions to substitute flying by Air Carriers operated under this [Section 1.D.](#) for the Company's flying and shall review routes, if any, operated by Air Carriers under Section 1.D on behalf of the Company that could be flown by the Company and earn an adequate return on invested capital. The Company shall also procure and share with the Association the data necessary to verify the limits set forth in this [Section D.](#)

c. New Codesharing/Ownership Arrangements.

The Company shall discuss with the Association any plans to enter into new codesharing or ownership arrangements with any Air Carrier under Section 1.D. prior to the implementation of such arrangements.

7. Foreign Commuter Air Carrier.

A Commuter Air Carrier that engages in flying only between points outside the United States, its territories or possessions shall not be subject to the limitations set forth in Section D.4.-7.

8. Prohibition on Training.

Neither the Company nor an Affiliate shall provide flight training to any pilot on the seniority list of any Air Carrier that operates under Section 1.D. on any aircraft type owned or operated by the Company.

E. Scope Exception: Fixed Based Operators

The Association recognizes the Company's desire to engage in fixed base operations. Where such operations include Fixed Base Operator Flying, the Association agrees that the provisions of [Section 1.C.](#) above shall not apply to such flying as long as it does not supplant the Company's flying and is not utilized in airline service which is offered for sale to the general public through such devices as the Official Airline Guide and airline industry computerized reservations systems.

F. Scope Exception: Livery / Paint Scheme

1. Regional aircraft operated in compliance with [Section 1.D.](#) may carry the Company's livery, provided that such aircraft bear the name "American Connection" or "American Eagle" or a similar name connoting a connection with American Airlines (or other name used by the Company).
2. Company aircraft may operate using the livery of a multi-airline alliance, such as the oneworld alliance, provided that the livery on Company mainline aircraft is not identical to any other airline's livery and provided further that any Company mainline aircraft operated using the livery of a multi-airline alliance includes a clear indication that it is operated by "American Airlines" (or other name used by the Company), such as an AA tailfin scheme.
3. The Company shall not give permission for other airlines in a multi-airline alliance, such as the oneworld alliance, to use elements of the Company's livery (such as tailfin scheme or the name "American Airlines") as part of any multi-airline alliance livery, unless: (1) the livery element is used in conjunction with other alliance members' liveries as a depiction of the members within the alliance and includes a clear indication of which airline operates the aircraft and the aircraft livery creates no reasonable basis for customer confusion that any aircraft is operated by the Company, and (2) the Association has been given advance notice and graphics of the proposed livery for review and comment.

G. Scope Exception: Codesharing with Domestic Air Carriers

1. The Company may enter into and maintain codeshare agreements with Domestic Air Carriers under the following conditions:
 - a. American Airlines, Inc. - US Airways, Inc. codesharing

American Airlines, Inc. and its successor may place the AA designator code on flights operated by US Airways, Inc. and its successor, and US Airways, Inc. and its successor may place the US designator code on flights operated by American Airlines, Inc. and its

successor. The restrictions in Section 1.G.2 below shall not be applicable to such codeshare flying.

b. Alaska Airlines

- (1) The Company may engage in unrestricted codesharing with Alaska Airlines (AS), except that the Company's current or future designator code may not be placed on AS code flights between Hawaii and each of DFW, LAX, SAN and ORD.
- (2) If the Company is unable to conclude and/or maintain a codeshare agreement or agreements with Alaska, an equivalent number of ASMs available for codeshare on Alaska under (1) above will be added under Paragraph 1.G.2.a. below, subject to the same conditions with respect to flights between Hawaii and each of DFW, LAX, SAN and ORD covered by Section 1.G.1.a.(1).

c. Hawaiian Inter-Island

- (1) The Company or its successor may codeshare with Hawaiian Airlines (or its successor) without restriction on flights operating wholly within the Hawaiian Islands, so long as the Company or its successor operates a minimum average of ten (10) flights per day between the mainland and Hawaii measured on a rolling look-back period of twelve (12) months.
- (2) Alternatively to Hawaiian Airlines (or its successor), the Company may place its current or future designator code on flights operating wholly within the Hawaiian Islands provided that the Air Carrier (or its parent) upon which the code is placed is not an Affiliate (other than a Commuter Air Carrier) of the Company, or categorized as a "Group III" Air Carrier by the U.S. Department of Transportation. Further, if any such Air Carrier upon which the code is placed also operates between Hawaii and the U.S. mainland, and if the Company or its successor operates fewer than 10 daily frequencies between the contiguous 48 states and Hawaii, the Association shall have the right to withdraw its consent to codesharing with such Air Carrier under this provision.
- (3) On a quarterly basis, the Company will inform the Association of the number of daily frequencies the Company is operating between Hawaii and the U.S. mainland.

2. Limitation on Codesharing with Domestic Carriers

The Company may also enter codesharing relationships with other Domestic Air Carriers, and through such agreements with Domestic Air Carriers their regional partners, under this section, subject to the following limitations:

a. ASM Cap

The total monthly ASMs of flights with all such Domestic Air Carriers on which the Company places its current or future designator code during any twelve month period (excluding any placement of the Company's current or future designator code under Sections 1.G.1.a. - c.) shall not exceed fifteen percent (15%) of domestic Company mainline scheduled monthly ASMs during the same rolling twelve (12) months.

b. Hub to Hub Flying

The Company may not codeshare on flying by a Domestic Air Carrier on flights between Company Hubs (as specified in Section 1.D.4.h.), except for flying between a Company Hub and a Domestic Air Carrier's hubs as permitted under Section 1.G.2.c.

c. Company Hub to Domestic Air Carrier Hub Flying

The Company shall be permitted to place its current or future designator code on flights between a Company Hub and a Hub of another Domestic Air Carrier (the "Codeshare Partner") under this Section 1.G.2. For each city pair meeting this description and each Codeshare Partner under Section 1.G.2, the "City Pair ASM Ratio" will be defined as the ratio between (x) the ASMs of scheduled mainline flying by the Company on such city pair and (y) the ASMs of scheduled flying by the Codeshare Partner on which the Company places its current or future designator code on such city pair.

For any twelve full calendar months after the date on which codesharing on a city pair begins with a Codeshare Partner under Section 1.G.2., the City Pair ASM Ratio will not be less than 80% of the ratio between (x) the ASMs of scheduled mainline flying by the

Company on such city pair and (y) the ASMs of scheduled flying by the Codeshare Partner on such city pair in each case during the twelve (12) full calendar months immediately prior to the date on which codesharing on such city pair began, or, if the Company placed its designator code on flights of such Codeshare Partner on such city pair on January 1, 2013, during the twelve (12) full calendar months immediately prior to January 1, 2013; provided however, that the restriction in this subsection c. shall not apply to any city pair on which the Company had no scheduled mainline flying during the twelve (12) full calendar months preceding the date on which codesharing on such city pair began.

For the purposes of this Section 1.G.2.c., a "Hub" of an air carrier other than the Company means an airport from which the air carrier, during the six (6) consecutive full calendar months prior to the month for which a measurement is being made, scheduled an average of eighty (80) or more daily departures on its mainline jet aircraft.

d. Reciprocity

In negotiating codesharing agreements with other Domestic Air Carrier, the Company shall use its reasonable efforts to obtain an agreement for reciprocal codesharing, provided however, that reciprocity shall not be a requirement for concluding a codesharing agreement.

H. Scope Exception: Air Freight Feed Operations and Excess Baggage

1. Notwithstanding Section 1.C. above, it is agreed that the Company shall have the right to contract for Air Freight Feed Operations as defined in Section 1.B., above, or to operate such feeders by means of a subsidiary, affiliate, or a division of the Company, or both. If the Company contracts for such operation, and if any Company pilots are on furlough during the performance of such operation, the Company will recall that number of pilots which equals the minimum number of pilots who would be required to perform the operation if the Company, utilizing the same type of aircraft as are actually utilized on the date of commencement of each such operation, performed the operation itself under the terms of this Agreement. The recall of furloughed pilots shall proceed in the manner stated in this Agreement. In the event the Company operates any such Air Freight Feed Operation itself, the rules of this Agreement shall apply.
2. Excess baggage
 - a. The Company will be permitted to utilize other airline freighter service, whether scheduled or chartered, from MIA and JFK to any destination in the Caribbean, Central America, and South America, or from such a destination to MIA and JFK, between November 23 and January 6, and during four (4) additional weeks each year designated by the Company, and which must include the Easter/Spring break season and/or the month of July. These four additional weeks will be designated by the Company no later than January 15 of each year. The purpose of this Scope Clause exception to Section 1.C.1. is to enable the Company to accommodate passenger baggage that cannot be accommodated on the same flight as the passenger.
 - b. There will be no apportionment pay for using such services.
 - c. The Association will be able to audit baggage activity up to 5 times per year, on a schedule agreed by the Scope Committee. At the time of each audit, the Company shall provide the Association with access to all relevant information, facilities, personnel and documentation. The Company will provide a quarterly report to the Association about when and where charter services were used, and how many bags were transported. The Company will conduct an annual joint performance review in the first quarter of each year at the request of the Association.

I. Joint Ventures

1. The parties agree to work toward a fair allocation of flying for the Company in Joint Business Agreements ("JBAs"). The Association has the right to review JBAs and any material changes going forward. During the parties' Quarterly Scope meetings, the Company will discuss and receive input from the Association regarding current and anticipated JBAs.

J. Scope Exception: Transborder

The Company may place its current or future designator code on flights by Canadian Air Carriers as set forth below:

1. Codesharing to Third Countries.

Codesharing agreements allowing Canadian Air Carriers to carry the Company's code between Canada and a third country must meet the following conditions:

a. Opportunities to Earn WACC.

The Company shall always deploy its own aircraft on any international route for which it can obtain authority, so long as that route will earn a return on invested capital at least equal to WACC. The Company shall not use Canadian Air Carriers' flights to third countries as a substitute for opportunities to operate its own international flights from U.S. gateways, provided such Company flights will earn a return on invested capital at least equal to WACC.

b. Review of Third Country Traffic Flows.

On September 1, 1997 and every six months thereafter, the Company shall review with the Association the flows of international passengers traveling to third countries on the Company's code on Canadian Air Carriers' flights and on Canadian Air Carriers' codes on the Company's flights. This review shall identify any incremental international operations that meet the criteria in provision 1.a. above. It shall include an evaluation of the size of aircraft and frequency of operations potentially available for the Company. This review shall also assure that the Company is accruing benefits from the traffic carried on its code on Canadian Air Carriers' flights.

c. Review of Traffic Flows Exceeding Certain Numbers of Passengers on Company Code.

If, for any period of six consecutive months, Canadian Air Carriers carry more than an average of 50 passengers per flight per day on the Company's code or more than an average of 500 passengers per flight per week on the Company's code, the Company and the Association shall promptly conduct a review as described in 1.b. above to determine whether any opportunity exists to carry that traffic from a U.S. gateway on a Company flight that will earn a return on invested capital at least equal to WACC, assuming that the Company can obtain authority for the operation. Nothing in these provisions 1.a.- c. shall be construed to require the Company to operate a particular route or routes.

d. Maximizing Use of Canadian Air Carriers' Codes.

The Company shall attempt to maximize Canadian Air Carrier codesharing on the Company's flights to third country destinations.

2. Ability to Reopen.

In the event of a change in regulation, law, or industry practice with respect to codesharing, either party retains the right to reopen on this issue of codesharing with a Canadian Air Carrier.

K. Scope Exception: Other International Codesharing

The Company may place or maintain its current or future designator code on flights by Foreign Carriers under the following conditions:

1. General Principles

a. Importance of International Codesharing.

The Company and the Association agree that codesharing with Foreign Carriers has become an important element of international competition and that it is in the Company's interest to enter into codesharing agreements with such carriers when those agreements strengthen the Company's international and domestic route networks.

b. Purpose of Codesharing.

The purpose of codesharing is to provide feed to the Company's route system and/or establish, maintain, or acquire market presence.

2. Other Airline Codes on Company Flights.

The Association endorses the maximum use of other airline codes on Company flights. In negotiating codesharing agreements with Foreign Carriers, the Company shall attempt to maximize opportunities to use its own aircraft and personnel.

3. Baseline for International Flying.

A Baseline for International Flying shall be calculated for each year as described below:

- a. Effective January 1, 2014, the Baseline for International Flying shall be 1,138,159 block hours [the number of international block hours scheduled during January 1, 2013 through December 31, 2013 by the Company (i.e., by US Airways, Inc. and American Airlines, Inc. combined)].
- b. International Baseline for January 1, 2015 and Beyond.

Effective January 1, 2015, and each January 1 thereafter, the International Baseline for the following year shall be calculated as follows:

- (1) The International Baseline for the previous year shall be adjusted upward by the total block hours of International Flying scheduled by the Company during that year in excess of the previous year's International Baseline, except that the block hours attributable to new routes that have not been flown three consecutive years or more, on either a year round or seasonal basis, shall not be added to the Baseline. Thus, for example, if the January 1, 2014 International Baseline is 1,138,159 and the total block hours for International Flying scheduled during the following twelve (12) months is 1,138,159 + 1000, but 25 of those block hours are attributable to a new route begun that year, then the January 1, 2015 International Baseline shall be 1,138,159 + (1000-25). If the new route is still being flown during the year January 1, 2017 to January 1, 2018, then all those block hours attributable to flying between the third anniversary of the initiation of the flight and January 1, 2018 shall be added to the baseline for January 1, 2018. If the route is still being flown during the year January 1, 2018 to January 1, 2019, then all the block hours attributable to the flight that year not previously added to the baseline in the preceding year shall be added to the baseline for January 1, 2019.
 - (2) The International Baseline for the previous year shall carry forward and remain the same if the amount of block hours scheduled by the Company during the previous 12 month period for International Flying, as adjusted for new flying as described in the foregoing paragraph, is less than or equal to the International Baseline for that year.
4. International Flying Below 90% and/or 80% of the Baseline in 2014 and Beyond.
- On January 1, 2015 and on January 1 of each year thereafter, the International Baseline as calculated on the preceding January 1 shall be compared to the total block hours of International Flying scheduled by the Company during the preceding 12 months.
- a. If the Company's scheduled International Flying is below 90% of the previous year's International Baseline, the Company shall have until the succeeding January 1 to cure that deficiency by increasing total scheduled block hours of International Flying to the level that would have met that 90% threshold. If the Company's scheduled International Flying during that additional 12 months does not increase to this required level, then the Association's concurrence shall be required for the Company to enter into new international codesharing agreements whether to place the Company's code on a Foreign Carrier's flights or to carry a Foreign Carrier's code on a Company flight.
 - b. If the Company's scheduled International Flying is below 80% of the previous year's International Baseline, the Company shall have until the succeeding January 1 to cure that deficiency by increasing total block hours back to the level that would have been required to meet that 80% threshold. If the Company's scheduled International Flying during that additional 12 months does not increase to this required level, then the Association's concurrence shall be required for renewal or continuation of all codesharing agreements whether to place the Company's code on a Foreign Carrier's flights or to carry a Foreign Carrier's code on a Company flight, with the exception of those specifically listed below:
 Qantas (on AA 10/23/89; by AA 11/15/94)

British Midland (11/1/93)

Gulf Air (transatlantic 7/1/94; UK-Middle East 1/1/94)

5. Opportunities to Earn Adequate Return on Invested Capital.

a. General.

The Association and the Company agree that the Company shall continue to seek international route authority and pursue all opportunities for deploying its aircraft assets on international routes where it will earn an adequate return on invested capital.

b. Review of International Codeshare Traffic.

On January 1, 2013 and every six months thereafter, the Company shall review with the Association the flows of international codeshare passengers traveling on the Company's code on Foreign Carrier flights and on Foreign Carrier codes on the Company's flights. This review shall identify any incremental international operations that meet the criteria in provision 5.a. above. It shall include an evaluation of the size of aircraft and frequency of operations potentially available for the Company. This review shall also assure that the Company is accruing benefits from the traffic carried on its code on Foreign Carrier flights.

c. No Codesharing on Routes That Could Earn Adequate Return on Invested Capital.

The Company shall not, without the Association's consent, place or maintain its code on any international route or frequency operated by a Foreign Carrier, on which the Company could earn an adequate return on invested capital. This analysis shall be performed using the same method to analyze route profitability that the Company then uses internally for route planning. Notwithstanding this prohibition, if the Company orders additional aircraft to fly such an international route, the Company may place or maintain its code on the route or frequency during the time between order and delivery of the additional aircraft. Similarly, if the Company is procuring an airport slot, gate and/or other route authority to fly such a route, the Company may place or maintain its code on the route or frequency during the time required to procure such a slot and/or authority. Nothing in this provision 5 shall be construed to require the Company to operate a particular route or routes.

6. Cabotage.

If any Foreign Carrier obtains the right to transport local passenger or cargo traffic between airports within the United States or its territories, the Company shall not allow its code to be used on flights carrying such traffic and shall not carry that Foreign Carrier's code on flights between airports within the United States or its territories.

7. Leaving Company Code in a Market.

The Company shall not reduce flying in a market and subsequently maintain or place its code on Foreign Carrier service in that market without the Association's concurrence unless:

- a. The route is covered under a Joint Business Agreement; or
- b. The reduction is temporary, based on seasonality, and such flying will be reinstated; or
- c. all of the following three conditions are met:

- (1) the Foreign Carrier is a Major Foreign Carrier; and
- (2) The route/flight failed to earn an adequate return on invested capital over the preceding three (3) months or, if the flying has not continued for three (3) months, then over such shorter period as the flying has actually continued; and
- (3) either there will be no decrease in the Company's total international block hours, as measured on the next January 1 for the preceding calendar year, or there will be a proportionate decrease in international block hours flown by the Company and the codeshare partner on routes codeshared with that partner. (In calculating the proportionate decrease in block hours, such block hours shall be rounded to the nearest number that will enable each carrier to reduce its flying in increments of at least one daily round trip). Examples of such decreases are contained in [Letter B](#).

8. Prior Documentation.

Prior to any reduction under provision 7 above, the Company shall provide to the Association the information and, if necessary, the documents necessary to demonstrate compliance with that provision.

9. Initiating Codesharing with a Major Foreign Carrier.

Notwithstanding provisions K.5.c and K7. above, the Company may rationalize flying as part of entering into an initial codesharing agreement with a Major Foreign Carrier even though such rationalization involves withdrawing from a market and maintaining or place the Company's code on the service of the Major Foreign Carrier in that market, or placing the Company code on a flight of a Major Foreign Carrier that could earn an adequate return on invested capital, provided that the following conditions are fulfilled:

- a. As a result of the new codesharing agreement, block hours operated by the Company on routes involved in the codesharing agreement decrease by no more than 10% or by the block hours attributable to one round trip on a route (nonstop flying between any two airports) involved in the codesharing agreement, whichever is greater; and
- b. either there will be no decrease in the Company's total international block hours, as measured on the next January 1 for the preceding calendar year, or there will be a proportionate decrease in international block hours flown by the Company and the new codeshare partner on routes codeshared with that partner as specified in 7.c.(3) above.
- c. Provisions K.5.c. and K.7. shall apply to any subsequent change in service on the codeshared routes. In addition, if the Company withdraws from a route involved in the initial codesharing agreement, and such withdrawal causes block hours operated by the Company on routes involved in the codesharing agreement to drop below the level that would earlier have violated a. above, the Association and the Company shall review the remaining routes on which the Major Foreign Carrier is codesharing. If such review reveals that any route could earn an adequate return on invested capital, the Association shall have the right to require the Company to withdraw its code from one such route for each route from which the Company has withdrawn.

10. Withdrawal from a Codesharing Agreement.

Where the Company is required by this Agreement to withdraw from an agreement with a codesharing partner, such withdrawal shall take place at the earliest possible date that does not cause the Company to incur a financial penalty that is material in the context of the codesharing agreement with the Foreign Carrier.

L. Equity Ownership Of Foreign Carriers

A Foreign Carrier in which the Company or an Affiliate has an equity investment of more than 15% and with whom the Company codeshares shall be a "Foreign Partner." The Company may have a Foreign Partner only under the following conditions:

1. When a Foreign Carrier becomes a Foreign Partner, the parties shall establish a "Company Baseline" for that Foreign Partner as follows:
 - a. International flights by the Foreign Partner to or from any point in the U.S. that carry the Company code (or that a new codesharing agreement contemplates will carry the Company code) shall be "Covered Flights."
 - b. The Company's total scheduled block hours for the previous 12 month period in all markets (city pairs) in which there is a Covered Flight shall be the "Company Baseline."
2. Twelve months after a Foreign Carrier becomes a Foreign Partner and annually thereafter, the Foreign Carrier's total scheduled block hours attributable to Covered Flights for that twelve months shall be compared to the Foreign Carrier's previous year's total scheduled block hours attributable to Covered Flights. The Company's total scheduled block hours in markets in which the Foreign Partner operates a Covered Flight shall also be compared to the Company's previous year's total scheduled block hours in those markets.
 - a. If the above comparison in any year shows that the Foreign Partner's block hours on Covered Flights have increased, the Company's international block hours shall have increased that year at least the same number of block hours.

- b. If the above comparison in any year shows that the Company's block hours in markets in which the Foreign Partner performs Covered Flights have decreased, then the Foreign Partner's block hours on Covered Flights shall have decreased that year or the Company's international block hours shall have increased at least the same number of block hours.
- c. If the above comparison in any year shows that the Company's block hours in markets in which the Foreign Partner performs Covered Flights have decreased and the Foreign Partner's block hours on Covered Flights have increased, then the Company's international block hours shall have increased in the same year by the amount of the Company's decrease combined with the amount of the Foreign Partner's increase. For example, if the Company's block hours decrease by 100 hours and the Foreign Partner's block hours increase by 100 hours, the Company's international block hours in that year shall have increased by 200 hours.
- d. If the above provisions 2.a., b. or c are violated, the Company shall have the ensuing year to bring itself into compliance. If, at the conclusion of the ensuing year, the Company is still not in compliance, then the Company shall withdraw the Company code from sufficient Covered Flights to bring the Company into compliance.
- e. If the comparison in any year shows a decrease in the Company's block hours such that the total is less than the Company Baseline, then the Foreign Partner's block hours on Covered Flights shall not increase until a subsequent year's comparison shows that the Company's block hours are again equal to or greater than the Company's baseline.

M. Furlough Protection

1. Unless the furlough is caused in substantial part by "Conditions beyond the Company's control" as defined in Section 1.D.4.b.1., the Company will not furlough the following pilots:
 - a. Brian Bedrossian, date of hire December 3, 2013, and any pilot who was senior to that pilot on the American Airlines Pilots' System Seniority List as of December 9, 2013;
 - b. Daniel Bonfield, date of hire December 2, 2013, and any pilot who was senior to that pilot on the US Airways "East" seniority list as of December 9, 2013; and
 - c. Justin Aikens, date of hire April 14, 2008, and any pilot who was senior to that pilot on the US Airways "West" seniority list as of December 9, 2013.

It is understood and agreed that nothing in Section 1.M shall require the Company to recall a pilot from furlough status.

2. As of the implementation of the merged seniority list resulting from the integration of American Airlines pilots and US Airways pilots, furlough protection will be extended to Bedrossian, Bonfield, and Aikens and any pilot senior to Bedrossian, Bonfield, or Aikens on the merged seniority list as of the implementation date. If any of these three identified pilots is not on the merged seniority list as of that date, the identified pilot will be replaced for the purposes of this provision with the most junior pilot who was senior to the identified pilot as of December 9, 2013 and remains on the merged seniority list.
3. Any pilot who meets the conditions in Paragraph 1 above will be protected from furlough regardless of whether the pilot was in active duty as of December 9, 2013. This protection encompasses American Eagle pilots who satisfy Paragraph (1)(a), beginning when they flow up and begin active duty at the Company.

N. Successorship

1. Agreement Binding on Successor.

The Agreement shall be binding upon any Successor. The Company shall not bring a single step or multi-step Successorship Transaction to final conclusion unless the Successor agrees, in writing, to recognize the Association as the representative of pilots on the American Airlines Pilots Seniority List consistent with the Railway Labor Act, to employ the pilots on that list in accordance with the provisions of this Agreement, and to assume and be bound by this Agreement.

2. Seniority List Merger.

If the Successor is an Air Carrier or an affiliate of an Air Carrier, the Company shall, at the option of the Association, require the Successor to agree to integrate the pre-transaction pilot seniority list(s) of the Company and the seniority list of the Successor in a fair and equitable manner within 12 months of the Successorship transaction pursuant to Sections 3. and 13. of the Allegheny-Mohawk Labor Protective Provisions ("LPPs"). The requirement of this provision does not apply to the Company's acquisition of all or part of another Air Carrier in a transaction which includes the acquisition of aircraft and pilots.

O. Opportunity To Make Competing Proposal

In the event that any person or entity proposes a transaction which would result in a change of control or potential change of control of the Company or its parent, as those terms are used in AMR's 1988 Long-Term Incentive Plan, whether through a single or multi-step transaction, and the Company determines to pursue or facilitate the proposal, the Company, if consistent with the fiduciary duties of its Board of Directors, shall provide the Association with

1. advance written notice before acting favorably on such proposal; and
2. an opportunity to make a competing proposal.

P. Other Labor Protective Provisions In Substantial Asset Sale

In the event that, within any 12 month period, the Company transfers (by sale, lease, or other transaction) or otherwise disposes of aircraft, slots, or route authorities ("Aircraft-Related Assets") which, net of Aircraft-Related Asset purchases or acquisitions during the same 12 month period, constitute 20% or more of the value of the Aircraft-Related Assets of the Company to an entity or to a group of entities acting in concert that is an Air Carrier or that will operate as an Air Carrier following its acquisition of the transferred Aircraft-Related Assets (any such entity or group, the "Transferee"; any such transaction, a "Substantial Aircraft-Related Asset Sale"):

1.the Company shall require the Transferee to proffer employment to the Company's pilots in strict seniority order (the "Transferring Pilots"). The number of Transferring Pilots shall be no fewer than the average monthly pilot staffing over the prior 12 months for the Aircraft-Related Assets transferred to the Transferee in connection with the Substantial Aircraft-Related Asset Sale; and

2.the Company shall not finally conclude a transaction under this subsection unless the Transferee agrees to integrate the Transferring Pilots into the Transferee's pilot seniority list pursuant to Sections 3. and 13. of the Allegheny-Mohawk LPPs.

Q. Remedies

1. The Company and the Association agree to arbitrate any grievance filed by the other party alleging a violation of this Section 1 on an expedited basis directly before the System Board of Adjustment sitting with a neutral arbitrator. The arbitrator shall be a member of the National Academy of Arbitrators and experienced in airline industry disputes. The burden of proof will be determined by the arbitrator. The provisions of the Railway Labor Act shall apply to the resolution of any dispute regarding this Section 1.

2. The parties agree that, in addition to any other rights and remedies available under law and this Agreement, an arbitration award under this Section 1 shall be enforceable by equitable remedies, including injunctions and specific performance against the Company, American Airlines Group, Inc., and/or an Affiliate of the Company. The Company and Association agree that in a court proceeding to enforce an arbitration award under this Section 1, the rights and obligations are equitable in nature, that there are no adequate remedies at law for the enforcement of such rights and obligations, and that the Association and the Company's pilots are irreparably injured by the violation of this Section 1.

SECTION 2

TERMS AND DEFINITIONSA. Terms and Definitions

1. Advanced Qualification Program (AQP)
The Company-administered and FAA-approved training program. AQP is a voluntary alternative method of qualifying, training, and certifying crewmembers, instructors, and evaluators (check pilots), and, once approved for a specific aircraft program, replaces the existing federal regulations governing that training program.
2. Aircrew Program Designee (APD)
A pilot who is designated by the FAA to administer type rating evaluations.
3. ~~A~~-Air Freight Feed Operation
A freight operation conducted with non-turbojet aircraft whose primary purpose is to "feed" the Company's aircraft and which is flown with active or furloughed pilots of the Company or under contract.
4. Available for Pickup
A sequence that the Company has made available for award or assignment via TTS or DOTC, or equivalent.
5. Bid High / Bid Low
A Lineholder PBS award with a Contractual Month value which is either above ("Bid High") or below ("Bid Low") the Line Construction Window (LCW) for the pilot's individual bid status.
- B. ~~Bid Lines~~
~~1. "Bid line" means any monthly regular or reserve flying assignment.~~
6. Calendar Day
The twenty-four-hour (24) period from 0000 HBT to 2359 HBT.
7. ~~C~~ Contractual Month
The "Contractual Month" as used herein throughout this Agreement, shall mean the period of time, for pilot scheduling and pay purposes, during which allocated flying and the associated ~~bid lines~~ PBS Awards shall be effective, in accordance with ~~Section 2.B.3.~~ the following table:

Calendar Month	Contractual Month	# Days in Contractual Month
January	January 1 st - January 30 th	30
February	January 31 st - March 1 st	30 (31 in Leap Year)
March	March 2 nd - March 31 st	30
April	April 1 st - May 1 st	31

May	May 2 nd – June 1 st	31
June	June 2 nd – July 1 st	30
July	July 2 nd – July 31 st	30
August	August 1 st – August 30 th	30
September	August 31 st – September 30 th	31
October	October 1 st – October 31 st	31
November	November 1 st – December 1 st	31
December	December 2 nd – December 31 st	30

~~"Calendar month", as used herein, shall mean the period from the first day of, to and including the last day of each calendar month of the year, except that for pilot scheduling and pay purposes the following shall apply.~~

8. **Cancellation Assignment Period (CAP)**
A four (4) hour period which begins at the time of Sequence Cancellation, during which a pilot can be repaired with any Recovery Flying for a Sequence Cancellation which occurs after the start of The Day -1 DOTC.
9. ~~D.~~ Captain
"Captain" means a pilot who is in command of the aircraft and is responsible for the manipulation of, or who manipulates the flight controls of an aircraft while under way, including takeoff and landing of such aircraft, and who is properly qualified to serve as, and holds a current airman's certificate authorizing service as a Captain and who holds a Captain bid status.
10. **Catch-up Flying**
Flying (either deadhead(s) or Working Segment(s)) that is assigned by the Company to a pilot whose sequence, or a portion thereof, has cancelled, solely for the purpose of connecting the pilot to unimpacted segments of the original sequence.
11. ~~E.~~ Changeover Pairings / prior removal sequence
Pairings on the next **Contractual Month's** allocation for ~~trip sequences~~ **Sequences** originating in the current **Contractual Month**. They may be longer or shorter which show a commitment for that particular **Contractual Month**. Pay protection for any changes are limited to the current **Contractual Month's** flying.
12. **Check Pilot (CKP)**
A pilot who meets the qualifications of Supplement Y and who has been selected as an X-Type or L-Type. May also be an APD.
13. ~~F.~~ Classification Date
A pilot's Classification Date, **for pilots hired on or after the Effective Date of this Agreement (i.e., the 2023 CBA),** is assigned based on **the pilot's Date of Hire** ~~the date a pilot is first scheduled to complete initial new hire training with the Company~~ and shall continue to accrue during such period of duty except as provided in Sections 11, ~~12,~~ and 17 of this Agreement. Classification **seniority Date** is used to determine pay level and the timing of advancement to succeeding pay levels.

For all pilots hired prior to the Effective Date of this Agreement (i.e., the 2023 CBA) and who have not yet reached Year 12 pay level, the Company will, within eighteen (18) months of the Effective Date, recalculate the pilot's Classification Date on a prospective basis only.

- a. The recalculation will be based on the pilot's original Date of Hire, with any adjustments as provided in Sections 11 and 17 of this Agreement.
- b. No pilot under this provision with a recalculated Classification Date shall be entitled to a pay level increase based on the recalculated Classification Date until the earlier of the date the Company implements this provision for that pilot or eighteen (18) months after the Effective Date of this Agreement.

14. ~~G.~~ Company Date

In most cases, ~~it~~ the Company Date is the same as ~~your~~ ~~<XREF>~~ the pilot's Date of Hire since it is based on continuous service with American Airlines, Inc. AMR. A current American Airlines, Inc. AMR employee hired as an AA pilot will retain the pilot's original Company Date. The Company Date ~~it is~~ may be adjusted ~~due to furloughs and leaves of absence~~ as provided for in Sections 11 and 17.

15. Continuing Qualification Training (CQT)

Training for pilots, as designated in the AQP, to remain qualified and proficient in the knowledge and skills necessary for line operations.

16. ~~H.~~ Co-Terminals as used in this Agreement shall mean:

- a. Kennedy/Newark/LaGuardia
- b. Midway/O'Hare
- c. Dallas-Fort Worth International Airport/Love Field
- d. Washington/Dulles International
- e. Tampa/St. Petersburg
- f. Miami/Fort Lauderdale

The above shall become and remain in effect when crew bases are maintained in the respective cities.

17. ~~J.~~ Credited Projection (PROJ)

A pilot's total time for the month, including fly through time credited at the beginning of the Contractual Month, the greater of scheduled or actual for flying already performed, scheduled time for flying yet to be performed, credits as provided in Section 15 Hours of Service (E.- minimum pay and credit for an on duty period, F. - minimum pay and credit for time away from base, and G. minimum and average pay and credit for an on duty period), ~~and~~ credit for scheduled flight time when relieved of flying duties as provided in Section 35, [trips missed due to paid sick leave, a training program of more than five (5) days, vacation, jury duty, and Association leave] and credited time for any credit/no pay removals (for example, unpaid sick). Credited Projection (PROJ) is used in conjunction with Scheduled Projection (SPROJ) to determine a regularly scheduled pilot's legality in accordance with SECTION 15 Hours of Service.

18. ~~K.~~ Crew Tracking Trip Sequence(s)

Any pairing or repairing of a trip or trip sequence by Crew Tracking, or any flying that is not planned in advance to permit inclusion in a pilot's monthly trip selection, shall be called a "Crew Tracking Sequence".

19. ~~L.~~ Date of Hire

The first day as an AA pilot. This date does not change for furloughs or leaves of absence.

20. Distance Learning (DL)

Required training or required activities that are accomplished without being present in a classroom, flight training device, simulator or aircraft, and without

- instructor presentation or instructor proctoring in a physical classroom environment.**
21. ~~M.~~ Diversion
When a crew makes an unscheduled or scheduled landing at a destination other than planned, generally due to operational reasons such as (weather, mechanical, pick-up passengers, passenger emergency).
22. ~~N.~~ Divisions
- a. Domestic Division
The Domestic Division is comprised of only Domestic Sequences.
 - b. International Division
The International Division is comprised of both Domestic and International Sequences, provided that where an International Division is co-located with a Domestic Division on the same Equipment, domestic sequences may be included only as necessary to:
 - (1) meet a particular month MALV, or
 - (2) provide opportunities to maintain currency, or
 - (3) minimize TDYs, or
 - (4) meet guidelines agreed to by the Joint Scheduling Committee.
23. ~~O.~~ Domicile
A common location where a group of pilots are based.
24. **Do Not Include (DNI)**
A pilot who is excluded from PBS bidding and calculations for a Contractual Month.
25. ~~P.~~ Duty Day
A Calendar Day (~~0000-2400~~) in which any duty is performed for the Company including sign-in and debrief.
26. ~~Q.~~ Duty Period
The elapsed time between sign-in time and release time;
- a. Sign-in time – shall not be less than one hour prior to scheduled or rescheduled departure time for a pilot flying the first flight of a Duty Period or thirty (30) minutes prior for a pilot deadheading.
 - b. Release time – shall apply to all scheduled flying and deadheading and shall be fifteen (15) minutes after the scheduled or actual block in time, whichever is later. (30 minutes for an International Sequence).
 - c. Deadheading to and from training does not require a thirty (30) minute sign-in or a fifteen (15) minute debrief.
27. **Electronic Communication System (ECS)**
The system which serves as the primary means of communication between the Company and the pilot regarding the pilot's schedule.
28. **Evaluating and Checking**
Line Oriented Evaluation, Maneuvers Validation, and Recurrent Line Evaluation.
29. ~~R.~~ First Officer
"First Officer" means a pilot who is second in command of the aircraft and any part of whose duty is to assist or relieve the Captain in the manipulation of the flight controls of the aircraft while under way, including takeoff and landing of such aircraft, and who is properly qualified to serve as, and holds a current airman's certificate authorizing service as a First Officer and who holds a First Officer bid status. On any international flight requiring more than a two (2) pilot ~~cockpit~~ flight deck crew members, the First Officer(s) shall also be required to possess an ATPC and a type rating on the equipment flown. For purposes of

displacement to an open position on international flights requiring more than a two (2) pilot ~~cockpit~~ flight deck crew, the FO, FB and FC positions will be considered interchangeable (e.g. a displaced FO may be assigned to an open FB or FC position).

30. Flight Academy Work
Instruction, Evaluating, and Checking duties performed in a training facility.
31. Flight Standards Work
All Check Pilot functions other than those performed in a training facility or in a pilot trainer aircraft.
32. ~~S.~~ Flight Time
 - a. Actual – that period of time beginning when an aircraft first moves from the ramp blocks for the purpose of flight and ending when the aircraft comes to a stop at the ramp for the purpose of loading or unloading at either intermediate stops or final destination.
 - b. Scheduled - the time published publicly by the Company from flight departure to flight arrival of the flight.
33. ~~T.~~ Fly-Through
Time resulting from a trip or ~~trip~~ Sequence which spans two Contractual Months and refers to the flight time including P&C for which a pilot is credited in the succeeding Contractual Month.
34. Fly-through Reserve Block
A block of Reserve Available Days, Awarded/Assigned during monthly line bidding which begins in a Contractual Month being bid and ends in the following Contractual Month.
35. ~~U.~~ Furlough
"Furlough" means the removal of a pilot from active duty as a pilot with the Company without prejudice, due to a reduction in force, or the period of time during which such pilot is not in the active employ of the Company as a pilot due to such reduction in force.
36. Initial Training
Synonymous with "New Hire Initial Training," as used in this Agreement.
37. Instructor Pilot (IP)
A pilot who is qualified to perform instruction duties at a training facility. IPs are not required to meet the qualifications set forth in Supplement Y. IPs may be either a Captain or a First Officer. Only non-management pilots on the AA seniority list can serve as IPs. IPs may not perform any Evaluating or Checking functions or any instruction in an aircraft or pilot trainer aircraft
- ~~V. Last Trip of the Month~~
~~The last active scheduled trip sequence in a pilot's contractual month, other than make up, regardless of when it was added to the pilot's schedule.~~
38. Line Check Pilot (LCP)
A pilot who is selected by the Company and designated by the FAA, and authorized to administer evaluations during line operations. LCPs can only perform Flight Standards Work. May also be an APD.
39. Lineholder
A pilot who has been Awarded/Assigned Sequence(s) for a Contractual Month and is not acting as a Reserve.

40. Long-Haul Destination
For the purposes of Section 4.C., Trans-Oceanic sequences (excluding un-augmented to/from Hawaii) and augmented sequences U.S. to South of the Equator.
41. L-Type Check Pilot
A Check Pilot who is qualified as a “line check pilot - all seats.”
42. ~~W.~~ Management Pilot
A pilot who occupies a management position in the Flight Department.
43. MIC
Misconnect, illegality, and/or cancellation, also referred to as “Sequence Cancellation” or “Cancellation.”
44. ~~X.~~ Midnight Cutoff
When a change in a Contractual Month occurs en route, pay and credit for the time flown before midnight shall be paid and credited to the Contractual Month in which the pilot involved originated the flight. Midnight shall be determined on the basis of local time at the point of last takeoff.
45. ~~Y.~~ Misconnect
Misconnect means that a particular segment, including deadhead, of a pilot's sequence operates sufficiently late into a station so as to cause such pilot to miss the next segment of such pilot's sequence. The Company retains discretion for the declaration of a Misconnect, except that the Company may not declare a Misconnect when the time between any combination of two Working Segments/Deadheads exceeds the published Minimum Connection Time. [see 4.C.1.f.] [See Q&A #105, 15-39]
46. ~~Z.~~ Night Flying
~~“Night Flying” shall include~~ All flying between the hours of 2300 and 0559 pilot's HBT.
47. ~~AA.~~ Occupational Date
~~Generally, o~~Occupational seniority shall be established and begin to accrue from the Date of Hire as a pilot at American Airlines. equal to their American Airlines, pilot, Date of Hire and shall continue to accrue during such period of duty except as provided in Sections 11 and 12 of this Agreement. All pilots with the same occupational date will be assigned seniority numbers by age, with the oldest pilot receiving the most senior number and the youngest pilot the most junior number; pilots who have the same birth date will be assigned seniority numbers in alphabetical order by last, then first name. A pilot's relative placement on the Pilots' System Seniority List established prior to the effective date of this Agreement remains unchanged. ~~Occupational seniority is used for determining placement on the Pilot System Seniority list and for bidding purposes. Any references to seniority in this Agreement are to Occupational Seniority, unless otherwise specified.~~
48. Open Time
An uncovered sequence that contains at least one Working Segment, is not failing continuity, and is Available for Pickup.
49. Operating Experience (OE)
The required supervised flying activity of a pilot in line flying operations for qualification in a specific category, equipment and/or division. A pilot in OE status is not in training status and is not subject to the provisions of Section 6.B.

~~BB. Pay or Compensation~~

~~“Pay” or “compensation”, for purposes of this Agreement, means longevity, hourly and, if applicable,~~

- ~~international override pay.~~
50. ~~CC.~~ Pay Projection (P PROJ)
 A pilot's total paid time for the Contractual Month based on fly-through time applied to the Credited Projection (PROJ) at the beginning of the Contractual Month, the greater of scheduled or actual for flying already performed, scheduled time for flying yet to be performed, credits as provided in Section 15 Hours of Service (E. - minimum pay and credit for an on duty period, F. - minimum pay and credit for time away from base, and G. - minimum and average pay and credit for an on duty period), for scheduled time when relieved of flying duties as provided in Section 35 [trips missed due to paid sick leave, a training program of more than five (5) days, vacation, jury duty, and Association leave], and for any pay/no credit applications [for example, trips missed due to a training program of five (5) days or less as provided in Section 6-D.1.a]. Pay adjustments will be made at the end of the month for training pay (Section 6-D), minimum guarantee (Section 4), apportionment pay (Section 6-C.2).
51. Physiological Night's Rest
12-hour period that encompasses the hours of 01:00 to 07:00 HBT.
52. ~~DD.~~ Pilot
 "Pilot" shall include and mean Captain and First Officer(s). ~~and International Officer.~~
53. Pre-Plotted Absence
One or more days during a Contractual Month when a pilot will not be available to the Company (e.g., military leave, jury duty, union business, Company business) to be scheduled, except for Special Assignment, and the pilot informs the Company of the pilot's unavailability by noon CT on the 7th of the month prior to the Contractual Month.
- a. Full Month Pre-Plot: A Contractual Month where the pilot will be considered as "do not include" (DNI) for PBS line construction purposes, if the Pre-Plotted Absence credit value and other existing credit equals or exceeds seventy-four (74) for the Contractual Month.
- b. Partial Month Pre-Plot: A Contractual Month where the pilot's Pre-Plotted Absence credit value and other existing credit is less than seventy-four (74) for the Contractual Month and the pilot is not treated as DNI for PBS line construction purposes.
54. ~~EE.~~ Proficiency Displacement
 A qualified pilot about to lose a qualification may request to displace another pilot for proficiency flying. The displaced pilot, once removed from the ~~trip~~Sequence, is no longer obligated for such ~~trip~~Sequence. The displacing pilot assumes the obligation to cover the displaced pilot's ~~trip~~Sequence. (See Q&A #__)
55. ~~FF.~~ Reassignment
 A pilot who is legal in all respects for such pilot's next ~~regularly~~-scheduled flight(s) or /sequence(s), but instead is assigned by the Company to perform other flying instead in lieu of such ~~regular~~ pilot's scheduled flight(s) or /sequence(s). The pilot shall be paid for whichever of the two (2) flights/sequences produces the higher pay.
56. Recovery Flying
Sequence(s) or segment(s), including all duty between sign in and debrief, assigned by the Company to a pilot whose sequence, or a portion thereof, has a Cancellation.
57. Recovery Flying Window – The period of time within which all Recovery Flying must be scheduled to begin and terminate.
- a. The Recovery Flying Window begins at the original sign in time of the sequence

which Cancelled.

b. The Recovery Flying Window ends:

- (1) No more than four (4) hours after the original Sequence Footprint for any sequences other than those with Long-Haul Destinations; or
- (2) No more than twenty-four (24) hours after the original Sequence Footprint for cancelled sequences which contain a Long-Haul Destination(s) and are assigned Recovery Flying which contain a Long-Haul Destination(s). If a sequence which contained a Long-Haul Destination cancels and the Recovery Flying assigned does not contain a Long-Haul Destination, the Recovery Flying Window will be no more than four (4) hours after the original Sequence Footprint.

Note: For narrow-body sequences, the twenty-four (24) hour Recovery Flying Window in the paragraph above will only apply to situations in which a pilot has departed to, or is at a Long-Haul Destination outstation when the pilot’s sequence cancels and the additional time is required to return the pilot to domicile.

58. Recovery Obligation/Recovery Flying Obligation (RO)

The requirements and processes for a pilot who experiences a MIC to be available in order to receive Sequence Protection.

- a. Daily Recovery Obligation (“Daily RO”) – The process governing the repair of Cancellations which occur after the start of The Day -1 DOTC.
- b. Future Recovery Obligation (“Future RO”) – The process governing the repair of Cancellations which occur before the start of The Day -1 DOTC.

59. ~~GG~~- Recurrent Training

Training and any associated proficiency check(s) for a category in which the pilot is qualified and is for the purpose of retaining qualification before becoming non-current.

60. ~~HH~~. Reschedule

A pilot shall be deemed rescheduled when assigned flying that is contained within the original sequence footprint or within the pilot's replacement flying window, as applicable, following a disruption to the pilot's scheduled sequence. The original sequence footprint or replacement flying window may be extended if the pilot flies or is deadheaded on the first available flight(s) to base. The “first available flight to base” is the flight(s) that arrives at the base the earliest. The flight(s) may be direct or indirect.

61. ~~H~~. Requalification Training

Training (ground and/or flight) and any associated proficiency check(s) for a category for which the pilot was qualified but is no longer currently qualified.

62. ~~JJ~~. Satellite Base

A Satellite Base is a station other than the pilot's Domicile which contains sequences that originate and terminate at that same station. Satellite Base sequences may only be bid and awarded to pilots domiciled at the crew base to which the Satellite Base is assigned ~~to~~. The following Satellites Bases shall become and remain in effect when crew bases are maintained in the respective cities:

Crew Bases	Satellites
Los Angeles	Ontario (ONT) / Santa Ana (SNA) / Long Beach (LGB)

San Francisco	Oakland (OAK) / San Jose (SJC)
Washington	Baltimore (BWI)
Tampa/St. Petersburg	Sarasota (SRQ)
Miami/Fort Lauderdale	West Palm Beach (PBI)

Any Los Angeles domiciled based Reserve pilot who originates and terminates a trip sequence at a Los Angeles Satellite Base will have the off-duty periods immediately preceding and immediately following such trip sequence extended by one hour (1:00) each.

63. ~~KK~~. Schedule

"Schedule" means the operating schedule used by the Company in its operations.

64. ~~LL~~. Scheduled ~~Trip or Trip~~ Sequence

A "Scheduled ~~trip or trip s~~Sequence" is a published pairing of flying and/or deadheading, consisting of two or more flight segments, which originates and terminates at a Crew Base/Domicile.

65. Self-Repair

Flying the pilot has requested and which has been Awarded and which satisfies a pilot's Recovery Flying Obligation for a Full Sequence Cancellation.

66. ~~MM~~. Sequence

a. Domestic Sequence

A Domestic Sequence is a series of flight segments solely comprised of flying between the 48 Contiguous states of the US, and including Canada, plus non-overwater flights to Mexico.

b. International Sequence

An International Sequence is any sequence that is not a Domestic Sequence.

67. Sequence Base Time (SBT)

For the purposes of Section 4.C., the local time of the originally scheduled duty period report time of a sequence adjusted to the time zone in which the sequence originated.

68. Sequence Cancellation

a. Full Sequence Cancellation – When a pilot's entire sequence has been removed as a result of a Sequence Cancellation (i.e., the pilot has been removed from all segments of a pilot's sequence with a cancellation removal).

b. Partial Sequence Cancellation – A Sequence Cancellation which is not a Full Sequence Cancellation.

69. Sequence Footprint

The originally scheduled ~~flight departure (OUT)~~ sign in time on the first day of the sequence to the end of the originally scheduled ~~flight termination (IN)~~ debrief time on the last day of the sequence.

70. Sequence Origination

The scheduled time of sign in on the first day of the Sequence.

71. ~~NN~~. Service

"Service" means the period of time assigned to active duty as a flight deck operating crewmember or supervisor with the Company.

72. ~~OO~~. Sick if Needed

A Reserve pilot who is sick may ~~call and so~~ notify the Company through the provisions

- set forth in Section 10 of this Agreement. The pilot will not be charged sick leave until such pilot is assigned to fly. At the time the pilot is needed to fly (by assignment – not by proffer) such pilot will be so notified and will be placed on sick leave effective that date.
73. Single Solution
The segment(s) or sequence(s) to be assigned as Recovery Flying placed on the pilot's schedule as a single repair (which may be accomplished in multiple transactions).
74. ~~PP.~~ Stand in Stead Displacement
A senior pilot can proffer to “Stand in Stead” of a junior pilot being displaced from their respective bid status. In doing so, the senior pilot will be awarded a job from the senior pilot's bid preference list using the seniority number of the pilot who is most junior in such bid status at that point in the process. Once in the new bid status, pilots will use their own seniority number. The pilot is subject to a lock-in per Section 17L.
75. ~~QQ.~~ Supervisory Displacement
When a crewmember is replaced on a whole or partial sequence by a Supervisory Pilot. Crewmember is paid schedule for displacement plus greater of schedule/actual time flown. If crewmember is scheduled to deadhead on displaced leg, the greater of scheduled or actual is paid.
76. ~~RR.~~ Supervisory Pilot
Any pilot listed on the American Airlines Pilot Seniority List who is serving in a managerial or instructional capacity and has not been awarded a monthly trip selection, except that a pilot may be utilized as a temporary supervisory pilot under the provisions of Supplement O, or may be appointed to a supervisory position during the course of the month.
77. Theater
A geographical area in which the distance between a pilot's flight duty period departure point and arrival point differs by no more than 60 degrees longitude.
78. Transitional Reserve
Transitional Reserve is the status given to Carry-In Reserve Day(s) when a pilot who holds a Reserve Line containing a Fly-through Reserve Block is subsequently awarded a regular line or assigned a Hybrid Line in the following Contractual Month.
79. Vacation Bank
A pilot's available vacation time measured in hours and minutes.
80. Vacation Day
A Vacation Day shall be a twenty-four-hour (24) period awarded through the vacation bid during which the Pilot is free from all duty at the Pilot's Domicile beginning at 0000 HBT and ending at 2359 HBT.
81. Vacation Year
The fiscal Vacation Year which runs from the Contractual Month of April (April 1st) through the Contractual Month of March (March 31st) of the following year.
82. Working Segment
A segment requiring a pilot to operate and that is not a deadhead.
83. X-Type Check Pilot
A Check Pilot who is qualified as both a “proficiency check pilot-simulator” and a “line check pilot-all seats.”

~~SS. 32-hour legality~~

~~FAR legality where an international crewmember of a two-man unaugmented crew cannot be scheduled to fly over 32 hours in a seven-day period.~~

~~FAR legality where a crewmember must be given a period of 24 hours free from all duty within a 7-calendar day period. This relief of duty may be given in the form of a calendar day off, a 24-hour period commencing at any time during the day and terminating 24 hours later (including a period free from all duty of 24 hours or more contained within a sequence), or by moving a reserve's movable duty free period in accordance with [Section 15.J.13.i](#).~~

~~TT. Section 2 Question and Answers~~

~~2-1. Q. — Is the pay and credit associated with a midnight cut-off considered to be "fly-through" time?~~

~~A. — Yes~~

SECTION 3

PAY

Definitions:

Calendar Day: The twenty-four-hour (24) period from 0000 HBT to 2359 HBT.

Changeover Pairings / prior removal sequence: Pairings on the next **Contractual Month's** allocation for ~~trip sequences~~ **Sequences** originating in the current **Contractual Month**. They may be longer or shorter which show a commitment for that particular **Contractual Month**. Pay protection for any changes are limited to the current **Contractual Month's** flying.

Classification Date: A pilot's Classification Date, **for pilots hired on or after the Effective Date of this Agreement (i.e., the 2023 CBA)**, is assigned ~~concurrent with such pilot's occupational date~~ **based on the pilot's Date of Hire** and shall continue to accrue during such period of duty except as provided in Sections 11, ~~12,~~ and 17 of this Agreement. Classification ~~seniority~~ **Date** is used to determine pay level and the timing of advancement to succeeding pay levels.

For all pilots hired prior to the Effective Date of this Agreement (i.e. the 2023 CBA) and who have not yet reached Year 12 pay level, the Company will, within eighteen (18) months of the Effective Date, recalculate the pilot's Classification Date on a prospective basis only.

a. The recalculation will be based on the pilot's original Date of Hire, with any adjustments as provided in Sections 11 and 17 of this Agreement.

b. No pilot under this provision with a recalculated Classification Date shall be entitled to a pay level increase based on the recalculated Classification Date until the earlier of the date the Company implements this provision for that pilot or eighteen (18) months after the Effective Date of this Agreement.

Credited Projection (PROJ): A pilot's total time for the month, including fly through time credited at the beginning of the **Contractual Month**, the greater of scheduled or actual for flying already performed, scheduled time for flying yet to be performed, credits as provided in Section 15 Hours of Service (E.- minimum pay and credit for an on duty period, F. - minimum pay and credit for time away from base, and G. minimum and average pay and credit for an on duty period), ~~and~~ credit for scheduled flight time when relieved of flying duties as provided in **Section 35**, [trips missed due to paid sick leave, a training program of more than five (5) days, vacation, jury duty, and Association leave] and credited time for any credit/no pay removals (for example, unpaid sick). Credited Projection (PROJ) is used in conjunction with Scheduled Projection (SPROJ) to determine a regularly scheduled pilot's legality in accordance with **SECTION 15** Hours of Service.

Duty Day: A Calendar Day (0000-2400) in which any duty is performed for the Company including sign-in and debrief.

Flight Time: *Actual* – that period of time beginning when an aircraft first moves from the ramp blocks for the purpose of flight and ending when the aircraft comes to a stop at the ramp for the purpose of loading or unloading at either intermediate stops or final destination.

Scheduled - the time published publicly by the Company from flight departure to flight arrival of the flight.

Fly-Through: Time resulting from a trip or ~~trip~~ **Sequence** which spans two **Contractual Months** and refers to the flight time including P&C for which a pilot is credited in the succeeding **Contractual Month**.

Midnight Cutoff: When a change in a **Contractual Month** occurs en route, pay and credit for the time flown before midnight shall be paid and credited to the **Contractual Month** in which the pilot involved originated the flight. Midnight shall be determined on the basis of local time at the point of last takeoff.

Pay Projection (P PROJ): A pilot's total paid time for the **Contractual Month** based on fly-through time applied to the Credited Projection (PROJ) at the beginning of the **Contractual Month**, the greater of scheduled or actual for flying already performed, scheduled time for flying yet to be performed, credits as provided in **Section 15** Hours of Service (E. - minimum pay and credit for an on duty period, F. - minimum pay and credit for time away from base, and G. - minimum and average pay and credit for an on duty period), for scheduled time when relieved of flying duties as provided in **Section 35** [trips missed due to paid sick leave, a training program of more than five (5) days, vacation, jury duty, and Association leave], and for any pay/no credit applications [for example, trips missed due to a training program of five (5) days or less as provided in **Section 6-D.1.a**]. Pay adjustments will be made at the end of the month for training pay (**Section 6-D**), minimum guarantee (**Section 4**), apportionment pay (**Section 6-C.2**).

A. Equipment **Groups** Pay Bands

1. Equipment shall be **grouped-identified in pay bands ("Pay Bands")** as follows, with a single rate of pay for each **Group Pay Band**:
 - a. **Small Narrowbody Pay Band Group I**: With the exception of aircraft identified in **Groups II through V below paragraphs A.1.b through f below**, any aircraft configured (i.e., as operated by American Airlines) with greater than seventy-six (76) seats and less than one-hundred-eighteen (118) seats, including E190/195, CRJ-1000, MRJ- 100, and Bombardier CS100.
 - b. **Narrowbody Pay Band Group II**: Bombardier CS300, A319, A319neo, B737-700, B737-7MAX, MD80, B737-800, B737-8MAX, B737-900, B737-9MAX, A320, A320neo, A321, ~~A321neo~~.
 - c. **Long-Range Narrowbody Pay Band: B737-10MAX, A321neo, A321XLR**
 - d. **Small Widebody Pay Band Group III**: B757, B767-200, B767-300, A300.
 - e. **Widebody Pay Band Group IV**: B767-400, B777-200, B777-200ER, B777-200LR, B777-300, B777-300ER, B787-8, B787-9, B787-10, A332, A333, A340, A350.
 - f. **Large Widebody Pay Band Group V**: A380, B747 (all variants).

NOTE: Pay Bands do not constitute equipment bid statuses.

2. New Fleet Types

Any aircraft type, including a new aircraft type, not listed in Section 3.A.1. will be included in the appropriate **Pay Band Group** based on the FAA maximum certificated seat configuration of such aircraft types as follows: an aircraft type with an FAA maximum certificated seat configuration of fifty (50) percent or less of the difference between the highest FAA maximum certificated seat configured aircraft type in one **Pay Band Group** and the lowest FAA maximum certificated seat configured aircraft type in the next higher **Pay Band Group** will be placed in the lower **Pay Bands Group**; an aircraft type with an FAA maximum certificated seat configuration of greater than fifty (50) percent of the difference between the highest configured aircraft type in one **Pay Band Group** and the lowest configured aircraft type in the next higher **Pay Band Group** will be placed in the higher **Pay Band Group**.

B. Hourly Pay Rates

1. **Captain and First Officer hourly Pay Rates are reflected in the tables below. Date of signing (DOS) Pay Rates shall be as provided in the below August 1, 2023 Pay Table. The 2024 through 2027 Pay Tables include the following percentage pay rate increases:**
 - a. **May 2, 2024: five percent (5%)**
 - b. **May 2, 2025: four percent (4%)**
 - c. **May 2, 2026: four percent (4%)**
 - d. **May 2, 2027: three percent (3%)**

Full Pay Tables

Effective DOS

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$402.28	\$405.54	\$408.86	\$412.14	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
747	\$402.28	\$405.54	\$408.86	\$412.14	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
787	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
772/773	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
767-400	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
A350	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
A340	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
A330	\$383.12	\$386.23	\$389.39	\$392.52	\$395.68	\$398.78	\$401.92	\$405.02	\$408.16	\$411.28	\$414.40	\$417.54
762/763	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
757	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
A300	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
A321XLR (Block Hour Rate)	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
A321Neo (Block Hour Rate)	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
737-MAX10 (Block Hour Rate)	\$317.76	\$320.46	\$323.06	\$325.68	\$328.45	\$331.01	\$333.46	\$336.22	\$338.61	\$342.25	\$345.93	\$349.50
A320Neo	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A319Neo	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A321	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A320	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A319	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-MAX9	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-MAX8	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-MAX7	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-900	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-800	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
737-700	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
MD-80	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A220-300	\$309.03	\$311.46	\$313.90	\$316.45	\$319.02	\$321.57	\$324.10	\$326.64	\$329.24	\$331.69	\$334.29	\$336.89
A220-100 and Smaller Blended Rate*	\$197.76	\$199.23	\$200.90	\$202.51	\$204.05	\$205.69	\$207.30	\$208.93	\$210.54	\$212.19	\$213.82	\$215.41
A220-100	\$284.37	\$286.73	\$289.03	\$291.38	\$293.73	\$296.10	\$298.42	\$300.76	\$303.08	\$305.43	\$307.80	\$310.15
E190-E2/E195-E2	\$284.37	\$286.73	\$289.03	\$291.38	\$293.73	\$296.10	\$298.42	\$300.76	\$303.08	\$305.43	\$307.80	\$310.15
E-195	\$232.45	\$234.17	\$236.09	\$238.05	\$239.86	\$241.81	\$243.66	\$245.57	\$247.48	\$249.39	\$251.34	\$253.19
E-190	\$197.76	\$199.23	\$200.90	\$202.51	\$204.05	\$205.69	\$207.30	\$208.93	\$210.54	\$212.19	\$213.82	\$215.41
CRJ-1000	\$197.76	\$199.23	\$200.90	\$202.51	\$204.05	\$205.69	\$207.30	\$208.93	\$210.54	\$212.19	\$213.82	\$215.41
MRJ-100	\$197.76	\$199.23	\$200.90	\$202.51	\$204.05	\$205.69	\$207.30	\$208.93	\$210.54	\$212.19	\$213.82	\$215.41
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$108.34	\$216.99	\$253.91	\$260.07	\$266.27	\$273.03	\$280.61	\$287.05	\$290.17	\$294.11	\$296.75	\$299.48
747	\$108.34	\$216.99	\$253.91	\$260.07	\$266.27	\$273.03	\$280.61	\$287.05	\$290.17	\$294.11	\$296.75	\$299.48
787	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
772/773	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
767-400	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
A350	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
A340	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
A330	\$108.34	\$206.65	\$241.82	\$247.68	\$253.59	\$260.02	\$267.25	\$273.38	\$276.36	\$280.11	\$282.62	\$285.22
762/763	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
757	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
A300	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
A321XLR (Block Hour Rate)	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
A321Neo (Block Hour Rate)	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
737-MAX10 (Block Hour Rate)	\$108.34	\$171.44	\$200.62	\$205.51	\$210.54	\$215.81	\$221.76	\$226.96	\$229.26	\$233.07	\$235.93	\$238.71
A320Neo	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A319Neo	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A321	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A320	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A319	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-MAX9	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-MAX8	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-MAX7	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-900	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-800	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
737-700	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
MD-80	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A220-300	\$108.34	\$166.60	\$194.95	\$199.67	\$204.47	\$209.67	\$215.54	\$220.51	\$222.88	\$225.91	\$227.98	\$230.10
A220-100 and Smaller Blended Rate*	\$108.34	\$108.34	\$124.73	\$127.76	\$130.80	\$134.11	\$137.85	\$141.03	\$142.53	\$144.48	\$145.84	\$147.10
A220-100	\$108.34	\$153.40	\$179.50	\$183.84	\$188.27	\$193.04	\$198.44	\$203.01	\$205.20	\$208.01	\$209.92	\$211.83
E190-E2/E195-E2	\$108.34	\$153.40	\$179.50	\$183.84	\$188.27	\$193.04	\$198.44	\$203.01	\$205.20	\$208.01	\$209.92	\$211.83
E-195	\$108.34	\$125.29	\$146.62	\$150.19	\$153.77	\$157.66	\$162.03	\$165.77	\$167.55	\$169.84	\$171.42	\$172.95
E-190	\$108.34	\$108.34	\$124.73	\$127.76	\$130.80	\$134.11	\$137.85	\$141.03	\$142.53	\$144.48	\$145.84	\$147.10
CRJ-1000	\$108.34	\$108.34	\$124.73	\$127.76	\$130.80	\$134.11	\$137.85	\$141.03	\$142.53	\$144.48	\$145.84	\$147.10
MRJ-100	\$108.34	\$108.34	\$124.73	\$127.76	\$130.80	\$134.11	\$137.85	\$141.03	\$142.53	\$144.48	\$145.84	\$147.10

Full Pay Tables

Effective May 02, 2024

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$422.39	\$425.81	\$429.30	\$432.75	\$436.23	\$439.66	\$443.12	\$446.54	\$450.00	\$453.43	\$456.88	\$460.34
747	\$422.39	\$425.81	\$429.30	\$432.75	\$436.23	\$439.66	\$443.12	\$446.54	\$450.00	\$453.43	\$456.88	\$460.34
787	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
772/773	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
767-400	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
A350	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
A340	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
A330	\$402.28	\$405.54	\$408.86	\$412.15	\$415.46	\$418.72	\$422.02	\$425.27	\$428.57	\$431.84	\$435.12	\$438.42
762/763	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
757	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
A300	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
A321XLR (Block Hour Rate)	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
A321Neo (Block Hour Rate)	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
737-MAX10 (Block Hour Rate)	\$333.65	\$336.48	\$339.21	\$341.96	\$344.87	\$347.56	\$350.13	\$353.03	\$355.54	\$359.36	\$363.23	\$366.98
A320Neo	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A319Neo	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A321	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A320	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A319	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-MAX9	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-MAX8	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-MAX7	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-900	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-800	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
737-700	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
MD-80	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A220-300	\$324.48	\$327.03	\$329.60	\$332.77	\$334.97	\$337.65	\$340.31	\$342.97	\$345.70	\$348.27	\$351.00	\$353.73
A220-100 and Smaller Blended Rate*	\$207.65	\$209.19	\$210.95	\$212.64	\$214.25	\$215.97	\$217.67	\$219.38	\$221.07	\$222.80	\$224.51	\$226.18
A220-100	\$298.59	\$301.07	\$303.48	\$305.95	\$308.42	\$310.91	\$313.34	\$315.80	\$318.23	\$320.70	\$323.19	\$325.66
E190-E2/E195-E2	\$298.59	\$301.07	\$303.48	\$305.95	\$308.42	\$310.91	\$313.34	\$315.80	\$318.23	\$320.70	\$323.19	\$325.66
E-195	\$244.07	\$245.88	\$247.89	\$249.95	\$251.85	\$253.90	\$255.84	\$257.85	\$259.85	\$261.86	\$263.91	\$265.85
E-190	\$207.65	\$209.19	\$210.95	\$212.64	\$214.25	\$215.97	\$217.67	\$219.38	\$221.07	\$222.80	\$224.51	\$226.18
CRJ-1000	\$207.65	\$209.19	\$210.95	\$212.64	\$214.25	\$215.97	\$217.67	\$219.38	\$221.07	\$222.80	\$224.51	\$226.18
MRJ-100	\$207.65	\$209.19	\$210.95	\$212.64	\$214.25	\$215.97	\$217.67	\$219.38	\$221.07	\$222.80	\$224.51	\$226.18
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$113.76	\$227.84	\$266.60	\$273.07	\$279.59	\$286.68	\$294.64	\$301.40	\$304.68	\$308.82	\$311.59	\$314.45
747	\$113.76	\$227.84	\$266.60	\$273.07	\$279.59	\$286.68	\$294.64	\$301.40	\$304.68	\$308.82	\$311.59	\$314.45
787	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
772/773	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
767-400	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
A350	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
A340	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
A330	\$113.76	\$216.98	\$253.91	\$260.06	\$266.27	\$273.02	\$280.61	\$287.05	\$290.18	\$294.12	\$296.75	\$299.48
762/763	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
757	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
A300	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
A321XLR (Block Hour Rate)	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
A321Neo (Block Hour Rate)	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
737-MAX10 (Block Hour Rate)	\$113.76	\$180.01	\$210.65	\$215.79	\$221.07	\$226.60	\$232.85	\$238.31	\$240.72	\$244.72	\$247.73	\$250.65
A320Neo	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A319Neo	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A321	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A320	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A319	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-MAX9	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-MAX8	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-MAX7	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-900	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-800	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
737-700	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
MD-80	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A220-300	\$113.76	\$174.93	\$204.70	\$209.65	\$214.69	\$220.15	\$226.32	\$231.54	\$234.02	\$237.21	\$239.38	\$241.61
A220-100 and Smaller Blended Rate*	\$113.76	\$113.76	\$130.97	\$134.15	\$137.34	\$140.82	\$144.74	\$148.08	\$149.66	\$151.70	\$153.13	\$154.46
A220-100	\$113.76	\$161.07	\$188.48	\$193.03	\$197.68	\$202.69	\$208.36	\$213.16	\$215.46	\$218.41	\$220.42	\$222.42
E190-E2/E195-E2	\$113.76	\$161.07	\$188.48	\$193.03	\$197.68	\$202.69	\$208.36	\$213.16	\$215.46	\$218.41	\$220.42	\$222.42
E-195	\$113.76	\$131.55	\$153.95	\$157.70	\$161.46	\$165.54	\$170.13	\$174.06	\$175.93	\$178.33	\$179.99	\$181.60
E-190	\$113.76	\$113.76	\$130.97	\$134.15	\$137.34	\$140.82	\$144.74	\$148.08	\$149.66	\$151.70	\$153.13	\$154.46
CRJ-1000	\$113.76	\$113.76	\$130.97	\$134.15	\$137.34	\$140.82	\$144.74	\$148.08	\$149.66	\$151.70	\$153.13	\$154.46
MRJ-100	\$113.76	\$113.76	\$130.97	\$134.15	\$137.34	\$140.82	\$144.74	\$148.08	\$149.66	\$151.70	\$153.13	\$154.46

Full Pay Tables

Effective May 02, 2025

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$439.29	\$442.85	\$446.47	\$450.06	\$453.68	\$457.24	\$460.84	\$464.40	\$468.00	\$471.57	\$475.16	\$478.75
747	\$439.29	\$442.85	\$446.47	\$450.06	\$453.68	\$457.24	\$460.84	\$464.40	\$468.00	\$471.57	\$475.16	\$478.75
787	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
772/773	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
767-400	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
A350	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
A340	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
A330	\$418.37	\$421.76	\$425.21	\$428.64	\$432.08	\$435.47	\$438.90	\$442.28	\$445.71	\$449.11	\$452.52	\$455.96
762/763	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
757	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
A300	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
A321XLR (Block Hour Rate)	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
A321Neo (Block Hour Rate)	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
737-MAX10 (Block Hour Rate)	\$347.00	\$349.94	\$352.78	\$355.64	\$358.66	\$361.46	\$364.14	\$367.15	\$369.76	\$373.73	\$377.76	\$381.66
A320Neo	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A319Neo	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A321	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A320	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A319	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-MAX9	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-MAX8	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-MAX7	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-900	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-800	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
737-700	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
MD-80	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A220-300	\$337.46	\$340.11	\$342.78	\$345.56	\$348.37	\$351.16	\$353.92	\$356.69	\$359.53	\$362.20	\$365.04	\$367.88
A220-100 and Smaller Blended Rate*	\$215.96	\$217.56	\$219.39	\$221.15	\$222.82	\$224.61	\$226.38	\$228.16	\$229.91	\$231.71	\$233.49	\$235.23
A220-100	\$310.53	\$313.11	\$315.62	\$318.19	\$320.76	\$323.35	\$325.87	\$328.43	\$330.96	\$333.53	\$336.12	\$338.69
E190-E2/E195-E2	\$310.53	\$313.11	\$315.62	\$318.19	\$320.76	\$323.35	\$325.87	\$328.43	\$330.96	\$333.53	\$336.12	\$338.69
E-195	\$253.83	\$255.72	\$257.81	\$259.95	\$261.92	\$264.06	\$266.07	\$268.16	\$270.24	\$272.33	\$274.47	\$276.48
E-190	\$215.96	\$217.56	\$219.39	\$221.15	\$222.82	\$224.61	\$226.38	\$228.16	\$229.91	\$231.71	\$233.49	\$235.23
CRJ-1000	\$215.96	\$217.56	\$219.39	\$221.15	\$222.82	\$224.61	\$226.38	\$228.16	\$229.91	\$231.71	\$233.49	\$235.23
MRJ-100	\$215.96	\$217.56	\$219.39	\$221.15	\$222.82	\$224.61	\$226.38	\$228.16	\$229.91	\$231.71	\$233.49	\$235.23
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$118.31	\$236.95	\$277.27	\$283.99	\$290.77	\$298.14	\$306.42	\$313.46	\$316.87	\$321.17	\$324.05	\$327.03
747	\$118.31	\$236.95	\$277.27	\$283.99	\$290.77	\$298.14	\$306.42	\$313.46	\$316.87	\$321.17	\$324.05	\$327.03
787	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
772/773	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
767-400	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
A350	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
A340	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
A330	\$118.31	\$225.66	\$264.07	\$270.46	\$276.92	\$283.94	\$291.83	\$298.53	\$301.79	\$305.88	\$308.62	\$311.46
762/763	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
757	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
A300	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
A321XLR (Block Hour Rate)	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
A321Neo (Block Hour Rate)	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
737-MAX10 (Block Hour Rate)	\$118.31	\$187.21	\$219.08	\$224.42	\$229.91	\$235.66	\$242.16	\$247.84	\$250.35	\$254.51	\$257.64	\$260.68
A320Neo	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A319Neo	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A321	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A320	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A319	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-MAX9	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-MAX8	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-MAX7	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-900	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-800	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
737-700	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
MD-80	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A220-300	\$118.31	\$181.93	\$212.89	\$218.04	\$223.28	\$228.96	\$235.37	\$240.80	\$243.38	\$246.70	\$248.96	\$251.27
A220-100 and Smaller Blended Rate*	\$118.31	\$118.31	\$136.21	\$139.52	\$142.83	\$146.45	\$150.53	\$154.00	\$155.65	\$157.77	\$159.26	\$160.64
A220-100	\$118.31	\$167.51	\$196.02	\$200.75	\$205.59	\$210.80	\$216.69	\$221.69	\$224.08	\$227.15	\$229.24	\$231.32
E190-E2/E195-E2	\$118.31	\$167.51	\$196.02	\$200.75	\$205.59	\$210.80	\$216.69	\$221.69	\$224.08	\$227.15	\$229.24	\$231.32
E-195	\$118.31	\$136.81	\$160.11	\$164.01	\$167.92	\$172.16	\$176.94	\$181.02	\$182.97	\$185.46	\$187.19	\$188.86
E-190	\$118.31	\$118.31	\$136.21	\$139.52	\$142.83	\$146.45	\$150.53	\$154.00	\$155.65	\$157.77	\$159.26	\$160.64
CRJ-1000	\$118.31	\$118.31	\$136.21	\$139.52	\$142.83	\$146.45	\$150.53	\$154.00	\$155.65	\$157.77	\$159.26	\$160.64
MRJ-100	\$118.31	\$118.31	\$136.21	\$139.52	\$142.83	\$146.45	\$150.53	\$154.00	\$155.65	\$157.77	\$159.26	\$160.64

Full Pay Tables

Effective May 02, 2026

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$456.86	\$460.56	\$464.33	\$468.06	\$471.83	\$475.53	\$479.27	\$482.98	\$486.72	\$490.43	\$494.16	\$497.90
747	\$456.86	\$460.56	\$464.33	\$468.06	\$471.83	\$475.53	\$479.27	\$482.98	\$486.72	\$490.43	\$494.16	\$497.90
787	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
772/773	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
767-400	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
A350	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
A340	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
A330	\$435.10	\$438.63	\$442.22	\$445.79	\$449.36	\$452.89	\$456.46	\$459.97	\$463.54	\$467.07	\$470.62	\$474.20
762/763	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
757	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
A300	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
A321XLR (Block Hour Rate)	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
A321Neo (Block Hour Rate)	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
737-MAX10 (Block Hour Rate)	\$360.88	\$363.94	\$366.89	\$369.87	\$373.01	\$375.92	\$378.71	\$381.84	\$384.55	\$388.68	\$392.87	\$396.93
A320Neo	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A319Neo	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A321	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A320	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A319	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-MAX9	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-MAX8	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-MAX7	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-900	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-800	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
737-700	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
MD-80	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A220-300	\$350.96	\$353.71	\$356.49	\$359.38	\$362.30	\$365.21	\$368.08	\$370.96	\$373.91	\$376.69	\$379.64	\$382.60
A220-100 and Smaller Blended Rate*	\$224.60	\$226.26	\$228.17	\$230.00	\$231.73	\$233.59	\$235.44	\$237.29	\$239.11	\$240.98	\$242.83	\$244.64
A220-100	\$322.95	\$325.63	\$328.24	\$330.92	\$333.59	\$336.28	\$338.90	\$341.57	\$344.20	\$346.87	\$349.56	\$352.24
E190-E2/E195-E2	\$322.95	\$325.63	\$328.24	\$330.92	\$333.59	\$336.28	\$338.90	\$341.57	\$344.20	\$346.87	\$349.56	\$352.24
E-195	\$263.98	\$265.95	\$268.12	\$270.35	\$272.40	\$274.62	\$276.71	\$278.89	\$281.05	\$283.22	\$285.45	\$287.54
E-190	\$224.60	\$226.26	\$228.17	\$230.00	\$231.73	\$233.59	\$235.44	\$237.29	\$239.11	\$240.98	\$242.83	\$244.64
CRJ-1000	\$224.60	\$226.26	\$228.17	\$230.00	\$231.73	\$233.59	\$235.44	\$237.29	\$239.11	\$240.98	\$242.83	\$244.64
MRJ-100	\$224.60	\$226.26	\$228.17	\$230.00	\$231.73	\$233.59	\$235.44	\$237.29	\$239.11	\$240.98	\$242.83	\$244.64
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$123.04	\$246.43	\$288.36	\$295.35	\$302.40	\$310.07	\$318.68	\$326.00	\$329.54	\$334.02	\$337.02	\$340.11
747	\$123.04	\$246.43	\$288.36	\$295.35	\$302.40	\$310.07	\$318.68	\$326.00	\$329.54	\$334.02	\$337.02	\$340.11
787	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
772/773	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
767-400	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
A350	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
A340	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
A330	\$123.04	\$234.69	\$274.63	\$281.28	\$288.00	\$295.30	\$303.50	\$310.47	\$313.86	\$318.12	\$320.96	\$323.92
762/763	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
757	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
A300	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
A321XLR (Block Hour Rate)	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
A321Neo (Block Hour Rate)	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
737-MAX10 (Block Hour Rate)	\$123.04	\$194.70	\$227.84	\$233.40	\$239.11	\$245.09	\$251.85	\$257.75	\$260.36	\$264.69	\$267.95	\$271.11
A320Neo	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A319Neo	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A321	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A320	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A319	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-MAX9	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-MAX8	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-MAX7	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-900	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-800	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
737-700	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
MD-80	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A220-300	\$123.04	\$189.21	\$221.41	\$226.76	\$232.21	\$238.12	\$244.78	\$250.43	\$253.12	\$256.57	\$258.92	\$261.32
A220-100 and Smaller Blended Rate*	\$123.04	\$123.04	\$141.66	\$145.10	\$148.54	\$152.31	\$156.55	\$160.16	\$161.88	\$164.08	\$165.63	\$167.07
A220-100	\$123.04	\$174.21	\$203.86	\$208.78	\$213.81	\$219.23	\$225.36	\$230.56	\$233.04	\$236.24	\$238.41	\$240.57
E190-E2/E195-E2	\$123.04	\$174.21	\$203.86	\$208.78	\$213.81	\$219.23	\$225.36	\$230.56	\$233.04	\$236.24	\$238.41	\$240.57
E-195	\$123.04	\$142.28	\$166.51	\$170.57	\$174.64	\$179.05	\$184.02	\$188.26	\$190.29	\$192.88	\$194.68	\$196.41
E-190	\$123.04	\$123.04	\$141.66	\$145.10	\$148.54	\$152.31	\$156.55	\$160.16	\$161.88	\$164.08	\$165.63	\$167.07
CRJ-1000	\$123.04	\$123.04	\$141.66	\$145.10	\$148.54	\$152.31	\$156.55	\$160.16	\$161.88	\$164.08	\$165.63	\$167.07
MRJ-100	\$123.04	\$123.04	\$141.66	\$145.10	\$148.54	\$152.31	\$156.55	\$160.16	\$161.88	\$164.08	\$165.63	\$167.07

Full Pay Tables

Effective May 02, 2027

Captain	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$ 470.57	\$ 474.38	\$ 478.26	\$ 482.10	\$ 485.98	\$ 489.80	\$ 493.65	\$ 497.47	\$ 501.32	\$ 505.14	\$ 508.98	\$ 512.84
747	\$ 470.57	\$ 474.38	\$ 478.26	\$ 482.10	\$ 485.98	\$ 489.80	\$ 493.65	\$ 497.47	\$ 501.32	\$ 505.14	\$ 508.98	\$ 512.84
787	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
772/773	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
767-400	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
A350	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
A340	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
A330	\$ 448.15	\$ 451.79	\$ 455.49	\$ 459.16	\$ 462.84	\$ 466.48	\$ 470.15	\$ 473.77	\$ 477.45	\$ 481.08	\$ 484.74	\$ 488.43
762/763	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
757	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
A300	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
A321XLR (Block Hour Rate)	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
A321Neo (Block Hour Rate)	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
737-MAX10 (Block Hour Rate)	\$ 371.71	\$ 374.86	\$ 377.90	\$ 380.97	\$ 384.20	\$ 387.20	\$ 390.07	\$ 393.30	\$ 396.09	\$ 400.34	\$ 404.66	\$ 408.84
A320Neo	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A319Neo	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A321	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A320	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A319	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-MAX9	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-MAX8	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-MAX7	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-900	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-800	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
737-700	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
MD-80	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A220-300	\$ 361.49	\$ 364.32	\$ 367.18	\$ 370.16	\$ 373.17	\$ 376.17	\$ 379.12	\$ 382.09	\$ 385.13	\$ 387.99	\$ 391.03	\$ 394.08
A220-100 and Smaller Blended Rate*	\$ 231.34	\$ 233.05	\$ 235.02	\$ 236.90	\$ 238.68	\$ 240.60	\$ 242.50	\$ 244.41	\$ 246.28	\$ 248.21	\$ 250.11	\$ 251.98
A220-100	\$ 332.64	\$ 335.40	\$ 338.09	\$ 340.85	\$ 343.60	\$ 346.37	\$ 349.07	\$ 351.82	\$ 354.53	\$ 357.28	\$ 360.05	\$ 362.81
E190-E2/E195-E2	\$ 332.64	\$ 335.40	\$ 338.09	\$ 340.85	\$ 343.60	\$ 346.37	\$ 349.07	\$ 351.82	\$ 354.53	\$ 357.28	\$ 360.05	\$ 362.81
E-195	\$ 271.90	\$ 273.93	\$ 276.16	\$ 278.46	\$ 280.57	\$ 282.86	\$ 285.01	\$ 287.26	\$ 289.48	\$ 291.72	\$ 294.01	\$ 296.17
E-190	\$ 231.34	\$ 233.05	\$ 235.02	\$ 236.90	\$ 238.68	\$ 240.60	\$ 242.50	\$ 244.41	\$ 246.28	\$ 248.21	\$ 250.11	\$ 251.98
CRJ-1000	\$ 231.34	\$ 233.05	\$ 235.02	\$ 236.90	\$ 238.68	\$ 240.60	\$ 242.50	\$ 244.41	\$ 246.28	\$ 248.21	\$ 250.11	\$ 251.98
MRJ-100	\$ 231.34	\$ 233.05	\$ 235.02	\$ 236.90	\$ 238.68	\$ 240.60	\$ 242.50	\$ 244.41	\$ 246.28	\$ 248.21	\$ 250.11	\$ 251.98
First Officer	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
A380	\$ 126.73	\$ 253.82	\$ 297.01	\$ 304.21	\$ 311.47	\$ 319.37	\$ 328.24	\$ 335.78	\$ 339.43	\$ 344.04	\$ 347.13	\$ 350.31
747	\$ 126.73	\$ 253.82	\$ 297.01	\$ 304.21	\$ 311.47	\$ 319.37	\$ 328.24	\$ 335.78	\$ 339.43	\$ 344.04	\$ 347.13	\$ 350.31
787	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
772/773	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
767-400	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
A350	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
A340	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
A330	\$ 126.73	\$ 241.73	\$ 282.87	\$ 289.72	\$ 296.64	\$ 304.16	\$ 312.61	\$ 319.78	\$ 323.28	\$ 327.66	\$ 330.59	\$ 333.64
762/763	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
757	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
A300	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
A321XLR (Block Hour Rate)	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
A321Neo (Block Hour Rate)	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
737-MAX10 (Block Hour Rate)	\$ 126.73	\$ 200.54	\$ 234.68	\$ 240.40	\$ 246.28	\$ 252.44	\$ 259.41	\$ 265.48	\$ 268.17	\$ 272.63	\$ 275.99	\$ 279.24
A320Neo	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A319Neo	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A321	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A320	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A319	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-MAX9	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-MAX8	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-MAX7	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-900	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-800	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
737-700	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
MD-80	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A220-300	\$ 126.73	\$ 194.89	\$ 228.05	\$ 233.56	\$ 239.18	\$ 245.26	\$ 252.12	\$ 257.94	\$ 260.71	\$ 264.27	\$ 266.69	\$ 269.16
A220-100 and Smaller Blended Rate*	\$ 126.73	\$ 126.73	\$ 145.91	\$ 149.45	\$ 153.00	\$ 156.88	\$ 161.25	\$ 164.96	\$ 166.74	\$ 169.00	\$ 170.60	\$ 172.08
A220-100	\$ 126.73	\$ 179.44	\$ 209.98	\$ 215.04	\$ 220.22	\$ 225.81	\$ 232.12	\$ 237.48	\$ 240.03	\$ 243.33	\$ 245.56	\$ 247.79
E190-E2/E195-E2	\$ 126.73	\$ 179.44	\$ 209.98	\$ 215.04	\$ 220.22	\$ 225.81	\$ 232.12	\$ 237.48	\$ 240.03	\$ 243.33	\$ 245.56	\$ 247.79
E-195	\$ 126.73	\$ 146.55	\$ 171.51	\$ 175.69	\$ 179.88	\$ 184.42	\$ 189.54	\$ 193.91	\$ 196.00	\$ 198.67	\$ 200.52	\$ 202.30
E-190	\$ 126.73	\$ 126.73	\$ 145.91	\$ 149.45	\$ 153.00	\$ 156.88	\$ 161.25	\$ 164.96	\$ 166.74	\$ 169.00	\$ 170.60	\$ 172.08
CRJ-1000	\$ 126.73	\$ 126.73	\$ 145.91	\$ 149.45	\$ 153.00	\$ 156.88	\$ 161.25	\$ 164.96	\$ 166.74	\$ 169.00	\$ 170.60	\$ 172.08
MRJ-100	\$ 126.73	\$ 126.73	\$ 145.91	\$ 149.45	\$ 153.00	\$ 156.88	\$ 161.25	\$ 164.96	\$ 166.74	\$ 169.00	\$ 170.60	\$ 172.08

2. The Blended Rate for the Small Narrowbody Pay Band will only apply in the event the Company puts two or more aircraft within the Small Narrowbody Pay Band into service and any of the aircraft introduced into service have different rates of pay. The blended rate will be a weighted average of the Pay Rates based on the respective fleet sizes and will apply to all aircraft in the Small Narrowbody Pay Band; however, established Pay Rates for aircraft in service at the time of this calculation will not be reduced. This restriction will not continue beyond the next Effective Date of a newly negotiated agreement.

C. Determination of Hours

1. In determining the hours flown by pilots for pay purposes:
 - a. the actual time from block to block and time credited for pay purposes as specified elsewhere in this Agreement shall be used; provided that on each ~~sequence~~ segment where scheduled times have been established, the pilot shall be paid for no less than such scheduled time.
 - b. the difference in rates of pay for the Narrowbody Pay Band and the Long-Range Narrowbody Pay Band will be paid as an override and paid only on block hours actually flown.
 - c. ~~b.~~ subsequent to the start of a contractual month, the Company may add flight time to a scheduled segment by changing the scheduled arrival time for the sole purpose of correcting arrival performance. Such addition of flight time shall not be considered a reassignment under Section 15.N of this agreement. In a contractual month, the total number of such adjusted segments shall not exceed two percent (2%) of the total number of system scheduled segments. The difference between the credited time of the adjusted segment after having been flown and the time of the segment as originally scheduled shall be paid at the rate of one and one-half (1-1/2) minutes for each one (1) minute of credited flight time.
2. When the scheduled block to block time is found in actual operation to be improper, conferences shall be held at the request of the pilot representatives for the purpose of establishing proper scheduled times to be used for pay purposes.

D. Overrides

1. International Override:
 - a. A pilot who holds a Captain assignment shall receive international override pay at the rate of six dollars and fifty cents (~~\$6.00~~50) per hour for each hour of International flying actually performed.
 - b. A pilot who holds a First Officer assignment shall receive international override pay at the rate of four dollars and fifty cents (\$4.50) per hour for each hour of International flying actually performed.
 - c. Except as provided elsewhere in this Agreement, International override shall not apply to the contiguous forty-eight (48) states ~~and Canada.~~
 - d. Narrowbody Long Haul Override: A pilot shall receive a narrowbody long haul override of eight dollars (\$8.00) per hour for Captains and six dollars (\$6.00) per hour for First Officers for all narrowbody flying to Europe, South America (south of the equator), and Hawaii actually performed.

~~E. A pilot who holds a First Officer assignment shall receive, in addition to pay computed as provided in Section 3.B of the Basic Agreement, international override pay based on a percentage of Captain international override for the same year of service as follows:~~

~~Year in Which~~ ~~Percentage of Comparable Year Serving~~ ~~Captain-
International Override~~

2	50.0%
3	60.0%
4	61.0%
5	62.0%
6	63.0%
7	64.0%
8	65.5%
9	67.0%
10	68.0%
11	68.5%
12 and thereafter	69.0%

E. ~~F.~~ Pay Check Process

Pilots shall be paid on the 15th and 30th of each month. Pilot pay due on the thirtieth (30th) of the month shall be an amount approximately fifty percent (50%) of the previous month's total pay. The remainder shall be paid on the 15th of the following month along with any adjustments.

F. ~~G.~~ General

When a change in a contractual month occurs en route, pay and credit for the time flown before midnight shall be paid and credited to the month in which the pilot involved originated the flight. Midnight shall be determined on the basis of local time at the point of last takeoff.

~~Displacement Pay Protection~~

~~If any pilot, who was active on December 09, 2013 is involuntarily displaced to a Group 1 aircraft, the pilot's hourly pay rate shall not be reduced. This pay protection shall terminate if and when the involuntarily displaced pilot can hold a position at the same or higher pay rate.~~

G. Profit Sharing

1. The terms of profit-sharing benefits for APA represented employees (which replace and supersede any previous profit sharing provisions) shall be as set forth in this Section.
2. APA represented employees will be eligible for annual profit sharing award payments if, for the year that the profit-sharing award payment is attributable, (i) the employee received eligible earnings (under the meaning used by the current AAG profit-sharing plan) from the Company for that profit-sharing year and (ii) remained employed on the last day of that profit-sharing year, or whose employment terminated during the profit-sharing year by reason of the employee's retirement, involuntary furlough, disability, or death.
3. For each profit-sharing year, the Company will calculate profit-sharing award payments as follows:
 - a. An amount equal to ten percent (10%) of the dollar amount of American Airlines Group Inc.'s ("AAG") Pre-Tax Earnings up to \$2.5B for that year, and, an amount equal to twenty percent (20%) of the dollar amount of AAG's Pre-Tax Earnings above \$2.5B for that year will be attributed to a profit-sharing pool ("Total Profit Sharing Pool").
 - b. A percentage of the Total Profit Sharing Pool will be allocated to the eligible APA represented employees by dividing the total eligible earnings of the APA represented employees by the total eligible earnings of all participants in AAG's profit-sharing program(s) ("APA Profit Sharing Pool").

- c. The APA Profit Sharing Pool will be divided by the amount of all the APA represented employees' eligible earnings, and the resulting quotient shall be the "payout percentage."
 - d. The amount of the profit-sharing award payment for each APA represented employee who is eligible for a profit sharing award for a profit sharing year shall be the product of the payout percentage multiplied by such eligible employee's eligible earnings from the Company for the applicable profit-sharing year.
4. "AAG's Pre-Tax Earnings" means the earnings of AAG provided that such "earnings" are determined (i) before any applicable income tax expense, and (ii) by excluding all accruals under profit-sharing plans and any other incentive compensation plan or agreement, and all extraordinary, unusual, one-time, restructuring, reorganization, integration, reduction in force, or other similar accounting adjustments as may be determined by the compensation committee of the Board of Directors in its discretion, after consultation with AAG's independent auditors; and provided, further, that AAG's Pre-Tax Earnings remain positive after accruals under profit sharing plans and all other incentive compensation plans or agreements are taken into account.
 5. Profit sharing award payments remain pensionable under the American Airlines, Inc. 401(K) Plan for Pilots and shall generally be made by March 15 of the subsequent calendar year or other such date as required by applicable law.
 6. The Company retains discretion over all profit-sharing related matters not specifically addressed in this Section.
 7. Annually, designated officials from the Association may meet with the Company for the purpose of reviewing the calculation in Paragraph 3.G.3. above.

H. Pay and Credit – Pilot Relieved of Flying Duties

1. Pay - General [See Q&A 15-28, 15-30]

The pay provisions of this Section shall apply to a pilot who is relieved of scheduled flying duties for any of the following reasons:

- a. Sick leave not in excess of accrued sick leave, as provided in Section 10 of this Agreement,
- b. To engage in a training program other than training on a regular day off,
- c. To serve as a juror in response to official summons.

2. Pay - ~~Regularly Scheduled Pilot~~Lineholder [See Q&A 15-28, 15-30]

A ~~regularly scheduled pilot~~Lineholder who is relieved of scheduled flying duties, as set forth in paragraph A. of this Section, shall receive pay on the basis of scheduled flight time, plus applicable credits, as provided under Section 15.E, 15.F and 15.G. of this Agreement, for the ~~trips~~ sequences such pilot was scheduled to fly. [See Q&A 6-21, 15-2]

3. Pay - ~~Reserve~~Pilot

- a. A ~~rReserve~~ pilot who is relieved of a day(s) of reserve availability, as set forth in paragraph A of this Section, shall be paid and credited with one-eighteenth (1/18th) of reserve guarantee, at the applicable rate, for each day of reserve availability missed.
- b. In no event may such pilot's total monthly earnings be less than:
 1. seventy-three (73:00) hours of pay for a Long Call Reserve line, or
 2. seventy-six (76:00) hours of pay for a Short Call Reserve line at the pilot's base hourly rate.

4. Unpaid Absences

- a. A ~~regularly scheduled pilot's~~ **Lineholder's** PROJ and PPROJ will be reduced by the scheduled value of any sequence(s), or part thereof, dropped by the pilot, excluding time lost as a result of a cancellation, illegality or misconnect.
- b. A ~~Reserve's~~ **pilot's** guarantee will be reduced by one-eighteenth (1/18th) for each day of reserve availability missed.

5. Credit - ~~Regularly Scheduled Pilot~~ **Lineholder**

For purposes of calculating a pilot's Individual Monthly Maximum (IMAX) a ~~regularly scheduled pilot~~ **Lineholder** who is relieved of scheduled flying duties, as set forth in paragraph A. of this Section, or who is on unpaid leave of absence, shall be credited with the scheduled flight time, plus applicable credits, as provided under Section 15.E., 15.F. and 15.G. of this Agreement, for the ~~trips~~ **sequences** such pilot was scheduled to fly.

6. Credit - Reserve ~~Pilot~~

For purposes of flight time limitations, the credited projection (PROJ) of a ~~Reserve~~ **pilot** who is relieved of a day(s) of reserve availability, as set forth in paragraph A. of this Section, or who is on unpaid leave of absence, shall be credited with one-eighteenth (1/18th) of reserve guarantee for each calendar day of the period of relief for each day of reserve availability missed.

7. Jury Duty Pay

A pilot who is paid for jury duty in accordance with the provisions of this Section will have deducted from such pay the amount of remuneration the pilot received for service as a juror.

8. Reserve ~~Pilot~~ - Military Leave of Absence

Pay for a ~~Reserve~~ **pilot** who attends any military drill, or participates in any military activity, will be handled in accordance with the provisions of Section 11.

9. Paper Legality. Pilot Removed from Flying Duties.

- a. A pilot who is relieved from flying duties, with pay and credit for such removal, does not assume the legality of the flight(s) or ~~trip~~ sequence(s) from which removed for purposes of F.A.R. limitations or the rest provisions of Section 15.C., unless the removal is to deadhead to base earlier than scheduled, in accordance with Section 15.C.5.f. and 15.H.11. (removal code RA-AA) [See Q&A 6-21,152]. A pilot removed with pay and credit for such removal may not pick up flying over the footprint (including sign-in and debrief) of such ~~trip~~ **sequence, except as allowed under Section 4.C.**
- b. A pilot who is relieved from flying duties with pay, no credit, does not assume the legality of the flight(s) or ~~trip~~ **sequence**(s) from which removed for any purposes and may pick up flying over the footprint (including sign-in and debrief) of such ~~sequence~~ **trip**, except such pilot may not fly within the footprint of any planned absence with the removal. [See Q&A 6-22]

I. Section 3 Questions and Answers

3-1 Q: If a new aircraft type that is not listed in the pay tables is entered into service at American Airlines, how will the wage scale be determined for that new aircraft?

A: Should a new aircraft type not listed in the pay tables be entered into service at American Airlines, Section 3.A. of the Collective Bargaining Agreement provides the methodology by which the pay band for that aircraft will be determined. If Section 3.A. is not applicable, the Company and Association shall meet to negotiate the appropriate pay band for that new aircraft type.

3-2 Q. What is included in "total pay" for purposes of calculating the advance payment?

A. "Total pay" includes pay such as Regular Pay, Deadhead Pay, Pay No Credit, Training Pay, DL, Minimum Pay, Vacation, and Drug Screening. It does not include TAFB (Per Diem) or Annual/Special payouts including annual vacation payout, annual sick payout, ~~annual CPA payout~~, profit sharing payments, or Above and Beyond Award payments.

3-3 Q: An Airbus qualified pilot with an upcoming sequence has segments on A320 aircraft variants, but some segments are operated by A321Neo aircraft, how will the pilot be paid?

A: The pilot will be paid the Narrowbody Pay Band rate for all flying, except for the block hours flown on the A321Neo aircraft which will be paid at the Long-Range Narrowbody Pay Band override rate for block hours flown on the A321Neo.

3-4 Q: Does a pilot receive the Long-Range Narrowbody Pay Band override rate for a deadhead segment(s)?

A. No.

3-5 Q: If a pilot calls out sick for a sequence which only has flying on the A321Neo, how will the pilot be paid?

A: Those hours will be paid at the Narrowbody Pay Band rate. The Long-Range Narrowbody Pay-Band override rate only applies to block hours actually flown.

3-6 Q: How are 737 and A320 qualified pilots paid for training or vacation?

A: All vacation, training, or sick will be paid at the Narrow-body Pay Band rate.

3-7 Q: A pilot has a sequence on the A321XLR from PHL to DUB and return. How do the overrides work?

A: The pilot will be paid both the International Override and the Narrowbody Long Haul Override in addition of the Long-Range Narrowbody Pay Band override rate for block hours flown.

3-8 Q: How will the Small Narrowbody Pay Band blended rate be calculated?

A: The blended rate will be calculated prior to the second (or any additional) Small Narrowbody Pay Band aircraft entered into service at American Airlines. The calculation will be a weighted average of the two (2), or more as applicable, aircraft wage rates based on fleet size of the respective aircraft.

3-9 Q: The A220-100 is entered into service, and then later the E190 fleet is returned to service at American Airlines. Will pay on the A220-100 be decreased? [This Q&A expires on the next Effective Date of a newly negotiated CBA]

A: No. The E190 will operate under the blended rate as calculated with the weighted average, but the A220 rate would remain the same. Until the next Effective Date of a newly negotiated agreement, established wage rates for aircraft in service cannot be reduced as a result of the blended rate calculation.

3-10 Q: A pilot has a sequence from PHX to HNL on the A321, how will the overrides apply?

A: The pilot will receive the Long-Haul Narrowbody Override in addition to the International Override.

SECTION 4
MINIMUM GUARANTEES

- A. An awarded bid line (excluding Bid High/Bid Low) shall have a minimum value for pay purposes equal to the lower bid line limit (i.e. Monthly Average Line Value less seven (7) or ten (10) hours, assuming a Line Construction Window of +/- seven (7) or ten (10) hours) for the applicable bid status, however, no less than sixty-five (65).
- B. A pilot who is awarded a reserve flying assignment shall receive a minimum guarantee for each full contractual month of service compensation equal to:
1. Seventy-three (73) hours for a Long Call Reserve Line, or
 2. Seventy-six (76) hours for a Short Call Reserve Line
- at rates as set forth in this Agreement for the equipment in such reserve flying assignment. [See Q&A 15-8]

C. Sequence Protection

1. General

- a. A Lineholder ~~pilot~~ or Reserve ~~pilot~~ flying on days off whose sequence is cancelled for any reason shall be pay protected for the scheduled value of the sequence at the time of ~~the award~~ Award or ~~assignment~~ Assignment.
- b. The Sequence Footprint, as defined in C.2.~~q~~e. below, is established at the time of the award or assignment.
- c. The Company ~~shall~~will notify the pilot of a ~~Sequence Cancellation, as defined in C.2.d. below, as soon as possible after the Sequence Cancellation is known~~ Misconnect, Illegality or Cancellation (MIC) by means of Electronic Communication.
 - (1) For misconnects, the notification will include information regarding any modification to the sequence.
 - (2) For declared illegalities, the notification will be provided within fifteen (15) minutes and the notification will include the basis of the illegality and the CAP start and end time.
 - (3) For a segment(s) cancellation, this notification will include the time and date of the cancellation, the Cancellation Assignment Period (CAP) start and end time (if applicable), and the original sequence report time and date.
- d. The Company will notify a pilot through Electronic Communication when the pilot has been repaired or when no repair has been accomplished and the pilot either remains on their sequence or is released with no Recovery Obligation in accordance with the provisions below.
- e. An information only list of pilots subject to recovery obligation and their Recovery Flying Windows (start date/time and end date/time) will be published and updated alongside the reserve availability lists. This list includes only those pilots that are subject to recovery obligation at the time the list is accessed and is not automatically updated while viewed. The list will not provide QLA status for any pilots listed.
- f. The Company will publish allocated minimum connection times used for PBS sequence construction for each contractual month at the time of distribution of the

bid packages. These published minimum connection times will be used to determine the minimum thresholds for a misconnect for the associated contractual month. A pilot will not be removed as a misconnect if their connection time is in excess of the published minimum. Any flying with a connection time below the published minimum may be removed/repared as a misconnect at Company discretion in which case the pilot will be subject to recovery obligation.

2. Definitions

- a. Available for Pickup – a sequence that the Company has made available for award or assignment via TTS or DOTC, or equivalent.
- ~~a. Calendar Day – for the purposes of sequence protection an replacement flying, a calendar day shall be considered as 02:00 HBT until the following 01:59 HBT.~~
- b. Cancellation Assignment Period (CAP) - a four (4) hour period which begins at the time of Sequence Cancellation, during which a pilot can be repaired with any Recovery Flying for a Sequence Cancellation which occurs after the start of The Day -1 DOTC.
- ~~c. Cancellation Notification Window – for (1) sequences cancelled the day prior to sequence origination, after the conclusion of DOTC, or (2) sequences cancelled prior to the originally scheduled sign-in time on the day of sequence origination, the sequence cancellation window shall consist of three (3) hours starting at the time of sequence cancellation.~~
- c. Daily Recovery Obligation – The process governing the repair of Cancellations which occur after the start of The Day -1 DOTC.
- d. Full Sequence Cancellation – When a pilot’s entire sequence has been removed as a result of a Sequence Cancellation (i.e., the pilot has been removed from all segments of a pilot’s sequence with a cancellation removal).
- e. Future Recovery Obligation – The process governing the repair of Cancellations which occur before the start of The Day -1 DOTC.
- f. Catch-up Flying - Flying (either deadhead(s) or Working Segment(s)) that is assigned by the Company to a pilot whose sequence, or a portion thereof, has cancelled, solely for the purpose of connecting the pilot to unimpacted segments of the original sequence.
- g. Long-Haul Destination – For the purposes of this section, Trans-Oceanic sequences (excluding un-augmented to/from Hawaii) and augmented sequences U.S. to South of the Equator.
- h. Mass Cancellation – 250 or more Cancellations processed on the same day, or an entire fleet grounding.
- i. MIC – Misconnect, illegality, and/or cancellation, also referred to as “Sequence Cancellation” or “Cancellation,” unless specifically identified as a subset of MIC herein.
- j. Open Time – An uncovered sequence that contains at least one Working Segment, is not failing continuity, and is Available for Pickup.
- k. Partial Sequence Cancellation – A Sequence Cancellation which is not a Full Sequence Cancellation.
- l. Recovery Replacement Flying – Sequence(s) or segment(s), including all duty between sign in and debrief, Flying that is assigned /awarded by the Company to a pilot whose sequence, or a portion thereof, has a Cancellationed.
- ~~b. Replacement Flying – Flying that is assigned /awarded by the Company to a pilot whose sequence, or portion thereof, has cancelled.~~

- ~~(1) Replacement Flying Window – (i) The Sequence Footprint plus four (4) hours, or the end of the calendar day, whichever is later, or (ii) the Sequence Footprint, plus thirty (30) hours for Trans-Oceanic sequences, including to/from Hawaii, U.S. to South of the Equator.~~
- ~~(2) The Replacement Flying Window may be extended beyond C.2.c.(1) above if the pilot flies or is deadheaded on the first available flight(s) to base. The "first available flight(s) to base" is the flight(s) that arrives at the base the earliest. The flight(s) may be direct or indirect.~~

- m. Recovery Flying Window – The period of time within which all Recovery Flying must be scheduled to begin and terminate.
- (1) The Recovery Flying Window begins at the original sign in time of the sequence which Cancelled.
- (2) The Recovery Flying Window ends:
- (a) No more than four (4) hours after the original Sequence Footprint for any sequences other than those with Long-Haul Destinations; or
- (b) No more than twenty-four (24) hours after the original Sequence Footprint for cancelled sequences which contain a Long-Haul Destination(s) and are assigned Recovery Flying which contain a Long-Haul Destination(s). If a sequence which contained a Long-Haul Destination cancels and the Recovery Flying assigned does not contain a Long-Haul Destination, the Recovery Flying Window will be no more than four (4) hours after the original Sequence Footprint.
- Note: For narrow-body sequences, the twenty-four (24) hour Recovery Flying Window in the paragraph above will only apply to situations in which a pilot has departed to, or is at a Long-Haul Destination outstation when the pilot's sequence cancels and the additional time is required to return the pilot to domicile.
- (c) The ~~Replacement~~ Recovery Flying Window may be extended beyond ~~C.2.c.(1) paragraphs (a) and (b)~~ above if the pilot flies or ~~is deadheaded~~ deadheads on the first available flight(s) to base.
- i. The "first available flight(s) to base" is the flight(s) that arrives at the base the earliest.
- ii. The flight(s) may be direct or indirect.
- (3) The Recovery Flying Window for a Self-Repair sequence which has a Sequence Cancellation is based on the Self-Repair sequence.
- n. Recovery Obligation Daily Timeline
- (1) Day -2 (Day Minus Two): Two days prior to Sequence Origination
- (2) Day -1 (Day Minus One): The day prior to Sequence Origination. The DOTC process on Day -1 will be called The Day -1 DOTC
- (3) Day 1 (Day One): The day of Sequence Origination
- o. Self-Repair – Flying the pilot has requested and which has been Awarded and which satisfies a pilot's Recovery Flying Obligation for a Full Sequence Cancellation.
- p. Sequence Base Time (SBT) –For the purposes of this section, the local time of the originally scheduled duty period report time of a sequence adjusted to the time zone in which the sequence originated.
- ~~c. Sequence Cancellation – For the purposes of sequence protection, the terms Sequence~~

~~Cancellation, Misconnect and Illegality shall be interchangeable.~~

- q. Sequence Footprint – The originally scheduled ~~flight departure (OUT)~~ **sign-in** time on the first day of the sequence to the end of the originally scheduled ~~flight termination (IN)~~ **debrief** time on the last day of the sequence.
 - r. Sequence Origination – The scheduled time of sign in on the first day of the Sequence.
 - s. Single Solution – The segment(s) or sequence(s) to be assigned as Recovery Flying placed on the pilot’s schedule as a single repair (which may be accomplished in multiple transactions).
 - t. Working Segment – A segment requiring a pilot to operate and that is not a deadhead.
3. ~~Replacement~~ **Recovery** Flying
- a. Provided the pilot is qualified, legal, and available (QLA), the Company may assign **Recovery** ~~Replacement~~ Flying that does not exceed the pilot’s Individual Monthly Maximum (IMAX) as follows:
 - (1) The Company may assign any **Recovery** ~~Replacement~~ Flying that fits within the **Recovery** ~~Replacement~~ Flying Window, including modification of the original sequence and multiple sequences.
 - (2) For the purpose of assigning Recovery Flying, the Company may split/transfer/modify any Open Time sequence only as follows:
 - (a) During The Day -1 DOTC when the Sequence Cancellation occurs before The Day -1 DOTC or during the CAP, as applicable.
 - (b) Remaining portion(s) of any split/transferred/modified sequence may be used for a Recovery Flying assignment for another pilot currently in DOTC or a CAP.
 - i. Any remaining uncovered sequences, including sequences created by being split/transferred/modified, shall remain in or be placed into Open Time.
 - ii. Any remaining split/transferred/modified uncovered flight segments shall be built into a sequence(s) and placed into Open Time.
 - (3) Recovery Flying assigned to a pilot will be assigned as a Single Solution. The Single Solution may occur inside of DOTC or as an individual solution within the pilot’s CAP.
 - (4) ~~(2). The Company may proffer and the pilot may accept Replacement Flying that commences prior to the Sequence Footprint and/or finishes beyond the Replacement Flying Window (including replacement flying that will cause an illegality with the pilot’s next sequence(s)).~~ The Company may assign **Recovery** ~~Replacement~~ Flying that causes an illegality with the pilot’s next sequence(s).
 - (5) The Company may assign **Recovery** ~~Replacement~~ Flying that is scheduled to terminate beyond the **Recovery** ~~Replacement~~ Flying Window in accordance with 4.C.2.m.e.(2)(c).
 - (6) The Company may not ~~involuntarily~~ assign a pilot to **Recovery** ~~Replacement~~ Flying that requires a sign-in time earlier than the sign-in time of the originally scheduled ~~sequence~~ **Footprint**.

- (7) Premium pay provisions shall apply for any reassignment during ~~replacement~~ Recovery Flying in accordance with Section 15.N. ~~that result in a pilot flying beyond the Sequence Footprint (of the originally cancelled sequence)~~
- (8) ~~EXCEPTION: if~~ EXCEPTION: if mutually agreed between the Company and the pilot, the pilot may decline ~~Recovery Flying and~~ Recovery Flying and Sequence Protection. Mutual agreement is not required prior to 2200 HBT on Day -2 (Future RO) in accordance with Section 4.C.4.b.(2). ~~at the time of notification of sequence cancellation or notification of a Replacement Flying assignment and forfeit the applicable sequence protection. Agreement by the Company shall not be unreasonably withheld.~~

4. Future Recovery Obligation

a. Partial Sequence Cancellation

(1) Maintaining Continuity

- (a) If a flight segment(s) cancels but the original sequence maintains continuity, the pilot will not be subject to recovery obligation and will operate the remainder of the original sequence.
- (b) If a flight segment(s) has a misconnect or illegality but the original sequence maintains continuity, the Company may elect to repair via the process in paragraph (2) below. If the Company does not repair, the pilot will operate the remainder of the original sequence.

(2) Failing Continuity

- (a) A Partial Sequence Cancellation which fails continuity will be repaired according to the following:
- i. Any MIC which affects flying in the next contractual month and occurs prior to the opening of TTS for the next contractual month will be repaired by the opening of TTS in the base in which the affected sequence(s) originates. If the sequence is not repaired by this time, it will automatically convert to a Full Sequence Cancellation.
 - ii. Any MIC which affects flying within the current contractual month, or within the next contractual month after the opening of TTS for that month, must be repaired within twenty-four (24) hours after the Cancellation occurs. If the sequence is not repaired by this time, it will automatically convert to a Full Sequence Cancellation.
 - [1] Exception 1: If the twenty-four (24) hour window overlaps with The Day -1 DOTC for the cancelled sequence the pilot will be repaired/assigned Recovery Flying by the end of The Day -1 DOTC.
 - [2] Exception 2: The twenty-four (24) hour period in (ii) above will be extended to seventy-two (72) hours for Mass Cancellations.

b. Full Sequence Cancellation

- (1) A pilot with a Full Sequence Cancellation may Self-Repair through TTS and Real Time Trading (RTT) until the close of RTT prior to "The Day -1 DOTC". Self-Repair may only be performed with a single sequence which satisfies the requirements below.
- (a) Self-Repair satisfies a pilot's Recovery Obligation when the Self-Repair sequence is fifty percent (50%) or more of the value of the original sequence, and the sequence awarded overlaps at least one (1) day of the original Sequence Footprint.

- i. If the cancelled sequence overlapped a weekend day (Friday, Saturday, or Sunday), the Self-Repair sequence must also overlap at least one (1) weekend day within the original Sequence Footprint.
- ii. If the cancelled sequence overlapped a holiday period, as defined below, the sequence awarded must overlap at least one day of the same holiday period within the original Sequence Footprint. Holiday periods include:
 - December 31 – January 2
 - Saturday – Monday of Super Bowl Weekend
 - Thursday – Monday of Easter Weekend
 - Friday – Tuesday of Memorial Day Weekend
 - July 3 – 5
 - Friday – Tuesday of Labor Day Weekend
 - October 30 – November 1
 - Wednesday – Monday of Thanksgiving Week
 - December 24 – 26
- (b) Sequences picked up through TTS or RTT which do not satisfy the requirements above will be treated as a decline and the pilot will not be pay protected for the cancelled sequence.
- (c) Trading or dropping a Self-Repair sequence will be treated as a decline and the pilot will not be pay protected for the cancelled sequence.
- (d) Once the pilot's Recovery Obligation has been met, the pilot may pick up additional flying over the Sequence Footprint of the cancelled sequence. This additional flying will be pay, no credit in addition to the pay protection for the cancelled sequence.
- (2) A pilot with a Full Sequence Cancellation may unilaterally decline Sequence Protection until 2200 HBT on Day -2. If Sequence Protection is declined by this time, the pilot forfeits Sequence Protection, will not be subject to Recovery Flying, and may pick up flying over the original Sequence Footprint.
- (3) A pilot with a Full Sequence Cancellation who does not Self-Repair or unilaterally declines Sequence Protection by the deadlines in paragraphs (1) and (2), above, respectively, may be assigned any Recovery Flying which fits within the Recovery Flying Window by the Company during The Day -1 DOTC.
- (4) If a pilot is not assigned Recovery Flying by the end of "The Day -1 DOTC", the pilot is no longer subject to Recovery Obligation, is pay protected for the cancelled sequence, and may pick up additional flying over the original Sequence Footprint.
- c. The Company will notify a pilot of Recovery Flying, repair or conversion from Partial Sequence Cancellation to Full Sequence Cancellation, or a release from Recovery Obligation if not repaired by the end of The Day -1 DOTC.
- 5. Daily Recovery Obligation
 - a. For a Sequence Cancellation (Full or Partial) which occurs after the start of The Day -1 DOTC, a CAP will begin at the time the Cancellation occurs. In all cases, the pilot will operate all segments up to the point of disruption or removal.
 - b. The Company can assign Recovery Flying as follows:

- (1) If the Cancellation occurs during The Day -1 DOTC, the Company may assign Recovery Flying until the end of the Cancellation Assignment Period (CAP) or the end of The Day -1 DOTC, whichever is later. If the Cancellation occurs after the end of The Day -1 DOTC, the Company may assign Recovery Flying until the end of the CAP. In either case, the Company may Assign with any of the below Recovery Flying options (subject to paragraph (2), below):
 - (a) Deadhead or Working Segments which rejoin the pilot with their original sequence.
 - (b) Open Time or uncrewed segments which fit within the original Sequence Footprint.
 - (c) Open Time or uncrewed segments that fit within the Recovery Flying Window.
 - (d) A new sequence built from Open Time or uncrewed segments which fits within the Recovery Flying Window.
 - (2) If the pilot is on duty and repaired within the CAP, Recovery Flying must fit within the Recovery Flying Window. If the pilot is not on duty but repaired within the CAP, Recovery Flying for the next duty period must fit within the FDP table limit based on the original sign in or report time of the next duty period and will not extend beyond the Recovery Flying Window.
 - (3) If the first flight segment of the current duty period, except for the last duty period, cancels after sign-in or report, the pilot will be released to rest at the earlier of:
 - (a) the completion of the CAP if not repaired within the CA.
 - (b) six (6) hours after the duty period began.
 - (c) upon release by the Company from Recovery Obligation.
 - (4) If the first flight segment of the duty period cancels six (6) or more hours after the duty period began, the pilot will be released to rest at the time of Cancellation.
 - (5) If the first flight of the last duty period of a sequence cancels, the release to rest provisions in paragraphs (3) and (4), above, do not apply. If the pilot is not repaired in the CAP the pilot will be returned to base on the first available flight to base.
 - (6) If Recovery Flying is Assigned within the CAP, but after the pilot is released to rest, notification of the Recovery Flying will be sent by Electronic Communication and the pilot will be considered notified at the next scheduled sign in or report time of the original sequence (Sequence Base Time) or ten (10) hours after the pilot is released to rest, whichever is later.
- c. If the pilot is not Assigned Recovery Flying by the end of the CAP, the Company may only Assign Catch-up Flying and the Catch-up Flying must be Assigned no later than the next scheduled sign in or report time of the original sequence (Sequence Base Time).
- (1) If the pilot is not Assigned Catch-up Flying by the originally scheduled sign in or report time of the next duty period, the pilot will be released at the point of the disruption or removal with no further recovery obligation at the point of the disruption or removal and will be pay protected for the cancelled sequence.

- (2) If the pilot is not assigned Catch-up Flying, the pilot must be returned in accordance with Section 19.D. to the base in which the sequence originated no later than the scheduled IN time of the disrupted segment.

~~4. Notification and Contact Requirements~~

~~The following provisions shall cover a pilot's responsibilities related to the Company's assigning / awarding of Replacement Flying:~~

~~a. Cancellation for next day (or beyond):~~

~~(1) Cancellation occurs prior to DOTC, assignments / awards shall be made:~~

~~(a) From the start of DOTC until 15:00 HBT, the day prior to sequence origination, or~~

~~(b) Prior to the start of the initial DOTC, by mutual agreement. If a pilot is awarded a sequence prior to the start of the initial DOTC by mutual agreement, the replacement flying assignment shall serve as the sequence footprint for any subsequent replacement flying assignment.~~

~~(2) Cancellation occurs during DOTC (day prior to sequence origination): assignments shall be made until 15:00 HBT or the end of the Cancellation Notification Window, whichever is later.~~

~~(3) Cancellation occurs after DOTC (day prior to sequence origination): the pilot shall be contactable during the Cancellation Notification Window.~~

~~(4) The pilot shall be responsible for assignments / awards made during the windows in (1) through (3) above.~~

~~b. Cancellation Day of Sequence Origination (prior to sign-in): the pilot shall be contactable during the Cancellation Notification Window.~~

~~(1) EXCEPTION - For a sequence cancellation that occurs pre sign-in between 00:00 and 07:00 HBT, the Company should delay making phone contact as late as possible in this time frame so as not to disturb pilot rest.~~

~~(2) This exception does not prevent the Company from assigning replacement flying (within the Cancellation Notification Window) that signs in on or after the pilot's originally scheduled sign-in time.~~

~~c. If the pilot is not assigned replacement flying, as applicable in Section 4.C.4.a. through 4.C.4.b. above, the pilot's next obligation is to be contactable for assignment from the start of DOTC until 15:00 HBT each day of the Sequence Footprint, except as provided for in Section 4.C.4.f. below.~~

~~d. Cancellation Post Sign-In at Domicile (prior to departure of first leg, or mid-sequence): the pilot will remain promptly available for assignment to replacement flying for four (4) hours after the originally scheduled sequence sign-in time (after originally scheduled departure time, if mid-sequence), or one (1) hour after the cancellation is known, whichever is later. If not assigned replacement flying within the window above, the pilot shall be released for that day.~~

~~(1) The pilot may only be assigned replacement flying during the next and subsequent DOTC window(s) from the start of DOTC until 15:00 HBT except as provided for in Section 4.C.4.f.~~

~~e. If the pilot's sequence is cancelled while the pilot is away from domicile, the pilot will remain contactable for assignment to replacement flying for the duration of the originally scheduled duty period (if the duty period has already commenced) and the applicable replacement flying window.~~

~~(1) If on layover and sequence cancellation occurs within nine (9) hours of the pilot's originally scheduled sign-in, the Company should delay making phone contact as late as possible in this time frame so as not to disturb pilot rest.~~

~~(2) If already at the airport when a sequence cancellation occurs, the crew will not be held at the airport without expectation of departure within a reasonable period of time. Crew Schedule/Tracking shall repair a pilot's schedule as soon as possible.~~

- ~~f. Notwithstanding a pilot's obligation(s) to be contactable for the assignment of replacement flying as provided for in Section 4.C.4.a. through e. (as applicable), a pilot shall not be contactable during DOTC on the last day of the Cancelled Sequence Footprint, except when a pilot's Trans Oceanic sequence, including to/from Hawaii and the U.S. to South of the Equator, is cancelled, the pilot shall be contactable.~~

~~5. Use of Reserve Pilot Sequences~~

~~The Company may use a sequence previously assigned or currently being flown by a reserve pilot as replacement flying as follows:~~

- ~~a. Pre-sign in: a reserve pilot may be removed from a sequence up to two (2) hours prior to the originally scheduled sign-in time. Within two (2) hours of sign-in, with a reserve pilot's concurrence, the pilot may be voluntarily removed from the sequence.~~

~~(1) If a reserve pilot is removed from their sequence pre-sign in, the reserve pilot shall be contactable for the remainder of the pilot's RAP.~~

~~(2) Post sign in: by mutual agreement, a reserve pilot may be removed from a sequence post sign in and prior to the departure of the first leg of the sequence. If the reserve pilot is removed by mutual agreement, the pilot shall be paid in accordance with Section 15. H. If the reserve pilot is not removed, the pilot must fly or deadhead at least one (1) leg prior to removal from the remainder of the sequence. If the reserve pilot is removed after one or more legs of the original sequence, such pilot will receive applicable pay and credit for the duty period(s) completed.~~

~~6. Procedures for Assigning Replacement Flying~~

~~A pilot shall be assigned replacement flying as follows:~~

- ~~a. To the maximum extent possible, Crew Scheduling shall assign replacement flying that best matches the hours of obligation and the footprint of the affected sequence based on the pilot's preference ballot.~~

~~(1) Any sequence that is within one (1) hour of the cancelled sequence value, provided it does not result in the loss of availability for another pilot eligible for replacement flying.~~

~~(2) If the number of eligible replacement flying pilots (in the same block) exceeds the number of open sequences (in the same block), the senior pilot(s) shall have the ability to pass.~~

~~(a) If there are still open sequences (in a lower block) after 6.a.(2) above, the remaining eligible replacement flying pilots shall be assigned one of the open sequences using the preference ballot based on seniority.~~

~~(3) A pilot who fails to submit a preference ballot shall be assigned replacement flying by Crew Scheduling that best matches the hours of obligation and the footprint of the affected sequence.~~

~~(4) By mutual agreement pilots assigned / awarded replacement flying may be awarded a different sequence that opens subsequent to the sign-in time of the replacement flying assignment / award.~~

~~(5) By mutual agreement, pilots not assigned / awarded replacement flying during DOTC or the Cancellation Notification Window (whichever is applicable), may be awarded sequences that open after the conclusion of DOTC or the Cancellation Notification Window (whichever is applicable).~~

- ~~b. To the maximum extent possible, Crew Tracking shall assign replacement flying that best matches the hours of obligation and the footprint of the affected sequence.~~

~~The Company and the Association Joint Scheduling Committee shall review the procedures for assigning replacement flying at JSC meetings.~~

6. ~~7.~~ Illegalities

Illegalities caused by Recovery~~replacement~~ Flying with a pilot's next sequence(s) shall be handled as follows:

- a. Crew Scheduling ing has the option to eliminate the illegality through partial sequence modification or reassignment.
- b. Recovery ~~Replacement~~ Flying assignment – if assigned ~~and/or awarded~~ Recovery ~~replacement~~ Flying that causes an unresolved illegality with the pilot's next sequence(s) at the time of assignment, the pilot shall be removed paid, ~~no credit and uncredited~~ from the illegal sequence(s) with no Recovery ~~replacement~~ Flying obligation for the removed sequences(s).
- c. Reassigned during Recovery ~~replacement~~ Flying – if reassigned during Recovery ~~replacement~~ Flying, and the reassignment causes an unresolved illegality with the pilot's next sequence(s) at the time of assignment, the pilot shall be removed paid and uncredited from the illegal sequence(s) with no Recovery ~~replacement~~ Flying obligation for the removed sequence(s).
- d. Rescheduled (as referenced in 4.C.2.m(2)(c)(2)) and/or overfly during Recovery ~~replacement~~ Flying – the pilot shall be removed from the illegal sequence(s) with a Recovery ~~replacement~~ Flying obligation for the removed sequence(s). The pilot shall be paid and credited for the greater of the original sequence(s) or the Recovery ~~replacement~~ Flying sequence(s).
- e. LIMITATION – if a pilot is removed from a subsequent sequence as a result of a reschedule or overfly during Recovery ~~replacement~~ Flying, the pilot's Recovery ~~replacement~~ Flying obligation for the subsequent sequence shall be ~~the~~ Replacement Flying Window. If the pilot is then removed from another subsequent sequence as a result of reschedule or overfly during Recovery ~~replacement~~ Flying for the 2nd sequence, the pilot's Replacement Flying Window for the next (3rd) sequence is the Sequence Footprint, as defined in Section 4.C.2.le.

D. Section 4 Questions and Answers (TBD)

4-1. Q. *Is pay protection provided for any change(s) made to a prior removed/Changeover Sequence?*

A. Pay protection is only provided for the original scheduled sequence time encompassed in the current month.

4-2. Q. *A pilot is illegal to fly a prior removed/Changeover Sequence due to the change(s) made. Is the pilot pay protected for the original scheduled sequence?*

A. The pilot will be removed off the entire sequence and pay protected for the original scheduled sequence time encompassed in the current month.

Sequence Protection Q&A

General & Definitions

4-3. Q. *Is a pilot pay protected for a cancelled sequence due to the actions of another crewmember (e.g., another crewmember assigned to the sequence oversleeps, thought sequence was on a different day, fails to maintain a current passport and/or medical certificate)?*

A. Yes

4-4. Q. *Is a pilot pay protected for a cancelled sequence due to circumstances within their control (e.g., oversleeping, pilot thought sequence was on a different day, failure to maintain a current passport and/or medical certificate)?*

A. No.

4-5. Q. *Is a pilot pay protected for a cancelled sequence when circumstances prevent them from reporting for duty as previously planned or scheduled?*

A. When circumstances prevent a pilot from reporting for duty in accordance with [Supplement G – Commuter Policy](#), the provisions of Supplement G shall apply.

4-6. Q. *If a pilot's sequence cancels how is the pilot placed on the Recovery Flying list?*

A. The pilot is placed on the list automatically.

4-7. Q. *When must the Company notify a pilot of a Sequence Cancellation?*

A. [When a Sequence, or portion thereof, cancels, a message will be sent to the Pilot through the Electronic Communications System \(ECS\) containing the time of the Cancellation and the repair/recovery timeline \(e.g., Cancellation Assignment Period \(CAP\) start and end time in Daily RO\). While the Pilot is on duty, the Company may also make First-Person Contact with a Pilot if the Company determines ECS to be inadequate.](#)

[4-8. Q. When and how must the Company notify a pilot of a Recovery Flying Assignment?](#)

A. [When the Company has made a Recovery Flying assignment, a confirmation message will be sent to the pilot through ECS. Recovery Flying may only be assigned once per Sequence Cancellation and must be assigned as a Single Solution.](#)

[4-9. Q. What is the Recovery Flying Window for a pilot's cancelled sequence?](#)

A. [The Recovery Flying Window begins at the original sign-in time of the sequence which cancelled, and, the Recovery Flying Window ends:](#)

a. [No more than four \(4\) hours after the original Sequence Footprint for any sequences other than those with Long-Haul Destinations, or](#)

b. [No more than twenty-four \(24\) hours after the original Sequence Footprint for Cancelled Sequences which contain a Long-Haul Destination\(s\) and which are assigned Recovery Flying which contain a Long-Haul Destination\(s\) at the time the Recovery Flying assignment is made. If a Sequence which contained a Long-Haul Destination cancels and the Recovery Flying assigned does not contain a Long-Haul Destination, the Recovery Flying Window will be no more than four \(4\) hours after the original Sequence Footprint.](#)

[Note: For narrow-body Sequences, the twenty-four \(24\) hour Recovery Flying Window in the paragraph above will only apply to situations in which a Pilot has departed for, or is already at a Long-Haul-Destination outstation when the Pilot's Sequence cancels and the additional time is required to return the Pilot to Domicile.](#)

[Example - a MIC occurs for a pilot flying a Long-Haul Destination sequence](#)

(DFW - NRT - DFW) where the originally scheduled debrief time on the last day of the sequence is 15:30 HBT on the 15th. The pilot may be assigned Long-Haul Destination Recovery Flying that is scheduled to have debrief ending no later than 15:30 HBT on the 16th. If the pilot is assigned Recovery Flying that does not contain a Long-Haul Destination the debrief must end no later than 19:30 HBT on the 15th.

Example – a MIC occurs prior to departure for a narrowbody Pilot flying an un-augmented South of the Equator International Sequence DFW - UIO - DFW where the originally scheduled debrief time on the last day of the Sequence is 10:30 HBT on the 15th. A Pilot may be assigned Recovery Flying which must end debrief no later than 14:30 HBT on the 15th.

Example – a MIC occurs while on layover for a narrowbody Pilot flying an un-augmented Long-Haul Destination International Sequence (PHL - DUB - PHL) where the originally scheduled debrief time on the last day of the Sequence is 16:30 HBT on the 15th. A Pilot may be assigned Recovery Flying which must end debrief no later than 16:30 HBT on the 16th.

4-10. Q. May a pilot be assigned multiple sequences within the Recovery Flying Window?

- A. Yes, as long as the Recovery Flying is scheduled to finish within the applicable Recovery Flying Window and are assigned as a Single Solution .

Example - a Pilot is notified by the ECS of a Sequence Cancellation at 20:00 HBT on the 15th, for a three-day Sequence with a sign-in at 10:00 HBT on the 16th and debrief ending at 17:00 HBT on the 18th. During the Cancellation Assignment Period (CAP), the Pilot is assigned, as part of a Single Solution, a one-day Recovery Flying Sequence with a scheduled debrief at 20:00 HBT on the 16th and a two-day Sequence with a scheduled debrief at 19:00 HBT on the 18th. The one-day Sequence is placed on the Pilot's schedule at 22:32 HBT, the two-day Sequence is placed on the Pilot's schedule at 22:37 HBT, and the required ECS message is sent at 22:40 HBT. Both Sequences may be assigned as Recovery Flying and are considered assigned at the same time as a Single Solution.

4-11. Q. May a pilot whose sequence cancels, which contained a Long-Haul Destination, be assigned Recovery Flying that does not contain a Long-Haul Destination?

- A. Yes, such pilot may be assigned a Recovery Flying sequence that does not contain a Long-Haul Destination within the Recovery Flying Window as defined in Section 4.C.2.m. In such case, the Pilot's Recovery Flying Window will end no more than four (4) hours after the original Sequence Footprint.

4-12. Q. May a pilot whose sequence cancels, which did not contain a Long-Haul Destination, be assigned Recovery Flying that contains a Long-Haul Destination?

- A. Yes, if QLA, such pilot may be assigned Recovery Flying that contains a Long-Haul destination; however, the Recovery Flying Window remains four (4) hours as defined in Section 4.C.2.m.2.(a).

Pay and Credit and Pilot Obligations

4-13. Q. A pilot's sequence cancels and was originally valued at 21:00 hours. The pilot flies Recovery Flying or a Self-Repair sequence worth 10:30 hours (fifty percent

(50%) or more of the value of the original sequence). How is the pilot paid and credited for the sequence?

- A. The pilot is credited the value of the original sequence, 21:00 hours. The pilot is paid for the greater of the original sequence value or the Recovery Flying or Self-Repair sequence (21:00 hours in this Example).

4-14. Q. A pilot's sequence cancels and was originally valued at for 17:00 hours. The pilot flies Recovery Flying or a Self-Repair sequence worth 19:00 hours. How is the pilot paid and credited?

- A. The pilot is credited the value of the original sequence, 17:00 hours. The pilot is paid for the greater of the original sequence value or the Recovery Flying or Self-Repair sequence (19:00 hours in this Example).

4-15. Q. A pilot is on day two of a three-day sequence. The sequence was originally valued at 16:30. Prior to the departure of the Cancelled segment(s) on day three, the sequence value was 17:30, due to overfly on day one and day two. The pilot flies Recovery Flying which makes the entire 3-day sequence worth 15:45 hours. How is the pilot paid and credited?

- A. The pilot will be paid and credited 16:30 (the scheduled value of the sequence at the time of award or assignment).

4-16. Q. A pilot is scheduled for a two-day sequence. Prior to The Day -1 DOTC, all segments on Day 1 and the first segment on Day 2 (which was scheduled to arrive in Domicile) are cancelled. The sequence maintains continuity and the pilot is QLA for the remainder of the sequence starting with the second segment on the second day. How is the pilot paid and credited and what is the pilot's Recovery Flying Window?

- A. The pilot is paid and credited for the value of the originally scheduled sequence. The Pilot will not be subject to Recovery Obligation, in accordance with 4.C.4.a(1)(a), and will operate the remainder of the original Sequence.

4-17. Q. A Pilot is schedule for a two-day Sequence. Prior to The Day -1 DOTC, the Pilot becomes illegal for the first and second segments, but the Sequence maintains continuity. What is the Pilot paid and what is the Pilot's responsibility?

- A. The pilot is credited for the value of the originally scheduled Sequence and paid the greater of the value of the originally scheduled Sequence or the value of any Recovery Flying, if Recovery Flying is assigned (the Company may elect to repair via the process in 4.C.4.a(1)(b). If the Company does not repair, the Pilot will operate the remainder of the original Sequence.)

4-20. Q. Is a Reserve who is awarded pick-up flying (above guarantee or premium) that flies on, into or out of days off, eligible for Sequence Protection?

- A. Yes. A Reserve who is awarded pick-up flying is eligible for Sequence Protection in accordance with Section 4.C.

4-21. Q. A Reserve is awarded a three-day pick-up sequence worth 16:30 (paid above guarantee) that flies on, into or out of days off. The sequence cancels prior to sign-in. The Reserve flies Recovery Flying worth 12:00 hours. How is the Reserve paid and credited?

- A. The Reserve will receive 16:30 of pay, no credit on top of the Reserve's monthly

guarantee.

Example - a Reserve does not break monthly guarantee and is awarded a pick-up sequence worth 16:30 (paid above guarantee) flying on, into or out of days off. The Reserve will be paid the monthly guarantee (73:00 hours for Long Call Reserve, 76:00 for Short Call Reserve), plus 16:30 for flying on, into or out of days off, for a total PPROJ of 89:30 if Long Call or 92:30 if Short Call.

Example - a Reserve breaks monthly guarantee (77:00 hours of pay and credit) and is awarded a pick-up sequence worth 16:30 (paid above guarantee) flying on, into, or out of days off. The Reserve is paid 77:00 hours, plus 16:30 for flying on, into or out of days off, for a total PPROJ of 93:30.

Recovery Flying Assignments

4-23. Q. May the Company assign Recovery Flying that has a sign-in time prior to the originally scheduled sign-in time on the first day of the sequence?

A. No. The Company may not assign Recovery Flying that has a sign-in time prior to the originally scheduled sign-in time on the first day of the sequence.

4-24 Q. May the Company assign Recovery Flying to a pilot beyond the Recovery Flying Window?

A. No.

4-25. Q. May the Company Reschedule a pilot beyond the Recovery Flying Window on a sequence that contained a Long-Haul Destination?

A. Yes, if the pilot is Rescheduled in accordance with Section 4.C.2.m.(2)(c). If the pilot is Reassigned, premium pay provisions shall apply.

Example - a pilot scheduled to fly DFW - NRT - DFW and the NRT - DFW flight Cancels due to a mechanical. The pilot is QLA for the first available flight(s) (direct or indirect, including deadhead) to return the pilot to base, but is Reassigned to operate a later flight from NRT - DFW. Since the pilot is Reassigned, the premium pay provisions shall apply. The pilot will be removed paid and uncredited from any conflicting sequence(s) with no Recovery Flying obligation, in accordance with 4.C.6.c.

~~4-26.~~ ~~4-28.~~ Q. May the Company Reschedule a pilot beyond the Recovery Flying Window on a sequence that did not contain a Long-Haul Destination?

A. Yes. If the pilot is Rescheduled in accordance with Section 4.C.2.m.(2)(c). If the pilot is Reassigned, premium pay provisions shall apply.

Example - a pilot is scheduled to fly the last flight of the day from RIC - DFW on day three of a three-day sequence. The pilot's RIC - DFW flight cancels due to a mechanical. The pilot is then Rescheduled to layover in RIC and deadhead from RIC - DFW the following morning, which is the first available flight(s) (direct or indirect, including deadhead) to return the pilot to base. The pilot will be removed paid and credited from any conflicting sequence(s) with Recovery Flying obligation, in accordance with 4.C.6.d.

Example - a pilot is scheduled to fly the second to last flight of the day from MCO - DFW on day three of a three-day sequence. The pilot's MCO - DFW flight cancels due to a mechanical. The pilot is QLA for the first available flight(s) (direct or indirect, including

deadhead) to return the pilot back to base (the last flight from MCO – DFW), but is instead Reassigned to layover in MCO and operate the third flight from MCO - DFW the following morning. Since the pilot is Reassigned, premium pay provisions shall apply. The pilot will be removed paid and uncredited from any conflicting sequence(s) with no Recovery Flying obligation, in accordance with 4.C.6.c.

4-27. Q. May a pilot decline Recovery Obligation and forfeit the applicable Sequence Protection for the Cancelled sequence prior to the assignment of Recovery Flying?

A. Yes, a pilot can unilaterally decline Recovery Obligation up until 22:00 HBT on Day -2 for Future RO for a Full Sequence Cancellation. A pilot may also decline with mutual agreement between the Company and the pilot for a Partial Sequence Cancellation or for a Cancellation which occurs after 22:00 HBT on Day-2. The pilot's PROJ and PPROJ will be lowered by the value of the Cancelled sequence.

4-28. Q. A pilot is not assigned Recovery Flying during the CAP after a Cancellation for a future duty period. What is the pilot's obligation?

A. If Recovery Flying has not been assigned during the CAP, the Company may only assign Catch-up flying up until the next scheduled sign-in or report time (SBT). This flying may only be for the purpose of connecting the pilot to unimpacted segments of the original sequence.

4-32. Q. May the Company assign Recovery Flying upon Partial Sequence Cancellation, if the Cancellation occurs prior to the Day -1 DOTC or earlier?

A. If the Sequence has segments that have Cancelled, but maintains continuity, the Pilot will not be subject to Recovery Flying. If the Sequence has a Misconnect or declared Illegality, and the Sequence maintains continuity, the Company may elect to repair using the process in 4.C.4.a.(1)(b). If no Recovery Flying is assigned for the Misconnected or Illegal segments and the Sequence maintains continuity, the Pilot will operate the remainder of the original Sequence. If the Sequence does not maintain continuity and no Recovery Flying is assigned in the applicable repair window, the Partial Sequence Cancellation will be converted to a Full Sequence Cancellation.

Notification and Contact Requirements

Daily RO

4-35. Q. When may the Company assign Recovery Flying when a Cancellation occurs during The Day -1 DOTC?

A. The pilot may be assigned Recovery Flying until the end of the Cancellation Assignment Period (CAP) or the end of The Day -1 DOTC, whichever is later.

Example - a Pilot's Sequence beginning on the 15th is Cancelled at 13:00 HBT on the 14th. The Pilot may be assigned Recovery Flying during DOTC but may also be assigned through the end of the Cancellation Assignment Period (CAP), which begins at 13:00 and ends at 17:00 HBT, because the CAP ends later than DOTC.

4-36. Q. When may the Company assign Recovery Flying to a pilot whose sequence cancels on Day -1, but after DOTC ends?

- A. The pilot may only be assigned Recovery Flying during the four (4) hour Cancellation Assignment Period (CAP). If Recovery Flying is not assigned within the CAP, the pilot may only be assigned Catch-up Flying until the originally scheduled sequence sign-in time.

4-46. Q: May a Pilot ballot for a specific Sequence(s) for Recovery Flying?

- A. No, a Pilot may not ballot for a specific Recovery Flying Sequence and any ballot in DOTC will be disregarded for this purpose. However, a Pilot who is eligible for Self-Repair (4.C.4.b.(1)), may ballot for a Self-Repair Sequence in TTS and/or RTT.

4-47. Q: What is the Recovery Flying Window for a Recovery Flying assignment if the Recovery Flying cancels?

- A: The RFW remains the same; four (4) or twenty-four (24) hour window as applicable, but is based on the earlier of the Sequence Footprint of the Recovery Flying assignment or the originally scheduled Sequence Footprint.

4-48. Q: Is a Self-Repair Sequence Recovery Flying?

- A: No, Self-Repair is not Recovery Flying. However, a Self-Repair sequence may satisfy a Pilot's Recovery Flying obligation for Sequence Protection, if it meets the Self-Repair parameters in Section 4.C.4.b.(1).

4-49. Q: What is the Recovery Flying Window when a Self-Repair Sequence Cancels?

- A: The RFW is based on the Self-Repair Sequence, not the original Sequence Footprint.

4-50. Q: Can a pilot be assigned to Recovery Flying that signs-in earlier than the original Sequence sign-in time and what is the limit to the duty period?

- A: No, the Recovery Flying may not have an earlier sign-in time than the original sign-in time on Day 1. The FDP Table Limit for the first day of Recovery Flying will be based on the original sign-in time.

Cancellation Assignment Period (CAP)

4-53. Q: During a CAP, and prior to any Recovery Flying Assignment, what happens if the Sequence has an additional Cancellation?

- A: The original CAP remains the same. A subsequent Sequence Cancellation within the same Sequence, which occurs inside a CAP that has already commenced, will not extend the original CAP.

EXAMPLE: On Day 1 of a four-day Sequence, one segment on Day 2 of the Sequence cancels. A CAP commences at 06:00 and ends at 10:00. While in the CAP, at 09:00 and before the Sequence has been repaired, an additional segment of the same Sequence cancels on Day 3. In this case, the CAP still ends at 10:00 and is not reset to extend to 14:00. The Company has until the end of the originally commenced CAP (10:00) to assign Recovery Flying for both Cancelled segments.

4-54. Q: What happens if a Sequence has an additional Cancellation after a Recovery Flying assignment/repair was completed in a CAP?

A: A new CAP begins. Subsequent Sequence Cancellations for a Pilot already assigned Recovery Flying will result in a new CAP.

EXAMPLE: On Day 1 of a four-day Sequence, one segment on Day 2 of the Sequence cancels. A CAP commences at 06:00 and ends at 10:00. While in the CAP, at 09:00, the Pilot is assigned Recovery Flying which ends the CAP. At 16:00 on Day 1, an additional segment of the Sequence cancels, this time on Day 3. In this case, a new CAP commences at 16:00 and ends at 20:00. The Company has until 20:00 to assign Recovery Flying in the CAP for the subsequent Cancellation.

4-55. Q. Is a CAP considered duty?

A. No, a CAP itself is not duty, but it may overlap with scheduled duty.

4-58. Q. How is a Pilot awarded Sequences for Self-Repair?

A. A Pilot may ballot for and be awarded a Self-Repair Sequence in TTS or RTT until the close of RTT on The Day -1 DOTC. In order to qualify as Self-Repair, the Sequence awarded must satisfy the parameters in Section 4.C.4.b.(1).

4-59. Q: How will a Pilot who is awarded a Sequence for Self-Repair, to include those sequences eligible for premium under Section 15.I , be paid and credited?

A: The Pilot will receive credit for the original Sequence value and will be paid for the greater of the Self-Repair Sequence or the Cancelled Sequence. Additionally, the Pilot will be paid the value of the premium for the Self-Repair Sequence if it is a premium Sequence.

EXAMPLE: A Pilot had a Full Sequence Cancellation for a two-day Sequence worth 10:30. The Pilot is awarded a three-day Sequence for Self-Repair worth 16:00, which was also designated as 50% premium. The Pilot will be credited for 10:30, the value of the Cancelled two-day Sequence. The Pilot will be paid (no credit) 16:00 for the value of the Self-Repair Sequence, plus paid (no credit) 8:00 hours for the value of the premium, for a total of 24:00. This Example assumes no overfly and that the Self-Repair Sequence was designated as fifty (50%) percent premium.

EXAMPLE: A Pilot had a Full Sequence Cancellation for a two-day Sequence worth 10:30. The Pilot is awarded a one-day Sequence for Self-Repair worth 6:00, which was also designated as 50% premium. The Pilot will be credited for 10:30, the value of the Cancelled two-day Sequence. The Pilot will be paid (no credit) 10:30 for the value of the original Sequence, plus paid (no credit) 3:00 hours for the value of the premium, for a total of 13:30. This Example assumes no overfly and that the Self-Repair Sequence was designated as fifty (50%) percent premium.

4-60. Q. A Pilot is awarded a Self-Repair Sequence and subsequently drops the Self-Repair Sequence. What is the Pilot's obligation?

A. The Pilot has forfeited their Sequence Protection and has no further obligation to the Company.

4-61. Q. How are PVDs, EO's, or calling in sick on a Self-Repair Sequence handled?

A. A Pilot awarded a Self-Repair Sequence who requests, and is granted a PVD, will be charged PVDs for the scheduled value of the Cancelled Sequence, at the time of the award or assignment. Similarly, a pilot who calls in sick for a Self-Repair sequence, shall be charged sick based on the value of the original Cancelled Sequence.

EXAMPLE: The original Sequence was a 4-day. The Pilot would be charged 4 PVDs (also applicable for EOs converted to PVDs) for the granted request, regardless of the length of the Self-Repair Sequence. If a Pilot calls in sick prior to start of the Self-Repair Sequence, the Pilot will be charged sick time for the value of the Cancelled Sequence, at the time of the award.

INSERT SEQUENCE PROTECTION FLOW CHARTS HERE

Section 7 - Illegalsities

4-62. ~~4-53~~ Q. *May the Company assign a pilot to Recovery Flying that will knowingly cause an FAR or contractual illegality with the pilot's next sequence(s) at the time of assignment?*

A. Yes.

4-63. ~~4-54~~ Q. *If the Company assigns Recovery Flying that causes an FAR or contractual illegality with the pilot's next sequence(s), when must the illegality be resolved, or the pilot removed (paid and uncredited) from the illegal sequence(s)?*

A. Normally, the Company shall resolve the Illegality at the time of assignment of the Recovery Flying. If the Illegality is not resolved at the time of the Recovery Flying assignment, the pilot shall be removed paid and uncredited from the illegal sequence(s). The pilot shall have no Recovery Flying obligation for the removed sequence(s).

EXCEPTION: During schedule disruptions due to events not within the control of the Company (e.g., severe weather, natural disasters, ATC system disruptions or other system disruptions), the Company shall resolve the Illegality within eight (8) hours or

the end of debrief of the Recovery Flying assignment, whichever is earlier.

4-65.4-58 Q. *May a pilot be Reassigned during Recovery Flying if the Reassignment results in an Illegality with the pilot's next sequence(s)?*

A. Yes. Crew Scheduling/Tracking has the option to eliminate the Illegality through partial sequence modification or Reassignment at the time of the Recovery Flying assignment causing the Illegality. If the Illegality is not resolved, the pilot shall be removed paid and uncredited from the illegal sequence(s). The pilot shall have no Recovery Flying obligation for the removed sequence(s).

Example #1 - a pilot has a sequence worth 17:00 hours that is cancelled. The pilot is assigned Recovery Flying worth 14:00 hours. While on the Recovery Flying sequence, the pilot is Reassigned increasing the sequence value to 18:00, which conflicts with the pilot's next sequence, worth 10:30 hours. The Illegality is not resolved at the time of assignment. The pilot is removed from the conflicted sequence without a Recovery Flying obligation. How is the pilot paid and credited?

The pilot is paid for the greater of:

1. The combined value of the cancelled sequence plus the sequence(s) removed because of illegality, or
2. The value of the Recovery Flying sequence. In this **Example** the pay is 27:30 hours plus the applicable pay, no credit Reassignment premium.

The pilot is credited for the value of the cancelled sequence, 17:00 hours.

4-66. Q. If a pilot is assigned Recovery Flying beyond the original Sequence Footprint, but within the Recovery Flying Window, is the pilot eligible for Reassignment premium?

A. No. In this case, a pilot is not eligible for the Reassignment premium.

4-67. Q. If a pilot is Rescheduled beyond the original Sequence Footprint and beyond the Recovery Flying Window, is the pilot eligible for Reassignment premium?

A. If the pilot is Rescheduled in accordance with Section 4.C.2.m.(2)(c), the pilot is not eligible for Reassignment premium. If the pilot is Reassigned, the pilot is eligible for the Reassignment premium.

4-69.4-62 Q. *A pilot is assigned Recovery Flying that does not cause an FAR or contractual illegality with the pilot's next sequence(s) at the time of assignment. During the Recovery Flying, the pilot is Rescheduled in accordance with Section 4.C.2.m.(2)(c) and is now illegal for the pilot's next sequence(s). The pilot is removed from the illegal sequence(s). How is the pilot paid and credited for the illegal sequence, which is removed, and what is their Recovery Flying obligation?*

A. The pilot is credited for the removed sequence(s) with a Recovery Flying obligation. The pilot is paid the greater of the removed sequence(s) or any Recovery Flying assigned.

4-70.4-63 Q. *A pilot is assigned Recovery Flying that does not cause an FAR or contractual illegality with the pilot's next sequence(s) at the time of assignment. During the Recovery Flying, the pilot overflies and is now illegal for the pilot's next sequence(s). The pilot is removed from the illegal sequence(s). How is the pilot paid and credited for the illegal sequence, which is removed, and what is their Recovery Flying obligation?*

- A. The pilot is credited for the removed sequence(s) with a Recovery Flying obligation. The pilot is paid the greater of the removed sequence(s) or any Recovery Flying assigned.

4-71.4-64 Q. *If a pilot is removed from a third consecutive sequence due to previous Reschedules or overfly during Recovery Flying, what is a pilot's Recovery Flying obligation for the third removed sequence?*

- A. The pilot's Recovery Flying obligation is the originally scheduled Sequence Footprint of the third removed sequence.

Example - a pilot's sequence on the 8th and 9th is cancelled. During Recovery Flying, the pilot is Rescheduled causing a conflict with the pilot's sequence on the 10th and 11th. The pilot is removed from the sequence on the 10th and 11th with a Recovery Flying obligation. During the Recovery Flying assignment on the 10th and 11th, the pilot is once again Rescheduled causing a conflict with the pilot's third sequence on the 12th and 13th. The pilot's Recovery Flying obligation for the removed sequence on the 12th and 13th is the original Sequence Footprint, as defined in Section [4.C.2.g](#)

SECTION 5 – RESERVED

PAY AND CREDIT PILOT RELIEVED OF FLYING DUTIES

A. Pay - General [See Q&A [15-28](#), [15-30](#)]

The pay provisions of this Section shall apply to a pilot who is relieved of scheduled flying duties for any of the following reasons:

- a. Sick leave not in excess of accrued sick leave, as provided in [Section 10](#) of this Agreement,
- b. To engage in a training program other than training on a regular day off,
- c. To serve as a juror in response to official summons.

B. Pay - Regularly Scheduled Pilot ~~Lineholder~~ [See Q&A [15-28](#), [15-30](#)]

A regular scheduled pilot ~~Lineholder~~ who is relieved of scheduled flying duties, as set forth in paragraph A. of this Section, shall receive pay on the basis of scheduled flight time, plus applicable credits, as provided under [Section 15.E](#), [15.F](#) and [15.G](#). of this Agreement, for the trips ~~sequences~~ such pilot was scheduled to fly. [See Q&A [6-21](#), [15-2](#)]

C. Pay – Reserve Pilot

1. A Reserve pilot who is relieved of a day(s) of reserve availability, as set forth in paragraph A of this Section, shall be paid and credited with one-eighteenth (1/18th) of reserve guarantee, at the applicable rate, for each day of reserve availability missed.
2. In no event may such pilot's total monthly earnings be less than:
 1. seventy-three (73:00) hours of pay for a Long Call Reserve line,
or
 2. seventy-six (76:00) hours of pay for a Short Call Reserve line at the pilot's base hourly rate.

D. Unpaid Absences

1. A regularly scheduled pilot's ~~Lineholder's~~ PROJ and PPROJ will be reduced by the scheduled value of any sequence(s), or part thereof, dropped by the pilot, excluding time lost as a result of a cancellation, illegality or misconnect.
2. A Reserve's pilot's guarantee will be reduced by one-eighteenth (1/18th) for each day of reserve availability missed.

E. Credit - Regularly Scheduled Pilot ~~Lineholder~~

For purposes of calculating a pilot's Individual Monthly Maximum (IMAX) a regularly scheduled pilot ~~Lineholder~~ who is relieved of scheduled flying duties, as set forth in paragraph A. of this Section, or who is on unpaid leave of absence, shall be credited with the scheduled flight time, plus applicable credits, as provided under [Section 15.E.](#), [15.F.](#) and [15.G.](#) of this Agreement, for the trips ~~sequences~~ such pilot was scheduled to fly.

F. Credit - Reserve Pilot

For purposes of [flight time](#) limitations, the credited projection (PROJ) of a Reserve pilot who is relieved of a day(s) of reserve availability, as set forth in paragraph A. of this Section, or who is on unpaid leave of absence, shall be credited with one-eighteenth (1/18th) of reserve guarantee for each calendar day of the period of relief for each day of reserve availability missed.

G. Jury Duty Pay

A pilot who is paid for jury duty in accordance with the provisions of this Section will have deducted from such pay the amount of remuneration the pilot received for service as a juror.

H. Reserve Pilot - Military Leave of Absence

Pay for a Reserve pilot who attends any military drill, or participates in any military activity, will be handled in accordance with the provisions of Section 11.

I. Paper Legality. Pilot Removed from Flying Duties.

1. A pilot who is relieved from flying duties, with pay and credit for such removal, does not assume the legality of the flight(s) or ~~trip~~ sequence(s) from which removed for purposes of F.A.R. limitations or the rest provisions of Section 15.C., unless the removal is to deadhead to base earlier than scheduled, in accordance with Section 15.C.5.f. and 15.H.11. (removal code RA-AA) [See Q&A 6-21, 152]. A pilot removed with pay and credit for such removal may not pick up flying over the footprint (including sign-in and debrief) of such ~~trip~~ **sequence, except as allowed under Section 4.C.**
2. A pilot who is relieved from flying duties with pay, no credit, does not assume the legality of the flight(s) or ~~trip~~ **sequence**(s) from which removed for any purposes and may pick up flying over the footprint (including sign-in and debrief) of such **sequence** ~~trip~~, except such pilot may not fly within the footprint of any planned absence with the removal. [See Q&A 6-22] **[moved to Section 3.H.]**

SECTION 6**TRAINING****A. Supervisory Flying**

1. When any supervisory pilot flies any flight producing revenue, the Company shall credit and pay full compensation at regular rates for such flight on a schedule basis, including 15.E., 15.F and 15.G. credits, to the pilot or pilots who were available and who should have flown such flight. Such pilot or pilots shall be afforded relief from duty in the same manner and to the same extent as though they had actually flown such flight as scheduled. All such flight time shall be recorded with the name of the supervisor, the name of the pilot replaced, the trip number and the scheduled flying time, and the Association shall be provided with such listing by the fifteenth (15th) day of the following month. [See Q&A [15-1](#), [6-4](#)]
2. When a supervisory pilot flies a flight producing revenue for which no pilot at the base can be considered available, the pay for such flight time will be apportioned among pilots on incentive pay at the base in order of system seniority. Apportionment will be made by adding pay for such flight time to each eligible pilot's pay projection (PPROJ) up to the monthly maximum, provided that a pilot who has been apportioned pay under this provision shall not be eligible for a similar application of this provision until all pilots on incentive pay junior at the base have been similarly treated. Apportionment shall be made, up to a maximum of ten (10) hours per pilot, provided such apportionment shall not be made, when such apportionment, when added to the pilot's pay projection (PPROJ), produces a total which does not exceed the guaranteed hours for the month. Supervisory flying under this paragraph shall be limited to one (1) trip sequence per month, or twenty-five (25) hours of flight time each month, whichever is greater, for each supervisor. All such flight time shall be recorded by base, with the name of the supervisor, the trip number, the scheduled flying time, the name of each pilot to whom such time was apportioned, and the amount of time apportioned to each pilot, and the Association shall be provided with such listing by the fifteenth (15th) day of the following month. [See Q&A [6-3](#), [6-4](#), [6-5](#), [6-6](#), [6-7](#), [6-8](#), [6-9](#), [6-10](#)]
3. A line pilot who is appointed to a supervisory pilot position during the course of a month shall have any credited time flown as a line pilot prior to such appointment apportioned among pilots at the base in accordance with C.2. above. Such pilot so appointed shall not return to a line position for the remainder of the month.
4. Supervisory flying, as contained in this Section, will be performed within category by pilots who have qualified in turn to such category.
5. Prior to the opening of monthly line bidding, the Company may select sequences as necessary for the purpose of accomplishing known Operating Experience (OE).
 - a. Such open trip sequences may be flown by a Check Airman conducting OE, a Management pilot conducting OE or a pilot requiring Operating Experience as necessary for accomplishing such operating experience.
 - b. Such trip sequences will be considered filled and not be subject to displacement pay. These trip sequences shall be returned to open time immediately upon discovery that they will not be needed for OE.
 - c. Additionally, the Company may select open trip sequences up to the start of Daily Open Time Coverage (DOTC).
 - d. The Company shall provide the Association, by the fifteenth day of each contractual month, with a report of the time selected and the time actually used for OE in the previous month. [moved to Section 12.A]

A. [Training Working Group](#)

1. [The Company and APA agree to establish a joint Training Working Group \(TWG\). The TWG will consist of two \(2\) members from the APA Training Committee, one \(1\)](#)

member of the APA Check Pilot Committee, and an equal number of representatives from the Company. The TWG may add appropriate subject matter experts to assist with specific discussions and issues as needed.

2. The TWG will operate in an advisory capacity for the purpose of enhancing the training quality and efficiency of American's training program; however, the Company retains final discretion and authority.

B. Training

1. Pay and Credit

- a. A pilot in a training program, including required ground school training but excluding Distance Learning, shall be paid **and credited** in accordance with the following, or the provisions of ~~Section 5~~Section 3.I., whichever is greater.
- b. Continuing Qualification Training
- (1) Pay
- (a) A Lineholder ~~regularly-scheduled-pilot~~ who is scheduled for Continuing Qualification (i.e., requalification or recurrent training) training shall be paid **four five** hours (**4:00**~~5:00~~) per day ~~and credited two hours and forty-five minutes (2:45) per day~~ for each day of such training.
- (b) A ~~r~~Reserve ~~pilot~~ who is scheduled for Continuing Qualification training shall be paid:
- (i) **four five** hours ~~and three minutes (4:03~~**5:00**) per day, **fifty-seven minutes (0:57) of which is paid above reserve guarantee**, if awarded a Long Call Reserve ~~line~~, or
- (ii) **four five** hours ~~and thirteen minutes (4:13~~**5:00**) per day, **forty-seven minutes (0:47) of which is paid above reserve guarantee**, if awarded a Short Call Reserve ~~line~~.
- (2) Credit
- (a) A ~~regularly-scheduled-pilot-and-reserve~~ pilot who is scheduled for Continuing Qualification training shall receive ~~be and credited~~ two hours and forty-five minutes (2:45) credit per day for each day of such training.
- (b) Effective on the first anniversary of the Effective Date of this Agreement, a ~~regularly-scheduled~~ pilot who is scheduled for Continuing Qualification (i.e., requalification or recurrent training) training shall ~~be credited~~ receive three hours and five minutes (3:05) credit per day for each day of such training.
- (c) Effective on the third anniversary of the Effective Date of this Agreement, ~~a-regularly-scheduled~~ pilot who is scheduled for Continuing Qualification (i.e., requalification or recurrent training) training shall ~~be credited~~ receive four hours (4:00) credit per day for each day of such training.
- (3) Continuing Qualification training for Reserves ~~pilots~~ will be scheduled on reserve available days.
- c. Qualification Training
- (1) A pilot in Qualification Training (i.e., ~~initial,~~ upgrade or transition training) ~~for an entire contractual month will be paid the MALV for the pilot's bid status. (Q&A Example needed)~~ shall be paid three hours and five minutes (3:05) for each day of training including training days off.
- (2) A pilot in Qualification Training (i.e., upgrade or transition training) shall receive three hours and five minutes (3:05) credit for line construction purposes only (Line Construction Credit (LCC)) for each day of such training, including training days off. When PBS awards are loaded to a pilot's schedule,

the LCC will be removed.

~~e. A pilot in Qualification Training for a partial month, with no scheduled reserve duty, will be paid for each day in training status a daily rate equal to the MALV for the bid status, divided by the number of days in the contractual month. (Q&A Example needed)~~

~~f. A pilot in Qualification Training for a partial month, with scheduled reserve duty, will be paid~~

~~(1) four hours and three minutes (4:03) per day if awarded a Long Call Reserve line, or~~

~~(2) four hours and thirteen minutes (4:13) per day if awarded a Short Call Reserve line for each reserve available day while in training status.~~

(3) The number of reserve available days while in training and OE status will be in accordance with the Reserve Proration chart in Section 15.D.4.k. ~~(Q&A Example needed)~~

(4) The pay provisions of 6.B.1. a. through f above do not apply to a Reserve pilot during any portion of a twelve (12)~~ten (10)~~ hour required time off period extending beyond midnight into a calendar day off in which such pilot flies a sequence.

d. New Hire Initial Training

(1) A pilot in New Hire Initial Training shall receive pay and credit of two hours and forty-five minutes (2:45) for each day of such training including training days off.

e. Pilot Volunteer Training

(1) The Company may offer, and a pilot may accept required training on their DFP(s) If a pilot performs training on a DFP, the pilot will receive premium pay, no credit of an additional fifty percent (50%) of the value of the training day(s) performed. Training on DFP(s) is on a first come, first served basis and subject to the discretion of the Company.

(2) A pilot may volunteer to be awarded short notice training (less than the five (5) day notice requirement in 6.B.6.c.(1) below).

(3) If a pilot is awarded training through (1) or (2) above, this will not create a training bypass and will not trigger any bypass pay.

2. Requalification flights, including a take-off and landing, performed at the pilot's base will be compensated under the provisions of Section ~~6.B.6.c.(2)~~ 6.B.1.b. [See Q&A 6-17]

3. A ~~regularly scheduled pilot~~ Lineholder may volunteer within category to displace another pilot on such pilot's ~~trip~~ sequence in order to maintain equipment qualification. The displaced pilot must concur and will be paid and credited on a scheduled basis for the ~~trip~~ sequence from which removed. The displacing pilot will be removed from that pilot's regularly scheduled ~~trip~~ sequence and be paid and credited the greater of the sequence for the trip actually flown or the trip from which was removed to accommodate such training, whichever is greater. [See Q&A 15-8, 6-2, 6-18, 6-19, 6-20, 6-21]

~~4. Pilots shall not receive flight time credit nor longevity, hourly, or deadhead pay for route checks, practice flights, training flights or check flights, other than those specified in this Section. However, when a proficiency check flight is interrupted while in progress at the pilot's base, due to the necessity to return the aircraft to the departure station or a co-terminal at the direction of Flight Dispatch, the pilot who is required to complete such proficiency check at a later date will be paid and credited four hours (4:00) at that pilot's hourly base rate for the interrupted proficiency check flight. Such pay shall be based on the equipment type involved in the interrupted check flight and is not subject to the IMAX.~~

4. a. (1) For purposes of this Section only, any portion of a calendar day spent in deadheading to or from a training assignment shall be considered as a day in training and the pilot will receive any Holiday Pay in accordance with Section 15.I.7., except that no more than

one (1) day of training pay shall be paid for any calendar day. The provisions of this paragraph shall not be applicable to excess time away from home resulting from the pilot's request to be rescheduled to deadhead on a flight other than that for which legally scheduled or rescheduled by the Company.

(2) Training status shall begin with the first calendar day in training or the first calendar day involved in deadheading to the training location, whichever is earlier. Training status shall end with the off duty period or required time off at the completion of training, except as provided in ~~6.B.1.g~~ 6.B.1.c.4.

~~b. For purposes of this Section, whenever the Company assigns a pilot to take an annual required Company physical examination at a base other than such pilot's base, such assignment shall be considered an assignment to training.~~

b. The above pay and credit provisions shall not be applicable:

(1) To proficiency checks in the aircraft where there is no deadheading involved.

(2) However, a pilot who receives a proficiency check in connection with a ground school or simulator program at the pilot's Base (~~CLT Training Center, GSW (DFW), or PHX Training Center~~ or training facility used by American Airlines) shall receive training pay, as specified in this Section, for each day spent in training. This provision shall also apply to a pilot at any other base under the same training situation.

5. General Rules

- a. Pilots will be required to maintain qualification only in their current bid status, except that pilots will be required to acquire qualification in an awarded bid status.
- b. A pilot shall receive pay and credit as may be applicable under ~~Section 6~~ this section for any calendar day or portion thereof on which available for training at the location and is unable to engage in such training because it is canceled or postponed. A pilot shall also be pay protected for any applicable pay under Section 15.1.7. (Holiday Pay – e.g., simulator training, deadheading to/from training, and OE sequence(s)).
- c. ~~(1)~~ Pilots will receive at least five (5) days advance notice of all training, except that this may be shortened if the pilot consents. Day 0 is day of notification and Day 6 is the first day of training or deadhead to training, if applicable.
- d. The publishing of a PBS award selected by a Lineholder which requires requalification training satisfies the five (5) days advance notice requirement.
- e. ~~e. (2)~~ Requalification training may be given at the pilot's base, ~~CLT Training Center, GSW, or PHX Training Center~~ or a training facility used by American Airlines. ~~In any event the pilot receives four hours (4:00) a day pay (4:03 for a Long Call Reserve line holder or 4:13 per day if a Short Call Reserve line holder if on reserve available day). The publishing of a trip award selected by a pilot which requires requalification training satisfies the notice required in c.(1) above.~~
- f. ~~d.~~ Simulator training periods shall not normally exceed four (4) hours per day (actually connected with the simulator).
- g. ~~e.~~ Aircraft training periods shall not normally exceed five (5) hours per day (actually connected with the aircraft).
- h. ~~f.~~ A pilot in training and who remains in training, shall, upon completion of each duty period, be scheduled for ten (10) hours off duty before being assigned to any further duty at the training location.
- i. ~~g.~~ A pilot will be given a copy of any proficiency report prepared for simulator or aircraft proficiency check(s).

~~h. If a pilot's performance on a proficiency check in a flight simulator is considered unsatisfactory, the pilot shall not be prejudiced thereby, and shall have the opportunity of demonstrating proficiency in an aircraft of the type such pilot is currently flying. A proficiency check in an aircraft shall not be considered flight simulator training.~~

~~i. Priority transportation will be provided over the Company's routes on trips designated by the Company.~~

- j. Flight simulator time shall not be considered as flight time for any purpose. Assignment to Company-required flight simulator or aircraft training or checking shall be considered time on duty only for purposes set forth in [Section 15.C](#) of this Agreement.
 - k. Duty periods for a pilot assigned to a training program shall not be scheduled for more than ten (10) hours, and such duty periods will not include any break which exceeds two and one-half (2-1/2) hours. An on-duty period shall commence at the required reporting time or the actual reporting time, whichever is later, and run continuously for ten (10) hours.
 - l. With the consent of the pilot involved, the duty period specified in k. above may be extended by a maximum of two (2) hours for the purpose of deadheading to the training location.
 - m. The duty period specified in k. above will be extended one hour and forty-five minutes (1:45) on the final day of a training program only. Such duty period will be scheduled for eleven hours and forty-five minutes (11:45) and with the consent of the pilot involved may be extended for the purpose of deadheading to base.
 - n. The duty period specified in k. above may be extended by a maximum of two (2) hours only for the purpose of deadheading a pilot from CLT Training Center, GSW, or PHX Training Center to participate in an airplane familiarization period at some other location.
 - o. A pilot will not be scheduled for more than six and one-half (6-1/2) classroom hours per day on a five (5) day week basis during the ground school portion of equipment training.
6. Off duty Periods
- a. Notwithstanding the provisions of [Section 15.D.3](#) and [15.D.4.](#), a pilot who is assigned to a training program involving five (5) or more days of training shall be given one (1) period of forty-eight (48) consecutive hours free from all duty with the Company at the base at which undergoing training following each five (5) consecutive days of such training. Such pilot shall be given priority pass privileges to base to be used at the pilot's option during any such duty-free period. A pilot who is assigned to a complete requalification training program consisting of six (6) consecutive days, shall, in lieu of a scheduled duty free forty-eight (48) hour period after five (5) consecutive days of such training be given two (2) calendar days free from all duty with the Company at the pilot's base, prior to resuming line flying duties.
 - b. Following the last five (5) consecutive days of such training, in lieu of a scheduled duty free forty-eight (48) hour period, the pilot shall be given two (2) calendar days free from all duty with the Company at the pilot's base prior to resuming line flying duties.
 - c. If there has not been five (5) consecutive days of such training, due to an intervening off duty break in b. above, a pilot shall have no less than twenty-four (24) hours free from all duty with the Company at the pilot's base prior to resuming line flying duties.
 - d. In no case shall a pilot receive less than four (4) separate periods of forty-eight (48) consecutive hours free from all duty with the Company, one (1) of which must be at the pilot's base during any calendar month in which involved in such training program. When the training program involves less than five (5) days, a pilot shall receive the normal number of duty-free periods as provided in [Section 15](#).
 - e. Notwithstanding the provisions of [7 6.a.](#) above, the Company may, at its option, defer a pilot's scheduled duty-free periods while assigned to such flight training program. To the extent that such scheduled duty-free periods are deferred, the pilot, upon completion of such training, shall be given two (2) calendar days free from all duty with the Company at the pilot's base for each five (5) consecutive days spent in such training.
 - f. (1) When the provisions of this Section 6.D.7. impose duty free requirements which delay a regular pilot's return to line flying, such pilot shall continue to receive training pay and credit in accordance with Section [5 3.I.](#) or 6 as applicable until the completion of such duty-free periods.
 - (2) When the provisions of Section 6.D.7. impose duty free requirements which delay a **Reserve's pilot's** return to line flying, such pilot shall receive:
 - (a) Credit in accordance with Section [5-3.I.](#) or 6 as applicable, and

- (b) Pay in accordance with Section [5.3.1](#), or 6 as applicable, whichever is greater, until the completion of such duty-free periods.
- g. In no event shall a pilot receive less than twelve (12) hours free of all duty at the completion of a training program prior to resuming line flying duties.
- h. **Training Extension**
 - (1) **Pilots may designate up to four (4) Training Extension (TEX) days to be placed adjacent to the start of the pilot’s scheduled Qualification Training.**
 - (a) **TEX days are included in the minimum number of days off for the bid month and are unpaid/uncredited.**
 - (b) **A pilot may elect to use a PVD in accordance with Section 9.C.7.b. for each TEX day to convert it for pay and credit if the pilot has sufficient vacation time and days in their vacation bank.**
 - (2) **If a pilot has a sequence adjacent to the start of the pilot’s scheduled Qualification Training, the pilot may elect to drop that sequence, unpaid and uncredited, and replace those days with TEX Days.**

7. Rule Application [See Q&A [6-12](#)]

- a. The Company may change a pilot's duty-free period for the purpose of assigning such pilot to a requalification program. Such duty-free period shall be replaced later in the month if required by the illustrations in this paragraph 8. Any ~~trips~~ **sequences** missed or reserve available days missed due to such duty free period replacement shall be included in the accumulation of Section [5.3.1](#) pay and credit in the computation of pay for the training performed. [See Q&A [6-23](#)]
- b. For the purpose of this Section, any portion of a calendar day spent ~~in~~ deadheading to or from a training assignment shall be considered as a day in training; however, for the purpose of establishing required time off at the completion of a training program involving deadheading, the examples below shall constitute exceptions to the provisions of [Section 6.B.7](#). Each example represents a complete training program. Examples (1) through (4) represent programs of less than five (5) days. Examples (5) through (9) represent programs of five (5) days or more, but with less than five (5) actual training (T) days.

Examples (10) through (13) represent programs of five (5) days or more which include five (5) or more actual training (T) days.

D = Deadhead

T = Training, Unscheduled, Canceled or Postponed Day

<u>-1</u>	<u>-2</u>	<u>-3</u>	<u>-4</u>	<u>-5</u>	<u>-6</u>
D	D	D/T	D/T	D/T	D
T	T	T	T	T	T
D	T	T	T	T	T
-	D	D	T/D	T/D	T
				D	D
10 hrs*	10 hrs*	10 hrs*	10 hrs*	24 hrs*	24 hrs*

<u>-7</u>	<u>-8</u>	<u>-9</u>	<u>-10</u>	<u>-11</u>	<u>-12</u>	<u>-13</u>
D	D/T	D	D/T	D/T	D	D/T
T	T	T	T	T	T	T
T	T	T	T	T	T(24)	T
T	T	T	T	T	T	T
T	D	D	T/D	T	T	T
D		D		D	T	T/D
					D	
24 hrs.*	24 hrs.*	24 hrs.*	2 Cal. Days**	2 Cal. Days**	2 Cal. Days**	2 Cal Days**

Example 12 presupposes that at some point in the training cycle, the pilot will receive twenty-four (24) hours free from all duty at the training location.

Example 13 refers only to a complete requalification training program consisting of six (6) consecutive days (Section 6.B.6. 7.a.).

*Duty free periods may be moved for requalification training only. The normal number of duty-free periods as provided in Section 15 is required.

**Such training may be scheduled without regard to a forty-eight (48) hour off duty period during such training. A minimum of four (4) forty-eights (48's) is required during the month.

8. Training Cancellation

- a. If a pilot has been removed from a ~~trip~~ sequence due to planned training, the training is canceled, and the ~~trip~~ sequence is still open, the pilot can be returned to the sequence if given five (5) days' notice prior to the beginning of the ~~trip~~ sequence or the training, whichever occurs first, or with three (3) days' notice if the ~~trip~~ sequence or training is scheduled to begin on the first, second, or third day of the contractual month.

~~b. If a pilot has a training course of more than five (5) days cancelled, and the pilot cannot be reinstated to some or all of the trips from which removed, the pilot will be pay protected provided the pilot makes an attempt to make up on those days the pilot was originally scheduled to fly.~~

~~c. When a pilot is removed from a trip for training of five (5) days or less, if the training is cancelled and the pilot is not returned to the trip, the pilot will be paid and credited for the trip and, if necessary, the pilot's fly through credit will be adjusted.~~

~~d. When a pilot is removed from a trip for training of five (5) days or less, performs makeup flying permitted by the training removal prior to the date of the training and is then reinstated to the trip after the training cancels, the pilot's fly through credit will be adjusted and any time made up in excess of the monthly maximum will be paid.~~

- b. If a Lineholder is removed from training through no fault of their own, the Lineholder will be protected, pay, no credit, for the scheduled value of the removed training. The Lineholder may pick up flying over the footprint of the removed training.
- c. If a Reserve is removed from training through no fault of their own, the Reserve's guarantee will not be reduced as a result of the removal. The Reserve will resume reserve duty on those days and be pay-protected above reserve guarantee, no credit for:
 - (1) Forty-seven (0:47) minutes for a Short Call Reserve pilot for each day of cancelled training, and
 - (2) Fifty-seven (0:57) minutes for a Long Call Reserve pilot for each

day of cancelled training.9. Training Withdrawal

- a. A pilot may voluntarily withdraw from scheduled Qualification or Upgrade Training without incurring a training failure, once in the pilot's career. Upon such voluntary withdrawal, the pilot will return to their previous bid status with a 24- month lock-in.
- b. If the pilot's previous bid status is unavailable, the pilot will be offered the opportunity to return to their previous seat and equipment in another base provided the pilot has the seniority to hold it, and they will incur a 24-month lock- in. If the pilot is unqualified, the pilot will be in an unpaid awaiting training status until the pilot reports for training to become requalified.
- c. If the pilot's previous seat and equipment in another base is not available or the pilot does not have the seniority to hold it, the pilot will be placed in another bid status that the pilot's seniority can hold and they will incur a 24-month lock-in. The pilot will be in an unpaid awaiting training status until such time that the pilot reports for the newly-assigned training slot.
- d. A pilot opting to withdraw shall be offered any necessary training prior to returning to their previous bid status/seat and equipment. The Company will offer available unassigned training slots to the pilot in seniority order for other pilots also requiring rescheduled training outside of the regular assignment of training; if the Company schedules a more junior pilot requiring rescheduled training to train in an available slot without first offering it to the pilot who has opted to withdraw, then such pilot will be converted to a paid awaiting training status effective on the first day of the unoffered training slot.

10. Notification of Training

Notification of training may be made by electronic means. An electronic means for providing training notifications does not preclude the Company from using conventional methods (e.g., U.S. mail, board mail, telephone, etc.) as it deems necessary.

11. Supplemental Training

Supplemental Training is defined as a one (1) day event to accomplish a simulator training program covering flight maneuvers and procedures.

- a. Pilots eligible for Supplemental Training are pilots requiring take-off and landing training for currency or requalification.
- b. Scheduling and pay for the Supplemental Training will be in accordance with this Agreement.
- c. The simulator session scheduled for the Supplemental Training will be of sufficient time to accomplish required maneuvers, but no longer than four (4) hours.
- d. In the event additional training is required to train the pilot to proficiency, the provisions of [Section 6.B](#) apply.

12. December 26th Training

To preclude crewmembers deadheading on Christmas Day, recurrent training on December 26th will normally be scheduled for crewmembers at the DFW base and for those crewmembers from other bases who can be scheduled for deadheading and recurrent training in one (1) duty period.

13. Vacation/Training Conflicts

a. Qualification Training

- (1) If multiple training periods are available, a pilot with a potential vacation/training conflict will be given a training period not in conflict with such pilot's scheduled vacation before such training period is made

available to pilots without a potential vacation/training conflict.

- (2) If a vacation/training conflict does exist:
 - (a) The training shall take precedence over the vacation, if the training is required as a result of a bid status award and the time between the award and the effective date of the award is sixty (60) days or less.
 - (b) The vacation shall take precedence over the training, if the training is required as a result of a bid status award and the time between the award and the effective date of the award exceeds sixty (60) days. However, the pilot shall have the option of accepting the scheduled training.
 - (c) The vacation shall take precedence over the training, if the training is required as a result of a bid status assignment or displacement award, regardless of the date of the conflict. However, the pilot shall have the option of accepting the scheduled training.
- (3) When a pilot's vacation is rescheduled, it shall be before or after the scheduled training, or selected from remaining vacation periods in the bid status awarded/ assigned.
- (4) When a vacation/training conflict occurs at the end of a fiscal vacation year and the vacation cannot be rescheduled within the same fiscal vacation year, the vacation will not be moved and the training schedule will be adjusted accordingly.

b. **Requalification and/or Recurrent Training**

A pilot's scheduled vacation shall take precedence over required requalification and/or recurrent training. When a vacation/training conflict occurs, the training schedule will be adjusted accordingly.

- c. **A pilot with a training conflict where vacation takes precedence may elect to accept the awarded/assigned training which conflicts with the vacation period. If the pilot elects to train over the vacation period, the vacation will be removed and, in addition to applicable training pay and credit provided for in this section, the pilot will be paid the value of the removed vacation period (paid in the same pay cycle as if taken). The removed vacation will not be restored to the pilot's vacation bank.**

C. Supervisory Flight Check

A pilot fully qualified except for the twenty-five (25) hour experience requirement or any Company required supervisory ride that is not required by the FAR who is denied a make up trip due to the unavailability of a supervisor shall be paid and credited for such denied trip. [See Q&A [6-25](#), [15-24](#), [15-25](#)]

D. Operating Experience [See Q&A [6-2](#), [6-22](#)]

1. Operating Experience (OE) is the required supervised flying activity of a pilot in line flying operations for qualification in a specific category, equipment and/or division. A pilot in OE status is not in training status and is not subject to the provisions of [Section 6.B](#).
2. For pilots qualifying in a specific category or equipment, OE status will commence following the completion of simulator training and the required off duty periods associated with such simulator training.
 - a. A break between simulator training and OE may be allowed wherein a crewmember will be returned to line flying. Such pilot will not be considered in an OE status while returned to line flying.
 - b. For a pilot in a Domestic Division bid status, OE status shall be scheduled to end no later than 18 days after commencement or upon the completion of required OE, whichever occurs first. For a pilot in an International Division bid status, OE status shall be scheduled to end no later than 23 days after commencement or upon the completion of required OE, whichever occurs first. The OE status may be extended to accommodate a need for additional proficiency training, or for circumstances beyond the control of the Company

(Check Airman availability is considered within the Company's control). When the OE must be extended, it will end when the pilot is released for line flying.

c. Pilots will be paid and credited for OE status as follows:

- (1) A ~~regularly scheduled~~ Lineholder pilot will be paid the greater of the prorated MALV daily rate for each day scheduled in OE status, or the OE sequences actually flown, or the value of any sequence(s) removed in order for the pilot to perform OE sequences.
- (2) A ~~regularly scheduled~~ Lineholder pilot will be credited the greater of 2:45 for each day scheduled in OE status, or the OE sequences actually flown.
- (3) A Reserve pilot in OE status will be paid the greater of
 - (a) 4:03 per day if awarded a Long Call Reserve line, or
 - (b) 4:13 per day if awarded a Short Call Reserve line
 for each day of reserve availability missed (as determined by the chart in Section 15), or the OE sequences actually flown.
- (c) A Reserve pilot in OE status will be credited the greater of 2:45 for each day scheduled in OE status, or the OE sequences actually flown.

3. A pilot who is not scheduled for OE at the time that pilot's monthly schedule was awarded may be assigned trip sequences while in OE status. For scheduling purposes, while in OE status, the pilot will not be entitled to any DOs or DFPs (including Golden DFPs) on such pilot's bidline. Such pilot shall be paid and credited for the total of the OE trip sequences flown or the total of the regularly scheduled trip sequences missed and/or any trips denied in makeup due to the unavailability of a Check Airman, whichever is greater. **[Moved below to 8.a. below]**

3. Pilots will be eligible to bid for ~~line~~ sequences that commence after the estimated completion date of OE (i.e., the OE Planned Absence).
4. The rate of pay to be applied to the OE sequences flown shall be determined by the ~~highest paying type of equipment contained in the crewmember's bidline award for that month, or the~~ category and equipment contained in the OE trips sequences flown, ~~whichever is greater.~~
5. A pilot receiving OE as a Captain, and who at the time of OE is in a First Officer category (i.e., has not yet reached the effective date of the CA vacancy award), will not be considered in the Captain category nor will pay be prorated.
6. The Company may assign sequences to a pilot ~~trip sequences~~, or use ~~scheduled~~ sequences on a pilot's bidline PBS award (if applicable), while in OE status. A pilot will receive no less than twenty-four (24) hours' notice prior to an assigned OE sequence.
7. The reassignment provisions of Section 15.N. will apply in the event a pilot is reassigned while flying an OE.
8. Days Off During OE
 - a. A pilot who is not scheduled for OE at the time that pilot's monthly schedule was awarded may be assigned ~~trip~~ sequences while in OE status. For scheduling purposes, while in OE status, the pilot will not be entitled to any DOs or DFPs (including Golden DFPs) on such pilot's ~~bidline~~ PBS award. Such pilot shall be paid and credited for the total of the OE ~~trip~~ sequences flown or the total of the ~~regularly scheduled trip~~ sequences missed and/or any ~~trips~~ sequences denied in ~~makeup~~ pickup due to the unavailability of a Check ~~Airman~~ Pilot, whichever is greater.
 - b. ~~9.~~ Prior to the 6th day of the month prior to commencing OE (or another mutually agreed to date) a pilot scheduled for training in the following contractual month shall coordinate with Flight Standards Scheduling any requests for days off such pilot would prefer to have during OE status. Such days off requests shall be honored to the extent possible, subject to any scheduling constraints encountered by Flight Standards Scheduling. A pilot in

OE status shall be scheduled for no less than two (2) calendar days off in any seven (7) day period or no less than three (3) calendar days off immediately following six (6) consecutive days of OE.

- c. Prior to beginning OE status, a pilot will be scheduled with at least one (1), two (2)-day block of guaranteed no-OE flying days. Specific days may be requested, but are not guaranteed, in accordance with 8.b. above . A pilot will not be required to perform OE flying on such days but remains contactable for purposes of being notified of future OE flying assignments. A pilot may opt to fly OE flying on no-OE flying days.
9. ~~10.~~ Flight Standards Scheduling shall, upon request, provide a pilot in training with a preliminary schedule showing planned sequences, if known, available OE fly days and scheduled days off, prior to the end of the contractual month preceding the start of OE. Flight Standards Scheduling shall notify the pilot of any changes required to such schedule during the time the pilot remains in OE status.
10. ~~11.~~ A pilot who commences OE shall complete such OE prior to flying another category/ equipment. In the event it becomes necessary to deviate from this policy, it will only be done because of very unusual circumstances and the reasons therefore will be made known to the Association.
11. ~~12.~~ Pilots displaced for Operating Experience (OE)
 A pilot who is displaced from their sequence in order for the Company to perform OE activity will be paid and uncredited for the sequence from which displaced.
 Should the Company subsequently determine that it will not need the sequence for which the pilot has ben displaced, the Company may assign the displaced pilot back onto their original sequence. Such assignment must occur prior to the earlier of:
 a. The end of the DOTC period, or
 b. Two (2) hours after displacement notification
 If, after the earlier of a) or b) above, the Company determines that it will not use the sequence for OE, the displaced pilot will then be paid but uncredited for the displaced sequence. In this case, the Company will attempt to notify the displaced pilot of the uncredited status, and notify the Association of this occurrence.
12. ~~13.~~ Captain Flying as First Officer for Experience prior to Captain OE
 The following procedures describe the treatment of any pilot, who during initial upgrade to Captain has successfully completed the Captain training course (including the Captain Type Rating), but has not begun the Captain OE.
 At the request of the President of the Allied Pilots Association, the Vice President - Flight shall confer with the President of the Association and give serious consideration to permitting such pilot to fly as a First Officer on the pilot's upgrade equipment in order to acquire experience. The Vice President - Flight's approval shall not be unreasonably withheld in such cases.
 If permitted to do such flying, the pilot shall complete the appropriate First Officer qualification course prior to beginning the First Officer OE. Additional simulator sessions shall be given if deemed necessary and appropriate by Flight Training. Following the completion of the first 90 days of flying as a First Officer, with the concurrence of the President of the Association and the Vice President - Flight, such pilot shall be permitted to fly for an additional 90 days as a First Officer on the same equipment.
 Immediately following the First Officer flying referenced above, the pilot shall complete the appropriate Captain requalification course. Additional simulator sessions shall be given if deemed necessary and appropriate by Flight Training. Such pilot shall then be required to successfully complete the Captain OE.
 Such pilot shall be paid rates of pay for the pilot's current bid status or the First Officer status to which assigned, whichever is greater. The pilot's lock-in shall commence on the first day of the first contractual month following successful completion of the Captain OE.

The provisions of this agreement may be utilized only so long as it does not result in the pilot failing to complete Captain OE by age 65.

13. ~~14.~~ All other provisions of the Basic Agreement governing line flying will apply.
14. ~~15.~~ It is the mutual intent of the Company and the Association to fully qualify pilots for their bid status in a timely manner, subject to the restrictions in Flight Manual Part 1.

E. Distance Learning

1. The Company will give consideration to input from the ~~APA Training Committee~~ TWG in the continuing development of the policy, procedures and requirements of a Distance Learning program.
2. Distance Learning is defined as required training or required activities that are accomplished without being present in a classroom, flight training device, simulator or aircraft, and without instructor presentation or instructor proctoring in a physical classroom environment. Distance learning may include live classroom presentations presented over the internet.
3. Distance Learning shall include:
 - a. All Company learning programs required to be completed outside of a pilot's on-duty period related to a flight assignment (e.g., Value of Respect)
 - b. Learning related to Qualification or Continuing Qualification and/or any aircraft or operational specific training.
4. Distance Learning will not include any activities commonly associated with post sign-in preflight planning. Such activities include flight manuals updates, flight crew bulletins, flight operations bulletins and preflight planning for a particular flight. The parties agree the intent is to exclude activities currently being done post sign-in.
5. Distance Learning lessons that are considered pre-requisites for scheduled training or required activities must be completed prior to attending the scheduled training or commencing the follow-on activity. Distance Learning lessons that are not pre-requisites may be completed at any time within a specified completion period (due date) for each lesson.
6. The Company will provide computer access for Distance Learning purposes at each pilot Domicile, in addition to the Flight Academy. The Company will provide the tools and resources needed to effectively accomplish Distance Learning at these locations.
7. A pilot shall have the option of accomplishing all required Distance Learning lessons at their Domicile or at the AA Flight Academy. In the event a pilot elects to exercise this option, priority passes to and from the AA Flight Academy shall be provided in accordance with paragraph F, below. Hotel and TAFB expenses shall remain the responsibility of the pilot.
8. Instructors will be available at CLT Training Center, GSW, or PHX Training Center during 0900 - 1700 CT to answer questions and otherwise assist those pilots who are engaged in Distance Learning.
9. Pilots will be paid one minute for each one-and-a-half minutes (1:1.5) for the completion of all required Distance Learning at ~~one-half (1/2)~~ the pilot's base hourly pay rate. Time durations for completion of the required Distance Learning assignments shall initially be determined by the Company, with input from the APA Training Committee Chair~~man~~, and monitored at regular intervals to ensure adequate time is allotted for the successful completion of each assignment.

F. Transportation, Expenses and Lodging for Pilots in Training

1. Priority Passes

Priority passes will be provided on American Airlines (AA), American Eagle (AE) and/or American Connection (AX) flights. A pilot scheduled for training will be provided the following priority travel: ~~from either the pilot's base or the American~~

~~Airlines, American Eagle or American Connection station within the continental United States convenient to the pilot:~~

- a. Priority A1 to training from either the pilot's base or the American Airlines, American Eagle, or American Connection station within the Continental United States convenient to the pilot;
- b. Priority A1 from training to the pilot's base or home of record;
- c. The pilot may modify their scheduled travel from training to a different flight to the pilot's base or home of record. If the pilot modifies more than seven (7) days from the scheduled travel date, the pilot may utilize Priority A1. Except for Company-initiated modifications to the pilot's training schedule, if the pilot modifies within seven (7) days, the pilot must use Priority A3. ~~Priority A3 from training;~~
- d. Priority A3 during the pilot's Duty Free Periods (DFPs).

For those pilots who travel from outside the continental United States, a W1 pass will be provided instead of the above listed A category passes. For scheduling purposes, a pilot's schedule will be constructed in accordance with the Basic Agreement, including travel to and from the pilot's base. Travel to and from the American Airlines, American Eagle or American Connection city convenient to the pilot or the pilot's home of record will be on the pilot's own time and will not be considered for schedule legality.

2. Lodging and Expenses

Lodging and Expenses will be paid in accordance with Section 7.A.5 and 7.B.3 of the Basic Agreement.

G. Section 6 Questions and Answers [TBD]

6-1. Q. *When observation time from the jumpseat is required, how is it scheduled and paid?*

A. Observation time required as part of Qualification Training will be paid and credited in accordance with Section 6.B.1.e. or f. as applicable. If the observation time is required for other than Qualification Training, the pilot will be paid and credited in accordance with Section 6.B.1.b. or c. as applicable. If a pilot volunteers to schedule the observation time on days off, the pilot will not be credited but will receive pay at the rate prescribed in Section 6.B.1.e or f as applicable.

6-2. Q. *A Reserve ~~pilot~~ will lose take-off and landing currency prior to the end of the current month. Rather than requalifying next month, is it permissible to allow displacement on a sequence or part of a sequence to retain the qualification?*

A. Yes.

6-3. ~~6-4~~ Q. *May a supervisor fly a co-terminal ferry flight?*

A. Yes. A co-terminal ferry flight should be filled using the normal procedures under Section 15.L.4. If no pilots are available, then a supervisor may fly such non-revenue ferry without the assignment of pay.

6-4. ~~6-5~~ Q. *How does the limitation on supervisory flying under Section 6.C.2. work?*

A. Supervisory flying under Section 6.C.2. is limited to one (1) ~~trip~~-sequence or twenty-five (25) hours each month, whichever is greater, for each supervisor. Supervisors may be used for filling open time in accordance with Section 15.L.4.g. There is no limitation on supervisory displacement flying.

6-5. ~~6-11~~ Q. *What is the effect if a pilot is scheduled for a training program of five (5) days but is not completed within that time period?*

A. If, by the extension of the training program beyond five (5) days, a ~~trip~~ sequence conflict is created, such missed ~~trip~~ sequence shall be credited (Section 3.H.5.E).

- 6-6.~~6-12~~ Q. Can a Reserve-pilot be assigned a requalification training program that conflicts with a golden duty free period (DFP)?
- A. The Company cannot move a golden DFP for any training program of six (6) days or less or any Company business without the Reserve-pilot's consent. The Company can move a golden DFP for transition, upgrade or long course requalification training program that is scheduled for seven (7) days or more.
- 6-7.~~6-13~~ Q. May a pilot be trained in advance of occupying a bid status?
- A. Yes, a pilot may be scheduled for training in advance of the effective date of a bid status.
- 6-8.~~6-14~~ Q. May a line qualification be accomplished in the division opposite from the division in which the pilot is holding a ~~trip~~ sequence selection?
- A. Yes.
- 6.9.~~6-15~~ Q. May a first officer who receives International training on a given piece of equipment use that International qualification after upgrading to captain?
- A. No. A pilot may only use the International qualification within the category where the International training was obtained. An International qualification may not be used in a different category.
- 6-10.~~6-16~~ Q. Can the Company use sequences from Open Time for the purpose of qualifying pilots in different divisions?
- A. Yes. Outside of OE status, the Company can use Open Time ~~trips~~ for division qualification purposes, including for qualification into hit cities.
- 6-11.~~6-17~~ Q. A pilot has lost or is about to lose currency for lack of landings. The pilot is scheduled for training at base. What is the pilot paid under the provisions of Section 6.D.6.c.(2)? B.1.b.?
- A. 45:00 pay. For ~~regularly-scheduled-pilots~~ Lineholders, ~~four- five~~ hours (45:00) per day or the value of the sequence ~~trip(s)~~ missed, whichever is greater. For Reserves ~~pilots, four hours and three minutes (4:03)~~ five hours (5:00) per day, fifty-seven minutes (0:57) of which is paid above reserve guarantee, if Long Call Reserve ~~line holder, five hours (5:00) per day, forty-seven minutes (0:47) of which is paid above reserve guarantee~~ four hours and thirteen minutes (4:13) per day if Short Call Reserve ~~line holder~~, for each reserve available day used for training.
- 6-12.~~6-18~~ Q. A ~~regularly-scheduled-pilot~~ Lineholder, is about to lose a qualification. May such pilot request to displace another pilot, in category, from a scheduled flight to maintain qualification?
- A. Yes, such pilot may request, through the Base Manager/Chief Pilot, to displace another pilot, in category only, on that pilot's ~~regular-scheduled-trip~~ sequence. Such pilot must be legal in all respects.
- 6-13.~~6-19~~ Q. The pilot in the previous question gets approval from the Base Manager/Chief Pilot to displace another pilot, in category. What must be done?
- A. Such pilot must get the approval of the pilot to be displaced. The displaced pilot must agree to be removed from the sequence ~~trip~~. Crew Schedule is notified and each pilot's activity record is adjusted.
- 6-14.~~6-20~~ Q. Other than legality, is there a limit to the sequence ~~trip~~ times involved in a qualification displacement?
- A. No, if all legality requirements are met and if the Base Manager/Chief Pilot gives approval, there is no limit.
- 6-15.~~6-24~~ Q. What are the obligations of each pilot involved in the qualification displacement?
- A. The displaced pilot, once removed from the sequence ~~trip~~, is no longer obligated for such sequence ~~trip~~. Such pilot does not have to stand by for the sequence ~~trip~~ departure. The pilot cannot be assigned any further duty until the completion of the scheduled debrief time associated with the ~~trip~~-sequence for which receiving pay and credit. Such pay and credit will be on a scheduled basis. The displacing pilot assumes the obligation to cover the displaced pilot's sequence

~~trip.~~

6-16. ~~6-22~~ Q. What is the obligation of a pilot that has been displaced off ~~their~~ flight segment(s) or sequence that the Company needs for Operating Experience (OE)?

A. The Company may assign a pilot back to their original sequence prior to the conclusion of Daily Open Time Coverage (DOTC) or within two (2) hours following displacement notification, whichever is earlier. After this period, the pilot has no further obligation. If the removal is changed to pay no credit in accordance with Section 6.D.112., the pilot may pick up flying over the footprint (including sign-in and debrief) of the ~~trip~~ sequence.

6-17. ~~6-23~~ Q. Must the Company secure prior agreement from a ~~regular-scheduled-pilot~~ Lineholder prior to moving such pilot's scheduled duty-free period for recurrent training?

A. Yes, the Company must have the pilot's consent prior to moving the scheduled duty-free period involved in such recurrent training. Movement of such pilot's duty-free period on the monthly Activity Record is not considered a proper method of securing such consent.

Note: Upon implementation of PBS, most training periods will be known at the time of PBS processing. In this case Duty-free periods will be placed on a pilot's schedule outside of any known training period(s).

6-18. ~~6-24~~ Q. Reserved

6-19. ~~6-25~~ Q. May a pilot, who was scheduled for OE at the time that pilot's monthly schedule was awarded, pick-up a sequence that is scheduled to depart prior to that pilot's scheduled completion of OE?

A. No.

6-20. Q. How much will a pilot be paid for CQT training?

A. Lineholders will be paid five hours (5:00) per day for CQT, including a day spent deadheading to/from training. Short Call Reserves will be paid five hours (5:00) per day including a day spent deadheading to/from training, forty-seven minutes (0:47) of which is paid above guarantee. Long Call Reserves will be paid five hours (5:00) per day including a day spent deadheading to/from training, fifty-seven minutes (0:57) of which is paid above guarantee. (e.g., a six-day CQT event for a Reserve on SC who does not break or fly above guarantee will pay 76:00 + 4:42 (6 X 0:47) = 80:42).

6-21. Q. How much credit will the pilot's schedule show for CQT training?

A. The pilot's PROJ will be credited with two hours and forty-five minutes (2:45) per day. Effective on August 1, 2024, training credit will increase to three hours and five minutes (3:05) per day. Effective on August 1, 2026 training credit will increase to four hours (4:00) per day.

6-22. Q. How much will a pilot get paid for a qualification training course (i.e., upgrade or transition training)?

A. Pilots in Qualification training (upgrade or transition) will be paid three hours and five minutes (3:05) for each day in training including scheduled training days off (e.g., for a full month of Qualification training where the pilot is scheduled for training (including training days off) for all 31 days: 3:05 X 31 = 95:35).

6-23. Q. For a qualification training course, how many hours of credit will be used for PBS line construction purposes?

A. Three hours and five minutes (3:05) will be used for Line Construction Credit (LCC) for each day of training, including scheduled training days off. When PBS awards are loaded, the LCC will be removed from the PROJ

but pay will remain in PPROJ (e.g., a pilot starts training on the 15th day of a 30-day month, the pilot will have LCC of 3:05 X 15 = 45:25. If the ALV is 75:00, PBS will schedule the pilot for 29:35 of flying for that month (75:00 – 45:25 = 29:35).

6-24. Q. How much are new hire pilots paid for each day of training?

- A. A pilot in New Hire Initial Training shall receive pay and credit of two hours and forty-five minutes (2:45) for each day in training, including scheduled training days off (e.g., New Hire training for a full Contractual Month where the pilot is scheduled for training (including training days off) for all 31 days will receive 2:45 X 31 = 85:15).

6-25. Q. Can a pilot volunteer to go to training on their days off (DFP)?

- A. The Company may offer, and a pilot may accept required training on their days off.

6-26. Q. What are Training Extension Days (TEX) and how does a pilot use them?

- A. TEX days can be used for Qualification Training (Initial or Upgrade) only. Four (4) TEX days can be placed adjacent to the start of a pilot's scheduled training. These days are unpaid and uncredited and if bid in PBS, TEX days are part of the pilot's minimum DFPs for the month. A pilot can elect to use a PVD to convert a TEX day into pay and credit, up to four (4) PVDs to cover four (4) TEX days. If a pilot has a sequence adjacent to their training start date, the pilot can use a TEX day(s) to drop that trip, no pay, no credit.

6-27. Q. As a Lineholder, after having training scheduled, and through no fault of the pilot, the Company removes the scheduled training. Is the Lineholder pay protected for the removed training?

- A. Yes. The Lineholder is protected for pay, no credit, for the scheduled value of the removed training and may pick up sequences over the footprint of the removed training.

6-28. Q. As a Reserve, after having training scheduled, and through no fault of the pilot, the Company removes the scheduled training. Is the Reserve pay protected for the removed training?

- A. Yes. The Reserve will resume Reserve duty on those days and is protected for the difference of training pay above the reserve guarantee (i.e., a Short Call Reserve will be paid forty-seven minutes (0:47) per day paid above guarantee for each removed day of training, and a Long Call Reserve will be paid fifty-seven minutes (0:57) per day above guarantee for each removed day training.

6-29. Q. Can a pilot voluntarily withdraw from scheduled Qualification or Upgrade training without incurring a training failure?

- A. Yes. A pilot may elect to withdraw from scheduled Qualification or Upgrade training once in their career. In most cases the pilot will be returned to their previous bid status with a twenty-four (24) month lock-in.

6-30. Q. A pilot has awarded vacation, can the pilot elect to train over the awarded vacation?

- A. Yes. A pilot can elect to accept training that would conflict with a previously awarded vacation period. The vacation will be removed and the pilot will be paid, no credit for the removed vacation in addition to the applicable training pay and credit. The vacation days will not be restored to the pilot's vacation bank.

6-31. Q. How much notice will a pilot receive prior to being assigned a sequence for Operating Experience?

- A. A pilot will receive no less than twenty-four (24) hours' notice prior to being assigned a sequence for Operating Experience.

6-32. Q. What is the training deadhead travel pass priority?

- A. Pilots will receive A1 Travel to and from training to the pilot's Domicile or home of record. If the pilot modifies the original A1 from training, the pilot must do so more than seven (7) days prior to the day of travel, otherwise the pilot will be required to use A3 travel.

6-33. Q. The Company changes the pilot's training schedule within seven (7) days of the deadhead back to the pilot's Domicile or home of record. Will the travel pass retain the A1 priority?

- A. Yes, if the Company changes the pilot's travel or travel is changed as a result of a training schedule change that requires a new deadhead, the Company will provide an A1 priority pass. If the change in training schedule within seven (7) days is initiated by the pilot, the pilot will be required to use A3 travel.

6-34. Q. Do pilots get paid Holiday Pay for ground school conducted on a Holiday Pay day?

- A. No. Holiday Pay is only applicable for simulator training, deadheading to and from training, OE Sequences, or Check Pilot duties performed on designated Holiday Pay days.

6-35. Q. If a pilot is at a Training Facility for scheduled simulator training on a designated Holiday Pay day and the simulator training cancels, is the pilot pay protected for the Holiday Pay?

- A. Yes. If a pilot's simulator training cancels through no fault of the pilot while the pilot is in position to complete the training, the pilot will be pay protected for the Holiday Pay.

6-36. Q. A pilot is scheduled for simulator training on a designated Holiday Pay day and it cancels before the pilot travels to the Training Facility. Is the pilot pay protected for the Holiday Pay?

- A. No. The pilot is not in position to complete the simulator training and will not be pay protected for the Holiday Pay.

SECTION 7
EXPENSES AWAY FROM BASE

When pilots are away from their bases on regular or special duty, they shall ~~receive expenses as follows:~~ be subject to the below provisions:

A. Lodging

1. Hotel Working Group (HWG)
The Hotel Working Group (HWG) is a joint Company/Association collaborative entity.
 - a. The HWG shall provide guidance and recommendations for all pilot-related hotel and transportation accommodations in accordance with section 7.A.
 - b. The HWG shall meet during the first month of each calendar quarter, or more frequently, as required.
 - c. The HWG shall be comprised of two Association representatives and two Company representatives.
2. ~~1.~~ Pilots, when at their regular layover, shall be furnished suitable single room lodging in a suitable location. Suitability will be determined by the selection and management process, procedures, and requirements contained below which are intended to ensure predictable, safe, clean, comfortable, and restful lodging and transportation accommodations. There is no requirement for pilots to lay over at the same hotel as Flight Attendants.
3. ~~2.~~ Pilots, when at other than their regular layover, shall receive reasonable actual expenses for lodging consistent with the lodging conditions encountered.
4. ~~3.~~ Pilots, when scheduled, rescheduled or reassigned for ~~on-duty rest sit~~ periods in excess of ~~five (5)~~ four (4) hours block-in to block-out shall be furnished suitable single occupancy lodging in a quiet room ~~in a suitable location~~ at a Short Layover hotel.
5. ~~4.~~ Pilots scheduled for on-duty rest periods of at least ~~five (5)~~ four (4) hours or twice the number of hours of duty aloft preceding a duty break, whichever is greater, shall be furnished suitable single occupancy lodging in a quiet room ~~in a suitable location~~ at a Short Layover hotel.
6. ~~5.~~ Pilots, when in training, who:
 - a. reside outside of 50 miles from the training facility
 - (1) will be provided lodging during training, and
 - (2) if based at the city where the training facility is located:
 - (a) must advise the Base Manager – Flight that a hotel room will be required, and
 - (b) will not be provided a hotel room during scheduled 48-hour duty-free periods.
 - (3) will be provided a hotel room for the additional day if they cannot be legally scheduled to travel on the same day that training either commences or ends.
 - b. reside inside of 50 miles of the training facility will, upon request, be provided lodging
 - (1) for up to two (2) nights immediately preceding an Electronic Systems Validation (ESV)
 - (2) for up to two (2) nights immediately preceding a Type Rating (or equivalent) qualification event.
 - c. do not plan to use a hotel reservation should inform the Company as far in advance as reasonably possible that the reservation will not be needed.
6. ~~The following procedures will be used in the selection of hotel accommodations and associated transportation:~~
 - a. ~~Representatives of the Association's National Hotel Committee shall meet quarterly with representatives of the Company's Flight Department, or more frequently, if needed, to~~

~~review the suitability of hotel accommodations and associated transportation for pilots. The Association's National Hotel Committee will be provided a current list of all current or planned hotels showing the contract expiration date. The parties intend that the Association's National Hotel Committee representative(s) will consult with and make recommendations to the Flight Department on the selection and suitability of accommodations and associated transportation. The Company and the Association commit to jointly and carefully evaluate layover transportation, rest and nutrition facilities on an ongoing basis.~~

- ~~b. When changing or selecting accommodations, the Flight Department shall prepare a list of hotels being considered and provide such list to the Association. If requested, the Flight Department will also provide a list of all companies from whom bids were requested and all companies who submitted bids. Lists provided to the Association will not include any details or pricing information. The Association shall have the opportunity to add facilities to the list of those being considered. The parties shall jointly inspect the proposed facilities (including any added to the list by the Association). The Flight Department shall provide the Association with a minimum of fifteen (15) days' notice of any city or cities to be reviewed.~~
- ~~c. The parties shall jointly inspect the proposed facilities (including any added to the list by the Association). The Flight Department shall provide the Association with a minimum of fifteen (15) day notice to remove or add any city or cities to be reviewed.~~
- ~~d. The Association's Hotel Committee Chairman or Committee Member shall be released from flight duty to inspect any hotels contemplated under this Section 7. When the Company requests that an Association Hotel Committee member conduct hotel inspections in lieu of sending a Company representative, the full flight pay loss associated with the release shall be paid by the Company and the Hotel Committee member shall be provided with space positive on-line transportation in order to conduct the hotel inspection.~~
- ~~e. The Company shall provide space positive on-line transportation for one (1) Union Hotel Committee member for all hotel inspections.~~
- ~~f. The Flight Department shall confer with the Association's National Hotel Committee in the selection of hotel/motel accommodations and shall consider recommendations of the Association's National Hotel Committee. Having done so, the Flight Department shall make the final determination. Regularly scheduled layover facilities need not be in the downtown area.~~
- ~~g. If the Flight Department receives a report from the Association's National Hotel Committee of a problem with a facility or associated transportation arrangement, the Flight Department shall promptly investigate the reported problem and respond to the Association within fifteen (15) calendar days on the results of its investigation and the actions being taken to resolve the problems that are confirmed by the Flight Department.~~

7. Selecting Accommodations

- a. The Company and the Association commit to jointly participate as outlined in this Section in the selection process and ongoing evaluation of hotel accommodations, and associated transportation, rest and nutrition facilities.**
- b. When selecting accommodations, the Company will follow the below mutually-agreed upon criteria for determining suitability of scheduled hotels and transportation. The parties may add, remove, or waive considerations to the below criteria by mutual agreement.**

<u>MINIMUM REQUIREMENTS:</u> <u>The Company may not select an accommodation</u>	<u>MARKET DEPENDENT MINIMUM REQUIREMENTS:</u>	<u>HIGH PRIORITY CONSIDERATIONS:</u> <u>The Company will include the below</u>
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<p><u>if it does not meet the below minimum requirements.*</u></p>	<p><u>In the event the below criteria are standard in the relevant market, they will be considered.</u></p>	<p><u>considerations in a Request for Proposal (RFP) when sourcing accommodations and will prioritize properties and transportation vendors that meet the criteria below.</u></p>
<p><u>Hotels:</u></p> <ul style="list-style-type: none"> • <u>Safe location</u> • <u>Smoke detector</u> • <u>Emergency lighting/exits</u> • <u>Phone in room</u> • <u>Rooms assigned above ground level</u> • <u>Secondary lock on sliding glass doors</u> • <u>Quiet room</u> • <u>Guestroom away from elevators, ice and vending machines, maid stations</u> • <u>Non-smoking rooms</u> • <u>Clean and in working order</u> • <u>Window coverings that block light</u> • <u>Comfortable beds</u> • <u>In-room WIFI at no cost to Pilot</u> • <u>Appropriate temperature-control</u> <p><u>Transportation:</u></p> <ul style="list-style-type: none"> • <u>Clean</u> • <u>Equipped with AC and heat</u> • <u>Safe</u> • <u>Reliable</u> 	<p><u>Hotels:</u></p> <ul style="list-style-type: none"> • <u>Sprinklers</u> • <u>No exterior corridors</u> • <u>No hard keys</u> • <u>No credit card required to get room and turn on phone</u> • <u>Independent and occupant controlled in-room air conditioning and heating</u> 	<p><u>Hotels:</u></p> <ul style="list-style-type: none"> • <u>No unrestricted access from parking garage or street access to guestrooms</u> • <u>Secondary locks</u> • <u>Restricted hotel access 2300-0600</u> • <u>Restaurant in the building</u> • <u>Fitness center in hotel or within easy and safe walking distance</u> • <u>Room safe (for valuables)</u> • <u>Potable hot and cold water</u> • <u>National Business Class branded hotel per 7.A.7.d. (ex. Marriott, Hilton, Sheraton, Hyatt)</u> <p><u>Transportation:</u></p> <ul style="list-style-type: none"> • <u>Separate luggage compartment</u>

*The Company may deviate from the Minimum Requirements when accommodations which meet the Minimum Requirements are not available in overflow situations or off-schedule operations. The Company will use best efforts during overflow situations and off-schedule operations to satisfy Minimum Requirements.

- c. In addition to the above requirements, the Company will also follow the below criteria for determining suitability of scheduled hotels and transportation for Short and Long Layovers.
- (1) Layovers scheduled for seventeen (17) hours or more shall be considered Long Layovers.
 - (2) Layovers scheduled for thirteen (13) hours or less shall be considered Short Layovers.
 - (3) Layovers between thirteen (13) hours and seventeen (17) hours will be designated as Long or Short dependent upon time bands within each market to determine location and distance of hotels. Time bands will be set as true ranges and will generally use fifteen (15) hours as the distinction between Long Layovers and Short Layovers to maximize layover hotels in a specific market being assigned to the appropriate end of the time band range. The Company and the Association will make all reasonable attempts to mutually agree on the appropriate time bands within each market. If the Company and the Association are unable to reach mutual agreement, the Company will make the final determination and provide the Association with its rationale for the decision.
 - (4) Short Layover hotels shall normally be located within approximately fifteen (15) minutes driving time or five miles driving distance from the airport, whichever is greater.
 - (5) Long Layover hotels shall normally be located downtown or in a downtown-like area within approximately fifteen (15) minutes walking distance of amenities, e.g., full-service dining options, entertainment, parks, coffee houses, cultural and sporting venues, recreation facilities, shopping.
- d. The below procedures will be used in the selection of hotel accommodations and associated transportation, excluding site visits for any hotel rated Superior First Class Hotel seven (7) or higher on the Northstar Hotel Classification System.
- (1) When selecting accommodations, the Company shall provide the Association with a list of city or cities to be reviewed and dates for review, excluding Pop-Up Layover Markets and off-schedule layovers, by no later than five days before the opening of any bidding for the contractual month in which the site visit is to occur to allow sufficient time for the Association to provide notice for any time off needed.
 - (a) Pop-Up Layover Markets
 - (i) A Pop-Up Layover Market for purposes of this Section is a destination which the Company's Department responsible for Crew Lodging has less than thirty days of notice that a layover will be a scheduled part of the sequence.
 - (ii) Pop-Up Layover Markets must still meet the Minimum Requirements set forth in Paragraph A.6.b. above. In the event a Pop-Up Layover Market becomes a regularly scheduled layover market or continues for more than sixty (60) days, accommodations will be subject to the review and selection process.
 - (2) When selecting accommodations, the Company shall prepare a list of hotels, excluding Pop-Up Markets and off-schedule layovers, being considered and provide such list to the Association prior to an RFP being sent to the hotel. The

Association shall have the opportunity to add facilities to the list of accommodations to be considered. Additions shall be provided to the Company no later than five (5) business days after the Company has provided its list of accommodations being considered to the Association.

- (3) The Company shall provide to the Association electronic copies of the completed RFPs used in the hotel selection process and may redact rates, discounts, and other pricing information. The parties shall confer, and the Company shall consider the Association's input, to which properties shall be considered for site inspection.
 - (4) The parties shall jointly inspect the proposed facilities (including any added to the list by the Association) that return a bid.
 - (5) The Company will provide the necessary time off for the Association's Hotel Committee Chair or committee member to participate in a site visit.
 - (a) The Association must provide notice at least twenty-four (24) hours in advance of the PBS bid closing for the month for any time off needed for site visits scheduled pursuant to paragraph A.6.d.(1). In the event notice is provided, the time off shall be plotted in PBS and shall be paid and credited in accordance with Section 15.D.6.
 - (b) For any requests made after such time, the Association may only send a Committee Member who does not have a scheduled conflict with the site visit, unless notice to the Association of the site visit was less than required in paragraph A.6.d.(1) above in which case, the Association's Hotel Committee Chair or Committee Member shall be released from flight duty to inspect any hotels contemplated under this Section.
 - (c) When the Company requests that an Association Hotel Committee member conduct hotel inspections in lieu of sending a Company representative, the full flight pay loss associated with the release shall be paid by the Company and the Hotel Committee member shall be provided with positive-space air transportation, ground transportation, and accommodations in order to conduct the hotel inspection.
 - (6) The Company shall provide positive-space on-line transportation and lodging for one (1) APA member for all hotel inspections.
 - (7) Within two (2) weeks following each site visit and prior to the final selection, the HWG shall convene regarding the outcomes of the site visits. The Association's HWG members shall provide a confidential ranking of all facilities visited and shall designate each facility as suitable or not-suitable. If a facility is designated as not-suitable, the Association's HWG members shall include as part of the ranking a reason for such designation per the requirements of A.6.b. above.
 - (8) In the event the Company selects a hotel that is not suitable, the Association may notify the Company and request a meeting between the President of the Association and the VP of Flight, or the VP's designee who must be a senior member of the Flight Department. The Company and Association will meet prior to signing the contract for the selected hotel unless the Association's scheduling conflicts prevent the meeting from occurring, in which case, the meeting should occur as soon as possible following the request for the meeting.
 - (9) This process is intended to result in the selection of mutually acceptable lodging and transportation accommodations. The Company, however, shall have the right to make the final determination in accordance with this section.
- e. Managing Existing Accommodations

- (1) The HWG shall meet quarterly, or more frequently, if needed, to review the suitability of hotel accommodations and associated transportation for pilots. The Association's HWG members will be provided a current list of all current or planned hotels showing the contract expiration date, and will also be provided changes to any expiration date.
- (2) The Association's HWG members will provide written notice to the Company of any problems it discovers affecting selected hotels or transportation, or when a selected hotel or transportation, either temporarily or permanently, no longer meets the Minimum Requirements listed above, and will provide a recommended course of action to resolve the issue for the Company to consider.
 - (a) When the Company's Department responsible for Crew lodging receives a report from the Association of a problem with a facility or associated transportation arrangement the Company shall promptly investigate the reported problem and respond to the Association within fifteen (15) calendar days on the results of its investigation and the actions being taken to resolve the problems that are confirmed by the Company.
- (3) The Company will notify the Association within 72 hours of any problems it discovers affecting selected hotels or transportation or when a selected hotel or transportation no longer meets the Minimum Requirements listed above. The Company will also provide in a timely manner a recommended course of action to resolve the issue.
- (4) In the event an approved hotel has an unresolved problem identified in paragraphs (2) or (3) above, the Company and the Association shall meet and discuss the issue(s) and options for resolution. A senior member of the Flight department will attend the meeting.
- (5) In the event an approved hotel no longer meets the Minimum Requirements listed above, the Company will relocate pilots to a hotel that meets the Minimum Requirements listed above, unless the issue is a minor correctible deficiency (actually corrected within two weeks) and the deficiency does not rise to a known risk to the pilot's health or safety. Priority shall be given to hotels which have undergone a joint site inspection but, in the event no other available hotel has undergone a site inspection, the Company may utilize a temporary accommodation which meets Minimum Requirements even if the hotel has not undergone a joint site inspection.
 - (a) The HWG will determine a long-term solution and identify a replacement hotel if needed.
 - (b) If the HWG is unable to agree on a long-term solution or replacement hotel within fifteen (15) days of the notice provided in Paragraph A.6.e.(5) above, the Company may continue to use the temporary accommodation until the normal selection process is completed for a new hotel.

~~7. All regularly scheduled layovers (off-duty periods) must be no less than ten (10) hours plus one (1) hour reporting and fifteen (15) minutes debriefing (11 hours 15 minutes -- 11 hours 30 minutes International). [See Q&A 15-26] [amended and moved to Section 15.C.5.8.9.]~~

8. ~~8.~~ In flying a trip sequence, layover rest may be taken at the pilot's base, as if the rest were taken away from base and the provisions of ~~Section 7~~ this section and Section 15.F and 15.G., if applicable, shall apply.
9. In the event represented employees on a property at any layover facility are on strike, the Company shall consult with APA and, if requested by APA, shall make best efforts to relocate layover crews at alternate accommodations which meet the Minimum Requirements for the duration of the strike activity. ~~9. A field break may not be scheduled on a monthly basis. Layovers and accommodations at or near the airport are provided for only~~

~~when the actual off-duty period is less than the above mentioned figure caused by mechanical, weather delays, etc. Such layovers are intended to provide eight or nine hours of reduced rest "behind the door" as provided in Section 15.C.5.g. and will take into account the normal travel time required between the airport and such layover facility. Should ground transportation delays occur due to weather, equipment breakdown or late transportation, it is the captain's responsibility to contact Dispatch through the local Operations Office to advise of the rest required to comply with the "behind the door" stipulation.~~

B. Meals And Incidentals [See Q&A 7-1]

1. Pilots on duty or when away from ~~their bases~~ on regular assignment, shall be reimbursed for meals and incidentals at the below listed rates per hour. Beginning January 1, 2024, and each January 1 thereafter, the Per Diem rate will be adjusted annually by a percentage equal to the average percentage increase in the U.S. government Meal & Incidental Expenses (M&IE) rate in effect for the most recently completed U.S. government fiscal year for all American Airlines pilot domicile cities. ~~commencing with the first trip sequence originating after the effective date of the rate increase~~ In no event will this calculation reduce the then-current per diem rate.

Effective Date	Domestic Sequence Hourly Rate	International Sequence Hourly Rate
January 1, 2015	\$2.25 <u>2.85</u>	\$2.75 <u>3.35</u>
January 1, 2016	\$2.30	\$2.80

- a. Pilots must fly (including deadheading) to be covered under the provisions of this paragraph.
 - b. Domestic Sequences allocated to an International Division bid status co-located with a Domestic Division bid status in accordance with Section 2.N, and Domestic Sequences which contain non-overwater flights to Mexico will be paid at the International Sequence Hourly Rate above.
 - c. Reimbursement under this paragraph shall be prorated to the nearest minute, from the reporting time of a sequence through the debriefing period following the last leg of the sequence that returns the pilot to base.
2. ~~Pilots on~~ For each full contractual month a pilot is on temporary assignment (TDY) or special duty, ~~or training, a pilot~~ shall be reimbursed for meals and incidentals at a flat rate of \$2,000.00 for that contractual month. This flat rate of \$2,000.00 for meals and incidentals will be increased annually in accordance with the percentage increase calculated in 7.B.1. above. In the event a pilot elects not to use the Company provided hotel for the TDY or special duty month, the pilot will receive an additional \$2,000.00 for that contractual month. If the pilot elects to receive the additional pay and not use the Company provided hotel, the pilot will be responsible for all lodging and transportation for that month. ~~at the below listed, commencing with the first trip sequence originating or duty period commencing after the effective date of the rate increase:~~

Effective Date	Hourly Rate
January 1, 2015	\$2.25
January 1, 2016	\$2.30

~~(prorated to the nearest minute) from the departure time of the trip which takes them to their assignment and continues until the arrival time at their base at the termination of the assignment. In the event a pilot returns to base during the course of a temporary assignment, special duty or training, during scheduled duty-free periods, such time spent at the base shall not be compensable under this provision.~~

3. Pilots in training.
- a. Pilots in training shall be reimbursed for meals and incidentals at the domestic sequence hourly rate per hour, listed in 7.B.1, prorated to the nearest minute, beginning at the block-out time of the scheduled deadhead to training and ending at block-in time of the deadhead after the completion of the training event.
 - b. ~~a.~~ For pilots based at a city other than where the training facility is located: When the pilot leaves the training city, meals and incidentals reimbursement will stop based on the scheduled travel to and from the pilot's base, whether the travel is made from the pilot's base or the American Airlines, American Eagle or American Connection city convenient to that pilot.
 - c. ~~c.~~ For pilots based at the city where the training facility is located: Meals and incidentals reimbursement shall be paid in a lump sum amount based upon a flat eight (8) hours of attendance in training, at the hourly rate provided in 2. above, for each such day of training performed.
4. The intent of the crew meal provisions is that crewmembers should get the opportunity to get a meal, which for purposes of this provision is defined as that which is customarily recognized as breakfast, lunch, or dinner, on the ground or a meal onboard during the crew meal period. If a meal cannot be provided due to inadequate ground or flying time in accordance with paragraphs 4.b.(2) and (3) below, the following leg may have the crew meal onboard even if this is outside the normal meal period.

A meal will be boarded for a pilot in flight, at no expense to the pilot, in accordance with a.(1) through (5) below.

- a. Crew meals will be boarded when:
 - (1) The flight starts before and ends after the meal period.
 - (2) The flight starts before and ends within the meal period, AND the ground time following the flight is less than the ground time limit. Exception: An on-board meal will always be scheduled when the meal period is breakfast.
 - (3) The flight starts within the meal period and ends after the meal period, AND the ground time preceding the flight is less than the ground time limit. Exception: An onboard meal will always be scheduled when the meal period is midnight.
 - (4) The flight starts and ends within the meal period, AND the ground time before and after the flight is less than the ground time limits.
 - (5) The scheduled flight time is 4:00 or greater ~~than 4:30~~.
- b. For the purposes of determining when crew meals will be boarded, the following rules will apply:
 - (1) Normal Meal Periods:

Breakfast	0730	–	0830
Lunch	1129	–	1300
Dinner	1800	–	1930
Midnight	2300	–	0300.
 - (2) Minimum Ground Time Limits:

DFW, ORD, MIA	70 Minutes
EWR, SJU	60 Minutes
Non-Hubs	45 Minutes
Layover	10:30 Hours.

- (3) The minimum flying time to board a crew meal is:
- | | |
|---------------|------------|
| Domestic | 30 Minutes |
| International | 60 Minutes |
- (4) For flights departing from non-catered stations:
- (a) The crew meal will be scheduled on the legs prior to or after the non-catered leg,
or
 - (b) No crew meal will be scheduled if the ground time prior to or after the non-catered leg is greater than the ground time limits.
- (5) Departure and arrival times are adjusted to local time of the departure station of the first leg of the duty period. The departure and arrival times are adjusted again to allow for pre- and post-flight requirements:
- Pre-flight: 60 minutes for the first leg of the duty period, and 30 minutes for all other legs.
- Post-flight: 30 minutes for the last leg of the duty period, and 15 minutes for all other legs.
- c. Minimum Meal Guarantee
- Depending on the length of the duty period, the total number of crew meals ~~plus~~ or sufficient ground time opportunities to eat will be at least:
- (1) Duty time > 16:00 3 meals
 - (2) Duty time > 13:30 2 meals and 1 snack
Note: This meal minimum will also apply to all Far East flying.
 - (3) Duty time > 10:30 2 meals ~~for 1 meal and~~ sufficient ground time
 - (4) Duty time > 5:30 1 meal ~~or~~ sufficient ground time
- d. When there are catered meals for passengers on the flight, crew meals will be the same main course meal for the highest class passenger seating on the flight. Nothing in this provision is meant to modify the Company's obligation to provide a crew meal in accordance with Section 7.B.4.
- e. Allocated Meals Not Boarded
- If an allocated meal is not boarded, a pilot for whom such meal was to be boarded will be reimbursed for the expense of any replacement meal(s) purchased by the pilot, provided the amount is reasonable under the specific circumstances and the pilot submits receipts for the meal(s) to the Company. A replacement meal may be purchased prior to or after a flight for which the pilot was allocated a meal.
- (1) A meal is considered not boarded if it is not on board the aircraft, is materially incomplete, or is spoiled.
 - (2) If a crew meal is unavailable due to the allocated meal being not boarded, the affected pilot will receive \$30 increased annually in accordance with the percentage increase calculated in 7.B.1. above. Unappetizing meals are not considered "not boarded" under this provision.

C. Transportation

1. a. Pilots who are authorized lodging shall be allowed actual expenses incurred for necessary transportation between the airport and the hotel of lodging if ~~the~~:
 - (1) ground transportation is not made available by the Company, or

- (2) the planned transportation is untimely.
 - b. An expense report with receipt should be submitted to the Flight Office for reimbursement.
2. Pilots traveling under Company orders shall be furnished Company passes for the trip or reimbursement for actual transportation expenses should it be necessary to use transportation other than Company aircraft.

D. Passports / Visas / Inoculations

The Company shall bear the reasonable expense of passports, including expedited filing fees if necessary, and passport photos for all pilots. Additionally, for pilots assigned to international flying the Company shall bear the expense of visas and necessary inoculations given at Company designed locations or at Company medical facilities.

E. General

Any other expenses incurred shall be in accordance with Company regulations and with Company approval. [See Q&A 7-2]

F. ~~Section 7 Questions and Answers~~ Medical Reimbursements

A pilot will be reimbursed for their FAA Physical after submission of their FAA First Class Medical Certificate to the Company for actual expenses incurred. The FAA physical reimbursement in 2023 is up to \$457.00 when an EKG is required or up to \$278.00 if an EKG is not required. Such reimbursement will be credited to a pilot's paycheck, following the month in which their FAA First Class Medical Certificate is submitted. This reimbursement will be:

1. Made once every six months for Captains and First Officers (in categories utilizing relief pilots) age 40 and over,
2. Made once every 12 months for all pilots under age 40,
3. Made once every 12 months for a first officer who is between age 40 and age 60 who is not in a category utilizing relief pilots,
4. Made once every six months for a First Officer age 60 or older,
5. Increased on an annual basis each January 1st equal to the percentage of the annual increase of the health care costs in the American Airlines sponsored health plan as determined by the Company and APA,
6. For the higher amount on the first reimbursement of each calendar year beginning in the year the pilot attains the age of 40,
7. For the higher reimbursement amount for the year in which the pilot requires the age 35 baseline EKG.

G. Section 7 Questions and Answers

Final Q&A under development

SECTION 8 MOVING EXPENSES

A. Basic Moving Expenses

When a pilot is moved by the Company at Company expense such pilot shall be eligible for Company paid moving expenses as follows:

1. En Route Expenses

- a. Automobile mileage expense for actual mileage for the most direct AAA route from point of origin to point of destination at ~~41¢ per mile~~ the applicable IRS standard mileage rate for business use as updated annually (e.g., 65.5¢ per mile for calendar year 2023) for up to two (2) automobiles owned or leased by the pilot. Bridge, ferry, tunnel, and turnpike toll expenses are also reimbursable.

In lieu of automobile mileage expense, either or both automobiles may be shipped at Company expense and is excluded from the weight limitation for household effects.

- b. Lodging as required for moving household members while en route at actual ~~and reasonable~~ cost ~~for the pilot, the pilot's spouse and the dependent members of the pilot's immediate family who reside with the pilot.~~ not to exceed the IRS issued rates for CONUS site lodging as updated annually (e.g., rates in effect as of October 1, 2022, specified in IRS Notice 2022-44, Section 3, 2022-41 IRB).

~~c. Meals shall be allowed for the pilot, the pilot's spouse and the dependent members of the pilot's immediate family who reside with the pilot, based on either of the following:~~

~~(1) Actual and reasonable cost, or~~

~~(2) For the pilot, the pilot's spouse and dependents over twelve (12) years of age at the rates provided in Section 7.B of this Agreement, plus an additional three (3) dollars per day for each dependent under twelve (12) years of age.~~

- c. Meals en route for each moving household member at actual cost, not to exceed the IRS issued rates for CONUS per diem for each moving household member as updated annually (e.g., rates in effect as of October 1, 2022, specified in IRS Notice 2022-44, Section 3, 2022-41 IRB).

- d. Commercial transportation expenses (in line with standard taxi rates) incurred en route from residence to departure airport and from arrival airport to new residence.

- e. Tip expense at actual cost not to exceed 20 percent (20%) of the expenses specified in A.1.b., A.1.c., and A.1.d. above.

~~e. Taxi expenses incurred en route from residence to departure airport and from arrival airport to new residence.~~

- f. Documentation is required.

2. Direct Moving Expenses

- ~~a. The pilot will receive a direct moving expense allowance of \$1,600.00 which will be paid in a lump sum.~~

- a. Upon completion of the move, the pilot will receive a direct moving expense allowance of \$6,000.00 which will be paid in a lump sum, to be adjusted annually based on CPI-U (Consumer Price Index-Urban).

Documentation, other than verification of the actual move, is not required.

~~b. A pilot may elect to receive up to \$300.00 of the direct moving expense allowance prior to the actual move as a reimbursement of house hunting expenses. Such expenses include actual and reasonable cost of transportation, lodging and meals for the pilot, the pilot's spouse and the dependent members of the pilot's immediate family who reside with the pilot.~~

~~(1) Documentation for house hunting expenses is required.~~

~~(2) The direct moving expense allowance of \$1600.00 shall be reduced by any amount reimbursed for house hunting expenses.~~

b. A pilot may elect to receive up to half of the direct moving expense allowance (as determined and adjusted in A.2.a. above) prior to the actual move. In the event the pilot does not complete the move, any advances paid pursuant to this provision will be recouped by payroll deduction on the earlier of the time the pilot notifies the Company the pilot will not be moving or the expiration of the time to complete the move.

c. The direct moving expense allowance in A.2.a. above shall be reduced by any advance paid pursuant to A.2.b. above.

3. Home Sale / Lease Termination Expenses

Upon the submission of required documentation, a pilot who owns and sells the pilot's primary residence ~~or who pays a penalty associated with terminating a lease~~ as a result of a Company paid move will be reimbursed up to \$1,200.00. A pilot who pays a penalty associated with terminating a lease as a result of a Company paid move will be reimbursed up to three months' rent provided:

a. Such lease or rental agreement was entered into before the date of the award (or date of notice of recall from furlough) that created eligibility for a Company paid move under Section 6.A.

b. The pilot submits to the Company a copy of the lease or rental agreement and a letter from the landlord describing and confirming the cancellation costs incurred.

4. Shipment of Household Effects

The Company shall engage and compensate a reputable bonded furniture moving company to move the normal personal and household effects of the pilot up to a maximum of ~~eighteen thousand (18,000)~~ twenty-four thousand (24,000) pounds. Such expense shall include packing, unpacking, shipping, drayage, storage of household effects for a period not to exceed sixty (60) days, and all-risk transit insurance of comprehensive protection based on a valuation of ~~\$3.50~~ \$5.00 per pound, actual weight, in five-hundred (500) pound increments, not to exceed ~~\$63,000-~~ \$120,000 ~~and drayage and storage of household effects for a period not to exceed sixty (60) days.~~ Additional coverage will be available to include high value items (items valued at \$100 or more per pound) subject to the conditions and limitations of the applicable insurance policy.

5. Self-Move

a. ~~A-p~~Pilots may elect to accomplish the physical shipment of all personal property on their own. In this case the Company will pay the pilot fifty percent (50%) of what the Company would have paid to the contracted moving company. The completion of the actual move requires verification.

b. Documentation and/or receipts for Federal tax purposes may be required.

6. ~~All~~ Moving expenses shall be documented, if required above, and claimed on appropriate Company expense forms and, except for automobile mileage, must be supported by receipts and submitted within thirty (30) days after incurring the expense.
7. In the event that Company Regulations provide more liberal allowances for those items described above, the greater amounts shall be allowed.

B. Eligible Moves at Company Expense

1. A pilot displacing under Section 17.D.7.b.(3).
2. A pilot transferring to a new or reactivated base, as provided in Section 17.S.1.
3. Pilots transferring from a closed base, as provided in Section 17.S.2.
4. A pilot eligible for a move at Company expense under 8.B. who is furloughed and remains eligible for a paid move in accordance with the Note in 8.C. and 8.E. below, may move to either the base from which the pilot was furloughed or the base to which the pilot is being recalled.

C. Forfeiture of Eligibility

1. The pilot does not relocate within the allotted time.
2. Prior to relocating the pilot is awarded a position at the pilot's former Domicile.
3. Prior to relocating the pilot becomes eligible for relocation benefits again.
4. Prior to relocating the pilot retires, dies, or becomes inactive.

Note: In the event an inactive pilot later returns to active duty, eligibility for such paid move, if still applicable, will be retained insofar as the move can be completed within the original ~~18~~ twenty-four (24) month window of eligibility (excluding time from date of furlough to the earlier of the pilot's date of recall or date of recall deferral).

D. Notification Requirement

A pilot eligible for a paid move must notify the Company if the pilot intends to accept a Company paid move. Pilots displaced as a result of a base closure are deemed to have provided notice. This notification must occur no later than ~~90~~ 365 days following the effective date of the award. This notification does not, however, create an obligation to complete the move.

Upon notification, any lock-in associated with the move will commence on the effective date of the bid award.

In the event a pilot subsequently elects not to move, and has not been reimbursed for any associated moving expenses, the lock-in will be removed, and if the eligible paid move was because of a displacement award, the pilot will be awarded a reinstatement right to the pilot's previous bid status. Any entitlement right awarded during the lock-in period will be unaffected.

E. Time Period for Completion of Move

A pilot must complete the move within ~~eighteen (18)~~ thirty-six (36) months of the effective date of the bid award (excluding time from date of furlough to the earlier of the pilot's date of recall or date of recall deferral). Extensions ~~to the eighteen (18) month period~~ will be considered on an individual case basis.

F. Time off from Work

1. Paid Days for Move
 - a. A pilot will be provided one (1) paid moving day off from work for each 350 miles, or portion thereof, between the pilot's old and new base. This mileage is based on

the standard mileage derived from MapQuest, [Google Maps](#), or equivalent. The maximum number of paid [moving](#) days provided is four (4). These four (4) paid [moving](#) days can be split, but must be taken in conjunction with the actual move.

- ~~b. A pilot will contact the Company in order to request the necessary paid days off needed in association with the actual move. The Company will make every effort to honor the pilot's request for the desired days, but may deny a pilot his/her requested days if that pilot's absence would create a significant burden to the operation of the airline.~~

~~If the Company denies a pilot his/her specific requested days off, the Company will work with the pilot to identify mutually agreeable alternative dates. In the event that the pilot ultimately completes the move on a duty free period(s) (DFP), day(s) off (DO), or planned absence, such pilot shall be paid, but not credited, for the sequence(s) he/she would have otherwise been removed and paid for had the pilot been granted the days off requested.~~

- ~~c. If a pilot is removed from a sequence(s) which total a greater number of days than provided for in paragraph a., above, the pilot will be paid a prorated amount days at the average daily credit value of the sequence(s) dropped. Any remaining credit will be unpaid, uncredited and go against guarantee, if applicable.~~

~~Example: A pilot is eligible for two paid days off, but is removed from a three-day sequence. The three-day sequence is valued at 18:00 hours. The pilot will be paid and credited for 12 hours (2/3 of 18 hours). The remaining 6 hours of the sequence is removed unpaid/uncredited.~~

b. [Requests](#)

- (1) [PBS Planned Absence. A pilot will notify the Company of the pilot's selected paid days off needed in association with the actual move at least one business day in advance of the PBS bid closing for the month in which such moving days are needed; the Company shall approve the requested moving days provided such notice is given unless the requested day\(s\) conflicts with the "black out" dates listed in F.1.c. below. The four \(4\) unpaid moving days in F.2.a. below may be pre-plotted adjacent to the paid moving days in F.1.a. above or in a separate block. If the required notice is not provided, days off will not be guaranteed.](#)

- (2) [Post-PBS Planned Absence. In the event a pilot is unaware of which days off will be needed for the actual move prior to the time set forth in F.1.b.\(1\) above, the pilot may contact the Company after the PBS bid closing in order to request the paid days off needed in association with the actual move. The Company will make every effort to honor the pilot's request for the desired days, but may deny a pilot's requested days if that pilot's absence would create a significant staffing burden. If the Company denies a pilot's specific requested days off, the Company will work with the pilot to identify mutually agreeable alternative dates. If the pilot is not granted any days off under this provision and ultimately completes the move on a previously scheduled day off, the day shall be paid as a paid move day in accordance with F.1.d. below.](#)

- (3) [Change Requests. In the event a pilot needs to change the requested move date\(s\), the appropriate method described in \(1\) or \(2\) above will apply.](#)

- c. [Approval of moving days on the following "black out" dates will be considered on an individual case basis by the Chief Pilot:](#)

- (1) [December 31 – January 2](#)

- (2) Friday – Monday of Super Bowl Weekend
 - (3) Thursday – Monday of Easter Weekend
 - (4) July 3 – 5
 - (5) Tuesday prior to Thanksgiving through the Monday following Thanksgiving
 - (6) December 24 – 26
 - (7) Saturday prior to Memorial Day and Labor Day through the Tuesday following each.
- b. Pay and Credit for Paid Moving Days
- (1) Lineholders:
 - (a) For PBS planned absences under F.1.b.(1) above, lineholders will receive credit for line construction purposes only, in accordance with Planned Absences in Section 15.D. Paid moving days will be paid, no credit, at average calendar day pay in accordance with Section 15.G.
 - (b) For post-PBS planned absences under F.1.b.(2) above, if a pilot is removed from a sequence(s) the pilot will be paid the prorated amount of days at the average daily credit value of the dropped trip for each paid moving day. Any remaining daily credit value will be unpaid, uncredited. Paid moving days taken on previously scheduled days off will be paid, uncredited at average calendar day pay in accordance with Section 15.G.

Example: A pilot is eligible for two paid moving days and is removed from a three-day sequence valued at 18:00 hours. The pilot will be paid and credited for 12 hours (2/3 of 18 hours). The remaining six hours of the sequence are removed unpaid/uncredited.
 - (2) Reserves:
 - (a) Reserve pilots will be paid and credited the pro rata portion of the Reserve Guarantee in accordance with Section 4 for each paid moving day.
2. Unpaid Days for Move
- a. A pilot will be provided up to four (4) unpaid move days for moving-related activities. These days are inclusive of, and not in addition to, the four (4) unpaid move days referenced in F.1.b.(1). above. These days can be split and need not be taken adjacent to the actual move, and shall be approved in accordance with F.1.b.(1) or F.1.b.(2). above.
 - b. Additional unpaid days may be requested from the pilot's local Chief Pilot.

G. Company Travel Passes

The following business travel passes will be provided to each eligible family member, as necessary, for the following purposes:

1. Two (2) round trip passes for house hunting purposes;
2. One (1) round trip pass to make arrangements for shipping household goods;
3. One (1) round trip pass to close on the sale or purchase of a home; **and**
4. One (1) one way pass to report to a pilot's new location; and

5. For the purpose of commuting to the new base, four (4) A1 round trip business passes per contractual month for the eligible pilot, from the new bid effective date until the pilot establishes a new permanent residence or one year, whichever is sooner.

If more than one of the above listed activities are accomplished during the same trip the trip passes are combined. Example: A pilot makes a single trip for the purpose of making arrangements for the shipping of household goods and to close on the sale of a home. In this example a pilot has used the travel benefits of #s 2 and 3 above.

H. General

1. Except as provided for in this Section, a pilot must relocate ~~to the applicable base~~ within a 125 straight-line statute mile radius of the airport at the pilot's new base, including co-terminal/satellite/ supplemental-flying airports, in order to receive moving expense benefits. Exceptions to this provision may be made on an individual case basis by the Flight Admin office.
2. The Company shall gross-up any payments to account for taxes on imputed income.
3. Except as provided in this Section, all other moving expenses shall be borne by the pilot.

**SECTION 9
VACATIONS**

A. Definitions

1. "Applicable rate" as used in this section, means the rate based on rates as set forth in this Agreement for the highest paying type of equipment involved in that pilot's last ~~trip~~ sequence selection award or reserve flying assignment except that for retirees compensated under paragraph F.1.d.(1), this applicable rate will be based on the pilot's next to the last month of flying prior to retirement.
2. A Vacation Day shall be a twenty-four hour (24:00) period awarded through the vacation bid during which the Pilot is free from all duty at the Pilot's domicile beginning at 0000 HBT and ending at 2359 HBT.
3. "Vacation Year" as used in this section is used to mean a fiscal vacation year which runs from the contractual month of ~~March-April~~ (~~March-2nd~~ April 1st) ~~thru~~ through the contractual month of ~~February~~ March (March 31st) of the following year.
4. "Year" as used in this section is used to mean a calendar year.
5. Vacation Bank as used in this section refers to a pilot's available vacation time measured in hours and minutes.

B. Vacation Period

1. Pilots shall become entitled to and receive vacation allowances with pay in accordance with the following:
 - a. All pilots will, except as noted in b. below, be eligible for vacation based on accredited service with the Company according to the following schedule:

Accredited Service <u>As of</u> <u>December 31</u>	Vacation Entitlement <u>In Succeeding Vacation Year</u>
Less than 1 year	prorated in b. below
1 through 5 years	21 days
6 years	22 days
7 years	23 days
8 years	24 days
9 years	25 days
10 years	26 days
11 years	27 days
12 years	28 days
13 years	29 days
14 years	30 days
15 years and thereafter	31 days
<u>19 years</u>	<u>35 days (effective 2026/2027 Vacation Year)</u>

- b. A pilot who, as of December 31 of any Year, has had less than one (1) year of accredited service with the Company will be entitled to a vacation on the basis of one and three quarters (1-3/4) days for each month of service.
2. For purposes of computing the number of days of vacation due, fifteen (15) days or more of service in a calendar month shall be considered a full month and less than fifteen (15) days shall not be considered. Fractions of a day's vacation which equal or exceed one-half (1/2) shall be considered a full day, and other fractions shall not be considered. Vacation days due shall be converted to vacation hours at the rate ~~of 3 hours and 40 minutes (3:40)~~ set forth in Section 9.F.1.b. below per vacation day and will be credited to a pilot's vacation bank.
3. Pilots will bid for and be awarded/assigned vacation periods based on the number of vacation

days due.

C. Vacation Selection [See Q&A [9-4](#)]

1. Vacation periods will be awarded based on a structure of 52 separate 7-day periods.
2. Vacation weeks commence at 0000 on Monday and end at 2359 on Sunday.
3. The Company shall solicit vacation period preferences for vacations accrued during a calendar year to be taken during the succeeding vacation year. Vacation periods will be proffered and awarded within each bid status. Pilots shall be permitted to select and shall be awarded in order of system seniority a vacation period proffered for selection within the bid status which they hold during the contractual month of January preceding the vacation year.
4.
 - a. The Company shall make all weeks of the vacation year available in each bid status (minimum one (1) man-month of vacation per bid month). Pilots shall be permitted to bid for vacation weeks in any adjoining combination within a [calendar month](#).
 - b. The minimum vacation to be made available in each bid status during any month of the vacation year shall be the lesser of:
 - (1) five percent (5%) of the total vacation to be awarded (net of vacation float), but not less than a. above, or
 - (2) two and three-quarters percent (2.75%) of the total accrued vacation (net of PVDs), but not less than a. above.
 - c. Effective with the 2026/2027 vacation year the minimum vacation to be made available in each bid status during any month of the vacation year shall be the lesser of:
 - (1) five and a half percent (5.5%) of the total vacation to be awarded (net of vacation float), but not less than a. above, or
 - (2) three and one-quarter percent (3.25%) of the total accrued vacation (net of PVDs), but not less than a. above.
 - d. (1) In each bid status, five percent/five and a half percent (5/5.5%) or two and three-quarters percent/three and one-quarter percent (2.75/3.25%), as applicable, need not be applied in any month that planned ramp hours exceed the vacation year average by more than ten percent (10%) for that bid status.
 - (2) Exceptions under c.(1) will not exceed ten percent (10%) of total bid status-months in the system.
 - e. Temporary assignments solely due to vacation coverage will not create permanent vacancies under Section [15.M.1.f.](#), [15.M.2.e.](#) or [15.M.3.](#)
 - f. When a pilot changes bid status, the Company will honor such pilot's assigned vacation period, except when such vacation period increases the manning requirement in the new bid status in that month above the manning requirement level in the month immediately preceding or the month immediately following the vacation month. In such case, if the pilot's assigned vacation is not honored, the pilot's vacation shall be selected as provided in f. below.
 - g. When a pilot's vacation period is assigned, it will not be changed with less than thirty (30) days' notice. When a pilot's vacation period is changed, the pilot shall be permitted to make a selection of another vacation period from those available in the pilot's bid status within the same vacation year. Alternatively, the affected pilot may elect to take the changed vacation as a floater not subject to the maximum number of floaters specified in paragraph F below.
5. Vacation Bidding
 - a. Vacation bidding will consist of four [\(4\) separate](#) rounds and [each round](#) will be ~~completed in a two-step bidding process~~[ed](#) as follows:
 - (1) The Company will post the schedule for vacation bidding on or before December 1st of the previous year.
 - (2) [Bidding for round one will open January 3.](#) Round one vacation bids will be open for a minimum of [ten \(10\)](#) calendar days, and results will be posted no later than [fourteen \(14\)](#) ~~ten~~ business days after bids close [for round one](#). At the time round one

bidding opens, a pilot's estimated vacation accruals will be used for bidding purposes, since actual vacation accruals may not be finalized until after round one bidding period has commenced.

- (3) Rounds two through four vacation bids will be open for a minimum of five (5) calendar days each, and the results for each round will be posted no later than seven (7) calendar days after the respective bid closes and prior to the next round opening.
 - (4) ~~(3) Upon completion of round one, pilots will have five calendar days to submit a single ballot for rounds two through four.~~ Each round of vacation bidding rounds two through four will be conducted and processed separately, except that pilots may submit bids for each round any time after bidding for round one opens. ~~in one continuous process, and each round will be conducted sequentially.~~ With the publication of each vacation round result, the Company shall publish the number of remaining weeks of vacation available for bidding, on a per week basis.
 - (5) Results for rounds ~~two through~~ four will be posted by the Company no later than ~~February 10th~~ March 3rd.
- b. The Company will maintain a system which:
- (1) permits a pilot to view awarded vacation periods;
 - (2) contains an automated process to re-award open vacation weeks which have been released and made available at the Company's discretion; and
 - (3) accommodates pilot to pilot trades.
6. Vacation Splits
- a. Pilots eligible for eight (8) or more days of vacation may split their vacations a maximum of three (3) times, provided that no split can result in more than one vacation of less than seven days. Any vacation period that is less than seven days will not be available for bidding purposes, but will be converted to hours and placed in the pilot's vacation bank.
 - b. Primary vacations are awarded based on seniority. Additional vacations will be selected from the remaining vacation periods available after all pilots have been awarded/ assigned their primary vacation period in accordance with paragraphs 1., 2., and 3. of this Section 9.C. Awarding/assigning of the additional splits of a pilot's vacation period will be in order of seniority within the bid status among those pilots desiring to split their vacation.
7. A pilot may request paid personal vacation days (PVDs) which the Company will grant if manning permits. Days used for personal vacation will be deducted from the vacation day accrual to be awarded in the subsequent vacation year and will be limited to the total number of vacation days in such accrual. Once granted, pilots shall have the following options: [See Q&A [9-4](#)]
- a. Hours Option
 - (1) The number of PVD days taken, when multiplied by the conversion rate in [B.2.](#) above, shall be no less nor greater than the number of days required to completely offset the scheduled pay and credit for the ~~trip~~-sequence or days of availability from which such pilot is removed.
 - (2) Such time shall be credited to such pilot's vacation bank.
 - (3) Such pilot shall then be paid and credited for the sequence or days of availability from which such pilot is removed from such pilot's vacation bank.
 - b. Days Option
 - (1) The number of PVD days taken shall be equal to the number of days of the ~~trip~~-sequence or days of availability from which such pilot is removed.
 - (2) The number of days in (1) above shall be multiplied by the conversion rate in [B.2.](#) above, and such time shall be credited to such pilot's vacation bank.
 - (3) Such pilot shall then be paid and credited for the ~~trip~~-sequence or days of availability from which such pilot is removed from such pilot's vacation bank.
8. Pilot requests for PVDs will normally be granted through the trip trade system.
9. If a pilot who has requested and been granted time off by his supervisor is unable to make up

the lost time, he will be given the option to convert the lost time to a personal vacation day(s) subject to [C.7.](#) above. Unless the pilot decides otherwise, the lost time will automatically be converted to a personal vacation day(s).

10. Prior to the awarding of bid lines, a pilot, other than a pilot taking **twenty-eight** (28) or more days of vacation in a month, may slide the first day of vacation period by up to three (3) days in either direction. This provision shall not apply if the new vacation period goes outside of the bid month or any of the following days: New Year's Day, Easter Sunday, Independence Day, Thanksgiving Day, Christmas Day. [See Q&A [9-6](#)]
11. Pilots may trade vacation periods within a four-part bid status. The traded periods must be an equivalent number of weeks although the exact number of days need not be equal. On a case by case basis, the company may elect to grant vacation period trades involving unequal weeks.
12. Vacation Extension (**VEX**) Days
 - a. Pilots may designate up to four (4) DFPs per block of **at least** seven (7) vacation days ~~or greater,~~ as VEX Days. Reserves **Pilots** may designate **VEX** Days as Golden (using the Golden/Moveable tool), but are not required to do so. A pilot may not exceed four **VEX** Days in a given **Contractual Month**.
 - b. Both **Lineholders regular** and **Reserves pilots** may select the desired days (which count as part of their normal DFP allotment) prior to the monthly Continuing Qualification Training (CQT) and/or PBS bid run. After the bid award, the **VEX** Days revert to DFPs and will appear as such in FOS.
 - c. **VEX** Bidding will be closed during the CQT award and PBS award processes. During the CQT and PBS runs, **VEX** Days act as a pre-planned absence during line construction and will carry neither a value for pay nor credit. Such block of four (4) days, or portion thereof, may be extended into the adjacent contractual month(s).
 - d. **VEX** Days may be used in conjunction with Vacation Slide provided that the slide is accomplished first.
 - e. **VEX** Designated Bidding deadlines ~~will be~~ **are** defined in the PBS MOU Appendix.

D. Deferred Vacations

Vacations shall not be cumulative and a vacation to which a pilot becomes entitled on December 31st of any year shall be treated in accordance with [F.1.f](#) and/or [F.1.g](#) of this section, unless taken during the following vacation year; provided that a pilot may be requested by the Company to forego his vacation if such request is in writing, and, in such event, if the pilot has not received his vacation by the end of the vacation year in which it is to be taken, he shall be entitled to said deferred vacation during the succeeding vacation year.

E. Floating Vacation

A pilot with eight (8) days or more vacation may float any or all vacation days in excess of seven (7) days. A pilot will notify Crew Resources prior to the bid closing date for the first round of vacation bids how many floating days of vacation will be taken. PVDs will not be deducted from a pilot's accrual prior to determining such pilot's eligibility to float a vacation day(s).

A floating vacation grants a pilot the ability to bid on future, Company designated, available floater vacation slots. Floating vacations are awarded in seven (**7**) day increments; i.e., each floating vacation slot posted by Planning will consist of seven (**7**) consecutive days. The choice of whether or not to use a floater vacation rests solely with the pilot.

Monthly bidding and use of floating weeks:

1. Planning will electronically post available weekly vacation slots no later than twenty (20) days prior to the beginning of the month in which the floating vacation will be taken.
2. Pilots, with floating vacation available, may bid for an available vacation slot in their respective four part bid status.
3. Floating vacation slots will be closed and awarded in seniority order within their respective four part bid status no later than five (5) days prior to monthly bid closing. If a pilot is unsuccessful in bidding a floating vacation week, he may bid again in later bid months during that vacation year.

4. The value of floating vacation(s) not taken in the vacation year will be paid in accordance with [F.1.f.](#) and/or [F.1.g.](#)

F. Vacation Pay and Credit [See Q&A [9-3](#)]

1. A pilot will:
 - a. not be scheduled for flight assignment, company business, or training during a vacation period.
 - b. be paid and credited for vacation days from the pilot's vacation bank as follows:
 - (1) A pilot will receive pay at three hours and forty minutes (3:40) for each vacation day on such pilot's schedule, provided there is sufficient time remaining in the pilot's vacation bank. Effective for the 2024/2025 vacation year, a pilot will receive pay at four hours and thirty five minutes (4:35) for each vacation day on such pilot's schedule, provided there is sufficient time remaining in the pilot's vacation bank. ~~and~~
 - (2) credit ~~for line construction or RPV purposes~~ at the rate of three hours and forty minutes (3:40) per vacation day. Effective for the 2026/2027 vacation year, credit at the rate of four hours (4:00) per vacation day.
 - c. receive neither pay nor credit for any hours dropped in excess of the vacation bank provided that a pilot may utilize sufficient PVDs to be paid and credited for any such excess vacation hours used.
 - d. receive pay for the value of the hours remaining in his vacation bank and any accrued vacation, at the applicable rate if the pilot:
 - (1) Retires [See Q&A [9-1](#)],
 - (2) is deceased,
 - (3) is furloughed or
 - (4) resigns with two (2) weeks' written notice.
 - (5) is granted a military leave of absence, provided the pilot may alternatively elect to reschedule his vacation in accordance with [Section 11.E.7](#).
 - e. have the option to receive pay for up to ~~five-ten~~ hours and thirty minutes (5:00)10:30 from such pilots' vacation bank in any month, except for the months of May through August.
 - f. have any hours remaining in the vacation bank on ~~January 30th~~ March 1st paid out in the ~~February~~ March pay period or,
 - g. have the option of applying all or part of the remaining vacation bank hours applied to the following vacation year's vacation bank to fully or partially replace a previously exercised PVD. The pilot must notify the Company prior to the end of the vacation year if exercising this option for the following vacation year.
 - h. have the option, if the pilot has exhausted their Vacation Bank under the Family and Medical Leave Act (FMLA), to notify the Company prior to the 7th at noon to have awarded vacation removed from the following contractual month in order to bid and be awarded flying in PBS in lieu of taking the awarded vacation unpaid.
2. A pilot shall have the option to receive pay from such pilot's vacation bank for a sequence voluntarily dropped via the Trip Trade System (TTS), provided there is sufficient time remaining in the pilot's vacation bank to cover any remaining scheduled vacation. This provision becomes effective the earlier of July 1, 2014, or the implementation of TTS.
3. A pilot who has completed six (6) months' accredited service with the Company and resigns (with two (2) weeks' written notice), or is furloughed by the Company due to reduction in force shall receive pay at the applicable rate as of such date for all vacation accrued and unused to the date of resignation or furlough in accordance with the table below.

Years of Accredited Service	Vacation days Per month of service
6 months-Through 5 years	1.75
6 years	1.83
7 years	1.92
8 years	2.00
9 years	2.08
10 years	2.17
11 years	2.25
12 years	2.33
13 years	2.42
14 years	2.50
15-18 years	2.58
<u>19+ years</u>	<u>2.91 (effective 2026/2027 Vacation Year)</u>

G. Effect of Leaves on Vacations

A pilot who takes a leave or leaves of absence which exceeds, or the total of which exceeds, sixty (60) calendar days during any calendar year shall have his vacation allowance to which he becomes entitled on December 31 of that year, reduced by one-tenth (1/10th) for each thirty (30) days of said leave, or total of such leaves, in excess of sixty (60) days. No deductions from vacation allowances shall be made for leaves of absence granted due to injury sustained while on duty, paid sick leave, or for leaves to represent the American Airlines pilots for grievance and collective bargaining purposes. Such grievance representatives for the purpose of this paragraph shall be System Board of Adjustment members or the representatives selected by a pilot under [Section 21](#).

H. Recall from Furlough, Return from Military or Personal Leave

A pilot who returns from furlough, military leave or personal leave shall accrue vacation allowance from the date of reemployment, to be taken during the succeeding vacation year in accordance with the table in F.3 above.

I. Vacation Scheduled During an Injury on Duty

A pilot who has a pre-selected vacation scheduled during an Injury on Duty (“IOD”) leave will have the following options:

1. Receive pay for the vacation in the month it is originally scheduled in addition to Worker’s Compensation payments; or
2. Move the pre-selected vacation to an open vacation slot. A pilot desiring to reschedule their vacation must advise their Chief Pilot of their intentions in advance of the contractual month during which the vacation is scheduled, unless the IOD leave commences in the same month as the pre-selected vacation, in which case the pilot must advise their Chief Pilot as soon as practicable. Moreover, the pre-selected vacation must be moved to an open vacation slot in the same vacation year. If there is no open vacation slot or if the pilot’s IOD leave extends through the end of the current vacation year, the value of the vacation period, at the pilot’s option, may be
 - a. credited to the pilot’s PPROJ, and/or
 - b. applied to the following vacation year’s vacation bank to fully or partially replace a previously exercised PVD.

J. Section 9 Questions and Answers

Final Q&A under development

SECTION 10

SICK LEAVE

Definitions:

Calendar Day: The twenty-four-hour (24) period from 0000 HBT to 2359 HBT.

Electronic Communication System (ECS): The system which serves as the primary means of communication between the Company and the pilot regarding the pilot's schedule.

Initial Training: Synonymous with "New Hire Initial Training," as used in this Agreement.

Sick if Needed: A Reserve pilot who is sick may ~~call and so~~ notify the Company through the provisions set forth in Section 10 of this Agreement. The pilot will not be charged sick leave until such pilot is assigned to fly. At the time the pilot is needed to fly (by assignment – not by proffer) such pilot will be so notified and will be placed on sick leave effective that date.

A. Rate of Regular Accrual

A pilot shall be credited with five (5) hours of sick leave for each month of service with the Company. The accumulation for each calendar year shall be available for use the following calendar year, ~~except that a pilot who has completed the first six (6) months of service may use up to 30 hours of accumulated sick leave in the calendar year in which the first six (6) months' service is completed.~~

B. Sick Leave Banks

~~(Effective January 1st, 2014 or such later date as the Company may determine)~~

Pilot sick leave will be provided through a single ~~short-term~~ sick leave bank. ~~and a long-term sick leave bank~~

1. Application of Sick Accrual Hours to Sick Banks

- a. Each January 1, a pilot's sick leave hours accrued in the preceding year shall be placed into the pilot's sick leave bank, except, pilots with a sick leave bank balance of 235 hours or more as of the end of the accrual year (December 31), may elect to receive a cash payout of 50% of the sick leave hours accrued under the Regular Accrual Rate during that accrual year.

(1) The cash payout shall not include any of the additional hours accrued under the Rapid Reaccrual Rate formula.

(2) Pilots electing to receive a cash payout must make the election no later than December 1 of the accrual year. ~~applied first to the pilot's short-term sick leave bank, up to a maximum of sixty (60) hours in the bank. Excess hours shall be applied to replace, on a one-for-one basis, any long-term sick leave bank hours used during the prior calendar year. Then, any hours still remaining from those accrued in the preceding year will be applied under the following formula:~~

~~(1) If the long-term sick leave bank balance is greater than or equal to 470 hours, 50% of the hours still remaining from those accrued in the preceding year (as provided in the last sentence of a. above) shall be paid out to the pilot and the other 50% of hours remaining shall be placed in the long-term sick leave bank.~~

~~(2) If the long-term sick leave bank balance is less than 470 hours but greater than or equal to 235 hours, 25% of the hours still remaining from those accrued in the preceding year (as provided in the last sentence of a. above following replenishment) shall be paid out to the pilot and the other 75% of hours remaining shall be placed in the long-term sick leave bank.~~

~~(3) If the long-term sick leave bank balance is less than 235 hours, 100% of the hours still~~

~~remaining from those accrued in the preceding year (as provided in the last sentence of a. above) shall be placed in the long-term sick leave bank.~~

~~(4) The payouts provided for in (1) and (2) above shall not include any hours earned under the rapid reaccrual formula. Payouts provided for in (1) and (2) above shall only be for hours that were or would have been earned under the regular accrual formula in Section 10.A. above.~~

~~2. Long Term Sick Leave Access [See Q&A 10-10]~~

~~A pilot may access his/her long-term sick leave bank in one of two ways:~~

~~a. If an illness or injury results in an absence exceeding fourteen (14) consecutive calendar days:~~

~~The pilot will substantiate the absence by following the Sick Verification/Proof of Illness procedures in paragraph C.7. below, and obtain medical approval from the AA Medical Department or the Company's third party contractor to use the pilot's long-term sick leave bank; or~~

~~b. If the pilot has exhausted his/her short-term sick leave bank, the pilot will substantiate the absence by following the Sick Verification/Proof of Illness procedures in paragraph C.7. below, obtain medical approval from the AA Medical Department or the Company's third party contractor to use the pilot's long term sick leave bank.~~

2. Pilots who retire after January 1 of any given year will have the value of any sick accrued during that calendar year (i.e., the calendar year in which the pilot retires) either paid out at retirement or deposited into a Retiree Health Reimbursement Agreement (RHRA) account in accordance with the pilot's election under the provisions of Section 16.XX.

3. Sick Leave Bank Caps

a. A pilot's ~~short-term~~ sick leave bank shall be capped at one-thousand sixty (1,000 60) hours effective each January 1.

~~b. A pilot's long-term sick leave bank shall be capped at nine hundred forty (940) hours.~~

4. New Hire Pilots

a. New-hire pilots will have twenty-two hours and thirty minutes (22:30) of their normal sixty-hour (60) accrual for use in the following year preloaded into their sick bank at the completion of initial training for use in the first calendar year of employment.

b. A New-hire pilot who has completed the first six (6) months of service may use up to thirty (30) hours of accumulated sick leave in the calendar year in which the first six (6) months' service is completed.

C. Additional Sick Leave Provisions

1. Fractions Of A Month Of Service

For purposes of computing sick leave accrual under this Section 10, fifteen (15) days or more of service in a contractual month shall be considered a full month and less than fifteen (15) days shall not be considered.

2. Rapid Reaccrual of Sick Time [See Q&A [10-3](#), [10-4](#) and [10-5](#)]

If a pilot whose ~~combined level of sick hours from both the short term and long term~~ sick leave banks is fifty percent (50%) or more of such pilot's total accrual based on length of service, as provided in paragraphs A. and B.3. above, and the pilot is unable to report for duty on account of illness or injury for thirty (30) or more consecutive calendar days, that pilot will, upon return to duty, begin to accrue additional sick leave hours at the rate of 50% of the Regular Accrual Rate provided in paragraph A. seven and one-half (7 ½) hours per month. Such This additional Rapid Reaccrual Rate will continue until the pilot has accrued the number of sick hours the pilot used in connection with the qualifying absence(s) triggering eligibility for rapid reaccrual.

Thereafter, such pilot shall accrue only at the Regular Accrual Rate provided in paragraph A. ~~above.~~

Note: Former America West pilots' eligibility is handled in accordance with Letter W.

3. Beginning and Termination of Sick Leave [See Q&A [7-2](#)]

a. ~~Regularly Scheduled~~ Lineholders Pilots

~~A regular-scheduled A Lineholder pilot~~ will be charged sick leave for any scheduled ~~trip~~ sequence/training such pilot fails to perform as a result of illness or injury, and for which pay is received in accordance with ~~Section 5 of~~ this Agreement. Any time a ~~regular-scheduled Lineholder pilot~~ flies any portion of a ~~scheduled trip-assignment-sequence or commences training~~ and is unable to complete such assignment due to illness or injury, such pilot will be paid and credited for the entire ~~trip~~ sequence or training. Such pilot will be charged sick leave equal to the scheduled hours remaining in the ~~trip~~ sequence or for training events, the number of continuous days on the sick list. ~~dropped due to illness or injury.~~

b. Reserve Pilots

- (1) A ~~reserve pilot~~ Reserve who notifies the Company by telephone or via the automated system calls and notifies the Company that the pilot is sick if needed (see Section 2.NN and Section [15.B.7]) will not be charged sick leave unless until such ~~reserve pilot~~ Reserve pilot receives a flying/training assignment. Sick leave charges will commence the day such flying/training would have begun and will continue until such pilot clears the sick list and returns to active duty, with a minimum of one day of sick leave charged only if the pilot received a flying/training assignment.
- (2) A Reserve who calls in sick who already has a flying/training assignment and is unable to begin such assignment on account of illness or injury, will be charged a minimum of one day of sick leave commencing on the day such flying/training would have begun, or the day the pilot calls in sick if the flying/training has already begun.
- (3) Any time a ~~reserve pilot~~ Reserve flies any portion of a ~~scheduled trip-assignment sequence or commences training~~ and is unable to complete such assignment due to illness or injury, such pilot will be paid and credited for the value of the portion of the ~~trip sequence flown assignment performed~~. A rReserve ~~pilot~~ who continues on the sick list in subsequent days will be charged sick leave for each reserve day unavailable for duty. [See Q&A 10-12, 9-2]
- (4) A ~~reserve~~ Reserve pilot will continue to be charged sick leave at a rate of 1/18th of that pilot's awarded reserve line guarantee for each reserve day unavailable for duty/training on account of illness or injury, continuing to but not including the date medically cleared for duty provided such clearance is completed prior to 1000 local time.
- (5) Such pilot will not be charged with sick leave for scheduled duty free periods.
- (6) A Reserve who has cleared sick on the day on which the pilot would be charged with a minimum one day of sick leave may inform the Company by telephone or via the automated system that the pilot is available for reserve assignment. If the pilot receives a reserve assignment, the pilot will not be charged the minimum one day of sick leave.

Note: Detailed sick clearance procedures for Reserves ~~pilots~~ are contained in Section 15.J.2.d.

c. Credit for Sick Leave

- (1) Pilots will receive pay and credit for each sick leave bank hour used for any illness or injury resulting in an absence of fourteen (14) consecutive calendar days or less.
- (2) For absences which exceed fourteen (14) days, pilots will receive pay and credit for each sick leave bank hour used during the first fourteen (14) days and will receive pay only, no credit, for sick leave bank hours used for the sick leave charged for any portion of the absence which exceeds fourteen (14) consecutive calendar days.

4. Credit After Furlough

A pilot laid off due to reduction in force shall have sick leave accrued prior to layoff credited in the event of recall.

5. Injury on Duty

- a. A medical certificate may be required for approval of pay for any such sick leave utilized in connection with an injury on duty.
- b. If a pilot is being treated by a network physician for a compensable injury on duty, the pilot may receive sick leave pay for compensable lost time as provided under ~~Section 5 of~~ this Agreement (or the agreed-upon procedures governing Preferential bidding). The pilot's sick bank will be restored upon return to work for each period of compensable lost time. Sick pay used for period of lost time deemed not compensable by the Workers' Compensation Insurance administrator will not be restored and will be subject to the provisions in Section 10.C.7. of this Agreement.

- c. If a pilot is not being treated by a network physician for a compensable injury on duty, the pilot will not receive any sick leave pay for the period in which the pilot receives Weekly Indemnity Pay from Workers Compensation Insurance that is applicable to the same period of absence. [See Q&A [10-1](#), [10-7](#), [10-8](#), [10-9](#)]
- d. During a pilot's absence due to an injury compensable under the applicable Worker's Compensation Laws, the pilot's sick leave accrual shall be charged, in accordance with the provisions above, as applicable. In the event such absence exceeds seven (7) consecutive days, such sick leave credit used shall be restored to the pilot's accrual. This provision may be exercised only once for any one (1) injury.

6. Medical Self Clearance

The Company will develop an automated system for a pilot to report sick and to clear the sick list. A pilot who has reported sick may ~~declare medically fit to fly~~ clear the sick list in-person ~~or by telephone~~ or via the automated system ~~without visiting the Company's medical facilities or the Company's third-party contractor~~ provided:

- a. That the illness was not for an injury on duty; nor was the pilot hospitalized during such illness.
- b. That such self-clearance shall not apply to pilots with a previous medical history that demands a personal medical clearance, as determined by the ~~base physician, AA Medical Department~~ the Company or the Company's third-party contractor.

7. Sick Verification/Proof of Illness

- a. For illnesses or injuries resulting in an absence exceeding fourteen (14) consecutive calendar days ~~as described in paragraph B(2) above~~, a pilot will be required to submit Sufficient Medical Documentation to the ~~AA Medical Department~~ Company or the Company's third-party contractor in order to verify that the absence is required by the pilot's illness or injury. The first day of the verification requirement begins on the first day of a sequence, reserve available or training day for which the pilot was removed for sick. The Company will prepare and post on a website available to pilots a form that the pilot's qualified health care professional may complete in order to address the Sufficient Medical Documentation requirements described below. [See Q&A [10-10](#)]
- b. If Sufficient Medical Documentation is not received within 22 days, beginning with the first day of a qualifying absence as described in paragraph 7.a.B(2) above, sick pay will cease until Sufficient Medical documentation is received and approved by the ~~AA Medical Department~~ Company or the Company's third-party contractor. If the Company determines that Sufficient Medical Documentation has not been provided or is incomplete, the absence will be deemed unauthorized and the entire absence will be unpaid. Sick pay paid for the unauthorized absence shall be recouped and the pilot's sick bank credited accordingly.
- c. The term Sufficient Medical Documentation means medical documentation and information provided by the pilot's qualified health care professional(s) (i.e., an accredited and licensed healthcare professional whose expertise is appropriate to the pilot's condition) that:
 - (1) Relates to the illness(es) or injury(ies) that gave rise to the pilot's being on paid sick status as described in paragraph 7.a. B(2) above, and any continuing period, and does not relate to any other medical condition(s) not relevant to the pilot's current paid sick usage; and,
 - (2) Shall address the following two (2) areas:
 - (a) Diagnosis - An explanation of the pilot's medical condition and the procedures used to make that determination;
 - (b) Expected return to work date - Identification of the estimated date that the pilot's health care provider estimates that the pilot will be able to return to work (it is understood that estimates may need later modification once FAA/FAR airmen certification standards are considered).
- d. The Company ~~AA Medical Department~~ and/or the Company's third-party contractor may, on a case- by-case basis, determine that documentation covering either of the above areas is not necessary. (E.g., for a broken bone, the Company ~~AA Medical Department~~ and/or third-party contractor may determine that X-rays and an estimated return date are sufficient).
- e. The review of the Sufficient Medical Documentation shall be conducted by the Company, ~~AA Medical Department~~ and/or the third-party contractor retained by mutual agreement between the Company and the Association. The Association shall not unreasonably withhold its agreement to the selection of the third-party contractor.

- f. Consistent with applicable laws, a pilot is required to execute authorization form(s) permitting the sharing of pertinent information regarding the pilot's illness or injury.
 - g. The **Company AA Medical Department** and/or third-party contractor may require, when reasonable, additional medical verification if, in the determination of the **Company AA Medical Department** and/ or the Company's third-party contractor, the initial information provided is inadequate to substantiate a pilot's sick status.
 - h. Regardless of the length of a pilot's absence from work, the Company shall retain the ability to initiate Section 20 examinations and/or investigate the possible abuse of sick leave for cause (which includes, but is not limited to, frequency of use, sick leave patterns and sick leave use in conjunction with holidays, vacations or training).
8. Use of Sick Leave prior to Long-Term Disability
- a. A pilot ~~on long term sick~~ **who submits a Long-Term Sick ("LTS") designation form in accordance with paragraph c. below**, may designate the number of hours for which the pilot will be paid in a given month provided that the number of hours falls between ~~the lower of Line Construction Window or reserve guarantee 65~~ and **130 hours** ~~the pilot's individual IMAX~~. Without a pilot designation, the pilot shall be paid 85 hours.
 - b. A pilot may choose the total number of sick hours the pilot will use prior to receiving LTD benefits, subject to the following provisions:
 - (1) A Pilot who does not have a sick bank balance greater than 195 hours will be required to exhaust their accrued sick leave balance prior to receiving LTD benefits at the end of the elimination period.
 - (2) A pilot who has a sick bank balance greater than 195 hours will be required to exhaust their sick leave balance prior to receiving LTD benefits unless, no later than 60 days after the date of disability, the pilot has designated a specific amount of sick leave to be used in order to avoid exhausting such pilot's sick bank balance.
 - (3) **A pilot who has accrued hours for use in the following year may elect to use those sick hours in the current year in addition to the pilot's existing sick bank balance prior to receiving LTD benefits. Such hours may not be used in the current year for any other purpose, except as noted in paragraphs 10.B.1. and 10.B.2. above. Any hours used under this provision will not be available for use during the normal accrual year or upon the pilot's return from LTD.**
 - (4) ~~(3)~~ Such pilot who has designated a specific amount of sick leave shall commence receiving LTD benefits upon exhaustion of such designated amount and all vacation.
 - (5) ~~(4)~~ The election to use a specific amount of sick leave shall not be changed once designated unless, prior to exhausting such specified amount, the pilot suffers an additional illness/disability. In such cases a pilot shall be allowed to amend their initial election to account for this new illness.
 - c. **A pilot who notifies the flight office of their intent not to bid due to an illness or injury will submit an LTS designation form provided to the pilot by the Company.**
 - (1) **This notification must be made no later than 1200 Central Time on the seventh (7th) of the month prior to the month not being bid. Such pilot will not receive a PBS award.**
 - (2) ~~A pilot who is on LTS may designate the number of sick hours he/she wishes to be paid per month using the LTS Designation Form. The pilot must select a number of hours between 65 and 130 inclusive. If a pilot on LTS does not make such an election, the pilot will be paid 85 hours of sick per month.~~
 - (3) ~~Using an LTS Designation Form a pilot on LTS with a sick balance greater than 195 hours on the date of disability, as defined in Section 16.xx (the Plan) may designate the total number of hours, including any sick hours used in conjunction with the injury or illness prior to becoming a non-bidder, he/she will be paid prior to the commencement of LTD benefits, provided that he/she designates such amount of sick to be paid no later than 60 days after the date of disability. A pilot with a sick bank balance of 195 hours or less, or a pilot who has a sick bank balance greater than 195 hours who does not designate a specific amount of sick to be paid in accordance with this paragraph, shall be required to exhaust all sick and vacation prior to receiving LTD benefits.~~

- (2) A pilot who is on LTS who returns to flight status prior to the end of the month in which the pilot was a non-bidder will be paid ~~and credited~~ at a daily rate of 2:45 for any sick during that month regardless of the amount the pilot has elected to be paid in accordance with Section 10.C.8.a. above; the pilot will also be credited at a daily rate of 2:45 for the first fourteen (14) days of the absence in accordance with ~~any sick during that month for any days which should be credited under~~ Section 10.C.3.c. The pilot may request to have a reserve line constructed, in which case the pilot will be paid and credited for the remainder of the month in accordance with Section 15.D.
- (3) An LTS pilot who makes an election under paragraph Section 10.C.8.a. above and then exhausts the pilot's sick bank prior to the end of a month in which the pilot was a non-bidder will be paid ~~and credited~~ at a daily rate of 2:45 for any sick used during that month up to the point of exhaustion, regardless of the amount the pilot has elected to be paid in accordance with Section 10.C.8.a. above; the pilot will also be credited at a daily rate of 2:45 for the first fourteen (14) days of the absence in accordance with ~~any sick during that month for any days which should be credited under~~ Section 10.C.3.c. The pilot will not receive sick pay after exhaustion of the pilot's sick bank.

9. Sick Leave Exhaustion

When a pilot exhausts their paid sick leave banks before the end of the calendar year and is not able to participate in the Long Term Disability Plan by December 31 of that calendar year, the pilot will be paid for the additional sick leave accrued during the portion of the year that the pilot was on the active payroll. This payment will be made following the credit to the pilot's sick leave bank~~(s)~~ of time earned while on active service, which occurs on January 1 of the following calendar year.

The pilot will not be returned to the active payroll until the pilot is able to clear and resume their duties.

10. The Company will continue to provide eligible pilots with weekly short term disability pay in the same amounts as provided to eligible pilots prior to date of signing. Although it is the intention of the Company to make available this short term disability pay, the Company will reserve the right, in its sole discretion, to modify this provision.
11. The Company will provide positive space online deadhead travel to Domicile for a pilot who becomes sick on their sequence. Such pilot may contact their Chief Pilot, or the Chief Pilot on duty, for an authorization to deadhead ~~directly to his home~~ an alternate destination.

D. Section 10 Questions and Answers

Final Q&A under development

SECTION 11

LEAVES OF ABSENCE

Definitions:

Classification Date: A pilot's Classification Date, for pilots hired on or after the Effective Date of this Agreement (i.e., the 2023 CBA), is assigned based on the pilot's Date of Hire ~~the date a pilot is first scheduled to complete initial new hire training with the Company~~ and shall continue to accrue during such period of duty except as provided in Sections 11, ~~12,~~ and 17 of this Agreement. Classification seniority Date is used to determine pay level and the timing of advancement to succeeding pay levels.

For all pilots hired prior to the Effective Date of this Agreement (i.e., the 2023 CBA) and who have not yet reached Year 12 pay level, the Company will, within eighteen (18) months of the Effective Date, recalculate the pilot's Classification Date on a prospective basis only.

- a. The recalculation will be based on the pilot's original Date of Hire, with any adjustments as provided in Sections 11 and 17 of this Agreement.
- b. No pilot under this provision with a recalculated Classification Date shall be entitled to a pay level increase based on the recalculated Classification Date until the earlier of the date the Company implements this provision for that pilot or eighteen (18) months after the Effective Date of this Agreement.

Pre-Plotted Absence: One or more days during a Contractual Month when a pilot will not be available to the Company (e.g., military leave, jury duty, union business, Company business) to be scheduled, except for Special Assignment, and the pilot informs the Company of the pilot's unavailability by noon CT on the 7th of the month prior to the Contractual Month.

- a. Full Month Pre-Plot: A Contractual Month where the pilot will be considered as "do not include" (DNI) for PBS line construction purposes, if the Pre-Plotted Absence credit value and other existing credit equals or exceeds seventy-four (74) for the Contractual Month.
- b. Partial Month Pre-Plot: A Contractual Month where the pilot's Pre-Plotted Absence credit value and other existing credit is less than seventy-four (74) for the Contractual Month and the pilot is not treated as DNI for PBS line construction purposes.

Service: "Service" means the period of time assigned to active duty as a flight deck operating crewmember or supervisor with the Company.

A. General

Leaves of absence shall be governed in accordance with this section. While on a leave of absence, a pilot shall retain and continue to accrue seniority. Length of service for longevity pay, vacation, and benefits purposes shall continue to accrue during all leaves of absence, except as noted elsewhere in this section. ~~When the requirements of the Company will permit, a pilot may be granted a leave of absence. When such leave is granted, a pilot shall retain and continue to accrue seniority, provided that such pilot maintains at all times his required certificate or ratings. If such pilot shall permit his required certificate or ratings to lapse, he shall retain his seniority accrued at the time of such lapse. Length of service for longevity pay or salary purposes shall not accrue during leaves of absence, except leaves granted in the interest of the Company, leaves to permit attendance as representatives of the pilots at conferences with the Company, leaves granted due to sickness or injury, for duty with the military services of the United States, or for service with the Association.~~

B. ~~C.~~ Bid Status During and After Leaves

- ~~1. Any pilot granted a leave of absence shall have the same bid status upon return to active flying duty.~~
- ~~2. A pilot who, upon return, is unable to hold the bid status held at the commencement of the leave will be placed in a lateral or lower bid status in accordance with that pilot's displacement preference list.~~

~~3. Reinstatement rights of any pilot on a leave of absence shall not be exercised while such pilot is on such leave of absence.~~

1. A pilot returning from a leave of absence shall have the same bid status upon return to active flying duty which was held at the commencement of the leave unless 11.B.2. or 11.B.3. apply.
2. A pilot who, upon return from a leave of absence, is unable to hold the bid status held at the commencement of the leave, will be awarded a bid status in accordance with Section 17 and the pilot's preference or displacement preference lists.
3. Preferences and Withholds
 - a. For a leave which does not exceed ninety (90) days:
 - (1) A pilot's bid ballot (e.g., bid and displacement preferences, reinstatements, entitlements) will be processed and awarded in accordance with Section 17.
 - (2) A pilot returning to active flying duty with the Company will normally be returned to the same bid status the pilot held before the leave; except:
 - (a) A pilot with a different bid status pending at the time a leave began, or who is awarded a different bid status during the leave, will assume the new bid status at the end of the leave if the effective date of the new bid status coincides with or is before the end of the leave. If Qualification Training is required to assume the new bid status, the Company may return the pilot to the same bid status held before the leave and the pilot shall be pay protected to the higher bid status until assuming the new bid status. If the pilot has not been withheld in accordance with Section 17 of this Agreement and has not commenced training within one hundred and twenty (120) days after the pilot's return to active flying duty, the pilot shall be placed in awaiting training status until commencement of training for the new bid status.
 - (b) For a pilot being withheld from a bid status at the beginning of a leave, or who is withheld from a bid status as a result of the pilot's bid ballot processed during the leave, the Company may continue to withhold the pilot in accordance with Section 17 of this Agreement and the pilot will return to the same bid status held before the leave, or the pilot may be awarded the withheld bid status. In all cases, the period of the withhold will run concurrently with the leave of absence, as provided in Section 17 of this Agreement.
 - (3) A pilot's lock-in will continue to run during all leaves of absence.
 - b. For a continuous leave period which exceeds ninety (90) days:
 - (1) A pilot's bid and displacement preferences will not be processed during such leave.
 - (2) Upon the pilot's return from the leave of absence, the pilot will assume a bid status in accordance with the following:
 - (a) If a pilot's lock-in has not been fulfilled, when the pilot returns to active flying duty with the Company, the pilot will assume the bid status to which the lock-in applies.
 - (b) Subject to Section 11.B.3.b.(2)(c) below, if the pilot does not have a lock-in, the pilot shall provide the Company with updated preferences upon notification of return. The Company will process the pilot's updated bid and displacement preferences upon the pilot's return to active flying duty with the Company. The pilot will assume a bid status which could have been held had the pilot's updated bid and displacement preferences been processed during the course of the leave. The training of such pilot will not trigger any pay protection for training bypass per Section 17.
 - (c) In the event the returning pilot will require Qualification Training in the bid

status selected in 11.B.3.b.(2)(b) and will not require Qualification Training in the bid status held before the leave, the Company may return the pilot to the bid status held before the leave with a withhold from the bid status selected in 11.B.3.b.(2)(b).

- (3) A pilot's lock-in will continue to run during all leaves of absence.
 - (4) In order to assure that a pilot has the requisite experience for the bid status awarded following a leave, the Company may require training and flying at the same base and in the same equipment but in a different category than the bid status awarded. In such case, the pilot will be paid as if withheld from the bid status which is awarded.
4. A pilot returning from a leave of absence will be returned to payroll the earlier of:
- a. The pilot's actual training start date,
 - b. Thirty (30) days from the date the pilot notifies the Company of the pilot's availability for training following leave, but in no case shall a pilot be returned to payroll earlier than the pilot's actual date of availability for training, or
 - c. When clearing with the Company results in termination of a company disability benefit, or workers' compensation benefit, the day after the benefit ceases.

C. B. Personal Leaves of Absence

1. A pilot may submit a request for a **personal** leave of absence. ~~during the normal vacation selection period in conjunction with such vacation preference that shall not exceed a period of thirty (30) consecutive days.~~
- ~~2. The Company shall consider up to thirty (30) individual requests for leaves per calendar year, not including leaves related to maternity, but will not be required to consider more than nine (9) such leaves during any one (1) period of time on a system-wide basis.~~
2. ~~3.~~ The Company will respond, in writing, within a reasonable time as to whether or not the pilot's request for a leave can be honored. **If multiple requests are pending at the same time, such requests will be honored in order of system seniority subject to availability of replacements in equipment and category at the base.**
3. ~~4.~~ If the Company grants a leave, **the Company** it may be cancelled **the leave with no later than at least** thirty (30) days **of notice**, ~~prior to the effective date of the leave or his vacation, except that~~ In cases of emergency, it may be cancelled **with**in less than thirty (30) days **of notice**.
 If the pilot desires to cancel **a his** request for leave **or a granted leave**, the pilot shall notify the Company as soon as possible, but in no event **less later** than thirty (30) days prior to the ~~effective date of leave. or his vacation, whichever occurs first.~~ **The Company may allow the pilot to cancel the request for a leave or a granted leave with less than (30) days of notice.**
In either case, all returns will be effective the first day of the contractual month in which the pilot returns unless mutually agreed otherwise.
- ~~5. The Company may, operational requirements permitting, consider the request for pilot's leave of absence in excess of the numbers stated above.~~
4. ~~6.~~ In the event of a furlough, the Company will notify all pilots that it will consider all requests for Leaves of Absence in order to mitigate the number of furloughs.
5. ~~7.~~ A pilot on leave shall not, without prior written permission of the Company, engage in aviation employment, and in no case shall engage in employment, ~~the nature of~~ which may bring discredit upon the Company.
6. **Notwithstanding subparagraph 5 above, in times of furlough, a pilot on leave may engage in aviation employment and does not require written permission of the Company to do so.**

D. Sickness or Injury Leaves

1. ~~When leaves are granted on account of sickness or injury, a pilot shall retain and continue to accrue his seniority irrespective of whether or not the pilot he is able to maintain his required certificates or ratings, until the pilot is able to return to duty or is found to be unfit for such duty. A leave of absence for sickness or injury shall not commence until after a pilot has exhausted accrued sick leave credits in accordance with Section 10.C.8 of this Agreement. Such leave of absence for sickness or injury may not exceed a total continuous period of three (3) years unless extended by mutual consent of the Company and the Association, in which case it may not exceed a total continuous period of five (5) years. The Company shall provide notice to the pilot and the Association approximately six (6) months prior to the pilot's removal from the seniority list under this paragraph. Length of service for pay purposes shall accrue during leaves granted because of injury on duty, and during the first ninety (90) days of any leave granted for sickness or injury sustained off duty. This paragraph does not apply to pilots who have been approved for long term disability (LTD) benefits under the Company LTD plan, regardless of whether the pilot has reached any applicable maximum lifetime benefit so long as the pilot continues to verify the disability pursuant to the terms of the Company LTD plan.~~
The Company shall provide notice to the pilot and the Association approximately six (6) months prior to the pilot's removal from the seniority list under this paragraph. Length of service for pay purposes shall accrue during leaves granted because of injury on duty, and during the first ninety (90) days of any leave granted for sickness or injury sustained off duty. This paragraph does not apply to pilots who have been approved for long term disability (LTD) benefits under the Company LTD plan, regardless of whether the pilot has reached any applicable maximum lifetime benefit so long as the pilot continues to verify the disability pursuant to the terms of the Company LTD plan.
2. ~~A pilot returning from any leave due to sickness or injury shall assume a bid status to which entitled by seniority upon return to active flying duty.~~

E. Military Service Leaves

1. A pilot ordered to, or who volunteers for, ~~active~~ duty with the military services of the United States ~~in time of war~~ shall be granted a leave of absence for the period(s) of such duty and post-service period in accordance with applicable law, but in no case less than a cumulative total of five (5) years, and for ninety (90) days thereafter, during which time his Seniority and length of service for longevity pay, vacation, and benefits purposes shall accrue during periods of military service leaves.
 2. ~~A pilot who volunteers and is accepted for active duty with the military services of the United States in time of peace shall be granted a leave of absence for the period of such duty, but not to exceed a cumulative total of five (5) years, during which time his seniority and length of service for pay purposes shall accrue.~~
 3. ~~A pilot returning from any military leave of absence shall be permitted to return to that pilot's former bid status upon return to active flying duty.~~
 4. ~~A pilot who, upon return, is unable to hold the bid status held at the commencement of the leave will be placed in a lateral or lower bid status in accordance with that pilot's displacement preference list.~~
2. ~~5.~~ Notice and Verification
 - a. Pilots ~~must provide the Company with reasonable~~ are required to provide advance written or verbal notice of all military duty requiring leaves ~~which conflict with their American Airlines work schedule, unless the giving of such notice is impossible, unreasonable, or precluded by military necessity or, under all of the relevant circumstances, the giving of such notice is otherwise impossible or unreasonable. A pilot should provide notice as far in advance as is reasonable under the circumstances.~~
 - b. Notice of military leave ~~shall~~ should normally be submitted to the Company by noon CT on the 7th of the month prior to the contractual month, before bidding closes for the following month, unless precluded by one of the exceptions above.
 - c. ~~6.~~ Verification of military duty will not normally be required by the Company.

When the Company does require verification, within a reasonable period of time the pilot must provide documentation substantiating the military duty in question.
3. ~~7.~~ Vacation
 - a. A pilot may reschedule current fiscal year vacation days/hours to cover military duty provided the Company is given reasonable notice (i.e., notice must be given by the earlier of [1] the first of the month preceding the month in which the vacation is scheduled, or [2] the first of the month preceding the month in which the vacation is

rescheduled). The rescheduled vacation must be taken within the current vacation fiscal year.

- (1) The vacation being rescheduled must match, to the extent possible, the number of days of military leave; and
- (2) The vacation must be taken in blocks as originally scheduled or, if the vacation was not originally split, it may be split in accordance with the provisions of this Agreement.

~~Examples of rescheduling vacation for military leave:~~

~~[EXAMPLE TABLE DELETED]~~

- b. A pilot may use personal vacation days (PVD's) to cover military duty provided the total number of PVD's used, whether for military duty or not, is in compliance with the provisions of this Agreement. The pilot's vacation bank will be increased by the number of PVD's used times the daily conversion rate.
- c. For a military leave involving four (4) or more entire contractual months, current fiscal year vacation and vacation accrued but not yet credited will be paid at the beginning of such leave, unless the pilot requests not to be paid for such vacation. In no case may a pilot defer vacation into the next vacation fiscal year.
- d. A pilot who has vacation days remaining but no hours in the vacation bank may still move vacation days to coincide with military duty.

4. ~~8.~~ Guarantee

- a. A reserve pilot's guarantee will be reduced pro rata ~~by 1/18th~~ for each day of reserve availability missed as a result of military leave.
- b. A reserve pilot whose military leave request(s) (after bid closing and in compliance with paragraph ~~5.a.(1)~~ 2.b. above) increases days of reserve unavailability may move DFPs such that they cover the increased unavailable days. In such case, the Company may move remaining DFPs to alleviate illegalities or ~~insufficient availability periods~~ create minimum legal reserve blocks for the pilot's bid status.
- c. A reserve pilot may elect to cover the unpaid reserve available days from the pilot's vacation bank provided there is sufficient time remaining in the pilot's vacation bank to cover any remaining scheduled vacation.
- d. A pilot with Military Leave plotted as a Planned Absence who is Awarded/Assigned a Reserve Line during the monthly PBS bidding process will have a Reserve Line with a prorated number of Reserve Available Days in accordance with 15.D.4.k. Such pilot may request, and Crew Schedule planning will add, additional Reserve Available Days to the pilot's monthly schedule to restore Reserve Available Days that were eliminated due to the proration programming in the line construction process. The addition of Reserve Available Days must comply with the line construction constraints for Reserve Lines contained in 15.D.

5. ~~9.~~ Crediting

Absences due to military leave (removal from a trip sequence or removal from days of reserve availability) ~~in compliance with the Notice and Verification provisions~~ will be uncredited, unpaid.

6. ~~10.~~ Bid Status Following Military Duty: See Section 11.B. above.

- a. ~~For a leave which does not exceed three (3) entire contractual months, upon the pilot's return to active flying duty with the Company, reinstatement will normally be to the same bid status the pilot held before the leave.~~

~~(1) A pilot with a different bid status pending at the time a military leave begins will assume the new bid status at the end of the leave if the effective date of the new bid status coincides with or is before the end of the leave.~~

- (2) ~~For a pilot being withheld from a bid status at the beginning of a military leave, the Company may continue to withhold the pilot in accordance with the AA/APA Basic Agreement and the pilot will assume the same bid status held before the leave, or the pilot may be awarded the withheld bid status. In all cases, the period of the leave will be included in determining the maximum duration of a pilot's withholding, as provided in the AA/APA Basic Agreement.~~
- (3) ~~During such leave, a pilot's bid and displacement preferences will be processed. Thus, the pilot may be awarded a different bid status during the military leave. At the end of the leave, a pilot will assume the bid status held before the leave, or be awarded the new bid status, depending on the effective date of the new status.~~
- (4) ~~A pilot's lock-in and deferral of upgrade will continue to run during such a leave.~~
- b. ~~During a military leave involving four (4) or more entire contractual months, a pilot's bid and displacement preferences will not be processed. Upon the pilot's return to active flying duty with the Company, the pilot will assume a bid status in accordance with the following:~~
- (1) ~~A pilot returning from a leave who does not have a lock-in should, if possible, give the Company a minimum of forty-five (45) days notice of the bid status to which the pilot is entitled by seniority including reinstatement or entitlement rights. Any lock-in incurred will be in accordance with this Agreement.~~
 - (2) ~~A pilot's lock-in will run during the leave.~~
 - (3) ~~If a pilot's lock-in has not been fulfilled, when the pilot returns to active flying duty with the Company, the pilot will assume the bid status to which the lock-in applies.~~
 - (4) ~~A pilot returning from a leave who does not have a lock-in will assume a bid status to which the pilot is entitled by seniority, and any lock-in incurred will be in accordance with the AA/APA Basic Agreement.~~
 - (5) ~~Deferral of upgrade will continue to run during such a leave, if the deferral began before the leave. If the deferral did not begin before the leave, the pilot may elect to begin the deferral following the leave.~~
 - (6) ~~In order to assure that a pilot has the requisite experience for the bid status awarded following a leave, the Company may require training and flying at the same base and in the same equipment but in a different category than the bid status awarded. In such case, the pilot will be paid as if withheld from the bid status which is awarded.~~
 - (7) ~~A pilot returning from a leave will be returned to payroll the earlier of such pilot's actual training start date or thirty (30) days from the date the pilot notifies the Company of his availability for training. In no case shall a pilot be returned to payroll earlier than such pilot's actual date of availability for training.~~
7. ~~44.~~ General
- a. A pilot's probation period will be extended on a day for day basis for military absences exceeding sixty-two (62) days unless Section 14.B. is satisfied.
 - b. A current and qualified pilot who will be available on the first day of the next contractual month will be eligible to bid for a trip or Continuing Qualification Training selection.
 - c. A pilot may be withheld from a bid status at the end of a leave, provided such withholding is in accordance with the terms of this Agreement.
 - d. If a military leave begins in one month and extends into the following month, it will be treated under the provisions of this agreement as if it ended in the same month in which it began.
 - e. A pilot who is on military leave during a Period of Furlough shall not have those days of military duty count toward the pilot's cumulative military leave limit for contractual or statutory purposes.
 - f. ~~e.~~ Nothing in this Section shall supersede, nullify, or diminish any federal or state law that establishes a right or benefit which is more beneficial to, or is in addition to, a right or benefit provided for a pilot in this Section.

F. Duty with the Association

A pilot covered by this Agreement, who is providing service for the Association on a full time basis, shall be granted a leave of absence for the duration of such tour of duty provided that the number of pilots on such leaves shall not at any time exceed three (3) in number. A pilot, who is granted any such leave of absence, shall continue to accrue seniority and length of service for pay purposes. Such a pilot will continue to participate in the Company's benefit plans available to active pilots, subject to provisions and regulations of said Plans. The Association shall reimburse the Company for the cost thereof. A pilot returning to active service with the Company, from a full time tour of duty with the Association, shall assume a bid status to which entitled by seniority. In lieu of a full time leave of absence, such pilot may elect to remain on the Company's payroll, in which case the Association will reimburse the Company for all items such as salary, pensions, insurance, sick time and vacations.

~~G. Physical Fitness~~

~~Any dispute arising under this Section concerning physical fitness of any pilot shall be settled in accordance with the provisions of Section 20 of this Agreement.~~

G. Furlough While On Leave

Pilots on leave of absence whose seniority is such that they would have been furloughed had they not been on leave of absence shall be promptly notified that their rights under the Agreement have been changed to those of furloughed pilots. If there is a subsequent expansion in service, such pilots, if seniority warrants, shall again revert to leave of absence status with accompanying rights, and shall be so notified.

H. Voluntary Extended Leave of Absence ("VELOA")

1. Voluntary Extended Leaves of Absence ("VELOA") are unpaid leaves offered by the Company. Pilots who take a VELOA shall continue to accrue length of service but shall not accrue monthly sick or vacation for any month in which the pilot is on a VELOA (unless the VELOA begins or ends mid-month, in which case the pilot will accrue for the months in which the pilot works 15 or more days).
2. Any vacation scheduled within the window of the approved VELOA shall be converted to float and will be paid out in accordance with JCBA Section 9.F.1.f.
3. VELOA durations may be up to thirty-six (36) months. VELOAs will be offered by 4-part bid status. When submitting a request for a VELOA, pilots shall indicate which of the durations offered by the Company the pilot is electing. An approved leave may be cancelled by American with at least a 30-day notice, unless the pilot concurs to a shorter time period. Cancellations should first be offered in seniority order by bid status; involuntary cancellations shall occur in reverse seniority order by bid status. A VELOA shall not be involuntarily extended but may be reoffered.
4. The Company may cancel a VELOA of any duration in accordance with paragraph 3 above; however, for any VELOA which is more than twelve (12) months and up to twenty-four (24) months in duration, a pilot on such a VELOA may defer the cancellation up to ninety (90) days from the date of notice, and for any VELOA which exceeds twenty-four (24) months, a pilot on such a VELOA may defer the cancellation up to one-hundred eighty (180) days from the date of notice. Notice periods may be shortened with both pilot and Company concurrence.
5. Pilots on a VELOA which exceeds twelve (12) months in duration do not need prior Company permission to engage in outside flying.
6. Pilots on a VELOA will continue to be eligible for all benefits for which the pilot is enrolled in or eligible for at the time the leave commences, and all such benefits will continue to be offered throughout the leave period at active employee rates. Pilots on VELOA shall be treated the same as an active pilot for ongoing enrollment, changes within, and participation in available benefits plans. Pilots on a VELOA will be provided travel benefits under Company policy as though the pilot were in active status, though will not be eligible to book the jumpseat in advance.
7. In the event a pilot has equivalent or better alternate employer-subsidized Medical/Dental/Vision coverage available, the pilot will notify the Company of such coverage and the pilot will not be eligible for Medical/Dental/Vision benefits as provided in Paragraph

I.6. above for the duration of the VELOA.

8. The Company retains discretion to determine the need for VELOAs. The Company will determine the number and duration of VELOAs which will be offered, in accordance with the provisions above, as well as the bid statuses in which the VELOAs are offered. There is no requirement for the Company to offer VELOAs including that the Company is not required to offer VELOAs under Section 17.V.2.

I. Parental Leave

1. A pilot will be granted a single leave of absence of up to fourteen (14) consecutive days of paid parental leave following the birth, adoption, surrogacy, guardianship, or fostering of a child.
- a. Parental leave must be completed within 12 months of the birth, adoption, surrogacy, guardianship, or fostering of the child but not to conflict with the period commencing two days before and ending one day after New Year's Day, Independence Day, Thanksgiving Day and Christmas Day (unless the qualifying event falls within the 14 days before or after the holiday).
- b. A pilot will be eligible for one qualifying paid parental leave event per calendar year.
- c. The pilot will be paid the value of a vacation day for each day of the parental leave.

J. Section 11 Questions and Answers

11-1. Q. *Reserved*

11-2. Q. *Is a reserve pilot's guarantee reduced if a pilot changes his military leave request after trip selections close that result in a decrease of reserve availability?*

A. A reserve pilot who changes a military leave request after trip selections close will have his/her guarantee reduced for each additional day of reserve availability missed. Such pilot's guarantee will not be reduced for any additional day of reserve availability missed for which the pilot has offset by moving a DFP to cover.

11-3. Q. *In order to receive the pay guarantees of Section 11.E.8 is a pilot required to verify the military service in question, and if so what type of verification is required?*

A. If a pilot satisfies the conditions of Section 11.E.8.a, verification is not required. With respect to the pay guarantee in Section 11.E.8.c, the Company reserves the right to request verification in connection with military leave of absence. Upon request by the Company, an individual pilot must verify the specific military service for which the pilot received the pay guarantee under Section 11.E.8.c. A Leave and Earnings Statement, DD-214 or an endorsed copy of orders are each examples of sufficient verification for this purpose.

SECTION 12**SUPERVISORY PILOTS, ~~CHECK AIRMEN~~ CHECK PILOTS, INSTRUCTOR PILOTS, & FLIGHT TEST****A. Supervisory or Other Duty**

1. Retention of Seniority
 - a. A pilot transferred to supervisory or other duty with the Company shall retain and continue to accrue seniority, provided that such pilot maintains at all times the required certificate or ratings.
 - b. If such pilot shall permit the required certificate or ratings to lapse, the pilot shall retain the seniority accrued at the time of such lapse and shall have a period not to exceed one (1) year in which to regain such required certificate and ratings.
 - c. If the pilot does so regain such required certificate and ratings within one (1) year, the pilot's seniority shall recommence to accrue from the date such certificates and ratings are so re-gained.
2. Retention of Seniority - Sickness, Injury
 - a. When a pilot is transferred to supervisory or other duty with the Company, because of sickness or injury, or becomes sick or injured while on such supervisory or other duty with the Company, the pilot shall retain and continue to accrue seniority during such period of sickness or injury not to exceed three (3) years, irrespective of whether or not the pilot is able to maintain the required certificate or ratings, provided, any extension beyond three (3) years shall be by mutual consent of the Company and the Association and shall not exceed the total of an additional two (2) years.
3. Loss of Bid Status
 - a. Pilots in supervisory duty for more than six (6) consecutive months shall lose their bid status at the beginning of the seventh (7th) contractual month of such duty.
4. Return to Active Flying Duty
 - a. Pilots in supervisory duty who have lost their bid status may return temporarily to line flying for up to four (4) months per year. Such pilots may fly in the bid status they last held, or a bid status for which they are currently qualified, provided their seniority will entitle them to such bid status. No pilot in such bid status will be displaced solely as a result of such temporary return to line flying.
 - b. Pilots engaged in supervisory duty who have lost their bid status and who return permanently to active flying duty shall assume a bid status to which they are entitled by seniority.
5. Length of Service
 - a. Length of service for pay purposes shall accrue during assignments to supervisory or other duty.
6. Physical Fitness Disputes
 - a. Any disputes arising under this Section concerning the physical fitness of such pilot shall be settled in accordance with [Section 20](#) of this Agreement.
7. Furlough While on Supervisory or Other Duty
 - a. A pilot transferred to supervisory or other duty with the Company whose seniority is such that the pilot would have been furloughed had the pilot not been transferred shall be promptly notified that the pilot's rights under the Agreement have been changed to those of a furloughed pilot.

- b. If there is a subsequent expansion in service, such pilot, if the pilot's seniority warrants, shall be removed from furlough status and the pilot's former rights restored, and the pilot shall be so notified.

8. Apportionment Pay

- a. When any supervisory pilot flies any flight producing revenue, the Company shall credit and pay full compensation at regular rates for such flight on a schedule basis, including 15.E., 15.F and 15.G. credits, to the pilot or pilots who were available and who should have flown such flight. Such pilot or pilots shall be afforded relief from duty in the same manner and to the same extent as though they had actually flown such flight as scheduled. All such flight time shall be recorded with the name of the supervisor, the name of the pilot replaced, the ~~trip number~~ sequence number and the scheduled flying time, and the Association shall be provided with such listing by the fifteenth (15th) day of the following month. [See Q&A 15-1, 6-4]
- b. When a supervisory pilot flies a flight producing revenue for which no pilot at the base can be considered available, the pay for such flight time will be apportioned among pilots on incentive pay at the base in order of system seniority. Apportionment will be made by adding pay for such flight time to each eligible pilot's pay projection (PPROJ) up to the monthly maximum, provided that a pilot who has been apportioned pay under this provision shall not be eligible for a similar application of this provision until all pilots on incentive pay junior at the base have been similarly treated. Apportionment shall be made, up to a maximum of ten (10) hours per pilot, provided such apportionment shall not be made, when such apportionment, when added to the pilot's pay projection (PPROJ), produces a total which does not exceed the guaranteed hours for the month. Supervisory flying under this paragraph shall be limited to one (1) ~~trip~~ sequence per month, or twenty-five (25) hours of flight time each month, whichever is greater, for each supervisor. All such flight time shall be recorded by base, with the name of the supervisor, the ~~trip number~~ sequence number, the scheduled flying time, the name of each pilot to whom such time was apportioned, and the amount of time apportioned to each pilot, and the Association shall be provided with such listing by the fifteenth (15th) day of the following month. [See Q&A 6-3, 6-4, 6-5, 6-6, 6-7, 6-8, 6-9, 6-10]
- c. A line pilot who is appointed to a supervisory pilot position during the course of a month shall have any credited time flown as a line pilot prior to such appointment apportioned among pilots at the base in accordance with 8.b. above. Such pilot so appointed shall not return to a line position for the remainder of the month.
- d. ~~Supervisory flying, as contained in this Section, will be performed within category by pilots who have qualified in turn to such category.~~

9. Sequences for Use in Operating Experience

- a. Prior to the opening of monthly PBS bidding, the Company may select sequences as necessary for the purpose of accomplishing known Operating Experience (OE).
 - (1) Such open ~~trip~~ sequences may be flown by a Check Pilot conducting OE, a Management pilot conducting OE or a pilot requiring Operating Experience as necessary for accomplishing such operating experience.
 - (2) Such ~~trip~~ sequences will be considered filled and not be subject to displacement pay. These ~~trip~~ sequences shall be returned to open time immediately upon discovery that they will not be needed for OE.
 - (3) Additionally, the Company may select open ~~trip~~ sequences up to the start of Daily Open Time Coverage (DOTC).
 - (4) The Company shall provide the Association, by the fifteenth (15th) day of each contractual month with a report of the time selected and the time actually used for OE in the previous month.

B. ~~Check Airmen~~ Definitions**1. ~~Definitions:~~**

- ~~a. Active Check Airman: An Active Check Airman is defined as a pilot who is on Check Airman salary for the month.~~
- ~~b. Actual --- A Check Airman's actual time consists of:~~
- ~~(1) Actual flight hours (block to block).~~
 - ~~(2) Scheduled time for deadheading.~~
 - ~~(3) Credit for non-flight standards work, in accordance with B.5.b.(4) of this Section.~~
 - ~~(4) Credit for reporting for an additional day which cancels and is not replaced, in accordance with B.5.b.(5) of this Section.~~
- ~~c. Blank Days: Unscheduled days on which the Company may schedule or reschedule work with the Check Airman's concurrence, or without the Check Airman's concurrence provided the Check Airman is scheduled in accordance with the provisions of this Section.~~
- ~~d. Book Rates: Pay rates as published in Section 3 of the Basic Agreement.~~
- ~~e. Credited Projection (PROJ) --- A Check Airman's PROJ consists of:~~
- ~~(1) The greater of (a) or (b) below for each duty period:~~
 - ~~(a) The greater of scheduled or actual flight hours, plus scheduled time for deadheading, or~~
 - ~~(b) The minimum credit as defined in B.5.b.(3) of this Section.~~
 - ~~(2) Credit for non-flight standards work, in accordance with B.5.b.(4) of this Section.~~
 - ~~(3) Credit for reporting for an additional day which cancels and is not replaced, in accordance with B.5.b.(5) of this Section.~~
1. Aircrew Program Designee (APD): A pilot who is designated by the FAA to administer type rating evaluations.
 2. Check Pilot (CKP): A pilot who meets the qualifications of Supplement Y and who has been selected as an X-Type or L-Type. May also be an APD.
 3. Check Pilot Longevity: Position ranking that is based on length of service as a Check Pilot within status (X-Type or L-Type) and fleet type.
 4. Evaluating and Checking: Line Oriented Evaluation, Maneuvers Validation, and Recurrent Line Evaluation.
 5. Flight Academy Work: Instruction, Evaluating, and Checking duties performed in a training facility.
 6. Flight Standards Work: All Check Pilot functions other than those performed in a training facility or in a pilot trainer aircraft.
 7. Line Check Pilot (LCP): A pilot who is selected by the Company and designated by the FAA, and authorized to administer evaluations during line operations. LCPs can only perform Flight Standards Work. May also be an APD.
- ~~f. Long Course Training: A training course required for crewmembers who have not been qualified on an equipment type in category during the previous 24 months.~~
8. Instructor Pilot (IP): A pilot who is qualified to perform instruction duties at a training facility. IPs are not required to meet the qualifications set forth in Supplement Y. IPs may be either a Captain or a First Officer. Only non-management pilots on the AA seniority list can serve as IPs. IPs may not perform any Evaluating or Checking functions or any instruction in an aircraft or pilot trainer aircraft.

9. ~~h.~~ L-Type **Check Pilot**: A **Check Pilot** who is qualified as a "line check pilot - all seats."
- ~~g.~~ Pay Projection (PPROJ) ~~--- A Check Airman's PPROJ consists of:~~
- ~~(1) The greater of (a) or (b) below for each duty period:~~
 - ~~(a) The greater of scheduled or actual flight hours, plus scheduled time for deadheading, or~~
 - ~~(b) The minimum credit as defined in B.5.b.(3) of this Section.~~
 - ~~(2) Credit for non-flight standards work, in accordance with B.5.b.(4) of this Section.~~
 - ~~(3) Credit for reporting for an additional day which cancels and is not replaced, in accordance with B.5.b.(5) of this Section.~~
 - ~~(4) If a Check Airman elects to receive pay but no credit for one or more days of training in accordance with the provisions of this Section, credit for such days of training will be added to the Check Airman's PPROJ before total pay for the month is calculated.~~
- ~~h.~~ "R" (Requested) Days: "R" days are specifically requested days off that are part of the pre-scheduled 10 duty free periods (DFP's) required each contractual month.
- ~~k.~~ Supplement O Pilot: A line pilot, or Check Airman on a line rotation, who performs Check Airman functions under the provisions of Supplement O of the Basic Agreement.
10. ~~l.~~ "W" Days: Days scheduled prior to the start of the contractual month on which an X-Type **Check Pilot or Instructor Pilot** must be available and may be required to work. "W" days are considered part of a **Check Pilot's and Instructor Pilot's** monthly work schedule.
11. ~~m.~~ X-Type **Check Pilot**: A **Check Pilot** who is qualified as both a "proficiency check pilot-simulator" and a "line check pilot-all seats."

C. **Check Pilots (X-Type/L-Type/LCP)**

1. ~~2.~~ Pay

- ~~a.~~ In a seventeen (17) day month, each Captain Check Airman shall receive a monthly salary based on 90:57 hours at the 12th year Captain rate for the highest bid status which the pilot's system seniority can hold.
- a. **X-Type/L-Type**
- (1) **X-Type/L-Type Check Pilots will be paid at the 12th year Captain rate at the highest bid status the pilot can hold.**
 - (a) ~~Twice each year~~ **Following each vacancy award**, effective with the **first day of the contractual month following the Effective Date of the vacancy award**, of January for the months of January through June and effective with the contractual month of July for the months of July through December, the **Check Pilot pay** level will be determined based on the seniority of line pilots in ~~the~~**that** bid vacancy awards ~~for June and December.~~
 - (b) **A X-Type/L-Type Check Pilot's pay rate will not be reduced as a result of the above paragraph, as long as that Check Pilot remains a Check Pilot.**
 - (2) **X-Type/L-Type Check Pilots will be paid a minimum of ninety hours (90:00) of pay as a monthly guarantee for a fifteen (15) day work month, exclusive of override.**
 - (a) **Six hours (6:00) per day for Flight Academy Work.**
 - (b) **The greater of six hours (6:00) per duty day or the daily value of a sequence (daily rig) for Flight Standards Work.**
 - (3) **X-Type/L-Type Check Pilots will receive a twenty percent (20%) override on all Check Pilot duties (i.e. Flight Standards Work or Flight Academy Work except time spent**

attending Standardization Meetings), including on any overtime hours spent performing Check Pilot duties.

- (4) Lead Check Pilots will be paid an additional \$1,000 per month for every month they are designated as a Lead X-Type Check Pilot (exclusive of any periods of time spent on furlough or other leave of absence).
- (5) X-Type/L-Type Check Pilots designated as an APD will be paid an additional \$500 per month for every month they are designated as an APD (exclusive of any periods of time spent on furlough or other leave of absence).

b. LCP

- (1) LCPs will be paid based on the bid status the pilot holds and will be paid in accordance with the Basic Agreement as a Lineholder or Reserve, as applicable.
- (2) LCPs will receive a twenty-five percent (25%) override for all segments where the LCP performs Flight Standards Work with a Student, pay no credit (above guarantee for Reserves).

~~d. A Check Airman's actual monthly pay is the greater of (1) or (2) below:~~

~~1. The Check Airman's monthly salary, as defined in B.2.a. of this Section,~~

~~(a) Adjusted downward by 1/17 if the Check Airman was voluntarily scheduled for 16 days and does not work any additional days;~~

~~(b) Adjusted upward by 1/17 for each additional day scheduled and each additional day worked in excess of 17 days.~~

~~2. The total hours in the Check Airman's PPROJ (pay projection) multiplied by 1/90:57 of the Check Airman's monthly salary.~~

~~e. A Check Airman's actual monthly pay cannot exceed the Check Airman's monthly salary plus the equivalent of pay for seven additional hours (7/90:57 of the Check Airman's salary), except as provided in e. below.~~

~~f. During a month in which a Check Airman is scheduled for a recurrent, requalification, international, or D&R training program of six consecutive days or less and has elected to receive pay but no credit for one or more days of training, the calculation of the Check Airman's pay will include all additional days scheduled, all additional days worked, and all additional hours worked as a result of the Check Airman's election. The Check Airman's actual pay in such month is not subject to the limitation in d. above. (Inclusion of any other training program of six days or less will be by mutual agreement between the Company and the Association.)~~

c. Check Pilots will be paid International Override pursuant to the Basic Agreement.

2. ~~3.~~ Expenses

a. An ~~an~~ ~~Check Airman~~ X-Type/L-Type Check Pilot performing flight standards work will be reimbursed expenses in accordance with the Basic Agreement.

b. An X-Type ~~Check Airman~~ Check Pilot who commutes to perform ~~Check Airman~~ Check Pilot functions at the Flight Academy (defined as residing more than fifty (50) miles from the training facility to which the pilot is scheduled to work at that day):

(1) will be paid ~~36~~ a minimum of \$70 dollars per day for expenses, subject to increase at Company discretion with thirty (30) days of notice to the APA; and

(2) ~~the Company's current daily contract lodging rate~~ if the ~~Check Airman~~ Check Pilot elects not to use the hotel room provided by and arranged for by the Company and secures a hotel room of their own choice, the X-Type Check Pilot will be paid a reasonable hotel expense as determined by the Company.

3. ~~4.~~ Vacations

a. X-Type/L-Type Check Pilots shall bid vacation annually in their Check Pilot position using system seniority in fleet type. CKP may vex, slide, trade, bid on future vacation floats, and request to move vacation in accordance with the applicable provisions of the Basic Agreement.

- (1) A day of vacation will be paid at four hours and thirty-five (4:35) minutes.
- (2) If a Check Pilot has vacation during a month the CKP is not on a line rotation, the CKP will be paid and credited the value of the vacation on top of the amount earned based on the number of days worked and will receive a reduced schedule based upon the number of weeks of vacation. For purposes of determining the reduced schedule, each week of vacation during the contractual month will count as four (4) days of work (e.g., one (1) week equals four (4) days, three (3) weeks equals twelve (12) days), up to four (4) weeks. A CKP with four (4) weeks of vacation in a contractual month will not be scheduled for any work day during that month.

a. ~~A Check Airman eligible for more than one week of vacation in accordance with Section 9 of the Basic Agreement may split such vacation according to Table 1, below:~~

Table 1

Vacation-Weeks/Days	Vacation-Periods	Eligible Floating-Vacation Periods
2/14-20	2	1
3/21-27	3	2
4/28-31	4	3

~~b. A Check Airman with fourteen (14) days or more vacation is allowed to take all but seven (7) days of their accrued vacation as a floating vacation(s). A floating vacation grants a pilot the ability to bid on future, Company designated, available floater vacation slots. Floating vacations are awarded in seven-day increments, i.e. each floating vacation slot posted by Flight Training will consist of seven consecutive days. The choice of whether or not to use a floater vacation rests solely with the Check Airman. PVD's will not be deducted from a Check Airman's accrual prior to determining such pilot's eligibility to float a vacation period(s).~~

~~c. A Check Airman on vacation shall have the number of days worked and duty free periods (DFP's) prorated based on Table 2, below:~~

Table 2

Weeks in-Vacation-Period	Calendar-Days in-Vacation-Period	Credited-Days of Work During-Vacation	R-days-Remaining-After-Vacation-Period	Additional-DFP's Remaining-After-Vacation-Period	Remaining Blank-Days-That Will Be-Converted to-DO's for L-Type-Check
1	7	4	4	4	2 (3)
2	14	8	3	3	1 (2)
3	21	12	2	2	0 (1)
4	28	17	1	1	0 (1)

~~*figures in parenthesis apply to 31-day month~~

b. ~~d.~~ Vacation while on a line rotation

- (1) A ~~Check Airman~~ Check Pilot who proffers for and is awarded or is assigned a line rotation in a month containing a vacation award shall have such vacation days converted to hours and

deposited in the Check Pilot's vacation bank in accordance with Section 9.B.2.~~Check Airman~~ A Check Pilot shall be paid ~~salary for the month~~ a monthly guarantee unless such ~~Check Airman~~ Check Pilot's vacation award causes more time dropped than the Check Pilot has in the vacation bank. In this case, the ~~Check Airman~~ Check Pilot has the option to do additional flying to make up the time not covered, or have the uncovered time deducted from the ~~Check Airman~~ Check Pilot's ~~salary~~ monthly guarantee, at such ~~Check Airman~~ Check Pilot's hourly rate. Any vacation bank remaining shall be treated in accordance with Section 9.G1.f. at such ~~Check Airman~~ Check Pilot's hourly rate.

- c. LCP shall bid vacation in their bid status and be paid in accordance with the Basic Agreement.
4. Sick
 - a. Flight Academy Work – a day of sick will be charged six hours (6:00).
 - b. Flight Standards Work – a day of sick will be charged in accordance with the Basic Agreement.
 - c. A Check Pilot who calls in sick is not eligible for any overtime or override associated with the day(s) the Check Pilot called in sick.
 5. ~~Hours of Service~~ Scheduling
 - a. X-Type/L-Type
 - (1) The Company will schedule an X-type/L-Type Check Pilot for a minimum of fifteen (15) days per month. The Company may schedule the X-Type/L-Type Check Pilot more than fifteen (15) days per month up to seventeen (17) days per month.
 - (a) X-Type/L-Type Check Pilots receive pay and credit for the first fifteen (15) days of work in a calendar month. Any additional days above fifteen (15) are pay, no credit.
 - (b) The Company may, up to three (3) times per calendar year, flex the monthly schedule up to eighteen (18) days. The Company may flex the schedule by fleet type. Any flexed month will be designated in the month prior.
 - (c) Before the schedule for a given month is finalized and posted, a Check Pilot may request to be scheduled for a minimum of fourteen (14) days or a maximum of eighteen (18) days.
 - (i) If the Company approves the request and schedules the pilot for a reduced number of days (minimum of fourteen (14) day schedule) and the Check Pilot does not work any additional days, the Check Pilot's monthly guarantee will be reduced by the corresponding number of day's pay.
 - (ii) The Company cannot assign a fourteen (14) day schedule.
 - (iii) If the Company approves the request for an eighteen (18) day schedule, such award will not count towards the Company's flex schedule limit in paragraph (b) above.
 - (2) Additional Days of Work:
 - (a) X-Type/L-Type Check Pilots may volunteer for additional days of work above the scheduled days of work up to a maximum of twenty (20) total work days in a 30-day month and up to a maximum of twenty-one (21) total work days in a 31-day month.
 - (b) Any day of work above fifteen (15) days per month will be paid an additional 2:30 hours overtime pay, no credit.
 - (c) The proffering of additional days will be done based on System Seniority within status and within equipment qualification. X-Type Check Pilots assigned to Flight Standards Work for the month may volunteer for additional days performing Flight Academy Work at a training facility that month.

a. ~~Days~~

a. ~~Check Airman's days worked in any contractual month are limited to the following monthly maximums:~~

Days	PROJ
16	90:57
17	96:18
18	101:39

b. ~~Seventeen (17) days is the maximum number of days a Check Airman can be scheduled or assigned to work during a month without the Check Airman's concurrence in a non-flex month. At Company option and by fleet and CKA type, the maximum number of days a Check Airman can be scheduled or assigned in a flex month is eighteen (18) days.~~

c. ~~Before the schedule for a given month is finalized and posted, a Check Airman may volunteer to be scheduled for 16 days (17 days in a flex month), in which case the Company shall post a 16 day schedule for the Check Airman. If the Company posts a 16 day schedule and the Check Airman does not work any additional days, the Check Airman's monthly salary shall be reduced by one day's pay in accordance with B.2.c.(1)(a) of this Section.~~

d. ~~Once the month begins, provided the Check Airman concurs:~~

(a) ~~A Check Airman originally scheduled for 17 days may, at Company option, volunteer to work up to three (3) additional days, in which case the Check Airman shall receive pay for each additional day worked, in accordance with B.2.c.(1)(b) of this Section.~~

(b) ~~A Check Airman originally scheduled to work 16 days may, at Company option, volunteer to work up to four (4) additional days. The Check Airman shall receive pay for each additional day worked in accordance with B.2.c.(1)(b) of this section.~~

(c) ~~The proffering of additional days shall be done in system seniority order within equipment qualification to X-type CKA assigned to the Flight Academy that month. The Company will first attempt no-cost coverage options before proffering additional days (i.e. cancelled work days, schoolhouse reassignment, Flight Standards unused days, etc.).~~

e. ~~In no case may a Check Airman work more than twenty (20) days in a contractual month, except during a month in which the Check Airman is scheduled for a training program of six consecutive days or less, as provided in (10) below.~~

(3) ~~(6)~~ All days that a ~~Check Airman~~ Check Pilot is scheduled to ~~work in a training facility to perform Flight Academy or Flight Standards Work on the line~~, including "W" days and days on which the Company schedules the Check Pilot to deadhead, are credited as calendar days worked.

(4) ~~(7) For an X-Type Check Airman, a~~ All "W" days will be pre-scheduled at Company discretion prior to the beginning of the month.

(a) The Company may cancel in advance a "W" day, ~~or any other work day for which an X-Type Check Airman is scheduled,~~ and reschedule such day to an actual work day. Once such day(s) is moved, it may not be subsequently moved again ~~and will be considered a day of work.~~

(b) Assignment of work on "W" days will be done in inverse System Seniority within fleet type and must be made no later than 1630 CT the day prior to the "W" day. If no work is assigned by 1630, the Check Pilot is released and will not be required to perform any work on the "W" day but the "W" day will still count towards the number of days worked in the month.

(c) An X-Type Check Pilot may be required to perform proficiency flying on a "W" day(s) or any other day(s) on which scheduled work is canceled and such day(s) will be credited as a day(s) of work.

- (5) ~~(8)~~ A **Check Pilot** will receive credit for the greater of the number of calendar days touched or the number of duty periods in a ~~trip~~-sequence, with the following exceptions:
 - (a) A **Check Pilot** will not receive credit for a day of work on which a sequence actually terminates between 0000 and 0200 local time.
 - (b) A **Check Pilot** will receive only one day of credit for a simulator period which starts prior to midnight and terminates after midnight.
- (6) ~~(9)~~ A **Check Pilot** in training status for six ~~(6)~~ days or less shall have the training days counted toward the Check **Pilot's** schedule of work days ~~for that month, except as provided in (10) below~~ and the days will be paid as a day of work, exclusive of any override.
- (7) A Check Pilot going through Initial Instructor Training will be paid six (6) hours per day, no override, for days not acting as an instructor and six (6) hours per day, with override, for any days in which they are acting in an instructing capacity.
- (8) A Check Pilot in Long Course Training and Consolidation in order to change equipment on which they will serve as a Check Pilot will be paid 107 hours per month (prorated based on a seventeen (17) day schedule for partial months).

~~(10)(a) During a month in which a Check Airman is scheduled for a training program of six consecutive days or less, the Check Airman has the option to receive pay but no credit for one or more days, up to the number of days in the training program.~~

~~(b) A Check Airman who elects to receive pay but no credit for one or more days of training may choose either of the following options for each day of pay no credit training, _____, provided the Check Airman has 10 DFP's during the month. In no event shall a Check Airman be scheduled for more than 20 days in a 30 day month, or for more than 21 days in a 31 day month.~~

~~(i) Before the work schedule for the month is finalized and posted, volunteer to be scheduled for additional days, or~~

~~(ii) Once the month begins, volunteer to work additional days.~~

~~(c) The calculation of the Check Airman's pay for the month will include additional pay in accordance with this Section for all additional days scheduled and all additional days worked as a result of this provision.~~

~~(11) A Check Airman in any training course of seven days or more shall be scheduled in accordance with the provisions of the Basic Agreement for scheduling pilots in training and shall be credited with days worked in accordance with Table 3 below. If a Check Airman's combined credit of days worked during training (from Table 3) plus all scheduled days and all additional days worked, exceeds 17 days in a contractual month (18 days in a flex month), the provisions of this Section shall apply for extra pay.~~

Table 3

Calendar Days in Training During a Contractual Month	Credited Days of Work During Training	Additional Days to Schedule
7-9	4	13
10-11	5	12
12-13	6	11
14-15	8	9
16-17	9	8
18-19	10	7
20-21	12	5
22-23	13	4
24-25	14	3
26	15	2
27-31	17	0

- (9) ~~(12)~~ A ~~Check Airman~~ **Check Pilot** will not be required, but may volunteer; to do proficiency flying on a displacement basis on days off other than DFP's for no additional pay or days worked credit.
- (10) **If a Check Pilot is scheduled for a day of work and the Company does not assign work on that day or the work cancels (and no other work is available), the Check Pilot will be pay protected for that day, excluding any overtime or override.**
- (11) **The Company may only assign one duty period per calendar day of work.**
 - (a) **A deadhead does not count as a duty period.**
 - (b) **A Check Pilot may volunteer to work an additional duty period in a single calendar day for an additional day of pay paid as if a day of work over 15 days (six hours (6:00) plus two and a half hours (2:30)) plus any applicable overrides. No adjustments to rest or start time of any scheduled work for the following day will be made. The two duty periods will still only count as one (1) day of work towards the applicable caps on the maximum number of days worked in a month.**
- (12) **Minimum rest for Check Pilots in between training events will be in accordance with Section 6.B.6.f.**

b. ~~Hours~~

- ~~(i) A Check Airman's hours in any contractual month are limited to the following monthly maximums:~~

Days	PROJ
16	90:57
17	96:18
18	101:39

- ~~(ii) For a Check Airman scheduled to work 16, 17 or 18 days, the schedule for any assignment cannot cause the PROJ or actual time to exceed their respective monthly maximums.~~
- ~~(iii) Check Airmen performing flight standards work shall receive a minimum credit of five hours and twenty-one minutes (5:21) for each duty period, including a duty period which only involves deadheading.~~
- ~~(iv) The credit for a day of non-flight standards work is five hours and twenty-one minutes (5:21).~~
- ~~(v) If a Check Airman reports for work on an additional day and the work cancels, and no other work is available, the Check Airman is credited with one day (toward days worked) and two hours (toward PROJ, PPROJ, and actual).~~
- ~~(vi) (a) During a month in which a Check Airman is scheduled for a training program of six consecutive days or less, the Check Airman may elect to receive pay but no credit for one or more days, up to the number of days in the training program.~~
 - ~~(b) For the number of days elected in (a) above, the daily credit of five hours and twenty-one minutes (5:21) for a day of non-flight standards work will not be applied to the Check Airman's PROJ and actual time. However, the daily credit will be applied to the Check Airman's PPROJ before total pay for the month is calculated.~~
 - ~~(c) A Check Airman who elects to receive pay but no credit for one or more days of training may choose either of the following options for each day of pay-no credit training, provided the Check Airman has 10 DFP's during the month. In no event shall a Check Airman be scheduled for more than 20 days in a 30 day month, or for more than 21 days in a 31 day month.~~
 - ~~(i) Before the work schedule for the month is finalized and posted, volunteer to be scheduled for additional days, or~~

~~(ii) Once the month begins, volunteer to work additional days.~~

~~(d) The calculation of the Check Airman's pay for the month will include additional pay in accordance with this Section for all additional hours worked as a result of this provision.~~

(13) ~~e.~~ Max Duty Day for Other Than Flight Standards Work

- (a) Since simulator training periods shall not normally exceed four (4) hours per day, a Check Pilot's normal schedule shall be six and one half (6 1/2) hours (for example, a two (2) hour brief, four (4) hour simulator period, and one-half (1/2) hour debrief) subject to the following exceptions:
 - i The Check Pilot's duty day can be extended to ten (10) hours to complete simulator training with the same originally scheduled students.
 - ii The normal scheduled duty day for a Check Pilot, other than a designee, who is scheduled for a simulator session of four (4) hours or less may be extended to seven and one-half (7 1/2) hours in order to accomplish pop-up training. Such pop-up training shall not exceed one (1) hour of simulator time and, except for the purpose of maintaining or re-establishing 90-day Takeoff/Landing Currency, shall not be scheduled between 0045 and 0530 hours.
- (b) For the purpose of conducting up to a maximum of two (2) rating rides, ~~a designee an APD~~ may be scheduled for up to five (5) hours of simulator time and a Check Pilot performing pilot not flying (PNF) duties may be scheduled for up to six (6) hours of simulator time.
- (c) No more than two (2) orals or two (2) rating rides can be scheduled in one (1) duty period. Normally, an oral and a simulator rating ride will not be scheduled together in the same day.
- (d) At Check Pilot option, Max Duty day may be extended to fifteen (15) hours.

(14) ~~d.~~ Maximum Duty Day Limitations for Flight Standards Work

- (a) Duty shall be scheduled in accordance with the applicable provisions of the Basic Agreement and FAR 117.
- (b) X-Type Check Pilots will not be scheduled, on the same calendar day, to perform both Flight Academy Work and Flight Standards Work.
- ~~(c) Normally, the scheduled duty period for a Check Airman performing flight standards work shall not exceed a maximum of 14 hours for a Domestic Sequence or 15 hours for an International Sequence, except the sign in and debrief periods may be waived as provided in (2) below.~~
- ~~(d) For a duty period consisting of flight standards work and ending with a deadhead for the purpose of returning a Check Airman to Base, the Check Airman's sign in and debrief periods will not be included when calculating the length of the Check Airman's scheduled duty period.~~
- ~~(e) If the exception provided in (2) above is utilized, the Check Airman shall receive 16 hours free of duty beginning at the scheduled or actual arrival time of the trip, whichever is later. The 16 hour duty free requirement shall not apply if there is an operational situation such as a cancellation or misconnect, but not including normal underfly, which makes the exception unnecessary. All other time free of duty will be in accordance with the Basic Agreement.~~
- ~~(f) In addition, the max duty period in Section 15.C.5 shall be applicable to a Check Airman when performing flight standards work on an augmented sequence to which such duty period is applicable. However, the exception regarding deadheading in (2) above shall not apply to such a duty period.~~

(15) ~~6.~~ Duty Free Periods

- (a) Any day that is not scheduled as a day of work is a Duty Free Period (DFP) and cannot be moved or made a day of work without the X-Type/L-Type Check Pilots' consent. ~~All Check Airmen shall receive 10 prescheduled Duty Free Periods (DFP's) each contractual month. X-Type Check Airmen shall have remaining non-duty days designated as Blank Days. L-Type Check Airmen will have all days not scheduled as duty free periods or workdays designated as Blank Days. and during the contractual month the L-Type Check Airman will be notified prospectively that four such days in a 30 day month and five such days during a 31 day month will be converted to DO's. DFP's will be scheduled according to the following:~~
- (b) ~~(1)~~ Check Pilots KA may request ~~up to ten (10)~~ prescheduled days off per month as follows:
- (c) ~~(a)~~ Eight (8) ~~Six (6)~~ "R" (requested) days off. The Company will attempt to accommodate these "R" days based on system seniority within status type.
- i ~~(b)~~ Four (4) The remaining days off will be "L" (like) days off.
- (d) ~~(c)~~ During the month, the Company may move prescheduled days off ("R" and "L" days) by mutual agreement.
- ~~(2) After Flight Standards has posted the CKA monthly schedules, each CKA assigned to Flight Standards for the month may identify up to four (4) additional days off, referred to as "Release" days:~~
- ~~(a) Release days can be moved without CKA concurrence, but must be moved prior to 1600 Central Time the day prior.~~
- ~~(b) Release days cannot be used retroactively; unless by mutual agreement.~~
- (e) ~~(3)~~ DFP's must be scheduled to run from 0000 to 2359 ~~midnight to midnight.~~
- (f) ~~(4)~~ DFP's may be moved prospectively by mutual consent. In no case shall a scheduled DFP be changed or moved retroactively.
- ~~(b) Except as provided in 5.d. above, off duty rest will be in accordance with the Basic Agreement. Check Airmen shall receive an off duty period in accordance with the Basic Agreement when scheduled for non-flight standards Check Airman work after a duty period of performing line flying or flight standards duties, or when scheduled for line flying duties or flight standards work after a duty period of non-flight standards Check Airman work. For purposes of this paragraph, a Check Airman scheduled for non-flight standards Check Airman work shall be considered the same as a line pilot scheduled for training.~~

e. LCPs

- (1) LCPs will bid for schedules in PBS using their respective system seniority and bid status. LCPs can be awarded/assigned a Lineholder or Reserve schedule.
- (2) The Training Department may assign student(s) to an LCP's sequence on or after 0800 HBT on the 24th of the month prior to sequence origination up to 1600 HBT the day prior to sequence origination. Training may assign a student after 1600 HBT with mutual consent of the LCP.

- (3) Once a student is assigned to a sequence, the LCP cannot trade or drop that sequence except the LCP may trade the sequence to another qualified LCP.
- (4) LCPs may submit requests to Flight Standards to have a contractual months not eligible for student assignment. Such request must be submitted prior to student assignment and before 0800 HBT on the 1st of the month prior to the contractual month being requested. Granting of the request is subject to adequate training coverage and will be awarded in system seniority order by fleet type.

6. ~~(7)~~-Vacancies

- a. Line Pilots seeking a ~~Check Airman~~ Check Pilot position may submit an application which must be updated annually. Interested pilots may submit an application at any time during the year to be effective until the next annual date established by the Company.
- b. When a vacancy occurs, management will issue a notice via electronic means to all ~~Check Airmen~~ Check Pilots of the vacancy. Management will then review all applications including those submitted by line pilots and ~~Check-Airmen~~ Check Pilots. Selection of pilots to be interviewed and selection of an applicant to fill the vacancy will be solely at the discretion of management.
- c. The Company may not hire any full-time L-Type Check Pilots following the effective date of this Agreement with the following exceptions:
 - (1) Newly hired Check Pilots may continue to be temporary L-Type Check Pilots until qualified as an X-Type Check Pilot.
 - (2) If there are insufficient qualified LCP applicants in a specific bid status, the Company may hire and utilize full-time L-Type Check Pilots in that bid status.

~~c. Prior to offering a Check Airman vacancy to line pilots, management may at its discretion:~~

- ~~(1) Fill the vacancy from within the ranks of current Check Airmen, and/or~~
- ~~(2) Follow the displacement procedures in paragraph 8.~~

~~d. If "net" additional days (i.e., the total number of additional days less the total number of unused "W" days) equals or exceeds 17 net additional days per month for eight months in any 12 month period in a specific Check Airman work unit (e.g., 767 X-type Captain, 767 L-type Captain), the Company will appoint one additional Check Airman to that work unit. If net additional days equal or exceed 34 days, two additional Check Airmen will be appointed, and so forth, for each additional increment of 17 net additional days. The Company may appoint an additional Check Airman earlier than required by this calculation, and in such case the requirement for an additional Check Airman will be satisfied through the end of the eighth month in which net additional days exceed 17, or until such pilot is trained as a Check Airman, whichever is earlier. The Association and the Company may agree that an additional Check Airman need not be appointed if the additional days used in the calculation was the result of a long term absence which is expected to end, and would thereby result in a displacement.~~

7. ~~8~~-Displacements. All pilots who are Check Pilots as of the Effective Date of this Agreement will not be displaced from being a Check Pilot or involuntarily returned to the line without just cause.

- a. ~~Check Airman~~ Check Pilot Status
 - (1) ~~Check Airman~~ Check Pilot positions are divided into two status types which consists of the following elements:

STATUS TYPES	
L Type	X Type
Base Category Equipment	Category Equipment

- (2) The following procedures shall apply to the displacement of Captain ~~Check Airmen~~ Check Pilots:
- ~~Check Airmen~~ Check Pilots in each status will be ranked by ~~Check Airman~~ Check Pilot Longevity in category.
 - Prior to resolving a surplus in a given status, the Company may move Check Pilots ~~from one status to another (e.g., from base to base or from equipment to equipment, or offer a proffer to LCP, from L-Type to X-Type and X-Type to L-Type).~~
 - If a surplus still exists, the Company will proffer any existing vacancy(s) to ~~Check Airmen~~ Check Pilots within the status where a surplus exists.
 - If there are no proffers for the vacancy(s), the Company will proffer a return to the line within the status where a surplus exists.
 - If there are no proffers for return to the line, the Company will, within the status where a surplus exists, return the surplus ~~Check Airmen~~ Check Pilots to the line in reverse order of Check Pilot Longevity in category (except for those Check Pilots with displacement protections provided for in Section 12.C.7.6. above).
- (3) ~~Check Airmen~~ Check Pilots returning to the line will not have reinstatement rights to a ~~Check Airman~~ Check Pilot position.

b. Lock-ins

- A ~~Check Airman~~ Check Pilot who is displaced and not proffered another ~~Check Airman~~ Check Pilot position will not incur a lock-in upon returning to the line.
- A ~~Check Airman~~ Check Pilot who returns to a line pilot bid status because of a proffer, resignation or termination as a ~~Check Airman~~ Check Pilot will incur no lock-in unless such ~~Check Airman~~ Check Pilot receives a long training course or displaces a line pilot. In such case a lock-in twenty- four (24) months will be incurred.

8. ~~9.~~ Line Flying, Proficiency Flying, and Line Rotations

- X-Type ~~Check Airmen~~ Check Pilots shall fly a minimum of 73 credited hours of proficiency flying each year, except for the first 12 months following the actual introduction of a line pilot bid status on new equipment. Any line flying done prior to becoming a ~~Check Airman~~ Check Pilot shall count towards the 73-hour requirement for the calendar year in which the line flying was performed.
- All hours of flying ~~in the performance of duties as a regular line pilot~~ exclusive of Flight Standards Work will be counted toward the 73-hour proficiency flying requirement, regardless of whether such flying is performed on a line rotation, on a scheduled work day, or "W" day, or on a day off. All such flying must be coordinated with the Company.
- A ~~Check Airman~~ Check Pilot will not be required, but may volunteer, to do proficiency flying on a displacement basis on days off other than DFP's for no additional pay or days worked credit.
- Line Rotations Not for Proficiency Flying
 - The Company may rotate X-Type/L-Type Check Pilots to perform line flying (not for proficiency) at Company discretion.
 - Line Flying rotations are for full contractual months only.
 - While on a Line Flying rotation, Check Pilots will be paid and credited in accordance with the Basic Agreement at the Check Pilot rate of pay plus a twenty-

five percent (25%) override for all flying regardless of whether the Check Pilot has an assigned student on the sequence.

- (c) In the event more Check Pilots desire to perform a Line Flying rotation, not for proficiency, than what the Company needs, Line Flying rotations shall be awarded by System Seniority within fleet type.

e. Line Rotations for Proficiency Flying

- (1) X-Type ~~Check-Airmen~~ Check Pilots shall fly a minimum of 73 credited hours for proficiency in one line rotation month per calendar year, or via fly W days, at pilot option.
- (a) ~~Check-Airmen~~ Check Pilots must designate selection of line rotation or fly "W" days option annually and no later than October 31st of the previous year.
- (i) ~~Check-Airmen~~ Check Pilots hired after October 31st in the previous year will be provided proficiency flying or line rotation, at Company option.
- (b) The Company will select the available months for proficiency line rotations the Check Pilots can choose from when selecting the line rotation option.
- (c) Sequences contained within a CKA's line rotation month must begin and end within the contractual month.
- (d) It is the ~~Check-Airman~~ Check Pilot's responsibility to track and accomplish the hours.
- (e) If the minimum number of hours is not accomplished by years end, ~~Check-Airmen~~ Check Pilots may, at Company option, be returned to the line.
- (f) The Company is not required to notify APA of ~~Check-Airmen~~ Check Pilots' annual proficiency flying hours.
- (2) X-Type ~~Check-Airmen~~ Check Pilots who select the fly "W" option shall proficiency fly as follows:
- (a) ~~Check-Airman~~ A Check Pilot may request up to four (4) specific consecutive work days per month as fly W days, until the annual hours is reached. The Company will allocate as available.
- (b) At Company option, the Company may schedule fly "W" days with a sequence(s) from open time or posted for drop.
- (c) Proficiency flying on Fly W days are paid based on the greater of sequence value or 6.0 hours per day, no override.
- (3) An X-Type ~~Check-Airman~~ Check Pilot who selects the line rotation option shall line rotate at any base the ~~Check-Airman~~ Check Pilot chooses, and without bidding restrictions.
- (a) ~~(4)~~-A Check Pilot on a line rotation month shall be paid the greater of such pilot's pay projection (PPROJ) or 90:00~~57~~ hours.
- (b) The Check Pilot will be paid and credited in accordance with the Basic Agreement at the Check Pilot rate of pay plus a twenty-five percent (25%) override for all flying regardless of whether the Check Pilot has an assigned student on the sequence.

~~(5) The line rotation or fly W requirement does not apply to an L-Type Check-Airman.~~

- (4) ~~(6)~~ If a ~~Check-Airman~~ Check Pilot's line rotation month coincides with a scheduled sixteen (16), seventeen (17), or eighteen (18) day month in the ~~Check-Airman~~ Check Pilot's fleet type, the ~~Check-Airman~~ Check Pilot will be paid the greater of PPROJ or ~~96:18~~98:30, 107, or 115:30 hours, respectively, provided the ~~Check-Airman~~ Check Pilot is a Lineholder and works sixteen (16), seventeen (17), or eighteen (18) calendar days in that month. A ~~Check-Airman~~ Check Pilot on a line rotation month who works less than the applicable

~~eighteen (18)~~ calendar days shall be paid the greater of such pilot's pay projection (PPROJ) or 90:~~00~~~~57~~ hours.

- a. A ~~Check Airman~~ Check Pilot on a line rotation may use make up, TTS, Voluntary Duty on DFP/DOs and is subject to reassignment.
 - (i) If a ~~Check Airman~~ Check Pilot's hourly projections are reduced voluntarily by the Check Pilot (e.g., using TTS to drop a sequence trip), the ~~Check Airman~~ Check Pilot's PPROJ and the hourly equivalent of the ~~Check Airman~~ Check Pilot's monthly guarantee salary (~~90:57 hours, 96:18 during a flex month~~) will be reduced by the scheduled time of the reduction.
 - (ii) ~~Following a reduction of a Check Airman's PPROJ and monthly salary as provided in (a) above, any time which subsequently increases the Check Airman's PPROJ will be added to the Check Airman's monthly salary up to a maximum of 90:57 hours (96:18 during a flex month), and to the Check Airman's PPROJ.~~

(5) Line rotation or Fly W requirements do not apply to an L-Type Check Pilot.

9. Long Term Sick and Disability

A ~~Check Airman~~ Check Pilot who is placed on long term sick leave or disabled status will be given the choice of remaining as a ~~Check Airman~~ Check Pilot or returning to a line pilot bid status which the ~~Check Airman~~ Check Pilot can hold. The Company will address special situations on an ad hoc basis.

10. Grievances

Any ~~Check Airman~~ Check Pilot having a grievance concerning any action of the Company shall be entitled to the same right of investigation, hearing, and appeal as specified in the Basic Agreement, the only exception is that the initial hearing will be conducted by the appropriate Fleet Manager.

11. Reporting Requirements

The Company will provide APA with the Monthly ~~Check Airman~~ Check Pilot Report.

D. Instructor Pilots

1. Eligibility

- a. Instructor Pilots can only instruct on the equipment which their system seniority can hold and must hold a four-part bid status and be qualified and have consolidated on the equipment on which they are instructing.
- b. A pilot must have a minimum of 500 hours of line experience at American prior to becoming an Instructor Pilot.
- c. A pilot must have a have a minimum of 100 hours on the type of aircraft on which the pilot will serve as an Instructor Pilot prior to becoming an Instructor Pilot.
- d. Instructor Pilots must maintain line proficiency and will not lose their bid status in accordance with Section 12.A.3. while working as an Instructor Pilot and may participate in the Section 17 vacancy bid process.
- e. If an Instructor Pilot receives a new equipment bid status in a vacancy bid process, the Instructor Pilot will return to the line and may reapply as an Instructor Pilot on the new equipment once qualified and consolidated on the new equipment. An Instructor Pilot has no reinstatement rights to an Instructor Pilot position if changing equipment as a result of a vacancy preference award. An Instructor Pilot who is awarded a vacancy on the same equipment (e.g., DFW/FO/320/I to a DFW/CA/320/I) will retain the Instructor Pilot position.

2. Pay

- a. Instructor Pilots will be paid at the 12th year First Officer rate at the highest bid status the pilot can hold.
 - (1) Following each vacancy award, effective with the first day of the contractual month

following the Effective Date of the vacancy award, the Instructor Pilot pay level will be determined based on the seniority of line pilots in that bid vacancy award.

(2) An Instructor Pilot's pay rate will not be reduced as a result of the above paragraph, as long as that Instructor Pilot remains an Instructor Pilot.

b. Instructor Pilots will be paid a minimum of ninety hours (90:00) of pay as a monthly guarantee for a fifteen (15) day work month, exclusive of override. Each day of work will be worth six hours (6:00) per day.

c. Instructor Pilots will receive a fifteen percent (15%) override on all Instructor Pilot duties, including on any overtime hours spent performing Instructor Pilot duties.

3. Expenses

a. An Instructor Pilot who commutes to perform Instructor Pilot functions (defined as residing more than fifty (50) miles from the training facility to which the pilot is scheduled to work at that day):

(1) will be paid a minimum of \$70 dollars per day for expenses, subject to increase at Company discretion with thirty (30) days of notice to the APA; and

(2) if the Instructor Pilot elects not to use the hotel room provided by and arranged for by the Company and secures a hotel room of their own choice, the Instructor Pilot will be paid a reasonable hotel expense as determined by the Company, but in no case less than the average hotel contract rate (biannually, the average rate will be published and substantiating data provided to APA).

4. Vacations

a. Instructor Pilots shall bid vacation in their bid status and be paid in accordance with the Basic Agreement except the value of a vacation day will be four hours and thirty-five (4:35) minutes.

5. Sick

a. Flight Academy Work – a day of sick will be charged six hours (6:00).

b. An Instructor Pilot who calls in sick is not eligible for any overtime or override associated with the day(s) the Instructor Pilot called in sick.

6. Scheduling

a. The Company will schedule an Instructor Pilot for a minimum of fifteen (15) days per month. The Company may schedule the Instructor Pilot more than fifteen (15) days per month up to seventeen (17) days per month.

(1) Instructor Pilots receive pay and credit for the first fifteen (15) days of work in a calendar month. Any additional days above fifteen (15) are pay, no credit.

(2) The Company may, up to three (3) times per calendar year, flex the monthly schedule up to eighteen (18) days. The Company may flex the schedule by fleet type. Any flexed month will be designated in the month prior.

(3) Before the schedule for a given month is finalized and posted, an Instructor Pilot may request to be scheduled for a minimum of fourteen (14) days or a maximum of eighteen (18) days.

(a) If the Company approves the request and schedules the pilot for reduced schedule (minimum of a fourteen (14) day schedule) and the Instructor Pilot does not work any additional days, the Instructor Pilot's monthly guarantee will be reduced by the corresponding number of day's pay.

(b) The Company cannot assign a fourteen (14) day schedule.

(c) If the Company approves the request for an eighteen (18) day schedule, such award will not count towards the Company's flex schedule limit in paragraph (2)

above.

- b. Additional Days of Work:
 - (1) Instructor Pilots may volunteer for additional days of work above the scheduled days of work up to a maximum of twenty (20) total work days in a 30-day month and up to a maximum of twenty-one (21) total work days in a 31-day month.
 - (2) Any day of work above fifteen (15) days per month will be paid an additional 2:30 hours overtime pay, no credit.
 - (3) The proffering of additional days will be done in system seniority order within status and within equipment qualification.
- c. All days that an Instructor Pilot is scheduled to work in a training facility including days on which the Company schedules the Instructor Pilot to deadhead, are credited as calendar days worked.
- d. All "W" days will be pre-scheduled at Company discretion prior to the beginning of the month.
 - (1) The Company may cancel in advance a "W" day and reschedule such day to an actual work day. Once such day(s) is moved, it may not be subsequently moved again.
 - (2) Assignment of work on "W" days will be done in inverse seniority order (i.e. Instructor Pilot seniority within fleet type) and must be made no later than 1630 CT the day prior to the "W" day. If no work is assigned by 1630, the Instructor Pilot is released and will not be required to perform any work on the "W" day but the "W" day will still count towards the number of days worked in the month.
- e. An Instructor Pilot in training status for six (6) days or less shall have the training days counted toward the Instructor Pilot's schedule of work days and the days will be paid as a day of work, exclusive of any override.
- f. If an Instructor Pilot is scheduled for a day of work and the Company does not assign work on that day or the work cancels (and no other work is available), the Instructor Pilot will be pay protected for that day, excluding any overtime or override.
- g. The Company may only assign one duty period per calendar day of work.
 - (1) A deadhead does not count as a duty period.
 - (2) An Instructor Pilot will receive only one day of credit for a simulator period which starts prior to midnight and terminates after midnight.
 - (3) An Instructor Pilot may volunteer to work an additional duty period in a single calendar day for an additional day of pay paid as if a day of work over 15 days (six hours (6:00) plus two and a half hours (2:30)) plus any applicable overrides. No adjustments to rest or start time of any scheduled work for the following day will be made. The two duty periods will still only count as one (1) day of work towards the applicable caps on the maximum number of days worked in a month.
- h. Minimum rest for Instructor Pilots in between training events will be in accordance with Section 6.B.6.f.
- i. Max Duty Day
 - (1) Since simulator training periods shall not normally exceed four (4) hours per day, an Instructor Pilot's normal schedule shall be six and one half (6 1/2) hours (for example, a two (2) hour brief, four (4) hour simulator period, and one-half (1/2) hour debrief) subject to the following exceptions:
 - (a) The Instructor Pilot's duty day can be extended to ten (10) hours to complete simulator training with the same originally scheduled students.

- (b) The normal scheduled duty day for an Instructor Pilot who is scheduled for a simulator session of four (4) hours or less may be extended to seven and one-half (7 1/2) hours in order to accomplish pop-up training. Such pop-up training shall not exceed one (1) hour of simulator time and, except for the purpose of maintaining or re- establishing 90-day Takeoff/Landing Currency, shall not be scheduled between 0045 and 0530 hours.
- (2) An Instructor Pilot performing pilot not flying (PNF) duties may be scheduled for up to six (6) hours of simulator time.
- (3) At Instructor Pilot option, Max Duty day may be extended to fifteen (15) hours.
- j. Duty Free Periods
 - (1) Any day that is not scheduled as a day of work is a Duty Free Period (DFP) and cannot be moved or made a day of work without the Instructor Pilots' consent.
 - (2) Instructor Pilots may request prescheduled days off per month as follows:
 - (a) Eight (8) "R" (requested) days off. The Company will attempt to accommodate these "R" days based on system seniority within status type.
 - (b) The remaining days off will be "L" (like) days off.
 - (3) During the month, the Company may move prescheduled days off ("R" and "L" days) by mutual agreement.
 - (4) DFP's must be scheduled to run from midnight to midnight.
 - (5) DFP's may be moved prospectively by mutual consent. In no case shall a scheduled DFP be changed or moved retroactively.

7. Vacancies

- a. Line Pilots seeking an Instructor Pilot position may submit an application which must be updated annually. Interested pilots may submit an application at any time during the year to be effective until the next annual date established by the Company.
- b. When a vacancy occurs, management will issue a notice via electronic means to all pilots of the vacancy. Selection of pilots to be interviewed and selection of an applicant to fill the vacancy will be solely at the discretion of management.

8. Line Flying

- a. Instructor Pilots are required to rotate to the line for a full bid month a minimum of two (2) months per calendar year. Instructor Pilots may rotate up to a maximum of five (5) total months per calendar year but may not rotate to the line for more than three (3) consecutive months.
 - (1) In a month in which an Instructor Pilot rotates to the line, the pilot will be paid the Instructor Pilot rate of pay, no override.
 - (2) For the bid period in which the Instructor Pilot is flying as a line Pilot, the Instructor Pilot will participate in PBS for line awards.
 - (3) In a month in which an Instructor Pilot rotates to the line, the Instructor Pilots may not perform instruction duties at a training facility during that contractual month.
 - (4) With Instructor Pilot concurrence, in lieu of maintaining currency through line rotation, Instructor Pilots may be provided a landing simulator to maintain currency as a day of work.
 - (5) Instructor Pilots shall have the option to fly, or drop without pay, any sequence which overlaps their first day(s) of Instructor Pilots duties on the inbound contractual month in accordance with the following:

- (a) With IP concurrence, the Company may request the pilot be removed from any portion of the overlapping sequence in order to position the pilot to begin the pilot's IP duties. In this case, the pilot shall be pay protected for the value of the sequence.
 - (b) If the IP flies the sequence that conflicts with a training work day, the IP shall be compensated for the fly through days at the greater of six (6) hours per day or the value of the fly through days.
 - (c) If an IP chooses to fly a sequence which carries into the IP's Training month which conflicts with a Training day off, the IP will be compensated the pay value for the carry-in days of the sequence.
- (6) Instructor Pilots may not be scheduled for less than a full month of Instructor Pilot duty.

E. Flight Test

1. Maintenance and Engineering may elect to have dedicated Flight Test Captains and First Officers to support ongoing maintenance programs. In such case, the Flight Test pilots shall be domiciled in the contiguous 48 United States at a location(s) designated by the Company. In the event the Company decides to establish a domicile outside of the contiguous 48 United States, the parties will meet to discuss and establish mutually agreeable terms for such domicile.
 - a. Flight Test pilots performing Flight Test work shall do so under a two (2)-part bid status (i.e., TUL/CA). Flight test pilots performing line flying shall do so under a four (4) part bid status for Base assigned, Category, Equipment and Divisions for which he/she is qualified i.e., TUL/CA/767/I.
 - b. Flight Test Pilots who do not reside within 100 miles of their Flight Test domicile will be provided a hotel room by the Company at their domicile when performing assigned duties at such domicile.
2. Flight Test Pilot Filling of Vacancies:
 Flight Test is not a pilot bid position. Management will issue a notice of the vacancy via electronic means. Selection of pilots to be interviewed and selection of an applicant to fill a vacancy will be solely at the discretion of the Company. Flight Test Captains must be able to hold a Captain position somewhere in the system.
3. Equipment Qualifications:
 - a. Flight Test pilots shall maintain a minimum of two (2) aircraft qualifications. Assignment to a maximum of three (3) aircraft type qualifications must be by mutual agreement.
 - b. Flight Test pilots will be assigned aircraft types to be qualified on.
 - c. Flight Test Captains can fly in either of the seats for each aircraft qualification, at the Company's discretion.
4. Duty Limits
 - a. Flight Test pilots performing non-revenue flying shall be subject to the general operating and flights rules as specified in the Federal Aviation Regulations, 14 CFR Part 91, and the flight time limitations, duty limitations, and rest requirements specified in this Section 12.C.
 - b. Normally, the scheduled duty period for a Flight Test pilot performing work shall not exceed a maximum of 14 hours for a Domestic Sequence or 15 hours for an International, Sequence except the sign in and debrief periods may be waived as provided in d. below.
 - c. For a duty period consisting solely of deadhead, the scheduled duty period shall not exceed 19 hours. For a duty period consisting of work and ending with a deadhead for the purpose of returning the Flight Test pilot to base, the Flight Test pilot's sign in and

debrief periods will not be included when calculating the length of the Flight Test pilot's scheduled duty period.

- d. If the exception provided in b. above is utilized, the Flight Test pilot shall receive 16 hours free of duty beginning at the scheduled or actual arrival time of the ~~trip~~ sequence, whichever is later. The 16 hour duty free requirement shall not apply if there is an operational situation such as a cancellation or misconnect, but not including normal under fly, which makes the exception unnecessary. All other time free of duty will be in accordance with the Basic Agreement.
 - e. In addition, the maximum flight duty period for a Flight Test pilot when performing work on an augmented flight shall be 17 hours for a three pilot crew and 19 hours for a four pilot crew.
 - f. Flight Test pilots shall be afforded no less than 10 hours free from duty in any given 24 hour period. The Company shall establish a normal rest period for each domicile (e.g., TUL may be established as 2100-0700 HBT). At the Company's discretion, a Flight Test pilot's normal rest period may be changed with notice to the pilot. Normally, such notification shall be made during a Flight Test pilot's duty period, in person or in the form of a phone call, voicemail, text, email, or other electronic means. If notified during a Flight Test pilot's duty period the Flight Test pilot shall be required to acknowledge such notification before the end of the duty period. Where such notification occurred during a Flight Test pilot's rest period, the pilot is required to acknowledge such notification at the start of the pilot's duty period. Additionally, in circumstances where a Flight Test pilot has coordinated work directly with the MOC, resulting in a changed rest period, the Company shall have met its notification obligation under this paragraph.
 - g. Flight Test pilots performing line flying shall be subject to the flight time limitations, duty limits, and rest requirements as specified in Section 15.C of the Agreement and the Federal Aviation Regulations, 14 CFR Part 117.
5. Days of Work
- a. Each contractual month, Flight Test pilots will be scheduled or assigned seventeen (17) work days. After the beginning of the contractual month, Flight Test pilots may volunteer for additional days offered by the Company. Flight Test pilots on assignment may be proffered additional days before other Flight Test pilots.
 - b. Flight Test pilots will submit six (6) NEED days and four (4) LIKE days for each contractual month. By mutual agreement, Flight Test pilots may work or fly (with appropriate buffers for the work being performed) on a LIKE or NEED day or may fly the line.
 - c. Flight Test pilots may be proffered a full or partial month TDY. TDYs for an individual pilot will be limited to a cumulative total of 90 days in a rolling twelve month lookback period.
 - d. Flight Test pilots may be assigned line flying. Flight Test pilots are eligible to pick up line flying on their days off in accordance with 15.L.4 using the four (4) part bid statuses as defined in Section 12.C.1 above and where such flying does not impact the pilot's availability on Flight Test work days.
 - e. By mutual agreement, Flight Test pilots may fly ~~line-trips~~ sequences (with appropriate buffers) on their days off if the Company determines a need exists. A Flight Test pilot must be notified of the assignment at least twelve hours prior to the sequence, and the pilot must meet all qualification requirements for the sequence.
 - f. Flight Test pilots will be assigned to train on scheduled work days when feasible in light of operational needs as determined by the Company.

- g. Flight Test pilots may be scheduled to accomplish all or part of their training on scheduled days off.
- h. During a month in which a Flight Test pilot has training less than six (6) days, the Flight Test pilot has the option to receive pay but no credit for one or more training days, up to the total number of days in training.
- i. Flight Test pilots may train by distance learning and will be compensated in accordance with the Basic Agreement.
- j. In the event a Flight Test pilot undergoes five (5) days of training or less in a contractual month, such pilot will be paid on a per day basis. Pay for training of six (6) days or more in a contractual month, will be in accordance with the table below:

Calendar Days in Training During a Contractual Month	Credited Days of Work During Training
6-9	5
10	6
12	7
14	8
17	9
19	11
21	15
24	16
26	19

- k. Flight Test pilots may be assigned line flying and/or other non-flying work, duties and responsibilities.
 - l. Flight Test pilots may conduct more than one type of work on the same day. For example a pilot may, attend a meeting and fly, conduct training (excluding simulator training) and fly, deadhead and fly, provided all rest and flying requirements are met.
 - m. A Flight Test pilot will be reasonably available by surface transportation at their Flight Test domicile in order to accept an assignment on the first scheduled day of duty through the last scheduled day of duty.
6. Monthly & Vacation Bidding Procedures
- a. The final schedule for the next bid month shall be published no later than the 28th day of the current month.
 - b. A Flight Test pilot eligible for more than one week of vacation in accordance with Section 9 of the Basic Agreement may split such vacation according to Table 1, below:

Table 1

Vacation Weeks/Days	Vacation Periods	Eligible Floating Vacation Periods
2 / 14 – 20	2	1
3 / 21 – 27	3	2
4 / 28 – 31	4	3

- c. A Flight Test pilot with fourteen (14) days or more vacation is allowed to take all but seven days of their accrued vacation as a floating vacation(s). A floating vacation grants a pilot the ability to bid on future, Company designated, available floater vacation slots. Floating vacations are awarded in seven-day increments, i.e., each floating vacation slot posted by Flight Training will consist of seven consecutive days. The choice of whether or not to use a floater vacation rests solely with the Flight Test pilot. PVD's will not be deducted from a Flight Test pilot's accrual prior to determining such Flight Test pilot's eligibility to float a vacation period(s).
- d. A Flight Test pilot on vacation shall have the number of days worked and duty free periods (DFP's) prorated based on Table 2, below:

Table 2

Weeks in Vacation Period	Calendar Days in Vacation Period	Credited Days of Work During Vacation
1	7	4
2	14	8
3	21	12
4	28	17

7. Compensation

- a. Flight Test pilots assigned two (2) or three (3) aircraft qualifications shall be paid a monthly salary of 90:57 hours, based on a seventeen (17) day month schedule, at the appropriate 12th year rate (Captain or First Officer) for the highest bid status which the pilot's system seniority can hold.
- b. Flight Test pilots pay shall be adjusted upward by 1/17 for each additional day scheduled or each additional day worked in excess of 17 days.
- c. Twice each year, effective with the contractual month of January for the months of January through June and effective with the contractual month of July for the months of July through December, the Flight Test Pilot salary level will be determined based on the seniority of line pilots in the bid vacancy awards for June and December.
- d. Flight Test pilots assigned line flying will be compensated for the greater of the value of the sequence or 1/17th of their monthly salary for each day of line flying.
- e. A Flight Test pilot scheduled for duty in excess of 15 hours in a single duty period shall be paid for two (2) duty periods. Additionally, such duty period shall count as two (2) days of work.

8. Displacement Procedures

- a. The following procedures shall apply to the displacement of any Flight Test pilots:
 - (1) The Company will proffer return to the line to all Flight Test pilots.
 - (2) If there are insufficient proffers for return to line flying, the surplus Flight Test pilot(s) will be displaced in reverse order of Flight Test longevity.
 - (3) Displaced Flight Test pilots will assume any bid status to which they are entitled by seniority and shall not incur a lock-in.
 - (4) No pilot recall rights exist to a Flight Test position.

9. Non-revenue flying may be accomplished by any AA pilot who is appropriately qualified.

G. Section 6 Questions and Answers

12-1. Q. *When a management or supervisory pilot flies an open time sequence for which no pilot is legal and available to cover, how is this sequence paid?*

A. Flight time pay and credit for the sequence will be apportioned in order of seniority among those pilots at the base, up to each pilot's IMAX, or the Company Voluntary Limit (whichever is lower), based on the pilot's Projection (PROJ). The maximum hours of pay and credit assigned to a pilot will be ten (10) hours until all pilots assigned to the base have been apportioned time. Supervisory apportioned flying will be over and above a pilot's monthly guarantee. Supervisory apportioned flying must exceed a pilot's monthly guarantee and will be applied prior to any CPA fill up.

12-2. Q. *There is 32:02 of apportionment pay to be assigned at a base. How is this pay assigned assuming the pilots have the following amount of time available? (Assumes all pilots are regularly scheduled.)*

A.

Pilot	Pay Projection (PPROJ)	Lower of IMAX or Co. Vol. Limit	Max. Apport. Pay	Total Pay
A	83:00	94:00	10:00	93:00
B	87:30	93:00	5:30	93:00
C	94:00	94:30	00:30	94:30
D	78:00	104:00	10:00	88:00
E	84:59	91:01	06:02	91:01

12-3. Q. *How does the seniority rotation for apportionment work?*

A. Flight time apportionment pay will be awarded in order of seniority, from the senior Captain at the base to the junior First Officer at the base, until all apportionment pay is used. After the junior First Officer at the base has been assigned apportionment pay, go back to the senior Captain and start down the list again.

12-4. Q. *A pilot assumes a bid status and is senior to the level of pilots being paid apportionment pay. Will the Company go back and pick up this pilot when next awarding apportionment pay?*

A. No. This pilot must wait for a complete rotation of seniority at the base.

12-5. Q. *I am at a base that flies all equipment, and I am a junior 737 First Officer. I am next in turn for apportionment pay, and such apportionment pay is generated by a 777 Captain flying an International Sequence. What will I be paid?*

A. You will be paid 777 International Captain pay up to your IMAX or the Company Voluntary Limit (whichever is lower), but not exceeding ten (10) hours of apportionment pay. The reverse of this could also apply if it were 737 First Officer pay that was to be apportioned -- it could go to a 777 International Captain.

12-6. Q. *How is apportionment pay applied for a Reserve?*

A. A Reserve is treated the same as a Lineholder.

12-7. Q: How often will a Check Pilot's or Instructor Pilot's seniority be reviewed to determine

the CKP's or IP's pay rate based on their relative system seniority?

A: Seniority will be evaluated after each system vacancy award to determine what the CKP's or IP's system seniority could hold, regardless of how many vacancy bids are run per year. Section 17 requires a minimum of four vacancy bids per year.

12-8. Q: Once awarded a higher pay rate, may a CKP's or IP's pay rate ever be reduced?

A: No, so long as the CKP or IP continues as a Check Pilot or Instructor Pilot.

12-9. Q: Do X-Type (and L-Type) CKP and Instructor Pilots have a monthly minimum guarantee for hours of pay?

A: Yes. X-Type (and L-Type) CKPs and IPs are guaranteed a minimum pay of 90 hours for a standard 15-day work month. This guarantee may be reduced if the pilot voluntarily bids for less than 15 days.

12-10. Q: If work is cancelled on a given day or no work is assigned, is the CKP or IP pay protected?

A: Yes. The pilot will be pay protected for the six (6.0) hours for that day; the pilot is not pay protected for any override or overtime hours.

12-11. Q: May a CKP or IP be scheduled for more than 15 days in a Contractual Month?

A: Yes. The Company may assign a CKP or IP up to 17 days in a Contractual Month and may, no more than three times per calendar year, schedule up to 18 days in a Contractual Month ("Flex" Month). A CKP or IP may volunteer to work as many as 20 days in a 30-day Contractual Month and up to 21 days in a 31-day Contractual Month.

12-12. Q: Can a pilot refuse days assigned over 15 in any given month (i.e., refuse to accept a 16-, 17-, or 18-day schedule)?

A: No.

12-13. Q: If a CKP or IP requests an 18-day month or volunteers to work 18 or more days in a given Contractual Month, does that month count as one of the three Flex months?

A: No. Flex months are done by fleet type and not by individual pilot.

12-14. Q: How will additional days or work be awarded?

A: Additional days will be awarded using system seniority within status and fleet type.

12-15. Q: May a CKP or IP work two duty periods on a single Calendar Day?

A: The Company may not assign two duty periods on the same Calendar Day; however, a pilot may volunteer for a second duty period during a single Calendar Day. In such a case, the second duty period will be paid as if it were a day of work over fifteen days (6:00 hours, plus 2:30, plus any applicable override). The two duty periods will only count as one calendar day for purposes of monthly work day limits and no adjustments to rest or start time of any scheduled work for the following day will be made..

12-16. Q: How will work on a W Day be assigned?

A: Work on W Days will be assigned in inverse system seniority order by fleet type.

12-17. Q: When will work on W Days be assigned?

A: Work will be assigned by no later than 1630 CST the day prior to the "W" day. If no work is assigned, the CKP will be released and will not be required to perform any work on that day. The day will still count towards the total number of days worked during the month (as part of the 90-hour guarantee).

12-18. Q: Are CKP and IP paid International Override for Flight Academy Work or Flight

Standards Work?

A: International Override is paid pursuant to the Basic Agreement.

12-19. Q: Will CKP and IP be paid the Long-Range Narrowbody Pay Band rate override?

A: CKP and IP who are paid at the Narrowbody Pay Band rate will only receive the Long-Range Narrowbody Pay Band Rate override for actual block hours flown on those aircraft. The Long-Range Narrowbody Pay Band Rate override is the difference between the pilot's Narrowbody Pay Band rate and the Long-Range Narrowbody Pay Band rate as set forth in Section 3. CKP and IP who are paid at the Widebody Pay Band rate will not receive the Long-Range Narrowbody Pay Band Rate override because the Widebody Pay Band rate is greater than the override differential.

12-20. Q: Will CKP and IP be paid the Narrowbody Long-Haul Override?

A: CKP and IP who are paid at the Narrowbody Pay Band rate will receive the Narrowbody Long-Haul Override pursuant to the Basic Agreement. CKP and IP who are paid at the Widebody Pay Band rate will not receive the Narrowbody Long-Haul Override because the Widebody Pay Band Rate is greater than the Override.

12-21. Q: How is Vacation awarded and paid?

A: X-type and L-Type Check Pilots will bid for vacation using system seniority within fleet type. LCP CKP and IPs shall bid within their respective bid statuses. Vacation shall be paid pursuant to the Basic Agreement.

12-22. Q: For each seven-day block of vacation awarded in a Contractual Month, how many are credited as work days?

A: Each week of scheduled vacation will reduce the number of days worked by four work days up to four weeks. At four weeks of vacation, a CKP will not be scheduled for any days of work during that contractual month.

12-23. Q: How is Continuing Qualification Training compensated for a CKP or IP?

A: Training of six (6) days or less will be counted as days of work and will be paid six (6) hours per day. No override is paid for a pilot's own training.

12-24. Q: How will a CKP be paid for training that exceeds six (6) days?

A: A CKP in a long course in order to change equipment on which they will serve as a check pilot will be paid 107 hours per month. Partial months shall be prorated based on a 17-day work month.

12-25. Q: How shall a CKP or IP be paid for a sick call?

A: Flight Academy work will be charged six (6.0) hours per sick day. Flight Standards Work will be charged in accordance with the basic agreement. No Override or Overtime will be paid for days taken as sick.

12-26. Q: If awarded a reserve line, can a pilot still work as an LCP?

A: Yes, pilots awarded a reserve schedule in PBS may still work as an LCP, if selected.

12-27. Q: Can an LCP elect to not have any students for the entire month?

A: Yes. An LCP may request, no later than 0800 HBT on the 1st of the month prior to the month being requested to not have any students for the requested contractual month. For example, if an LCP desires not to have students during the Contractual Month of September, the request must be made prior to 0800 HBT on August 1. The granting of the request is subject to adequate training coverage and will be awarded in system seniority order by fleet type.

12-28. Q: When is the deadline for the company to put a student on an LCP's sequence?

A. Students must be assigned by 1600 HBT the day prior to sequence origination. After 1600 HBT the day prior, a student may not be assigned to an LCP's sequence without the LCP's consent.

12-29. Q: Once an LCP is assigned a student, can the LCP trade or drop the sequence?

A. The LCP may not drop the sequence but may trade with another qualified LCP.

12-30. Q: When may the Company start scheduling students onto an LCP's schedule?

A: The Company may schedule students any time on or after 0800 HBT on the 24th of the month prior to sequence origination.

SECTION 13

SENIORITY

A. Service with Company

Seniority as a pilot shall be based upon the length of service as a flight deck operating crew member with the Company except as otherwise provided in Sections 11 and 12 of this Agreement.

B. Seniority Date

~~Seniority shall begin to accrue from the date a pilot is first assigned to airline flying duty and Seniority shall be established and begin to accrue on the Date of Hire as a pilot at American Airlines in accordance with Section 2.AA. Occupational Date. Nothing in this provision changes or is meant to change a pilot's seniority established prior to the effective date of this Agreement. Seniority~~ shall continue to accrue ~~during such period of duty~~ except as provided in Sections 11 and 12 of this Agreement.

C. Retention of Seniority

A pilot once having established seniority shall not lose such seniority except as provided in this Section, nor shall such pilot's relative position on the Pilots' System Seniority List be changed for any reason, including disciplinary action, except as provided in paragraph B. of this Section.

D. Basic Seniority Rule

Seniority shall govern all pilots in case of promotion, demotion, their retention in case of reduction in force, their recall from furlough, their assignment or reassignment due to expansion or reduction in force or schedules, and their choice of vacancies, provided that the pilot is sufficiently qualified for the conduct of the operation to which he/she is to be assigned. In the event a pilot is considered not to be sufficiently qualified, the Company shall promptly furnish such pilot written reasons therefore. This paragraph shall apply, provided that certain other rules in this Agreement stipulating specific methods and procedures of applying system seniority shall govern such application of system seniority only to the extent of the specific provisions of such rules.

E. ~~Failure to Qualify in Turn~~

~~When a junior pilot is promoted over a senior pilot, by reason of the failure of the latter to qualify in his turn, the senior pilot shall continue to retain his position on the Pilots' System Seniority List.~~

E. Loss of Seniority

1. Resignations, Retirement and Discharges

A pilot who resigns from the service of the Company, retires, or is discharged for just cause, shall forfeit all seniority as a pilot.

2. Failure to Return from Furlough

When a pilot who has been furloughed is offered, by written notice from the Company, the opportunity to return to duty as a pilot and such pilot elects, by written statement to the Company, not to return to such duty, or if a recalled pilot fails to comply with the requirements of Section 17.W. of this Agreement, the pilot's seniority right of preference in re-employment shall at that time terminate, and all seniority as a pilot shall be forfeited.

3. Duration of Recall Rights

A pilot shall retain recall rights indefinitely until refused under 2. above.

4. Retention of Company Benefits

Upon return from furlough, a pilot shall receive all Company benefits accruing by reason of his previous active service.

F.  System Seniority List**1. Seniority List Supplied by Company**

The Company shall make available to each pilot, within thirty (30) days after July 1st of each year, a Pilots' System Seniority List, effective July 1, which contains the names of all pilots arranged in the order of system seniority, whether active or inactive, and the seniority date of each pilot. Such list shall also reflect each pilot's normal retirement date.

2. Protests

- a. A pilot shall be permitted a period of thirty (30) days after ~~any~~the posting of the Pilots' System Seniority List supplied by the Company, each year, in which to protest to the Company any omission or incorrect posting affecting the pilot's seniority.
- b. A pilot on leave or away from the pilot's base ~~station~~ at the time of posting of the list shall have a period of thirty (30) days from the date of the pilot's return to base ~~station~~ during which to file such protest.
- c. Any incorrect posting or any other discrepancy which went unprotested on the annual list in which it first appeared shall not be protested on any subsequent annual posting except that typographical and clerical errors may be corrected at any time.

SECTION 14

PROBATION PERIOD

A pilot shall be on probation for the lesser of:

- A.** Twelve (12) months active service, excluding any LOA, starting on the first day of employment as a pilot with the Company;
- B.** Four hundred (400) credited hours for sequences actually flown and the successful completion of the first Continuing Qualification or non-initial Qualification training event.

No pilot shall be placed on probation after the above requirements have been met.

SECTION 15
HOURS OF SERVICE and WORK RULES

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A. General

1. Joint Scheduling Committee
 - a. The Association and the Company will form individual Scheduling Committees that together will comprise the Joint Scheduling Committee (JSC). The JSC may evaluate and make recommendations concerning:
 - (1) Sequence construction, generation, and review;
 - (2) Bid line awards;
 - (3) Training bids and awards;
 - (4) Reserve line awards, staffing and utilization;
 - (5) Trip Trade System (TTS) and trip trades with open time;
 - (6) Vacations;
 - (7) Block hour adjustment;
 - (8) PBS line construction parameters;
 - (9) Domicile and Home Base block hour allocations by equipment; and

- (10) Fatigue mitigation recommendations from the FRC; and
 - (11) Other scheduling related issues of mutual interest agreed upon by the Association and the Company.
 - b. The JSC may enter into agreements, in the form of a temporary memorandum of understanding, of no greater than two (2) consecutive bid periods in order to modify or integrate the scheduling functions in paragraph a. above. The two (2) month consecutive bid period may be extended by mutual agreement.
 - c. Data Access
 - (1) The Association members of the JSC shall be provided access to and will use all methods, data, and reference materials that it determines are reasonable and necessary to affect their work. The JSC shall coordinate the timely exchange of data and reports, as well as the format, content, and media of such information. To the extent possible, the Association members shall have independent access from locations other than Company locations.
 - (2) It is understood by the parties that some information may be identified by the Company as privileged. The Association agrees to keep this information confidential until informed otherwise by the Company.
 - d. Meetings
 - (1) Meetings shall be held quarterly, or more often, as deemed appropriate by the JSC, and in a place of its choosing.
 - (2) The Association and the Company will exchange, maintain, and update points of contact between their respective subcommittees. The respective committees need not physically meet as a whole to complete their work. However, both the Association and the Company must be equally engaged before recommendations are approved.
 - (3) The Company shall provide the APA JSC participants with Association leave from flying duties when the requirements of the Company permit.
 - e. Recommendations
 - (1) Contemplated changes to crew resource methodologies pertinent to the future allocation and line construction process will be discussed jointly prior to their implementation.
 - (2) The Company will consider recommendations made by the JSC regarding the priority to be placed on controllable variables used in the production of allocations (i.e., sequences) and other areas reviewed by the JSC.
 - (3) The Company shall implement mutually agreed upon recommendations of the JSC in a timely manner.
2. Periodic Review of Forecast Accuracy

The JSC will develop methods for improving the usefulness and accuracy of the three and six month pilot job forecast information that is provided to pilots in accordance with Section 17.F.1.d. of the Agreement.
3. Preferential Bidding System (PBS)
 - a. At the appropriate time and before implementation, but not later than June 30, 2013, the Company and the Association shall negotiate in good faith a PBS Memorandum of Understanding (MOU).
 - b. Both the Company and the Association shall mutually agree on subsequent changes to the PBS MOU.
 - c. The most recent PBS Memorandum of Understanding (MOU) shall govern PBS.
 - d. All PBS algorithms, logic, bidding options, interface, PBS versions, etc, shall be mutually agreed upon and shall not be changed without mutual agreement. The Company shall not substitute, alter, or modify the software or hardware in a way that affects the functionality of the PBS without the prior written consent of the PBS

Working Group.

- e. PBS will allow each pilot in a four part bid status to bid for and be awarded a line based on programmed award logic, FARs, the Collective Bargaining Agreement and the pilot's:
 - (1) known absences;
 - (2) bid preferences;
 - (3) seniority.
4. Preferential Bidding System Working Group (PWG)
 - a. The PWG is a subcommittee of the Joint Scheduling Committee and shall be comprised of six voting members and others as designated below:
 - (1) Company Members: Managing Director of Operations Planning or equivalent and two additional Company representatives;
 - (2) Association Members: APA Deputy Chairman/Scheduling and two additional representatives of the Technical Analysis and Scheduling Committee (TASC);
 - (3) Additional non-voting Company and/or Association representatives may be added to the PWG as necessary by the mutual consent of the Managing Director of Operations Planning and the APA (TASC) Deputy Chairman/Scheduling.
 - b. The PWG will be responsible for the oversight of the development, training, implementation, introduction schedule, and continuing administration and operation of PBS as set forth herein. In carrying out these responsibilities, the PWG will consider both operational efficiency and pilot quality of life.
 - c. The PWG will meet at a mutually acceptable time and place to ensure this Agreement continues to provide both realistic operational efficiency and pilot quality of life as described below:
 - (1) In the first six months after PBS implementation, the PWG will meet at least monthly;
 - (2) In the second six months after PBS implementation, the PWG will meet at least bimonthly; and
 - (3) Thereafter, the PWG will meet at least quarterly unless mutually agreed otherwise.
 - d. The PWG shall have regular and timely access to the PBS vendor, PBS servers, and communications between the Company, the Association and the PBS vendor necessary to oversee and administer PBS as set forth herein.

B. ~~Notification~~ Communications Protocol

1. The Electronic Communication System (ECS) will be the primary means of communication between the Company and the pilot regarding the pilot's schedule. The Company shall maintain a standard method of notifying pilots of the scheduled departure time of their sequences. When the scheduled departure time is appreciably delayed, pilots shall be notified as far in advance as is practicable, consistent with the circumstances. At originating stations, every effort shall be made to promptly notify pilots of any cancellation, delay or deferment of their trips.
- ~~2. To the maximum extent possible, electronic notification and acknowledgment between the Company and pilots will be used for open time assignments~~
 - a. ECS messages may be sent by the Company whenever required by the CBA or at the discretion of the Company.
 - b. A pilot may use the ECS to communicate with the Company.
 - c. While on duty, pilots are expected to Verify ECS messages received from the Company regarding the pilot's schedule.
 - d. While on duty, pilots are expected to respond to Company attempts by alternative

- means to notify them of changes to their schedule in the event that the Company determines ECS to be inadequate.
- e. When a pilot is not on duty, they are not required to Verify ECS messages. Pilots will Verify ECS messages sent while not on duty once they resume duty.
 - f. The Company will provide a device compatible with the ECS. The device used as an EFB may fulfill this requirement. Should the ECS function of the Company provided ECS compatible device become inoperable, the pilot will notify the Company that they may require temporary alternative means of communication.
 - g. Paragraphs 9, 10, 11 of Letter F shall apply to any ECS software, application, or data loaded on to a pilots personal device.
 - h. The information required for specific ECS messages is contained in the applicable contractual sections of the CBA.
- ~~3. While on duty, pilots are expected to respond to Company attempts to notify them of changes to their current sequence.~~
2. ~~4.~~ Reserves ~~pilots~~ are responsible for being contactable while on Short or Long Call Duty, and are expected to respond to Crew Schedule without unreasonable delay.
 3. ~~5.~~ At the time of implementation of ECS, tThe Company ~~may~~ **shall not** notify the crewmember via ACARS of a pilot's schedule ~~changes provided that the notification can be made during non-sterile periods.~~
 4. ~~6.~~ Pilots shall not be required to keep the Company advised of their whereabouts on days off, while on vacation or while on layover, except that pilots on international layovers will leave contact information if they do not use the layover facilities provided by the Company.
 5. ~~7.~~ It shall be the responsibility of pilots who are unable to report for duty to notify, as far in advance as possible, the controlling Chief Pilot or a designated representative of this fact, giving the reason for their inability to report for duty.
 6. ~~8.~~ Pursuant to protecting a pilot's sleep, calls between 0000 and 0700 to inform a pilot of an assignment, delay or cancellation of an assigned flight should be made as late as possible. The intent is to avoid interrupting rest with telephone calls that can be made at a different time.
 7. Storage of ECS Messages
 - a. All ECS messages will be stored for no fewer than ninety (90) days.
 - b. Either party may request retention of a relevant ECS message associated with contractual issues on pay, planning or scheduling beyond the ninety (90) day period. Such ECS message(s) will be retained until both parties agree that the specific issue has been resolved. Nothing in this paragraph is intended to limit the Company's ability to satisfy its legal obligations with regard to the preservation of evidence. In the event the Company determines it is legally obligated to preserve any ECS message covered by this paragraph, the Company shall promptly notify the Association of such determination and provide an explanation of the nature of the legal obligation requiring preservation and when the obligation arose.
 - c. An ECS message record disclaimer shall be included in the initial account activation.
 - d. When an issue is identified by either party, identified ECS messages may be reviewed by a representative of both the Company and the Association.
 8. ~~9.~~ Recording of Phone Calls
 - a. Where such recordings are permissible with applicable legal and/or regulatory requirements, the Company shall create and maintain recordings of telephone calls between pilots and Crew Schedule/Tracking, Planning and Pay Compensation. Conversations shall be recorded and stored digitally.

- b. The intent of recording incoming and outgoing phone calls is to raise the level of decorum and professionalism within and between the parties, and to assist in the resolution of scheduling and pay-related issues as necessary.
- c. All parties will be notified as soon as practicable, but in no case less than thirty (30) days in advance that audio recordings will be implemented.
- d. A recording notification disclaimer shall be included on initial contact. The recording shall run continuously for the duration of each call, with no ability to selectively start and stop such recording.
- e. The Company shall retain the recorded phone calls for a period of ninety (90) days, and absent an identified request or legal requirement as specified in this paragraph, all recordings will be automatically deleted at the 90-day point. Either party may request retention of a relevant recording associated with contractual issues on pay, planning or scheduling beyond the ninety (90) day period. Such recording(s) will be retained until both parties agree that the specific issue has been resolved. Nothing in this paragraph is intended to limit the Company's ability to satisfy its legal obligations with regard to the preservation of evidence, provided that in the event the Company determines it is legally obligated to preserve any recording covered by this paragraph the Company shall promptly notify the Association of such determination and provide an explanation of the nature of the legal obligation requiring preservation and when the obligation arose.
- f. When an issue is identified by either party, the call may be reviewed by a representative of both the Company and the Association. A recorded conversation may only be copied or transcribed to hard copy with the mutual consent of all parties involved. The specific details of the recorded call shall remain confidential.
- g. Recordings, transcripts, copies, or information obtained from a recorded conversation may not be used in any disciplinary proceeding or process.
- h. The Association may terminate the telephonic recording system with a minimum of thirty (30) days' notice. Upon termination, Supplement G (Commuter Policy) shall be replaced by the May 19, 2004 version.

C. Flight Time and Duty Time Limits

1. Monthly Maximums

- a. Pilots flying Small Narrowbody ~~Group I aircraft~~ may pick-up as restricted only by FAR limits.
- b. Pilots flying all other aircraft ~~Group II through V aircraft~~ may pick-up to the lower of the following:
 - (1) That pilot's particular Individual Monthly Maximum (IMAX) as defined in 2. below.
 - (2) The Company Limit on Voluntary Flying established by the Company for that pilot's bid status for a particular month.
 - (3) FAR limits.

2. Individual Monthly Maximum (IMAX)

- a. A pilot's IMAX is calculated by subtracting the Retrospective Factor and the Prospective Factor from 1080.
 - (1) The Retrospective Factor is the total of the pilot's credited projection (PROJ) for the previous eight (8) months not counting the current month. A pilot's actual PROJ in the most recent of the previous eight (8) months will be used in determining the Retrospective Factor.
 - (2) The Prospective Factor is the estimated credited projection for the next three (3) months (e.g., 246 hours assuming the PROJ is 82 hours).

- (3) The number that remains is the current month's IMAX.
- b. The IMAX is intended to limit a pilot to an average of ninety (90) credited hours per month in a rolling twelve (12) month period, except as provided for in [Section 15.N.](#) and [15.I](#)
- c. The [JSC](#) will make appropriate adjustments to the Prospective Factor, if needed, to yield a result that meets the intent of b. above.
3. Limit on Voluntary Flying
- a. The Company may establish a limit on voluntary flying for any particular bid status for any [Contractual Month](#). This limit will never be less than that particular bid status' MALV + 7 hours.
- b. In any bid status in which the Company establishes a limit on voluntary flying, a pilot may exceed the limit only if the sequence to be picked up from another pilot could not be dropped into open time, and the sequence could not be dropped to another pilot in the same bid status without the pilot exceeding the limit.
4. Reserve ~~Pilot~~ Limits:
- a. Reserve ~~s~~ pilots can be assigned flying up to eighty-five (85) hours. Reserve ~~s~~ pilots may elect to fly on days off at Company option and will be paid above guarantee. Total credited hours of flying on days off and on [Reserve days](#) shall not exceed the lesser of the pilot's [IMAX](#) or the greater of eighty-five (85) hours or the limit on voluntary flying established by the Company for their bid status.
- b. [Flying on, into or out of a Reserve's day off \(often referred to as OG flying\), will be paid for the entire sequence above guarantee or PPROJ \(whichever is greater\), no credit. Flying on, into, or out of a Reserve's days off will be excluded in the eighty-five \(85\) hour assignment maximum.](#)
- ~~Flying on, into, or out of a Reserve pilot's days off will be excluded in the eighty-five (85) hour assignment maximum. In the event the Company awards a Reserve pilot a sequence on a DFP, pPay for that sequence will be applied above guarantee or PPROJ (whichever is greater), no credit.~~
- ~~Example: The Company has placed a 90 hour limit on voluntary flying for a particular month. A reserve pilot picks up a 15 hour sequence on his days off. The 15 hour pick-up sequence is treated as follows:~~
- ~~(1) 15 hours is added to the pilot's PROJ, and the pay is applied above guarantee~~
- ~~(2) The first 5 hours of the sequence is attributed to the difference between the 85 hour —reserve assignment maximum and the Company Imposed Maximum, and the remaining 10 hours counts towards the 85 hour reserve assignment maximum.~~
5. Hours of Service
- a. Flight time limitations, duty limitations and rest requirements shall be as specified in the Federal Aviation Regulations, 14 CFR Part 117, with the following exceptions:
- (1) Home Base Time (HBT) will be used to determine on duty periods under this Section, unless a flight crew member is acclimated, as defined in 14 CFR Part 117, in a theater that does not include his home base.
- (2) Flight Duty Periods scheduled with flying greater than eight (8) hours and that touch the WOCL (0200-0559 HBT) require three (3) pilots.
- (3) Flights with a scheduled block time of greater than sixteen (16) hours will be scheduled with a crew complement of two (2) Captains and two (2) First Officers. The Company is not required to crew two (2) Captains and two (2) First Officers for flights with scheduled block times of less than or equal to 16:00 hours in instances where the flight plan exceeds 16:00 hours.

- (4) A crew bunk(s) is required for flights scheduled for greater than twelve (12) hours for each additional crewmember.
- (5) Delays while on layover in the Long Haul environment The Company may notify crews on layovers prior to:
- (a) scheduled transoceanic international flights, or
 - (b) flights to or from Hawaii and Alaska, or
 - (c) flights to or from destinations south of Equator, of departure delays via the following procedures:
 - (i) At any time prior to ten (10) hours before originally scheduled sign-in time the Company may notify the crew of the delayed departure time permitting the commencement of a new ten (10) hour rest period (twelve (12) hours rest period if the rescheduled departure time would cause the FDP to sign-in before and operate into the WOCL) and corresponding new FDP based on the delayed departure time.
 - (ii) If within ten (10) hours of the originally scheduled sign-in time, the Company is made aware of a departure delay, the Company may notify the layover crew of a departure delay provided the notification is made no later than two (2) hours before originally scheduled hotel departure time by:
 - [1] Silent insertion of delay note under hotel room door and/or silent operation of message waiting light in hotel room.
 - [2] Adjustment of any scheduled wake-up calls commensurate with the amount of the delay.
 - [3] This notification will qualify for the use of the FAR 117 short call reserve RAP/FDP provisions to provide a larger duty window within which to complete the flight by placing the pilot in a RAP starting at the originally scheduled sign-in time.
 - [4] The steps in [1] and [2] above should be accomplished as soon as possible after Company becomes aware of the delay so as to maximize crew rest.
- (6) Shifting Limits: The following provisions apply to any assignment within the 24 hours following the start of a Short Call RAP assignment that is not contained within the Short Call RAP:
- (a) A subsequent RAP or ~~trip~~ sequence that does not impinge on the WOCL shall not commence or sign in any earlier than nineteen (19) hours after the start time of the previous RAP.
 - (b) A subsequent RAP or ~~trip~~ sequence that impinges on the WOCL shall not commence or sign in any earlier than twenty-one (21) hours after the start time of the previous RAP.
- Example: A pilot in a 0700 RAP may only be shifted as early as 0400 from one day to the next (21 hours for a WOCL RAP), while a pilot in a 1100 RAP may be shifted to a RAP as early as 0600 (19 hours for a non-WOCL RAP).
- (c) A Short Call pilot may not be released from the current RAP and assigned to a later RAP or ~~trip~~ sequence that violates the above limits.
 - (d) When shifting to an earlier RAP as a result of DOTC processing, a Short Call Reserve ~~pilot~~, during the verification process between 1500-1600 HBT, will:
 - (i) verify their current RAP's adjusted completion time and commencement time of a RAP (if any) for the following day.
 - (ii) be released from the current RAP at the adjusted completion time in order to provide a minimum of ten (10) hours rest prior to commencement of the following

RAP.

- (e) The shifting limits do not apply following a DFP, ~~or other~~ Pre-Plotted Absence, or Planned Absence.
- (7) Upon completion of a sequence, which includes debrief, Reserves ~~pilots~~ shall have a 12-hour Domicile Rest period.
- (8) Allocated sequences will not be built with deadhead segments preceding Redeve segments in the same Duty Period.
- (9) All regularly scheduled layovers (off-duty periods) must be no less than eleven (11) hours plus the applicable reporting and debriefing period in 15.C.5.d. and e. below.
- b. A pilot shall not remain on duty beyond the limitations of paragraph a. above.
- c. In the event FAR 14 CFR Part 117 is amended in a way that results in relaxing the previous standards required by the Regulations, the Company and the Association agree to review the specific provisions of Section 15 impacted by the amendment. Such relaxed standards and any related changes to Section 15 shall only be implemented by mutual agreement between the parties.
- d. A pilot's scheduled or rescheduled on Duty Period shall commence:
- (1) One (1) hour prior to the scheduled or rescheduled departure time for a pilot flying the first flight of a duty period, or thirty (30) minutes prior to the scheduled or rescheduled departure time for a pilot deadheading on the first flight of a duty period, and shall continue until fifteen (15) minutes after the scheduled arrival time of the duty period's last flight assignment for Domestic Sequences and thirty (30) minutes after scheduled arrival time of the duty period's last flight assignment for International Sequences. [See Q&A 15-3, 15-4, 15-5]
- (2) Such scheduled or rescheduled on Duty Period shall run continuously unless broken by a scheduled or rescheduled rest period.
- e. The required reporting times of one (1) hour, or thirty (30) minutes, and the fifteen (15) or thirty (30) minutes debriefing times, are to be considered a part of all on Duty Periods.
- f. A pilot deadheading shall be considered on duty, provided that the Company may approve such pilot's request to exceed on duty limitations for the purpose of deadheading to the pilot's base. [See Q&A 15-6]
- g. In actual operations, an on-duty period shall commence at the required reporting time, specified in C.5.d.(1) and C.5.e. above, but in any event not less than one (1) hour before departure and shall run continuously unless broken by a required rest period.
- h. If sequence termination at the pilot's base is at a co-terminal other than the original point of departure, there shall be added one (1) hour to the on-duty period for the purpose of allowing for the use of Company furnished transportation as set forth in Section 24.J. of this Agreement. However, this hour shall not be construed to be a part of the on-duty period.
- i. The Company, with input from the JSC and the FRC, shall establish and publish any appropriate buffers, restrictions and limitations to be used in both scheduled and actual operations in addition to the FAR Flight Time and Duty Time limitations and rest requirements. These additional requirements will be used to facilitate schedule and operational reliability and address fatigue issues as identified by the JSC and FRC.
6. Required 30 Hour Rest Period Placement
- Required 30 hour rest periods on a Duty Free Period (DFP) will be positioned to end at the later of:
- a. the end of the DFP, or

- b. the beginning of the pre-assigned RAP, if applicable, following the DFP.
- 7. Fly Through Time

Fly through time from one month to another shall be paid and credited in the month in which the sequence terminates. All fly through time on a pilot's schedule at the time the bid lines are being awarded shall be credited towards a pilot's monthly bid line maximum.
- 8. No pilot shall be assigned any duty with the Company during any rest period.
- 9. Duty aloft includes the entire period during which a pilot is assigned as a member of an airplane crew during flight time.
- 10. Scheduled for duty aloft means the assignment of a pilot on the basis of the flight time established in the operations schedules rather than actual flight time.
- 11. Flight time is the time from the moment the airplane first moves for the purpose of flight until it comes to rest at the next point of landing (block-to-block time). However, when the Captain elects to delay starting engines due to quoted takeoff delays, flight time will, at the option of the Captain, be considered to begin at the time the aircraft would normally have departed, and such delay time shall apply for pay and credit purposes and monthly credited time, but will not be included in duty aloft time.
- 12. The Company will maintain a computer tracking and alert system in order to provide prospective notification to crewmembers who may require an FAR required rest period.
- 13. Maximum Flight Time Pay and Flight Time Credit
 - a. Except as set forth in [H.10](#) of this Section, flight time pay and flight time credits provided in paragraphs [E.](#), [F.](#) and [G.](#) of this Section are not cumulative, but only the greater will apply.
 - b. A pilot shall be entitled to only the flight time pay and flight time credit for scheduled or rescheduled time away from base, as provided in [F.1](#) of this Section, when the pilot's return to base is delayed by a strike or work stoppage which substantially affects the operation of the Company; provided, if the pilot is returned to base by the Company, in this specific case, the return deadhead transportation to the pilot's base is called "pilot's convenience", and no reschedule is involved.
 - c. The provisions of [F.1](#) of this Section shall not apply beyond the first twenty-four (24) hours of excess time away from base resulting from the delay in a pilot's return to base due to an official NOTAM which closes, for a period of twenty-four (24) hours or more, the airport at which such pilot is laying over or at which such pilot is forced to layover as the result of such airport closing, provided that such pilot is assigned by the Company to deadhead to base via the first available deadhead transportation, or assigned by the Company to deadhead to base via air transportation within six (6) hours after the first American Airlines flight operates into or out of the airport at which such pilot is laying over. In this instance, excess time away from base shall be the difference between the time such pilot actually arrives at base and the time such pilot would have arrived had there been no airport closing.

In the circumstances set forth above, when such pilot is assigned by the Company to remain at the layover station, the normal provisions of [E.1.](#), [F.1](#) and [G.](#) of this Section shall be applicable.

D. Line Construction

- 1. General
 - a. Lines will be built for each monthly bid period using a Preferential Bidding System (PBS). Pilots will be awarded lines based on their seniority given their individual preferences for days off, sequences, recurrent training, layover cities, and other criteria, as applicable.
 - b. The Monthly Average Line Value (MALV) will be determined by the Company for each four-part bid status as follows:
 - ~~(1) For Group I aircraft the MALV will be no less than seventy-two (72) hours nor greater~~

~~than eighty-eight (88) credited hours in any four-part bid status (Base, Equipment, Category, Division) for any contractual month.~~

- (1) ~~For Group II thru V aircraft the~~ The MALV will be no less than seventy-~~four~~ two (74) hours nor greater than eighty-~~two~~ four (82) credited hours in any four-part bid status (Base, Equipment, Category, Division) for any Contractual Month.
 - (2) The Company may increase the MALV upper limit above eighty-two (82) hours for any four-part bid status by up to four (4) hours in any Contractual Month. The MALV increases may not exceed a cumulative total of sixteen (16) hours per four-part bid status per calendar year. Any four-part bid status which has its MALV upper limit increased above eighty-two (82) will, during that same Contractual Month, have no Limit on Voluntary Flying other than FAR maximums and, if for a narrowbody four-part bid status, will have a reserve block range minimum of three (3) days.
 - (3) Basing the MALV on a four-part bid status may be modified by mutual agreement of the parties.
- c. The Line Construction Window (LCW) will be based on the MALV for each individual bid status. The LCW shall be ~~plus / minus four (4) hours for pilots in Group I, and plus / minus seven (7) hours for all~~ Narrowbody and Small Widebody bid statuses for pilots in Groups II and plus / minus ten (10) hours for the Widebody and Large Widebody bid statuses. The LCW may be modified by mutual agreement of the parties.

Exception: a pilot may preference in PBS to bid above or below the LCW in paragraph c. above by exercising a Bid High or a Bid Low option. Hours awarded above and below the LCW will balance. Bid High and Bid Low parameters will be established by the PBS Working Group.

- ~~d. The Rolling Average Line Value (RALV) is the average of the most recent twelve (12) contractual month MALVs for a particular bid status. The RALV must be maintained between:~~

~~(1) For Group I aircraft..... 74 and 86 credited hours~~

~~(2) For Groups II through V aircraft..... 74 and 82 credited hours~~

- ~~e. The Company has the authority to increase the upper limit of the MALV and RALV for bid statuses in Groups II through V by one (1) hour commencing with calendar year 2015 if:~~

~~(1) Lineholder projection (including any uncredited premium flying and displacement pickup) during the "Measurement Period" (May through August), averages less than the RALV + five (5) hours, the "Measurement", then the MALV and RALV shall be increased by one (1) hour to a maximum 85 MALV and a maximum 83 RALV for the following calendar year. For purposes of the Measurement, the RALV will be calculated for each two-part bid status (Seat and Equipment) in September, looking back over the previous twelve (12) months.~~

~~(2) For any calendar year in which the MALV and RALV are 85 and 83 respectively, the "Measurement" (including any uncredited premium pickup and displacement pickup) shall be reduced to RALV + four (4) hours for the "Measurement Period". If the Measurement of RALV + four (4) hours is achieved, the MALV and RALV will revert to 84 and 82 respectively and the Measurement of lineholder projection for that year will be RALV + five (5) hours.~~

~~(3) The data for any bid status in any month of the measurement period in which pick-up was limited by the Company shall be excluded from the calculation in 1. and 2. above.~~

~~NOTE: The Measurement Period will commence in 2014 and each year thereafter. The MALV /RALV adjustment, if required, will commence in 2015 and each year thereafter.~~

- ~~f. Known Planned Absences will be credited for line construction purposes at a Daily Rate of two hours and forty-five minutes (2:45).~~
- d. A newly upgraded Captain assigned First Officer flying to acquire experience will be given a temporary bid to that First Officer status and will bid for ~~trip~~ sequences according to seniority within that First Officer status. Such pilot will be paid rates of pay according to the current status or the assigned status, whichever is greater.
2. Continuing Qualification Training - Bidding and Awarding
- a. Pilots eligible for Continuing Qualification (CQ) training will be identified on the monthly bid sheet.
- b. CQ training sequences will be available for monthly bidding in the same manner as allocated sequences. CQ training sequences may be awarded in advance of any ~~trip pairings~~ sequences either as a separate process or in conjunction with the ~~trip~~ sequences pairings. In the event an eligible pilot (Grace or Due Base month) does not bid, such pilot will be assigned a CQ training sequence in the bidding process.
3. Line Construction - Bidding and Awarding
- a. Pilots may only select sequences from those available for their individual bid status, or the bid status to which temporarily assigned. Pilots, including pilots on full month temporary assignment, shall be awarded regular or reserve lines in accordance with their system seniority and their individual preferences (PBS).
- b. The PBS Bid Package for each bid status will be made available to pilots electronically no later than the 8th of the month for the following month. The information shall include the Monthly Average Line Value (MALV), the Line Construction Window (LCW), the bidding deadline, the bid closing and award dates, the projected number of Lineholders ~~line-holders~~ and Reserves, the available sequences and the specific pilots eligible to bid.
- c. Available sequences for bidding may include planned charters, ferries and extra sections.
- d. The Company will not post sequences that would require a pilot to possess dual qualifications.
- e. The Company may make changes to published sequences up to twenty-four (24) hours prior to bid closing. Changes after that time, through the end of the line construction process, will be subject to the provisions of Section 15.N.
- f. A pilot's final bid award shall be available for review in PBS, accessible through the internet, no later than the eighteenth (18th) calendar day of the month prior, except when unforeseen circumstances prevent such deadline from being met. (Reference to Section 16 (PBS) Section for further details)
- g. With the exception of sequences identified and selected by Flight Standards, all known flying will be available for bidding within each bid status. Sequences selected by Flight Standards will be placed in open time if and when it has been determined they will not be required.
- h. Sequences will be awarded / assigned in the PBS line construction process.
- i. Pilots utilizing PBS for line bidding may not use the Trip Trade System ~~and/or TTOT~~ during the Bid Line Awarding process (the period of time after bidding is closed when the actual line construction process is active) for the purpose of changing Sequences that originate in the last six (6) Calendar Days of the current bid period.
- j. Fly through conflicts and FAR illegalities will be prohibited in the line construction process. The JSC (or ~~PBS Committee~~ PWG) will determine appropriate buffers between sequences in order to balance the risk of any illegalities with line construction quality.
- k. A pilot scheduled to complete CQT, Qualification Training, and OE during any calendar month will be credited:

- (1) CQT will be credited in accordance with Section 6.B.1.b.(2);
 - (2) Three hours and five minutes (3:05) for each day in ~~training~~ Qualification Training; and
 - (3) Two hours and forty-five minutes (2:45) for each day in OE status ~~at the Daily Rate (2:45 hrs).~~
- l. A pilot will not be awarded flying during designated OE days.
 - m. A line holder who completes OE earlier than the days blocked for OE on his or her schedule may pick up additional sequences or trip trade during that time. A Reserve pilot who completes OE earlier than the days blocked for OE on the pilot's schedule may be assigned additional rReserve days in accordance with 4.h. below. When assigning additional rReserve days the Company will take into consideration the particular preferences of the pilot when selecting the additional days.
 - n. Pilots will be able to access their personal information pertaining to the monthly bidding process electronically. Such information will include, but not be limited to:
 - (1) Fly through time from the current bid period.
 - (2) Pre-Plotted ~~Known Planned~~ Absences for the upcoming bid period and future bid period.
 - (3) Planned Absences (i.e., vacations (vacation slides and vacation trades for vacations in the next succeeding calendar month must be completed prior to the close of bidding for the upcoming bid month). vacation extension day(s) (VEX) in accordance with Section 9.C.12., Operating Experience Status - estimated completion date, Training Extension Day(s) (TEX), and leaves of absence).
 - (4) Planned Activities (i.e., scheduled training days). ~~Qualification and Continuing Qualification training days~~
 - ~~(5) Operating Experience Status-estimated completion date.~~
 - ~~(6) Other Planned Absences (e.g., military leave, jury duty, union business, Company business, etc.).~~
 - (5) Additional information as determined by the ~~PBS Committee~~ PWG.
 - o. Bid lines will be constructed with a minimum of ten (10) calendar days off, prorated in the event a pilot is available for less than a full month of service. Fractions will be rounded up to the next whole number.

Days of Availability	Calendar Days Off	Days of Availability	Calendar Days Off
31	10	16	6
30	10	15	5
29	10	14	5
28	10	13	5
27	9	12	4
26	9	11	4
25	9	10	4
24	8	9	3
23	8	8	3

22	8	7	3
21	7	6	2
20	7	5	2
19	7	4	2
18	6	3	1
17	6	2	1
		1	1

- p. A pilot may keep a Standing Preference Bid on file to be used when the pilot fails to bid. In the event a pilot fails to bid and does not have a Standing Preference Bid on file, a default bid will be used to assign the bid line.
- q. A First Officer will not be awarded a sequence in the event both the Captain and the First Officer have not met the minimum experience requirements or are both age sixty (60) or older.
- r. A pilot who retires within a bid period will be credited with the Daily Rate for line construction purposes only, for each calendar day beyond the pilot's last day of service to the end of the bid month.
4. Reserve Lines - Bidding and Awarding
- a. Long Call Reserve Lines
- (1) Long Call Reserve lines will represent, at a minimum, twenty percent (20%) of all Reserve lines awarded in a particular four-part bid status for a Contractual Month.
- b. Short Call Reserve Lines
- (1) Short Call Reserve lines will represent, at a minimum, thirty percent (30%) of all Reserve lines awarded in a particular four-part bid status for a Contractual Month.
- c. Monthly Short Call RAP bidding
- (1) Pilots awarded a Short Call Reserve line in the primary monthly bidding process will participate in a secondary bidding process to determine the RAP to be associated with their Short Call Reserve line. These RAPs will be awarded/assigned by four-part bid status in seniority order. The awarded/assigned RAPs will be those for the first Reserve available day after a Duty Free Period (DFP), vacation, leave of absence, or Pre-Plotted Absence or Planned Absence.
- (2) The Company will publish the available RAPs for bidding for each four-part bid status.
- (3) Bidding for RAPs will commence no later than the 22nd of the month prior and will close no later than 2000 HBT on the 26th day of the month.
- (4) Awards will be made available no later than 1800 HBT on the 27th day of the month.
- (5) No more than thirty-five percent (35%) of Short Call Reserves pilots in any four-part bid status may be awarded/assigned RAPs with start times prior to 0700 HBT.
- d. Daily reserve requirements will take into consideration blocks of available days required for each day of the month and known planned absences (i.e., Pre-Plotted Absences, Planned Absences, and Planned Activities) that may affect Reserve staffing.
- e. Except as provided for in 15.J.11.b., Reserve days off will be awarded in seniority order based on a pilot's Preference Ballot, subject to any staffing requirements determined in a manner consistent with a. above.

- f. Reserve lines will be constructed with ~~eleven~~ **twelve** (12) immovable calendar days off. In any thirty (30) day calendar month ~~during the contract, one (1) additional moveable day off will be scheduled~~ **and thirteen (13) immovable calendar days off**. In any thirty- one (31) day calendar month ~~during the contract, two (2) additional moveable days off will be scheduled. A moveable DFP will be designated and scheduled contiguous to immovable DFP's and will not be scheduled in the middle of immovable DFP's. Moveable DFPs may be moved in accordance with Section 15.J.~~
- g. In a full month, unless waived by the pilot, **R**eserve days off will be awarded or assigned with a minimum of one group of four (4) consecutive days off and no less than two (2) consecutive days off in any other group. At a pilot's option, a single day off may be scheduled in a **R**eserve line. A pilot may designate up to three (3) consecutive days off as golden days, or, if/when manning permits, four (4) consecutive days off may be designated as golden days.
- h. In a partial month, (i.e., available less than thirty (30) or thirty-one (31) days, as applicable), the **R**eserve days off requirements in d. above will be reduced accordingly, in a manner consistent with the required **R**eserve days in [15.D.4.k](#).
- i. In a full month, **R**eserve lines will consist of blocks of consecutive days of **R**eserve availability of no less than four (4) and a maximum of twelve (12) days, as determined by the staffing requirements of the Company, except that the minimum number of available days may be reduced to two (2) days at the beginning or end of a **C**ontractual **M**onth.
- j. In a partial month, the minimum and maximum **R**eserve days of availability in f. above may be reduced as necessary to meet the required number of available **R**eserve days in [15.D.4.k](#).
- k. The number of **R**eserve days will be prorated for any period that is less than a full calendar month in accordance with the following ~~chart~~ **table**:

Days Available	Reserve Days	Days Available	Reserve Days
1	1	16	10
2	2	17	10
3	2	18	11
4	3	19	12
5	3	20	12
6	4	21	13
7	4	22	14
8	5	23	14
9	5	24	15
10	6	25	16
11	6	26	16
12	7	27	17
13	8	28	17
14	8	29	18
15	9	30	18
		31	18

I. Fly-through Reserve Block.

- (1) A Fly-through Reserve Block may be no longer than twelve (12) Reserve Available Days, and must end no later than the fifth (5th) day of the Contractual Month.
- (2) During the monthly bid process, Reserve Available Days may be appended to a previously Awarded/Assigned Fly-through Reserve Block, provided no pilot is scheduled for more than twelve (12) consecutive Reserve Available Days.

5. Hybrid Lines

~~a. Hybrid Lines – Bidding and Awarding. Hybrid Lines cannot be proffered. Pilots may avoid assignment of a Hybrid Line by bidding for a Reserve Line in their PBS monthly ballot.~~

~~b. Hybrid Lines may be constructed containing Sequences with a total credit value below the LGW in combination with a number of Hybrid Days as follows:~~

~~(1) Total credit in any Hybrid Line, excluding Hybrid Day(s), must be at least 50% of the bottom of the LGW.~~

~~(2) A number of Hybrid Days equal to:~~

~~(a) $[(\text{Lower bound of LGW}) - (\text{total credit value of the line})] \div \text{DACV}$. The resulting number shall be rounded up to the next whole number.~~

~~(b) The placement of a Hybrid Day block(s) on a pilot's schedule will be determined in the monthly bid process based on the pilot's preferences for days off.~~

~~(3) The Company may not construct blocks containing more than six (6) Hybrid Days.~~

~~(4) The day immediately preceding a block of Hybrid Days will be a DO.~~

~~c. For pay and credit purposes, a pilot with a Hybrid Line:~~

~~(1) will have the associated DACV credited in the pilot's PROJ at the beginning of the month for each scheduled Hybrid Day; and~~

~~(2) will be paid and credited the greater of the DACV or Sequences flown for each Hybrid Day.~~

~~d. Hybrid pilots will have the option to decline the placement of Hybrid Days. DACV pay/credit will be forfeited and removed from the pilot's PROJ if Hybrid Days are declined.~~

~~e. In addition to the ability of a pilot to decline the placement of hybrid days in paragraph d., above, a pilot may decline a block of Hybrid Days at any time prior to 0800 HBT on the day prior to the start of the block of Hybrid Days. DACV pay/credit will be forfeited and removed from the pilot's PROJ if Hybrid Days are declined.~~

~~f. Hybrid Pilot Obligations~~

~~(1) A pilot must be contactable during DOTC on any Hybrid Day prior to a scheduled Hybrid Day. A pilot on a Hybrid Day is not required to be contactable outside of DOTC.~~

~~(2) For each Hybrid Day, a pilot may only be Awarded/Assigned during DOTC (beginning on the day prior to the first Hybrid Day in each block of Hybrid Days) to a Pairing with a sign-in time no earlier than 0500 HBT the next day and terminating no later than 0159 on the calendar day following the last Hybrid Day in that block of Hybrid Days.~~

~~(3) Pilots will be Awarded/Assigned Sequences during DOTC in accordance with the Filling of Open Time in Section 15.L.~~

~~(4) Pilots scheduled for Hybrid Day availability the next calendar day will Verify Awards/Assignments between 1500-1600 HBT and/or upon block-in from a Sequence flown on the day before a hybrid day.~~

~~(5) Unless otherwise Awarded/Assigned by the end of DOTC on the previous Calendar Day, there is no requirement for pilots to be Contactable or to Verify their Schedule on the last Hybrid Day in a block of Hybrid Days.~~

~~(6) A pilot with a Hybrid Line may use the TTS/TTOT system.~~

~~(7) A pilot on Hybrid Days may not be Awarded/Assigned a RAP.~~

~~g. Hybrid Line Pilots utilizing TTS / TTOT~~

~~(1) A pilot on Hybrid Days may modify his schedule utilizing TTS/TTOT.~~

~~(2) If a pilot picks up a Sequence that is in conflict with a Hybrid Day(s) through 0159 HBT the Calendar Day after the last Hybrid Day, the DACV pay and credit (PROJ) for the Hybrid Day(s) is forfeited and removed. The Hybrid Day(s) are considered to have been declined by the pilot. The pilot is paid and credited the value of the Sequence picked up.~~

~~(3) A Sequence will be considered to be in conflict with a block of Hybrid Days if any duty (including debrief) is scheduled to be completed after 1700 HBT the Calendar Day prior to the block of Hybrid Days through 0159 HBT the day after the block.~~

~~(4) If a pilot picks up a Sequence that does not conflict with Hybrid Day(s), the pilot may choose to have the Hybrid Days removed or retain the Hybrid Day(s) and the associated pay and credit.~~

5. **Pre-Plotted Absences**

a. **Definitions**

- (1) **Pre-Plotted Absence: One or more days during a Contractual Month when a pilot will not be available to the Company (e.g., military leave, jury duty, union business, Company business) to be scheduled, except for Special Assignment, and the pilot informs the Company of the pilot's unavailability by noon CT on the 7th of the month prior to the Contractual Month.**
- (2) **Full Month Pre-Plot: A Contractual Month where the pilot will be considered as "do not include" (DNI) for PBS line construction purposes, if the Pre-Plotted Absence credit value and other existing credit equals or exceeds seventy-four (74) for the Contractual Month.**
- (3) **Partial Month Pre-Plot: A Contractual Month where the pilot's Pre-Plotted Absence credit value and other existing credit is less than seventy-four (74) for the Contractual Month and the pilot is not treated as DNI for PBS line construction purposes.**

b. **General Provisions**

- (1) **Pre-Plotted Absences must be submitted no later than noon CT on the 7th of the month prior to the contractual month in which the Pre-Plotted Absence occurs.**
- (2) **A Lineholder who has any paid Pre-Plotted Absence shall be paid the DACV for that pilot's respective 4-part bid status for each day of the paid Pre-Plotted Absence (Special Assignment (SA) excluded); however, a pilot will only be paid for each Pre-Plotted Absence up to the number of Pre-Plotted Absence days, when combined with other existing credit, required for the pilot to equal or exceed seventy-four (74) hours.**
- (3) **A pilot on a Pre-Plotted Absence(s) may not perform any duty on those days, other than duty associated with the Pre-Plotted Absence.**
- (4) **A pilot will not be assigned, reassigned, or awarded flying into a Pre-Plotted Absence.**
- (5) **A Lineholder's PROJ will not include credit for any Pre-Plotted Absence.**
- (6) **A Lineholder's PPROJ will not include pay for any unpaid Pre-Plotted Absence.**
- (7) **A Reserve's guarantee will be reduced by one-eighteenth (1/18th) for each day of**

Reserve Availability not awarded as a result of an unpaid Pre-Plotted Absence(s).

c. Pre-Plotted Absences and PBS line construction

- (1) Pre-Plotted Absences will be credited for line construction purposes at the Daily Average Credit Value (DACV) for the pilot's respective bid status for the PBS bid month.
- (2) Full Month Pre-Plot: A pilot whose Pre-Plotted Absence credit value, on its own or in combination with other existing credit (e.g. vacation, fly-through sequence, training, transitional Reserve days), for that Contractual Month equals or exceeds seventy- four (74) for the Contractual Month will be considered "do not include" (DNI) for PBS bidding purposes and will be considered a Full Month Pre-Plot.
 - (a) A DNI pilot will not be awarded any sequences or Reserve days during the PBS line construction process.
 - (b) A DNI pilot will not be included in any monthly PBS calculations.
 - (c) A DNI pilot, once PBS awards are published, will be considered a Lineholder for that Contractual Month but will not have a guarantee as set forth in Section 4.A.
- (3) Partial Month Pre-Plot: A pilot whose Pre-Plotted Absence credit value, on its own or in combination with other existing credit (e.g., vacation, fly-through sequence, training, transitional reserve days), for that Contractual Month is less than seventy- four (74) for the Contractual Month will receive a PBS award which considers the credit value of the Pre-Plotted Absence(s) and other existing credit.
- (4) Paid Pre-Plotted Absence(s) For a Partial Month Pre-Plot: In the event a pilot is awarded a Reserve line in PBS, the number of Reserve Available days will be reduced on a one-for-one basis for each Pre-Plotted Absence for line construction purposes. EXAMPLE: A pilot has ten (10) Pre-Plotted Absence days, those ten (10) days count one-for-one towards the eighteen (18) Reserve Available days, and the pilot will be available to be awarded in PBS eight (8) Reserve Available days.
- (5) Unpaid Pre-Plotted Absence(s) for a Partial Month Pre-Plot: When submitting an unpaid Pre-Plotted Absence for a Partial Month Pre-Plot, the pilot must select one of the following two options for PBS line construction purposes in the event the pilot is awarded Reserve:
 - (a) Proration Option – if selecting the proration option, the number of Reserve Available days will be reduced for each Pre-Plotted Absence in accordance with the proration table in Section 15.D.4.k. EXAMPLE: In a 30-day Contractual Month if the pilot has ten (10) unpaid Pre-Plotted Absence days, the pilot will be available to be awarded in PBS twelve (12) Reserve Available days and will have eight (8) days off.
 - (b) Non-Proration Option (1:1) – if selecting the non-proration option, the number of Reserve Available days will be reduced on a one-for-one basis for each Pre-Plotted Absence. EXAMPLE: In a 30-day Contractual Month if the pilot has ten (10) unpaid Pre-Plotted Absence days, the pilot will be available to be awarded in PBS eight (8) Reserve Available days and will have twelve (12) days off.
 - (c) If the pilot fails to select either option above, the default will be the Proration Option (proration table in Section 15.D.4.k.).

d. Process

- (1) Pre-Plotted Absences submitted by noon CT on the 7th of the month prior to the Contractual Month of the Pre-Plotted Absence will be automatically granted, unless the Pre-Plotted Absence is for any of the below dates. Requests for Pre-Plotted Absence(s) on the below dates will be considered subject to operational

coverage and in accordance with any applicable law. This provision does not apply to Pre- Plotted Absences for Union Business (PU/UL) set forth in Section 15.D.6.d.(2), below.

December 31 – January 2

Saturday – Monday of Super Bowl

Weekend Thursday – Monday of Easter

Weekend Friday – Tuesday of Memorial

Day Weekend July 3 – 5

Friday – Tuesday of Labor Day

Weekend October 30 – November 1

Wednesday – Monday of Thanksgiving Week

December 24 – 26

- (2) Union business (PU) requests for Pre-Plotted Absences up to the number of days listed below, in each respective Contractual Month, will be automatically granted. Pre-Plotted Absence requests in excess of the numbers below will be considered based on operational coverage.
- (a) 850 days in April and October
 - (b) 650 days in December
 - (c) 730 days in all other months
 - (d) Up to an additional 30 days per month for each month the Company and the Association are in active Section 6 Negotiations.

Note: UL and SA Pre-Plotted Absence requests are not included in the number of days listed above.

- (3) Requests submitted after the deadline in Section 15.D.6.d.(1), above for absences which were known prior to the deadline may be denied subject to applicable law.
 - (4) Nothing shall prohibit a pilot from submitting a request for a future absence which arises after the deadline in Section 15.D.6.d.(1). Such requests will be granted or denied subject to operational coverage and in accordance with any applicable law.
 - (5) Nothing shall prohibit a pilot from resubmitting an absence request to the Company which was previously denied.
6. Blank Lines – Bidding and Awarding
- a. Blank Lines may be offered at the discretion of the Company. If offered, Blank Lines shall be proffered, awarded, and published prior to the opening of PBS for the respective month. The Company shall inform the PBS Working Group (PWG) prior to proffers being made. The PWG shall develop a bidding timeline.
 - b. Blank Lines shall consist of the following two types:
 - (1) Blank Lines with No Guarantee (Pick-Up Lines). Blank Lines with No Guarantee will be awarded as a line with zero pay and zero credit. Pilots awarded a Blank Line with No Guarantee will be allowed to pick up sequences as described below.
 - (2) Blank Lines with a Guarantee (BLG). Blank Lines with a Guarantee will be awarded as a line with no awarded sequences but with fifty-five (55) hours pay and credit. Pilots awarded a Blank Line with a Guarantee have no flying obligation and are prohibited from picking up sequences during the Contractual Month in which a

Blank Line with a Guarantee is awarded though may be Awarded or Assigned training as described below.

- c. Blank Lines shall not be included in calculating any monthly PBS calculations, averages, or windows for any bid status.
- d. Blank Lines shall only be awarded to pilots who voluntarily proffer for a Blank Line. Blank Lines will not be assigned or otherwise involuntarily awarded. Proffered Blank Lines which are not voluntarily filled will be cancelled.
- e. The Company will determine the number of Blank Lines in accordance with the provisions below, as well as the bid statuses in which they will be offered.
- f. A pilot awarded a Blank Line will be considered a Lineholder and is an active pilot for the duration of the Blank Line, including for purposes of benefits and travel. Vacation, Sick, Seniority, and length of service continue to accrue for each month a pilot is awarded a Blank Line.
- g. Blank Lines with No Guarantee (Pick-Up Lines).
 - (1) The minimum value for pay purposes in Section 4.A. does not apply to any pilot awarded a Pick-Up Line.
 - (2) All pilots in a bid status in which a Pick-Up Line is offered will be eligible for a Pick-Up Line, except pilots who on the day PBS closes:
 - (a) are not on active payroll, or
 - (b) have applied for LTD and are in the elimination period.
 - (3) Pilots awarded Pick-Up Lines:
 - (a) May utilize trip trading tools, including DOTC and TTS.
 - (b) Must remain current and qualified and must complete any required training.
 - (c) May bid for recurrent training in accordance with Section 16. All required training will be paid in accordance with Section 6 of the Agreement.
 - (d) Will retain any awarded vacation on their schedule and will be paid and credited in accordance with Section 9.F.
 - (e) May continue to be paid out vacation bank in accordance with Section 9.F.
 - (4) A pilot with a transitional Reserve day(s) in the Contractual Month prior to an awarded Pick-Up Line will be obligated to fulfill the transitional Reserve day(s) and shall be paid and credited in the Contractual Month the transitional Reserve day(s) is performed. A pilot with a fly-through sequence that carries time into an awarded Pick-Up Line will be obligated to complete the fly-through sequence and shall be paid and credited for the fly-through portion in the Contractual Month the flying was performed.
 - (5) Pilots awarded a Pick-Up Line will continue to participate in vacancy bid runs in accordance with Section 17. The pilot will be required to attend training and OE, if assigned in accordance with Section 6.
- h. Blank Lines with a Guarantee – No Required Flying Obligation.
 - (1) The Company may offer, by 4-part bid status, Blank Lines with a Guarantee (BLG) in increments of one (1), three (3), and six (6) month options. Pilots who are awarded a BLG will be paid and credited fifty-five (55) hours in each month of the BLG at the applicable pilot's hourly pay rate.
 - (2) All pilots in a bid status in which a BLG is offered will be eligible for a BLG, except

pilots who are scheduled for transition training during the BLG, or who on the last day of the Contractual Month prior to the BLG (or on a date as otherwise agreed by the JSC):

- (a) are not on active payroll.
- (b) have applied for LTD and are in the elimination period.
- (c) have not consolidated on new equipment, or
- (d) have scheduled vacation within the requested BLG month if the requested BLG is a one-month BLG.
- (3) Pilots on a BLG will have no flying or availability obligations, except for training as outlined below. Pilots will not have the option of picking up flying while on BLG. Pilots on a BLG with a Reserve day the first day of the Contractual Month following a BLG, by preferencing the BLG, volunteer to verify the pilot's schedule at the completion of DOTC on the last day of the BLG.
- (4) Pilots on a BLG will not be eligible to use sick pay during the period of the BLG, except for sequences the pilot may be responsible for under Sections 15.D.7.h.(7)-(8).
- (5) Vacation which was previously awarded for a month within the BLG period, other than a one-month BLG, will be converted to floating vacation or paid out in accordance with Section 9.F.1.f.
- (6) Qualifications and Training. Pilots on a BLG are required to be qualified to fly on the first day following the BLG.
 - (e) During the period of a BLG award, pilots will be obligated to complete required Distance Learning, to attend CQT as awarded or assigned in the CQT bidding process, and are required to schedule a takeoff and landing simulator session prior to the end of the BLG if the pilot will lose currency prior to the end of the BLG.
 - (f) For these and other required training, pilots shall be paid and credited in accordance with Section 6, or other agreement, and such pay will be in addition to the fifty-five (55) hour BLG pay.
 - (g) If a pilot returning from a BLG is not qualified on the first day following the BLG, such pilot will be in an unpaid status until the earlier of the day the pilot begins training or becomes qualified, unless the pilot is not qualified or current because the Company did not schedule the training or because the pilot is not qualified or current due to circumstances beyond the pilot's control, in which case the pilot will be placed in an Awaiting Training/Qualification status.
- (7) A pilot with a fly-through sequence that carries time into the beginning of the pilot's BLG will be obligated to complete the fly-through sequence and shall be paid for the fly-through portion in addition to the 55 hours; if staffing permits, such pilot may drop the sequence with no pay and no credit.
- (8) A BLG pilot on Reserve shall be unavailable for any sequence which flies into any Contractual Month in which the pilot participates in a BLG, unless the pilot is the only Reserve Available, in which case the pilot may be given an assignment that operates into the first four (4) days of the BLG Contractual Month for an International Sequence, and one (1) day of the BLG Contractual Month for a Domestic Sequence.
- (9) Pilot vacancy preferences will continue to be processed during a BLG. Pilots

should maintain and update vacancy and displacement preferences while on a BLG. Pilots shall return from a BLG to the pilot's applicable bid status. Pilots awarded a bid status while on a BLG will receive any applicable pay protection on the published effective date of the new bid award but the duration of any withhold under Section 17 shall not begin until a pilot's return from a BLG.

- (10) A multi-month approved BLG may be cancelled by the Company with at least 30 days' notice, unless the pilot concurs for a shorter time. Cancellations should first be offered in seniority order by bid-status; involuntary cancellations shall be done in reverse seniority order by bid-status.

E. Minimum Pay and Credit

1. A pilot who reports for any ~~flight~~ duty (including deadheading) shall receive the greatest of the following:
 - a. Flight time pay and flight time credit actually earned.
 - b. One (1) minute flight time pay and flight time credit for each two (2) minutes of the greater of actual, scheduled, or rescheduled duty in the hours of 0600 – 2159 (HBT) and one (1) minute flight time pay and flight time credit for each one and one-half (1.5) minutes of the greater of actual, scheduled, or rescheduled duty in the hours of 2200 – 0559 (HBT). Except a duty period which signs in after 2200 and ends after 0359 will receive one (1) minute flight time pay and flight time credit for each one and one-half (1.5) minutes for the entire duty period.

The difference between flight time pay and flight time credit earned during such on duty period and the minimum flight time pay and flight time credit provided above shall be computed as an extension of the ~~trip~~ sequence which brings the pilot to a station for an off duty break as set forth in paragraph C.5.d. and C.5.g. of this Section.

A flight which lands at a co-terminal for the airport of departure as the result of a mechanical interruption shall be paid and credited under this paragraph.

2. 1:2 Pay For ~~Scheduled~~ Actual Sit Times over 2 Hours and 30 Minutes

Duty periods with ~~scheduled~~ actual sit times greater than two (2) hours and thirty (30) minutes shall receive one (1) minute of pay for every two (2) minutes of sit time in excess of two (2) hours and thirty (30) minutes. This provision applies to each actual sit time during a sequence above the first (2) two hours and thirty (30) minutes, ~~scheduled sit times only (i.e., as allocated),~~ ~~The time is not credited and the pay only applies to the time above the first two (2) hours~~ and will be paid in addition to any other pay earned in accordance with Section 15.E., F. or G.

F. Time Away From Base

1. A pilot who reports for any flight duty (including deadheading) which involves two (2) or more on duty periods broken by at least one (1) off duty period away from such pilot's base, shall receive the greater of the following:
 - a. one (1) minute pay and flight time credit for each three and one-half (3-1/2) minutes of scheduled or rescheduled time away from such pilot's base;
 - b. one (1) minute pay and flight time credit for each three and one-half (3-1/2) minutes of actual time away from such pilot's base.

The difference between flight time pay and flight time credit earned during such period of time away from base and the minimum flight time pay and flight time credit provided above shall be computed as an extension of the sequence ~~trip~~ which brings the pilot back to the pilot's base for legal rest.

2. For purposes of paragraphs F.1. and G.23. of this Section, on duty periods and off duty periods

shall be as set forth in paragraph C.5. of this Section.

G. Average Daily Guarantee and Duty Period Minimum

1. A pilot who reports for any duty(including deadheading) shall receive a minimum of five hours and fifteen minutes (5:15) flight time pay and flight time credit multiplied by the number of calendar day contained in such pilot's trip sequence, including days added as a result of a reschedule, reassignment, or delay. Except, to receive this credit on the final calendar day of the sequence, a pilot must have either an actual release after 0159 or have a scheduled release after 0159.
2. Sequences which are scheduled to terminate with a release between 0000 and 0159 on the final calendar day of the sequence, will receive an additional two (2) hours of pay, no credit, in addition to all other pay for the sequence (including premium pay). If a sequence scheduled to release between 0000 and 0159 extends such that the actual release is after 0159, then paragraph G.1 above supersedes this paragraph.
3. A pilot who performs two (2) or more on duty periods broken by at least one (1) off duty period away from such pilot's base shall receive, for each duty period provided in E.1. above, a minimum of two (2) hours flight time pay and flight time credit.

H. Application of Minimum Flight Time Pay and Flight Time Credit

1. The minimum flight time pay and flight time credit provided under [E.1.](#), [F.1.](#), and [G.](#) of this Section applies when a [Lineholder](#) ~~pilot~~ reports for a duty period which begins at such pilot's base but completes no takeoff or does no deadheading, provided a [Lineholder](#) complies with the applicable provisions of Section 4.C - Sequence Protection.
2. The minimum flight time pay and flight time credit provided under [E.1.](#), [F.1.](#), and [G.](#) of this Section shall not apply when a [Reserve](#) ~~pilot~~ reports for a duty period which begins at such pilot's base but completes no takeoff or does no deadheading. In-lieu thereof, such [Reserve](#) ~~pilot~~ shall be guaranteed the greater of:
 - a. Two (2) hours' flight time pay. Pay under this provision shall be on the basis of rates of pay as provided in Section 4.B., or
 - b. One (1) minute flight time pay for each two (2) minutes of an actual on duty period as set forth in paragraph [C.5.d](#) of this Section.
3. Deadheading covered under the provisions of [E.1.](#), [F.1.](#) and [G.](#) of this Section shall include:
 - a. all deadheading by Company assignment, except in connection with route checks and training under Section 6.D.;
 - b. deadheading at the pilot's request to pick up the next ~~trip in a~~ sequence when such action does not trigger a double deadhead;
 - c. deadheading at the pilot's request as set forth in paragraph [C.5.f.](#) of this Section. Duty time spent in the accomplishment of such deadheading shall be considered an extension of the pilot's on duty period. [See Q&A [15-6](#)]

Except as noted above, deadheading at the pilot's request shall not be covered under the provisions of [E.1.](#), [F.1.](#) and [G.](#) of this Section.

4. For purposes of [E.1.b.](#) and [F.1.a.](#) of this Section, the rescheduled on duty period shall apply whenever a pilot has been rescheduled as set forth in H.5 below.
5. A pilot is considered to be rescheduled any time there is a change or cancellation in such pilot's flying assignment, including deadheading.
6. The provisions of [E.1.](#) and [F.1.](#) of this Section shall not be applicable to excess duty hours or excess time away from base resulting from the pilot's request to be rescheduled to deadhead on a flight other than that for which such pilot is legally scheduled or rescheduled by the

Company.

7. The provisions of [E.1.b.](#), [F.1.a.](#), and [G.](#) of this Section shall apply, under Sections [3.H.](#), 6.B., 6.C., 6.D.3., and [15.L.](#) of this Agreement, to pilots who hold bid lines.
8. Computation of flight time pay and flight time credit applicable under [Section 15.N.](#) of this Agreement shall include all flight time pay and flight time credit due under the provisions of Section [15.E.](#), [15.F.](#) and [15.G.](#)
9. When a pilot's arrival at such pilot's base or scheduled layover station is by way of surface transportation, the arrival time, for purposes of [C.5.a.](#), [E.1](#), [F.1](#) and [G.](#) of this Section, shall be considered to be the scheduled departure time of the surface transportation to be used, plus the normal air time and debriefing time.

In this case, an off duty period shall start at the scheduled arrival time of the surface transportation used.

10. If a pilot flies from A to B, and due to the hourly limitation set forth in this Section, must be scheduled to layover and then deadhead from B to A, such pilot may request under Section [15.C.5.f.](#) to be permitted to deadhead home in the first duty period, and the Company may, if it chooses, permit such deadheading. However, the pilot shall be paid and credited for the scheduled second duty period in lieu of the extension of the first duty period. [See Q&A [156](#)]

I. Premium Pay

1. In accordance with [Section 15.L.](#), the Company may designate at any time any sequence as a premium pay sequence [using a graduated premium scale. Such sequence\(s\) will pay a premium rate of either fifty percent \(50%\), seventy-five percent \(75%\), or one-hundred percent \(100%\) over the pilot's base hourly pay rate as specified in Section 3 \(total is the base rate plus 50%, 75%, or 100% of the base rate\), including international override as applicable.](#) ~~Such sequence(s) will pay a premium of fifty percent (50%) over the pilot's base hourly pay rate as specified in Section 3 (total is the base rate plus fifty percent of the base rate), including international override as applicable.~~ When designating a sequence as a premium pay sequence, the Company will identify the premium option assigned to each sequence.
 - a. Sequences designated at [a lower](#) premium rate may be re-designated to [a higher](#) premium rate at any point. Sequences designated at [a higher](#) premium rate may not be re-designated to a lower premium rate.
 - b. A sequence may be designated at [a higher](#) premium rate without first being designated at [a lower](#) premium rate.
2. Premium pay may be applied to an entire sequence, or portion of a sequence, as applicable in the Agreement.
3. A sequence picked-up from open time (TTS) which is designated as a premium pay sequence will have [the applicable premium rate \(50%, 75%, or 100%\)](#) ~~fifty percent (50%) premium~~ applied to all flown hours including any Pay and Credit in the sequence. A pilot pay protected for a premium pay sequence who is assigned [Recovery replacement Flying](#) will be pay protected for the value of a cancelled premium sequence at the [applicable](#) premium rate. In the event the ~~credited time value~~ of the [Recovery replacement Flying](#) is greater than the ~~credited~~ value of the cancelled flying, the pilot will be paid for the additional ~~time value~~ at the regular hourly rate.

Example: If the ~~credited~~ value of the cancelled sequence is 8 hours, the pilot will be pay protected for 12 hours ([on a 50% premium rate](#)). If the ~~credited time value~~ of the [Recovery replacement Flying](#) is 10 hours, the pilot will be paid an additional 2 hours at the regular hourly rate, for a total of 14 hours.

4. A pilot awarded or assigned a premium pay sequence will be pay protected for the scheduled value of the sequence, including the ~~fifty percent (50%)~~ [applicable](#) premium ~~rate (50%, 75%,~~

or 100%.

5. A premium pay sequence that is traded to another pilot or dropped into Open Time or awarded/assigned to a Reserve on reserve days will have the premium designation removed and such sequence will be paid at the base hourly pay rate.
6. Premium Day. The Company may designate a day or days as Premium Days by two-part bid status (base and equipment).
 - a. Sequences which touch a Premium Day, including as a result of a Reassignment, reschedule, Recovery Flying, or Self-Repair, will receive Premium Day Pay of an additional five hours and fifteen (5:15) minutes, pay no credit, (paid above guarantee for Reserves) in addition to all other pay for the sequence (including, but not limited to, premium pay and Reassignment Pay) for each Premium Day.
 - b. A pilot will not receive Premium Day Pay for both the originally scheduled sequence and any Reassignment, reschedule, Recovery Flying, or Self-Repair sequence associated with the originally scheduled sequence if such sequences touch the same Premium Day.

~~The Company may, going forward at any time following the effective date of this agreement, designate a day or days as premium pay days. Sequences flown on a premium pay day will pay a premium of either fifty percent (50%) or one hundred percent (100%), as determined by the Company, over the pilot's base hourly rate for any flying performed on that day (premium paid over guarantee for reserves). For any premium pay sequence that overlaps a premium pay day, the premium pay for the sequence will be added to the premium day pay (e.g., if premium sequence is designated as 50% premium, and the premium pay day is designated as 50% premium, the flying performed on the premium pay day will be paid a 100% premium)~~

7. Holiday Pay. The below listed holidays shall be designated as permanent premium days.
 - a. Sequences which touch a holiday, including as a result of a Reassignment, reschedule, Recovery Flying, or Self-Repair, will receive Holiday Pay of an additional five hours and fifteen (5:15) minutes, pay no credit, (paid above guarantee for Reserves) in addition to all other pay for the sequence (including, but not limited to, premium pay and Reassignment Pay) for each holiday.
 - b. A pilot will not receive Holiday Pay for both the originally scheduled sequence and any Reassignment, reschedule, Recovery Flying, or Self-Repair sequence associated with the original sequence if such sequences touch the same holiday.

~~The below holiday blocks shall be designated as permanent premium pay days. Any flying performed on a day in that block, including as a result of a Reschedule, Replacement Flying (for Replacement Flying performed on the holiday block for a sequence which did not originally touch the holiday block), Self-Repair, or Reassignment, shall pay a premium of one hundred percent (100%) over the pilot's base hourly rate (over guarantee for reserves). The Company will not allocate any five- day narrowbody sequences that touch any of the block days below.~~

- (1) New Year's Day
- (2) Memorial Day
- (3) Independence Day
- (4) The Wednesday before Thanksgiving Day
- (5) Thanksgiving Day
- (6) The Sunday ~~and Monday~~ following Thanksgiving Day
- (7) Christmas Eve
- (8) Christmas Day, ~~and the day following Christmas Day~~
- (9) New Year's Eve

- c. Additionally, Holiday Pay will also be paid for the following duty which touches a holiday listed in paragraph a. above:
- (1) Simulator training (including cancelled simulator training for which the pilot is already in place)
 - (2) Deadheads to and from training
 - (3) OE sequences
 - (4) Check Pilot and Instructor Pilot duty
- d. The Company will not allocate any five (5)-day narrowbody sequences to touch a holiday listed in paragraph a. above.
8. Premium pay will not apply in the event a pilot does not operate the premium sequence due to any voluntary action by the pilot, i.e., calling in sick, fatigued, drops or trades the sequence to another pilot. Premium pay will apply in the event a pilot does not operate the premium sequence due to Company actions such as a reassignment, displacement, or any other Company-enacted removal. Premium pay will apply to any removal that qualifies for Sequence Protection as described in Section 4.C.
9. ~~7.~~ Recovery obligation Recovery ~~replacement~~ Flying due to sequence cancellation and Reserve assignments will be paid at regular hourly pay rates. Premium pay does not apply to such assignments.
- ~~8.~~ Premium hours flown in the same month that a pilot uses sick leave will be offset by the number of sick hours charged. Any remaining premium hours after the offset is applied will be paid at the premium rate.
- ~~Example: A pilot uses sick leave for 10 hours during the month. In the same month, the pilot picks up 12 hours of premium sequence(s) (12 hours credit, 18 hours pay). For the purpose of calculating the net premium pay for the month, subtract the total sick hours used from the total premium hours. In this example the pilot's premium pay for the month will be the 12 hours of premium sequence(s) reduced by the 10 sick hours used, leaving 2 hours to be paid at 1.5 X, for a total of 1 hour additional pay (13 hours total pay for the premium sequence(s)).~~
10. ~~9.~~ Premium hours flown will be uncredited towards a pilot's IMAX, but will be applied towards FAR limitations. The pilot's PPROJ will be adjusted to include the ~~fifty percent (50%)~~ applicable premium percentage.
11. ~~10.~~ Reassignment - if a pilot is reassigned ~~outside the footprint of the pilot's original sequence~~, the ~~fifty percent (50%)~~ reassignment premium is pay only. The pilot will be credited with the greater of scheduled or what was actually flown. The premium does not apply to any additional credits under 15.E., 15.F. or 15.G that were generated solely as a result of the reassignment.

J. Reserve Flying

1. Definitions.
 - a. Assignment – A sequence or RAP placed on a pilot's schedule by the Company.
 - b. Award – A sequence or RAP Assignment placed on a pilot's schedule by the Company based upon a pilot's preference ballot.
 - c. ~~a.~~ Calendar Day – ~~For the purpose of reserve assignment system, "calendar day" means~~ The 24-hour period from 0000 HBT to 2359 ~~400 Home Base Time (HBT), and may be redefined by mutual agreement.~~
 - d. ~~b.~~ Calendar Day Block. For the purpose of Assignment/Award to available Reserves, Open Time sequences within any four-part bid-status will be grouped into the following calendar day blocks, which is inclusive of the time spent for sign-in and debrief for each sequence:
 - (1) One (1) calendar day block

- (2) Two (2) calendar day block
- (3) Three (3) calendar day block
- (4) Four-plus (4+) calendar day block
- e. ~~e.~~ Domicile Rest – For a Reserve pilot a rest period of 12-hours in duration commencing at the end of debrief following a sequence.
- f. Electronic Communication (EC) – A message sent through the Electronic Communication System to/from a pilot. ECs do not interrupt rest if sent while a pilot is not on duty.
- g. First Person Contact – Positive two-way communication between a pilot and IOC personnel.
- h. ~~d.~~ Long Call Duty – A Reserve duty status in which a Reserve ~~pilot~~ is contactable and available for:
 - (1) Assignments and Awards made for the first day of a Reserve Work Block, or during DOTC for any day of a reserve Work Block, with a minimum of twelve (12) hours' notice prior to sequence sign-in or RAP start time;
 - (2) Assignments and Awards for a day other than the first day of a Reserve Work Block made outside of DOTC with a minimum of fourteen (14) hours notice prior to sequence sign-in or RAP start time.
- i. ~~e.~~ Short Call Duty – A Reserve duty status in which a Reserve ~~pilot~~ is contactable and available for Awards/Assignments with less than twelve (12) hours' notice within the RAP they are currently Awarded/Assigned.
- j. Reserve Day(s) Worked (RDW) – A calculation used to prioritize Reserves within a given Reserve Bucket for Assignments made outside of DOTC. A pilot's RDW is the sum of:
 - (1) The number of Calendar Days for each sequence flown, or from which the pilot was displaced, on any Reserve Day during the Contractual Month, up to and including the day prior to when the RDW is applied: plus.
 - (2) The number of Calendar Days during the entire contractual month on which a Reserve has already performed or is scheduled to perform required training on a Reserve Day.
- k. ~~f.~~ Reserve Bucket Group – For the purpose of determining which Reserves ~~pilots~~ will be considered ~~required~~ to cover existing Open Time in their four-part bid-status, such Reserve ~~pilots~~ will be classified by continuous, calendar-day availability, determined as follows:
 - (1) One (1) day Reserve Bucket
 - (2) Two (2) day Reserve Bucket
 - (3) Three (3) day Reserve Bucket
 - (4) Four plus (4+) day Reserve Bucket
- l. ~~g.~~ Reserve Classification:
 - (1) Long Call Reserve ~~pilot~~

A Long Call Reserve ~~pilot~~ is a pilot who was Awarded a Long Call line as a part of the monthly line Award process. Long Call Reserves ~~pilots~~ can only be Awarded/Assigned sequences or RAPs with a minimum of twelve (12) or fourteen (14) hours, as applicable pursuant to 15.J.1.h., between Award/Assignment and sequence sign-in or RAP start time.
 - (2) Short Call Reserve ~~pilot~~

A Short Call Reserve ~~pilot~~ is a pilot who was Awarded a Short Call line as a part of the monthly line Award process. Short Call Reserves ~~s pilots~~ are normally ~~Awarded/Assigned~~ sequences within a RAP with less than twelve (12) hours between sequence ~~Award/Assignment~~ and sequence sign-in. A short call ~~Reserve pilot~~ must be able to promptly report for an ~~Awarded~~ or ~~Assigned~~ sequence.

- ~~h. Must fly list. For purposes of reserve assignment, must fly means a list of reserve pilots who will be required to fly an open time sequence.~~
- ~~i. Total Available Hours = (85 hours) - (Planned Absence Credit); includes Vacation, Training, Union Leave~~
- ~~j. Hours Remaining = (Total Available Hours - Hours Flown); Hours Flown includes all credited time (Pay and Credit)~~
- ~~k. Recent Work Factor - A day worked is any day where flying or training takes place for that pilot. Days recently worked are weighted as follows; where yesterday = 1, day before yesterday = 2, etc.~~

<u>Days Worked / When</u>	<u>Recent Work Factor</u>
1,2,3,4,5	0.010
1,2,3,4	0.032
1,2,3,5	0.065
1,2,3	0.097
1,2,4,5	0.129
1,2,4	0.161
1,2,5	0.194
1,2	0.226
1,3,4,5	0.258
1,3,4	0.290
1,3,5	0.323
1,3	0.355
1,4,5	0.387

1,4	0.419
1,5	0.452
4	0.484
2,3,4,5	0.516
2,3,4	0.548
2,3	0.613
2,4,5	0.645
2,4	0.677
2,5	0.710
2	0.742
3,4,5	0.774
3,4	0.806
3,5	0.839
3	0.871
4,5	0.903
4	0.935
5	0.968
None	1.000

~~l. Reserve Priority Value (RPV). For purposes of determining which reserve pilots will be selected for assignment, a Reserve Priority Value (RPV) will be calculated for each reserve pilot in the four-part bid status. The RPV calculation for a pilot will consider the percent of that pilot's credited hours remaining in the month compared to the percent of that pilot's available days remaining in the month and the number and proximity of days worked within the previous (five) 5-days. Specifically, the equation will be:~~

$$\text{RPV} = ((\text{Hours Remaining}) / (\text{Total Available Hours})) / (\text{Available Days Remaining} / \text{Total Available Days}) * \text{Recent Days Worked Factor}$$

m. Verify / Verification – The term “verify” or “verification” means an action performed by the pilot, where required in this Section, whereby the Reserve ~~pilot~~ accesses Company provided information for the purpose of becoming aware of a scheduled sequence, RAP, schedule change (e.g., reassignment, reschedule, cancellation, etc.) or rest period placed on the pilot’s schedule by the Company. Pilots are not required to affirmatively respond to the Company when the verify/verification task is accomplished, however pilots are responsible for the their schedules assignment/award.

n. Contactable – The term “contactable”, when used in this Section, means a Reserve ~~pilot~~ being available to the Company for the purpose of communicating scheduling/operational information. These communication methods include, but are not limited to Electronic Communication notification (e.g., text or email) via ECS or telephone.

2. Reserve Notification Process - Sequence / RAP / 30-Hour Rest

The following procedures describe the various responsibilities of a Reserve pilot and the Company

with regard to **A**wards, **A**ssignments, notification and **V**erification.

a. General

To the extent possible, **E**lectronic **C**ommunication (**EC**) notification and **V**erification will be used for **R**eserve **A**wards/**A**ssignments. ~~Absent electronic notification capabilities, Crew Schedule will make first person contact for all assignments outside DOTC unless verified by other means. Awards of preferences must be verified through AVRS, Personal Mode, Crew Schedule or the Internet. In all cases, if a pilot cannot be contacted, Crew Schedule shall leave messages when possible.~~

- (1) An EC does not require confirmation.
- (2) A Reserve will Verify ECs when sent while on duty or upon commencing duty.
- (3) A Reserve who receives an EC while not on duty may voluntarily Verify the EC, but is not required to Verify while not on duty. Voluntary Verification is not considered duty.
- (4) A Reserve who receives an EC while not on duty may voluntarily confirm the EC, and if confirmed, the Reserve will not receive the EC again upon commencing duty. Voluntary confirmation is not considered duty.
- (5) If a Reserve has not confirmed an EC at the time reserve duty commences (start of RAP or Long Call Duty), the additional EC will be sent, however in all cases the reserve pilot will be considered notified.
- (6) Absent EC capabilities, Crew Scheduling will attempt to make First Person Contact for all Awards/Assignments outside DOTC, unless Verified by other means. In all cases, if a pilot cannot be contacted, Crew Schedule shall leave messages when possible. Pilots will be contactable and be responsible for messages left while on duty, or upon commencement of duty.

b. On a Duty Free Period (DFP), Vacation, Leave of Absence, or Pre-Plotted Absence ~~or Planned Absence~~

- (1) A pilot has no requirement to perform any duty on ~~a DFP or Planned Absence~~:
 - (a) a DFP
 - (b) Vacation
 - (c) Leave of Absence.
 - (d) Pre-Plotted Absence (other than duty associated with the Pre-Plotted Absence, if any), or
 - (e) Other approved absence.
- (2) Reserves ~~pilots~~ may voluntarily participate in DOTC for the following day while in a status listed in Section 15.J.2.b.(1) above, on a DFP or Planned Absence and Verify Awards/Assignments ~~between after~~ 1500-1600 HBT.

Such pilots will end up with one of the following results in DOTC:

 - (a) Long Call Reserve ~~pilot~~ - Awarded/Assigned/~~awarded~~ a sequence for the next day, otherwise remain on Long Call for the next day.
 - (b) Short Call Reserve ~~pilot~~ - Awarded/Assigned a sequence or RAP for the next day (the RAP may be other than Awarded on the Reserve line). -

c. On a Reserve Available Day

- (1) On the first **R**eserve **A**vailable day following ~~DFP a status listed in Section 15.J.2.b.(1) above, or Planned Absence~~ if no Award/Assignment during DOTC the day prior:
 - (a) Long Call Reserves ~~pilots~~ will go on duty at 0000~~4~~ HBT on first **R**eserve **A**vailable day.
 - (b) Short Call Reserves ~~pilots~~ will assume the RAP associated with their bid line **A**ward on first **R**eserve **A**vailable day (RAP may be changed by mutual agreement by the pilot and Crew Schedule).

- (2) Following DOTC.
- (a) Pilots on Reserve Duty and available for flying the next day will Verify Awards/Assignments between 1500 and 1600 HBT.
 - (b) Reserves pilots on an FAR rest period during the period between 1500 and 1600 HBT, and available for flying the next day, upon commencement of Reserve Duty will Verify any Awards/Assignments for the next calendar day.
 - (c) Absent an Award/Assignment made during DOTC for the next calendar day, a Short Call Reserve pilot in a RAP will exit that current RAP on Long Call Duty.
- (3) A pilot on a sequence and available for flying the next day:
- (a) ~~Upon block-in~~ Reserves will receive an EC for any changes made to their schedule. At the end of debrief, Reserves pilots shall Verify check their activity record ~~for awards or assignments that are~~ for the period following Domicile Rest.
 - (b) If an Award/Assignment (sequence or RAP) has been placed on the pilot's schedule that commences after Domicile Rest, the pilot is released from any duty until sign-in of the sequence or RAP start time.
 - (c) If the sequence ended prior to DOTC conclusion (1500 HBT) and no next Award/Assignment (sequence or RAP) is on a pilot's schedule, that pilot's next responsibility is to:
 - (i) Verify schedule for DOTC Award/Assignment between 1500 - 1600 HBT for the next day's Award/Assignment.
 - (ii) Absent an Award/Assignment made during DOTC, the pilot will commence Long Call Duty at the end of Domicile Rest. Pilots will Verify Awards/Assignments made during Domicile Rest upon commencement of Long Call Duty. Such Awards/Assignments must not sign-in for a sequence, or have a RAP start time, earlier than twelve (12) or fourteen (14) hours, as applicable pursuant to 15.J.1.h. after the end of the pilot's Domicile Rest.
 - (d) If the sequence ended after DOTC conclusion (1500 HBT) and no next Award/Assignment is on a pilot's schedule, that pilot will commence Long Call Duty at the end of Domicile Rest. Pilots will Verify Awards/Assignments made during Domicile Rest upon commencement of Long Call Duty. Such Awards/Assignments must not sign-in for a sequence, or have a RAP start time, earlier than twelve (12) or fourteen (14) hours, as applicable pursuant to 15.J.1.h. after the end of the pilot's Domicile Rest.
 - (e) A Reserve pilot who completes an FDP that signed-in before and operates at least 2 hours into the WOCL (0200 - 0559 HBT) who finds no next activity placed on their schedule at the end of that sequence shall not be Awarded/Assigned a RAP starting prior to 0600 HBT time the next calendar day. The earliest sequence such pilot may be Awarded/Assigned shall not sign-in prior to 0800 HBT the next calendar day.
- (4) A pilot completing training without a post-training DFP(s):
- (a) Shall receive at least twelve ten (12+0) hours of post-training rest at the completion of a training program (including any required deadhead) prior to resuming Reserve Duty.
 - (b) Upon completion of training or completion of post training deadhead to domicile, Reserves pilots shall check their activity record for ~~awards—or—assignment~~ Awards/Assignments that are for the period following post training rest. Such Awards/Assignments:
 - (i) For a Short Call Reserve pilot - must not have a sign-in for a sequence, or have a RAP start time, earlier than twelve ten (12+0) hours after completion of training or post training deadhead.
 - (ii) For a Long Call Reserve pilot - must not have a sign-in for a sequence earlier than twelve (12) hours after completion of training or post training deadhead.
 - (c) If an Award/Assignment (sequence or RAP) has been placed on the pilot's schedule

that commences after post-training rest, the pilot is released from any duty until sign-in of the sequence or RAP start time.

- (d) Absent an Award/Assignment the pilot will commence Long Call Duty at the end of post training rest.
 - (e) For Award/Assignments made during post-training rest, pilots will Verify upon commencement of Long Call Duty. Such Awards/Assignments must not sign-in for a sequence, or have a RAP start time, earlier than twelve (12) hours, after the end of the pilot's post training rest.
- (5) During Domicile Rest

A pilot:

- (a) will be contacted for ~~award or assignment~~ Awards/Assignment while in Domicile Rest. Pilot has no obligation to respond while in Domicile Rest. Crew Scheduling will, at the time of any Award/Assignment/award, send a communication via ECS forward a message to the pilot which the pilot will Verify upon commencement of Reserve duty.
 - (b) may use the preference ballot to submit preferences.
 - (c) if Awarded/Assigned a sequence or RAP while in Domicile Rest, that pilot's next duty commences at sign-in of the sequence or RAP start time.
 - (d) ~~electing not to respond when on Domicile Rest~~ will be responsible for any Awards/Assignments made during Domicile Rest for which a ~~message was forwarded~~ communication was sent.
- (6) FAR required rest periods:
- (a) If Assigned a 30-hour rest period during Reserve available days, the Company will notify the pilot via:
 - (i) Electronic Communication or Positive First Person Contact with the pilot during a period where the pilot is on ~~Reserve~~ Duty, for a 30-hour rest period that will commence immediately, or
 - (ii) The verification process during 1500-1600, if applicable, for a rest period beginning at 1600 or later, or
 - (iv) Upon block-in, at the completion of a sequence, in accordance with 15.J.2.c.(3)(a) above.
 - (b) Notification for a 30-hour rest period will include:
 - (i) Commencement time of the 30-hour rest period (not retrospectively)
 - (ii) Duration of the rest period (can be greater than 30 hours)
 - (iii) Award/Assignment ~~or award~~ upon completion of the 30-hour rest period, otherwise the pilot exits the 30-hour rest period on Long Call duty.
 - (c) Pilots on an FAR required rest period during 1500 – 1600 HBT:
 - (i) Short Call Reserves ~~pilot~~ will have been Awarded/Assigned/awarded, prior to the rest period, a RAP or sequence to commence at the end of required rest period, otherwise the pilot exits the rest period on Long Call Duty.
 - (ii) Long Call Reserves ~~pilots~~ on a rest period during the 1500-1600 period, and available for flying the next day:
 - [1] May use the Preference ballot to submit preferences.
 - [2] Will ~~not~~ be sent an Electronic Communication ~~contacted~~ for ~~proffer~~, Awards or assignment/Assignments while in a required rest period.
 - [3] If a pilot is Awarded/Assigned a sequence or RAP, while in a required rest period, that pilot's next duty commences at sign-in of the sequence or RAP start time.
 - (iii) Short Call Reserves ~~pilots~~ available for flying after the conclusion of the 30-hour rest

period, if given an **Award/Assignment** ~~award~~ with a sign-in within their follow-on RAP, will be contacted for any **Awards/Assignments** within that RAP.

(iv) Long Call Reserves ~~pilots~~ available for flying after the conclusion of the 30-hour rest period, upon commencement of Reserve Duty, will **Verify** any follow-on **Awards/Assignments**.

d. Sick Clearance for Reserves ~~Pilots~~

- (1) Short Call **Reserves pilots** must clear using **First Person Contact** with Crew Scheduling.
- (2) Long Call **Reserves pilots** may clear sick via **AVRS the process provided for in Section 10.C.3.b.(1), other electronic means** or **First Person Contact** with Crew Scheduling.
- (3) Sick Clearance ~~at or~~ before 1000 HBT
 - (a) Reserves who called in sick who were needed for a flying/training assignment will be charged a minimum of one (1) day of sick in accordance with Section 10.C.3.b.(1) and (2).
 - (b) Reserves who were charged sick in accordance with 10.C.3.b.(1) and (2) will not be obligated to perform any further reserve duty on the same Calendar Day that they clear sick.
 - (c) If, at the time of the sick clearance, the Reserve informs the company that they are available for reserve assignment and the Company elects to assign the Reserve in accordance with paragraphs d.(i)-(ii) or (4).(b), below, that Reserve will not be charged the minimum sick charge.
 - (d) ~~(a)~~ A Reserve ~~pilot~~ who clears sick prior to 1000 HBT on subsequent days after being charged sick will not be charged sick for ~~that the current~~ Calendar Day. That Reserve will be assigned in accordance with (i) and (ii), below.
 - (i) Short Call Reserves ~~pilot~~-clearing sick:
 - [1] Accept that they have had an FAR required 10-hour rest period immediately preceding sick clearance.
 - [2] Clear sick with the understanding they will be Assigned:
 - [2.1] a RAP commencing immediately, or
 - [2.2] a RAP commencing no less than 10-hours after sick clearance, or
 - [2.3] Long Call Duty.
 - (ii) Long Call **Reserves pilots** clearing sick commence Long Call Duty.
- (4) Sick Clearance between 1000 and 2359 HBT
 - (a) A Short Call Reserve ~~pilot~~ shall be charged sick for that day unless **Assigned** (by mutual agreement) a RAP commencing immediately upon sick clearance. Absent an immediate RAP **Assignment**, the Short Call pilot will:
 - (i) Be **Assigned** a RAP commencing no earlier than 1000 HBT for the following day, or
 - (ii) commence Long Call Duty at 0001 HBT the following day.
 - (b) A Long Call Reserve ~~pilot~~ will be charged sick for that **Calendar Day** unless ~~awarded~~ **Assigned** (by mutual agreement):
 - (i) a sequence commencing the same **Calendar Day**.
 - (ii) the Long Call Reserve is immediately converted to Short call duty and commences a RAP. If converted to Short Call duty under this provision, the pilot will not be eligible for the Short Call conversion pay under Section 15.J.4. below.
 - (iii) ~~(ii)~~ Long Call Duty for the remainder of the **Calendar Day**.
 - (iv) If not **Assigned** in accordance with (b) above, a Long Call Reserve ~~pilot~~ will commence Long Call Duty at 0001 the next **Reserve** available day.

3. Reserve Award/Assignment.

a. General

- (1) Reserve Awards/Assignments made during DOTC will be available for Verification no later than 1500 HBT.
- (2) The Reserve Award/Assignment process maximizes coverage while optimizing the Award/Assignment of Reserves by matching a Reserve's pilot's Reserve classification and days of availability with the length of the open sequences, ~~while minimizing late-in, early-out assignment of sequences.~~
- (3) Sequences Awarded or Assigned at least twelve (12) hours ~~in advance~~ (during DOTC) or at least fourteen (14) hours (outside of DOTC) in advance of sequence sign-in will be made to Long Call Reserves pilots. Short Call Reserves pilots can be Awarded or Assigned a sequence more than twelve (12) hours in advance but only in the case where there is no Long Call Reserve pilot available to be Assigned such sequence. See c. below.
- (4) Reserves pilots will be selected for Award/Assignment based on QLA, Reserve Bucket, seniority, and, if outside of DOTC, RDW. ~~a Reserve Priority Value (RPV) as described in J.1.g and J.1.h.~~ When Assigning ~~or Awarding~~ open sequences, Reserves pilots may use the preference ballot to express preferences. The preferences shall be considered for any Award ~~or assignment~~ where seniority is considered.

b. Reserve Award/Assignment will be made as follows:

- (1) The Reserve Assignment System (RAS) will arrange all QLA pilots for the Open Time available in Reserve Buckets.
 - (a) For Awards/Assignments made during DOTC, and Awards made outside of DOTC, pilots will be arranged in seniority order within Reserve Buckets.
 - (b) For Assignments made outside of DOTC, pilots will be arranged in their respective Reserve Bucket by order of Reserve Days Worked (RDW). The Reserve with the lowest RDW will be Assigned first. Pilots with the same RDW will be Assigned in inverse seniority order within their Reserve Bucket.
- (2) The RAS will determine if the number of QLA pilots (including special qualifications) in each Reserve Bucket equals or exceeds the number of sequences with the same duration (i.e. 1, 2, 3, or 4+) (Calendar Day Block) and will determine if any Awards/Assignments of Reserves with DFP conflicts are required.
 - (a) If the number of QLA pilots in a particular Reserve Bucket exceeds the number of sequences for the same Calendar Day Block, that bucket will be OPEN. Reserves in this bucket may be Awarded/Assigned excess sequences for a lower Calendar Day Block.
 - (b) If the number of QLA pilots in a particular Reserve Bucket equals the number of sequences for the same Calendar Day Block, that Reserve Bucket will be CLOSED. Reserves in closed Reserve Buckets will only be Awarded or Assigned sequences for the same Calendar Day Block.
 - (c) If the number of QLA pilots in a particular Reserve Bucket is less than the number of sequences with the same Calendar Day Block that bucket will be CLOSED:
 - (i) Reserves in such Reserve Bucket will be Awarded/Assigned a sequence with the same Calendar Day Block.
 - (ii) Reserves in the next highest (more days of availability) OPEN Reserve Bucket may be Awarded/Assigned excess sequence(s).
 - (iii) Out-of-Bucket Awards/Assignments will be minimized (e.g., excess three (3) day Reserve Bucket pilots will be Awarded or Assigned or excess two (2) Calendar Day Block sequences before excess four plus (4+) day Reserve Bucket pilots can be Awarded or Assigned excess two (2) Calendar Day Block sequences).
- (3) Open Time covered during DOTC will be Awarded/Assigned following the process

outlined by 15.L.4. Sequences will be Awarded in seniority order within Reserve Groups (if possible), provided that granting an Award will not prevent another sequence from being filled. If Open Time remains after Awards, remaining sequences will be Assigned within Reserve Groups (if possible), in inverse seniority order within Reserve Groups.

- (4) Open Time covered outside of DOTC will be Awarded/Assigned following the process outlined by 15.L.4. Sequences will be Awarded in seniority order within Reserve Buckets (if possible) provided that granting an Award will not prevent another sequence from being filled. If Open Time remains after Awards, remaining sequences will be Assigned within Reserve Buckets (if possible) applying RDW and inverse seniority order within RDW groups.

~~The assignment process begins with the one (1) calendar day block. Assign one (1) day reserve pilots to open time sequences in the one (1) calendar day block (i.e., n=1) in accordance with a.(1) through a.(3) below. After completion of assignments of open time sequences in n-calendar day block, proceed to the next block (n+1) and repeat the assignment process for the next block in accordance with a.(1) through a.(3) below. For purposes of assignment, open time sequences include any sequences that were dropped into that block from a prior block.~~

- ~~(1) If the number of n-day reserve pilots exceeds the number of open time sequences in the n-calendar day block, the reserve pilots' RPV scores will determine which reserve pilots will be assigned to the must fly list. A reserve pilot with a higher RPV score will be assigned to the must fly list before one with a lower RPV score. Pilots will be added to the must fly list until the number of pilots on the must fly list matches the number of open time sequences.~~
- ~~(a) If due to equivalent RPV scores, there are more n-day reserve pilots than needed to cover the open time sequences in the n-calendar day block, such tie will be resolved by allowing the more senior of the reserve pilots on the must fly list who are "tied" to opt-out of flying any of the open time sequences (based on individual preferences, and in seniority order), provided doing so does not prevent coverage for all open sequences in that block.~~
- ~~(b) Reserve pilots on the must fly list are assigned by order of seniority, with the most senior reserve pilot, who will be assigned an open time sequence based on preference, but only to the extent doing so does not prevent coverage of all open time sequences in the block using the reserve pilots on the list.~~
- ~~(c) If not all reserve pilots on the must fly list have indicated preferences for open time sequences, then assign remaining open time sequences on a first-in, first-out basis, but only to the extent doing so does not prevent coverage of all remaining open time sequences in the block.~~
- ~~(d) In the event not all pilots are legal and qualified for all sequences, trips may be assigned out of seniority order only to the extent that the maximum number of open time sequences is covered.~~
- ~~(2) If the number of n-day reserve pilots is equal to the number of open time sequences in that block, and all open time sequences can be covered by those pilots, each pilot will be added to the must fly list.~~
- ~~(a) Reserve pilots on the must fly list are assigned to open time sequences by order of seniority, with the most senior reserve pilot, who will be assigned an open time sequence based on preference, but only to the extent doing so does not prevent coverage of the maximum number of open time sequences in the block using the reserve pilots on the list.~~
- ~~(b) If not all reserve pilots on the must fly list have indicated preferences for open time sequences, then assign remaining open time sequences on a first-in, first-out basis, but only to the extent doing so does not prevent coverage of the maximum number of open time sequences in the block.~~
- ~~(3) If the number of open time sequences in the n-calendar day block exceeds the number of n-day reserve pilots available, then each pilot will be added to the must fly list.~~
- ~~(a) Reserve pilots on the must fly list are assigned by order of seniority, with the most senior reserve pilot, who will be assigned an open time sequence based on preference, but only~~

- ~~to the extent doing so does not prevent coverage of the maximum number of open time sequences in the block using the reserve pilots on the list.~~
- ~~(b) If not all reserve pilots on the must fly list have indicated preferences for open time sequences, then assign remaining open time sequences on a first-in, first-out basis, but only to the extent that the maximum number of open time sequences is covered.~~
- ~~(c) In the event not all pilots are legal and qualified for all sequences, trips may be assigned out of seniority order only to the extent that the maximum number of open time sequences is covered.~~
- ~~(d) In the event open time sequences from a prior block (or blocks) have been dropped into this block, and there are not enough reserve pilots in this block to cover all open time sequences due to the inclusion of the dropped open time sequences, then (1) those dropped open time sequences from the prior block(s) will be assigned only to the extent doing so does not prevent coverage of the maximum number of original open time sequences in this block; and (2) in the event the dropped open sequences are from more than one prior block, then the dropped open sequences will be assigned in the order of the block with the highest calendar days to the block with the lowest calendar days to the extent possible. All remaining uncovered open time sequences will be dropped to the next block.~~
- ~~(e) All uncovered open time sequence(s) from this block are dropped to the next block (n+1). (For example, if there are not enough 2-day reserve pilots to cover all open day sequences in the 2-calendar day block, those uncovered open time sequences are dropped to the 3-day calendar block.)~~
- c. The Reserve Award/Assignment process for a four-part bid-status is not complete until all Calendar Day Blocks have been processed. In the event Open Time sequences still remains, Crew Schedule may:
- (1) re-run the Reserve Award/Assignment process with a modified set of Open Time sequences in combination with earlier steps in the Open Time coverage process, or
 - (2) resolve the remaining Open Time-sequences utilizing Short Call Reserves pilots via the steps described in b.(1) through b.(4) above.
- d. The Awarded/Assigned Reserves pilots will be notified pursuant to Section 15.J.2.a. above, once Crew Schedule has completed and accepted the Open Time solution for the four-part bid status.
- e. Reserve Availability Periods (RAPs) will be Awarded/Assigned at the completion of the Reserve Award/Assignment process, honoring preferences and seniority to the extent possible, and in accordance with the FAR limitations on Reserve rest.
- f. Reserves pilots in their last day of Reserve availability prior to a DFP, Pre-Plotted Absence, or Planned Absence will not have a RAP Assigned that commences after 1000 HBT. Reserves pilots may, however, be Awarded a RAP commencing after 1000 HBT.
- g. A Short Call Reserve pilot who is not Awarded/Assigned a RAP defaults to Long Call Duty for the purpose of being Awarded/Assigned a RAP with twelve (12) or fourteen (14) -hours' notice as applicable pursuant to 15.J.1.h.
4. Long Call to Short Call Duty Conversion
- a. The Company may convert a Long Call Reserve pilot to Short Call Duty with the following provisions:
 - (1) Each conversion shall be for a single RAP.
 - (2) All conversions for the first day in a Reserve block, or conversions made prior to the end of DOTC for the next day require, at a minimum, twelve (12)-hours' notice prior to commencement of a RAP. All conversions for the next day made after DOTC has ended require, at a minimum, fourteen (14) hours' notice prior to commencement of a RAP.
- ~~(a) Pilots converted to a RAP during DOTC will remain on Long Call Duty until twelve (12) hours prior to the commencement of the RAP.~~

- ~~(b) Pilots converted to Short Call Duty outside of DOTC are released until the commencement of the RAP.~~
- (3) Long Call Reserve ~~s~~ pilots converted to Short Call Duty during DOTC (1000 – 1500 HBT) will be Awarded/Assigned a RAP commencing no earlier than 0300 HBT the next day.
- (4) Long Call Reserve ~~s~~ pilots may use their Reserve Preference Ballot (RPB) (or future equivalent) to preference for Short Call Duty conversion Award.
- (5) The Company may Award / Assign a Long Call Reserve to Short Call Duty conversions considering the pilot's ~~Reserve Group~~ Reserve Bucket (days of availability).
- (a) Long Call Reserve to Short Call Duty Award will be made by ~~Reserve Group~~ Reserve Bucket using seniority order.
- (b) Long Call Reserve to Short Call Duty Assignment will be made by ~~Reserve Group~~ Reserve Bucket, then RDW, then ~~in~~ inverse seniority order.
- (6) A Long Call Reserve ~~pilot~~ may be Assigned to Short Call Duty no more than five (5) times per contractual month. There is no limit to the number of times a Long Call Reserve ~~pilot~~ may be Awarded Short Call Duty.
- (7) A Long Call Reserve converted to Short Call Duty will receive, above the greater of guarantee or PPROJ:
- (a) Thirty (30) minutes of pay, no credit, for each conversion; ~~Each time that a Long Call Reserve pilot is converted to Short Call Duty will generate thirty (30) minutes of pay, no credit, to be paid above the greater of guarantee or PPROJ for each RAP assigned/awarded.~~ (see Q&A 15-4, 15-34, 15-35)
- (b) One (1) hour of pay, no credit for each conversion if the Reserve does not receive a flying assignment during the converted period;
- (c) An additional one (1) hour of pay, no credit if converted on the last day of availability in a Reserve work block if the Reserve does not receive a flying assignment during the converted period.
- (d) An additional one (1) hour of pay, no credit if converted a fifth time in a contractual month.
- (e) The pay, no credit in (a) through (d) above will stack if a conversion qualifies for more than one provision.
5. A Reserve ~~pilot~~ may be Awarded/Assigned Reserve flying up to not to exceed a maximum of eighty-five (85) hours (PROJ). Reserves volunteering to fly on, into or out of a DFP (above guarantee) will be paid above guarantee for the entire sequence. Voluntary flying on days off is excluded ~~in the assignment from the eighty-five (85) hour~~ maximum, unless approved in advance by the Company (see Section 15.C.4.a. & b.).
6. Release of Reserve Pilots upon Award/Assignment ~~except as provided for in Section 4.C.5 the following will apply:~~
- a. Pilots Awarded/Assigned Sequences ~~trips~~ that originate during their current RAP shall be released until sign-in.
- b. A Reserve ~~pilot~~ in a RAP, who is Awarded/Assigned a sequence that commences more than twelve (12) hours in the future, shall remain on call in the current RAP until the end of the current RAP, but not later than twelve (12) hours prior to sign in for the Awarded/Assigned sequence. If a Short Call Reserve ~~pilot~~ was Assigned a RAP for the next day and was subsequently Assigned a sequence (with at least twelve (12) hours' notice), that pilot's next duty day commences upon sign-in of the sequence. Any pre-existing RAP is removed for that next day.
- c. When a Long Call Reserve pilot on Long Call Duty is Awarded/Assigned a trip sequence or RAP in conjunction with a short call conversion, that Reserve is released from Long Call Duty and not contactable until the commencement of the Awarded/Assigned RAP or the sign-in of the Awarded/Assigned sequence, shall remain on call until 12 hours prior to sign-in.

- d. The following procedures shall apply when a Short Call ~~pilot~~ **Reserve** is subsequently **Awarded/Assigned** a **sequence trip** originating in the current RAP after being **Awarded/Assigned** a **sequence trip** outside the current RAP:
- (1) The pilot shall only be ~~assigned/Awarded/Assigned~~ a subsequent **trip** sequence if the pilot is the only pilot that is qualified, legal and available.
 - (2) A pilot who is legal to fly both **sequences trips** shall fly both **sequences trips** and receive pay and credit for both **sequences trips**.
 - (3) If the **A**ssignment makes the pilot illegal for the previously **Assigned** **sequence trip**, the **sequence trip** shall be returned to **Open Time** and filled in accordance with the procedures for **Filling of Open Time** contained in Section **15.L** of the Basic Agreement.

7. Release from Current RAP

Pilots shall be automatically released from any responsibility for duty in the current RAP after **twelve (12)** hours unless released earlier in accordance with **Section 15.C.5.a(6)(d)** above. (If on last Reserve available day see below.) Pilots shall remain contactable until the end of the RAP. If not already otherwise **Awarded/Assigned**, the pilot shall revert to **Long Call** at the end of the RAP and remain contactable.

8. Release of Reserves **Pilots** preceding any DFP, **Pre-Plotted Absence**, or other Planned Absence

- a. Pilots on Short Call Duty in their last day of **Reserve** availability, who have not been **Awarded/Assigned** a sequence in that RAP will be automatically released from any responsibility for further duty in the current RAP six (6) hours after commencement of the RAP.
- b. Pilots on Long Call Duty in their last day of **Reserve** availability, who have not been **Awarded/Assigned** a sequence by 1000 HBT will be automatically released from any responsibility for further duty at 1000 HBT.

9. Reserve Flying on Days Off

- a. Reserve pilots may elect to fly on days off at Company option. Reference Section 15.C.4.a. & b. for limitations.

10. Reserve Proficiency Flying

- a. A **Reserve pilot**, in order to maintain proficiency, may request additional flying hours not available through the normal processing of open time. Local Flight Management, in coordination with Crew Schedule, may approve such a request and arrange such flying on a displacement basis. [See Q&A **6-2**]
- b. Should such request be approved, the displaced pilot will be relieved of scheduled flying in accordance with the procedures set forth in **Section 6.D.3**.
- ~~c. For the purpose of assigning reserve flying, credit time involved in such displacement flying will not be made part of the pilot's Reserve Priority Value (RPV) for determining a low on time assignment as provided for in Section 15.J.2 above and **15.L** (Filling of Open Time).~~

11. Reserve Duty Free Periods

- a. Duty Free Periods (DFPs) for **Reserves pilots** shall be scheduled to run from **midnight to midnight 0000-2359**.
- b. Must Have DFPs for Reserves **pilots** are golden DFPs **Awarded** during the monthly Line Construction process. Each pilot may designate, during the monthly bidding process, Must Have DFPs. Must Have DFPs are subject to the following requirements and conditions:
 - (1) No more than four (4) Must Have DFPs may be **Awarded** to a pilot per calendar year.
 - (2) Must Have DFPs may be split any way the pilot chooses (four individual days, all 4 together, 2/1/1, 2/2, etc.).
 - (3) Must Have DFPs may not be **Awarded** which create illegalities.
 - (4) Must Have DFP **Awards** may not reduce the number of Reserves **pilots** available on a particular day, in a given bid status, below the Company-designated minimum number of

Reserve ~~s~~ pilots required.

- (5) Except to meet the requirements of (4) above, Must Have Days are **A**warded without regard to seniority.
- (6) Must Have DFPs are included in the Reserve's ~~s~~ pilot's normal monthly DFPs as specified in 15.D.4.f.
- (7) This functionality may not be in the first release of PBS.
- (8) Must Have DFPs may not be **A**warded on the following "blackout" dates:
 - (a) Dec 31 – 2 January
 - (b) Friday – Monday of Super Bowl Weekend
 - (c) Thurs – Monday of Easter Weekend
 - (d) July 3 – 5
 - (e) Tues – Monday of Thanksgiving Week
 - (f) December 24 – 26
 - (g) Sat – Tues of Federal Holiday Weekends
- c. By mutual agreement between the **R**eserve ~~pilot~~ and the Company, DFPs may be moved in any combination.
- ~~c. By mutual agreement between the reserve pilot and the Company, a reserve pilot may be scheduled to fly beyond noon (1200) HBT of the first day of a DFP.~~
- ~~d. By mutual agreement between the reserve pilot and the Company, a reserve pilot may move a scheduled DFP to a later date if the flying to be done is after noon (1200) HBT on the first day of such DFP.~~
- d. ~~f.~~ Except for a golden DFP, the Company may require a ~~pilot~~ **R**eserve to change a scheduled DFP to a later date, but only if that pilot is scheduled **or Reassigned** to fly a sequence that is scheduled to terminate at the ~~pilot's~~ **R**eserve's base no later than noon (1200) HBT on the first day of the DFP involved in accordance with Section **15.L**.4.f. This provision may be exercised by the Company no more than two (2) times during each contractual month for a **R**eserve ~~pilot~~. **If the Company exercises this provision, the Reserve will receive five fifteen (5:15) pay, no credit, above guarantee and the Reserve's DFP will be restored in the same contractual month, replacing the first or last day of a future reserve work block. If there are no days left in the contractual month to which the Reserve's DFP can be restored in this manner, or, if the Reserve elects to not have the DFP restored, the Reserve will receive an additional five fifteen (5:15) pay, no credit, above guarantee in lieu of the DFP restoration.** (Q&A #'s 66, 114, 120)
- e. ~~g.~~ A ~~pilot's~~ **R**eserve's scheduled DFP may not be changed retroactively, except that a pilot may drop a DFP that has already commenced.
- f. **A Reserve who returns to domicile on a DFP due to overfly or a disruption in their scheduled sequence shall, at the conclusion of debrief, commence a DFP equal to the number of days of the interrupted DFP.**
- ~~g. A reserve pilot who is assigned flying into a DFP shall take the required off duty break and then commence a DFP equal to the number of days of the interrupted DFP. (Q&A 1517)~~
- h. ~~i.~~ A pilot who is temporarily **A**ssigned to a base other than the pilot's domicile for purposes other than training will be entitled to scheduled DFPs in accordance with Section 15.D.4., except that such scheduled DFPs as are normal to the **sequence** ~~trip~~ selection or **R**eserve flying **A**ssignment to which such pilot is **A**ssigned will be taken at the base of **T**emporary **A**ssignment. When such **T**emporary **A**ssignment is for more than one (1) ~~trip or trip~~ sequence but less than a full month, the DFPs will be those in the **R**eserve flying **A**ssignment which was **A**warded the pilot at that pilot's base. Such pilot shall be given priority pass privileges to the pilot's base, or the American Airlines station closest to the pilot's residence, to be used at the pilot's option during any scheduled DFP for two (2) days or more taken at the base of **T**emporary **A**ssignment.

- i. ~~j.~~ Golden DFP. A golden DFP is one during which a **R**eserve ~~pilot~~ will not be involuntarily scheduled for flight **A**ssignment, company business or training. A golden DFP may be moved only with the consent of the **R**eserve ~~pilot~~.
- k. ~~Moveable DFP. The Company may move a reserve pilot's movable DFP(s) during a contractual month under the following conditions:~~
- ~~(1) A reserve pilot shall be given notice at least twelve (12) hours prior to the start of the DFP.~~
- ~~(2) Once a DFP has begun, no moveable DFP may be appended to or removed from such DFP grouping.~~
- ~~(3) A reserve pilot shall be given notice no later than 1000 HBT if the movement of a movable DFP(s) will change that pilot's days of availability.~~
- ~~(4) If a sequence becomes available after 1000 HBT and there is no pilot available for that sequence, the Company may move a reserve pilot's movable DFP(s) in order for such pilot to fly the sequence, provided the movement of such DFP is in compliance with (1) and (2) above.~~
- ~~(5) Each movable DFP may only be moved once during a contractual month.~~
- ~~(6) A movable DFP must be placed contiguous to another DFP, and not in the middle of a sequence or during a planned absence. However, the Company may, if necessary, create only one (1) stand-alone DFP in any contractual month by the movement of a movable DFP for a reserve pilot where:~~
- ~~(a) The movable DFP was in a DFP grouping of at least three (3) days, in which case the moveable DFP may stand alone; or~~
- ~~(b) The moveable DFP was moved from being contiguous with an immovable DFP to an existing DFP, in which case the immovable DFP from the original grouping may stand alone.~~
12. DFP Trades – A **R**eserve ~~pilot~~ may trade with another pilot an equal number of DFPs under the following conditions:
- ~~a. Movable DFPs may not be traded.~~
- a. Scheduled DFPs may not be traded into or out of any **Pre-Plotted Absence or Planned Absences**, or immediately before or after a movable DFP.
- b. A multiple pilot trade that includes more than two (2) pilots is not allowed. A trade that inhibits the Company's ability to maintain a pilot's qualifications is not allowed.
- c. The trade must not result in, for either pilot, a period of seven (7) or more consecutive **R**eserve available days, or less than four (4) consecutive **R**eserve available days, exclusive of **Pre-Plotted Absences or Planned Absences**.
- d. The trade must be submitted to the Company as soon as possible but no later than three (3) days prior to the first day of the traded DFP.
- e. The Company will process those trades timely submitted as soon as practicable, but no later than the earlier of five (5) calendar days after submission of the trade or twenty-four (24) hours prior to the first day of the traded DFPs.
13. Fly-through Reserve Block to Reserve Block Transition
- a. A transition that occurs in consecutive Contractual Months where either:
- (1) a Reserve ~~pilot~~ holding a SCR Line containing a Fly-through Reserve Block is subsequently Awarded/Assigned a LCR Line; or
- (2) a Reserve ~~pilot~~ holding a LCR Line containing a Fly-through Reserve Block is subsequently Awarded/Assigned a SCR Line.
- b. Carry-In Reserve Days will be classified as SCR or LCR based on the newly Awarded/Assigned status.
- c. Reserves **Pilots** transitioning from SCR to LCR will be paid an additional ten (10) minutes miscellaneous credit above the greater of the Reserve's ADJ GUAR, PROJ, or PPROJ for each Carry-In Reserve Day in the new Contractual Month.

- d. Reserves ~~Pilots~~ transitioning from SCR to LCR may be converted to SC Duty and receive conversion pay in accordance with Section 15.J.4.a.(7)., in addition to the 0:10 pay as specified in (c) above.

14. Fly-through Reserve Block to Line Transition (Transitional Reserve)

- a. A transition that occurs in consecutive Contractual Months where a pilot's PBS Award in the first month is a Reserve Line containing a Fly-through Reserve Block, and the PBS Award in the next month is a Lineholder month ~~Regular or Hybrid Line~~.
- b. In such cases, the Carry-In Reserve Days are converted to Transitional Reserve Days with a pay and credit value of DACV for the pilot's 4-part bid status.

K. Fatigue Events

1. General

- a. This Section K applies to all pilots. Pilots should not commence or continue any flight segment they anticipate being unable to safely complete due to fatigue. Pilots removed for fatigue shall be removed with a designated fatigue removal code. A pilot's decision to declare fatigue shall be accepted by the Company and the pilot will advise Crew Schedule / Tracking with the time of subsequent availability following rest.
- b. The Company and the Association agree to jointly monitor the use of fatigue through the Fatigue Risk Management System (FRMS), in a cooperative effort of the Fatigue Risk Management Department, Chief Pilots and the Association's Professional Standards and Flight Time / Duty Time Committees. In the event a review indicates a suspected misuse or abuse, nothing in this Section K. shall abrogate the rights of either party pursuant to the Basic Agreement.
- c. The Company shall provide a reasonable amount of Company paid Union Leave to pilots directly involved in the FRMS, as determined by the Managing Director, Corporate Safety or designee.

2. Definitions and Functions

a. Fatigue Risk Analysis Team (FRAT):

The FRAT shall be comprised of AA FRMS Staff. The FRAT will be supplemented by a member of the APA Flight Time / Duty Time Committee. All FRAT members will be provided the appropriate fatigue training by the Company. The routine day to day functions of the FRAT will be handled by the FRMS Staff, with periodic assistance from the APA representative in a collaborative and advisory capacity.

b. Fatigue Event Review Team (FERT):

The FERT shall consist of the Chief Pilot, Line Operations, the Senior Manager, FRMS and the Association Flight Time / Duty Time Chairman or other representative designated by the Association. All members of the FERT will be provided the appropriate, and mutually agreed upon, fatigue training by the Company. The FERT will review de-identified pilot fatigue occurrences referred by the FRAT, for either further action by APA Professional Standards Committee or referral outside the Professional Standards process for an independent review. The FERT will make every attempt to reach a consensus. If a consensus cannot be reached, then the Chief Pilot of Line Operations or his designee will have the final decision on any reviews affecting pay and /or any event the FERT determines involves apparent misuse of the policy.

c. Fatigue Review Committee (FRC):

The FRC consists of fatigue stakeholders from both the Company and the APA who meet monthly to review summary reports, trends and recommendations provided by the FRAT. The FRC reviews systemic or operational causes of fatigue and oversees implementation of corrective measures. The FRC follows up with relevant departments and ensures compliance with previously requested corrective measures and elevates risk items as required through the Safety Management System (SMS).

d. Memorandum of Understanding (MOU):

The Company and the Association shall define details of the FRMS program and Association

participation as well as the Fatigue Removal Event review process in an MOU.

3. Pilots shall be paid for time lost due to a fatigue subject to the following procedures:
 - a. Any removal from duty or availability due to fatigue shall be termed a Fatigue Removal Event (FRE).
 - b. Pilots are required to file a Fatigue Report for any FRE within 48 hours of the event or, if mid-sequence, 48 hours of return to base, providing details relevant to the fatigue call.
 - c. All FREs for lineholders and reserve pilots shall be reviewed by the Fatigue Risk Analysis Team (FRAT) for appropriate use of the fatigue policy, including the length of the rest period requested by the pilot.
 - d. The FERT shall review Fatigue Removal Events involving possible inappropriate use of the fatigue policy as determined by the Fatigue Review Analysis Team (FRAT).
 - e. Lineholders shall be pay protected for the value of their sequence at the time a fatigue event occurs. Pay will be the greater of the original sequence value or what the pilot actually flies.
 - f. Pilots shall not be pay protected for any additional flying assigned (not part of the pilot's sequence) when declaring fatigue at the time of such assignment.
 - g. PROJ shall be reduced by the amount of any time lost as the result of a fatigue event.
 - h. When a fatigue event is the result of a non-operational matter beyond the control of the pilot or is of a personal nature, the pilot should contact their Chief Pilot or the Chief Pilot on Duty for an EO.
 - i. Any decision affecting pay following a review based on the procedures herein shall be the decision of the Base Chief Pilot.
4. Reserve Pilots - On Call
 - a. When a reserve pilot declines a flight or reserve assignment due to fatigue, the pilot shall advise Crew Schedule and include an estimated time that he/she will be sufficiently rested and available for duty. At that time, the reserve pilot may be placed on a RAP subsequent to the established available time.
 - b. Crew Schedule shall not contact the pilot for any subsequent assignments until after the estimated clear time. Crew Schedule may assign the pilot to any RAP or sequence for which the pilot is legal, following the normal process for the filling of open time, once the pilot has provided notification that he/she is available for duty.
 - c. At the time of the fatigue call, a reserve pilot's guarantee will not be reduced.
5. All Pilots - Mid-Sequence Fatigue
 - a. Pilots who have commenced (signed in for) a sequence and who determine that they cannot safely continue due to fatigue shall advise Crew Tracking. Once advised, Crew Tracking shall, if not releasing the pilot at home base, choose one of the following four options under which the pilot may be rescheduled:
 - (1) Deadhead the pilot to base in the same duty period, if legal, or, when not legal, if it is mutually agreeable in keeping with current procedures.
 - (2) Deadhead the pilot to base following the completion of a rest period.
 - (3) Following rest, assign the pilot to any portion of the original sequence.
 - (4) Following rest, assign the pilot to any other flying within the footprint of the original sequence (return to home base by the scheduled end of the original sequence). This in no way prohibits Crew Tracking from reassigning a pilot following the rest period.
 - b. Any assignment other than the above four options shall be considered a reassignment.
 - c. The rescheduling of a pilot to any one of the four options above is at the discretion of Crew Tracking. However, reasonable consideration will be given to rescheduling a pilot back on their original sequence if practical, or, to equivalent flying within the footprint of the original sequence.
 - d. An election by Crew Tracking to deadhead a pilot back to base in the same duty period

(option (1) above) must be made at the time the pilot declares fatigue. If Crew Tracking does not elect option (1) at the time the pilot declares fatigue, it must decide on one of the other three (3) options by the end of the pilot's rest period.

- e. The pilot shall not be contacted during the rest period except for delay or cancellation information.
 - f. The rest period following a fatigue call shall be ten (10) hours, and may be increased beyond ten (10) hours at the Company's option or if the pilot requests more time to obtain sufficient rest. In the event the pilot requests additional rest beyond ten (10) hours and is subsequently deadheaded to home base at the completion of the rest period, the calculation for compensation and expense purposes shall be based on the first available deadhead following a ten (10) hour rest period.
6. All Pilots - Fatigue Prior to Sign-in for a Scheduled Sequence
- a. Pilots who have not signed in for a scheduled sequence and who anticipate being unable to safely operate due to fatigue must advise Crew Schedule. The pilot shall be removed from the initial flight segment for Fatigue.
 - b. If, in the pilot's judgment, such fatigue is the result of a non-operational event beyond the control of the pilot or is of a personal nature, the pilot should contact the Chief Pilot on Duty for an EO.
 - c. Subsequent availability shall be based upon the time that is needed to obtain adequate rest, which shall be provided by the pilot at the time of the fatigue call. Following rest, the pilot may be assigned to:
 - (1) Any portion of the original sequence for regularly scheduled pilots.
 - (2) Any other flying within the footprint of the original sequence (return to home base by the scheduled end of the original sequence) for regularly scheduled pilots.
 - d. Any assignment beyond the end of the original sequence footprint other than the first available flight to base shall be considered a reassignment for regularly scheduled pilots.
 - e. Reserve pilots shall be handled as described in paragraphs 4. and 9. of this Section 15.K.
7. Any replacement flying assigned that extends beyond the footprint of the original sequence (or sequence at the time of the fatigue event if different) shall be handled as a reassignment and paid according to the reassignment provisions.
8. Sequence protection provisions shall apply when the scheduling of any assignment other than the original sequence as in 4. above results in a contractual or FAR illegality for any subsequent sequence on a pilot's schedule at the time of the assignment.
9. A reserve pilot who calls in fatigued after sign in but prior to departure on the first leg of a sequence shall be paid based on the time spent on duty prior to the fatigue call. Such event and resultant pay is subject to review within the FRMS and Fatigue Policy as outlined above.
10. When a pilot declares fatigue:
- a. The identifying information in the report shall remain confidential and available only to the FRAT unless indicated otherwise by the pilot. When unusual circumstances or information contained in the Fatigue Report indicate cause for immediate concern, such situation may be discussed between the FRMS Manager and the APA FERT member to establish an agreed course of action.
 - b. Fatigue Reports and Information Slips will be forwarded to the FRAT for analysis of the fatigue event. The FRAT will classify each event depending on the likelihood of fatigue and fatigue risk, store the information in the fatigue database and recommend follow up action as appropriate to the FRC or FERT.
 - c. The Fatigue Removal Event (FRE) procedures and subsequent reviews will be governed by the process outlined herein and in the FRMS MOU.

L. Filling of Open Time

1. The Company may at its option identify and Award any sequence at any time in the process as one that pays premium pay.
2. The Filling of Open Time shall be handled as much as practical via an automated process (e.g., TTS, preference ballot, text messaging for Aggressive Pick-Up) to Award Open Time ~~open sequences~~.
3. Filling of Open Time - Basic Rules
 - a. 08:00 home base time (HBT) - sick removals and sequences placed into Open Time.
 - b. 10:00 HBT - Begin Filling of Open Time for any Open Time flying for the next day.
 - c. A pilot must be qualified, legal and available (QLA) to be Awarded /Assigned Open Time.
 - d. Open Time must be available for balloting for at least fifteen (15) minutes prior to being filled except:
 - (1) Open Time which becomes open within one (1) hour of the applicable notice requirement for long call sequences: and
 - (2) Open Time which becomes open within four (4) hours of sequence sign-in time.
 - e. ~~d.~~ Unless a Reserve pilot is the only QLA pilot, Reserve pilots Awarded/Assigned FDPs will be buffered with thirty (30) minutes from FAR 117 FDP limitations measured from the beginning of a pilot's scheduled RAP if on Short Call Duty, or from the sequence sign-in if on Long Call Duty. This provision may be waived with pilot consent.
 - f. ~~e.~~ To the extent possible the Filling of Open Time should be completed no later than 1500 HBT however, the intent is to complete DOTC by 1300 HBT, or earlier. In accordance with Section 15.J.2, Reserve Awards/Assignments made during DOTC will be available for Verification no later than 1500 HBT

Note: The times in 3.a., b., d. and ~~d e.~~ may be modified by mutual agreement between the Company and the JSC.

4. Filling of Open Time - Order
 - a. Sequence Protection Recovery pilots in accordance with the provisions of Section 4.C.4.
 - ~~b. Hybrid Line pilots with Hybrid Day(s) on the following Calendar Day:

 - (1) will be Awarded/ Assigned, in seniority order.
 - (2) may only be Awarded/Assigned Sequences during DOTC.
 - (3) may only be Awarded/ Assigned Sequences that:
 - (i) sign-in no earlier than 0500 HBT the next Calendar Day.
 - (ii) terminate no later than 0159 HBT on the Calendar Day following the last Hybrid Day.
 - (4) will not be Awarded/Assigned a RAP.~~
 - b. Aggressive Pick-up - Within three (3) hours of scheduled or rescheduled ~~departure~~ sign-in. Aggressive Pick-up is open on a first-come, first-served basis via a mutually agreed upon process for in base and out of base pilots, including at Company option, Reserves pilots on DFPs. DFP will not be replaced. Aggressive Pick-up pilots are required to make an on-time on-time departure.
 - (1) If unable to make scheduled sign in, pilot must advise Crew Schedule of an expected sign in time that is consistent with an on-time on-time departure. In the event the pilot is unable to make an on-time on-time departure, the Company has the option to replace the Aggressive Pick-up pilot, in which case the pilot will be handled in accordance with the Commuter Policy.
 - c. Pick-up in Base
 - (1) Regular Pick-up, in Division, including, at Company option, eligible Reserves pilots volunteering to fly on, into or out of a DFP. DFP will not be replaced.
 - (2) Regular Pick-up, opposite Division, including, at Company option, eligible Reserves pilots volunteering to fly on, into or out of a DFP. DFP will not be replaced. [See Q&A 15-33]
 - (3) At Company Option: Pick-up with conflict, in Division first, then in the opposite Division.

- (4) At Company Option: Greater of Pick-up with conflict, in Division first, then in the opposite Division.
- d. Pick-up out of Base
- (1) Regular Pick-up, in Division, including, at Company option, eligible **Reserves pilots** volunteering to fly on, into or out of a DFP. DFP will not be replaced.
 - (2) Regular Pick-up, opposite Division, including, at Company option, eligible **Reserves pilots** volunteering to fly on, into or out of a DFP. DFP will not be replaced.
 - (3) At Company Option: Pick-up with conflict, in Division first, then in the opposite Division.
 - (4) At Company Option: Greater of Pick-up with conflict, in Division first, then in the opposite Division.
 - (5) Pay, credit and legalities in (1) through (4) above apply as if flown by in base pilot.
- e. At Company option, Crew Schedule may split or transfer sequences and/or reallocate flight **leg segments** and commence again, following steps a. through d. above.
- f. Reserve Assignment/Award
- (1) Long Call Reserves **Pilots**

Sequences **Awarded** or **Assigned** at least twelve (12) hours **inside of DOTC and fourteen (14) hours outside of DOTC, as applicable, pursuant to 15.J.1.h**, in advance of sequence sign-in will be made to Long Call Reserves **pilots** except as provided for in (b) below.

 - (a) The Company shall select, at its option, one or more of the following categories in (i) through (vi) below. The pilots in the selected categories will be considered in a single pool for the purposes of this Section **15.L.4.f**. From this single pool of pilots, **Reserve Awards/Assignments/awards** will be prioritized ~~in the following order: Block, RPV and Seniority~~ in accordance with Section 15.J.3.
 - (i) In Division, **Award/Assign** to a **Reserve** without a DFP conflict.
 - (ii) In opposite Division, **Award** to a **Reserve** without a DFP conflict.
 - (iii) In opposite Division, **Assign** to a **Reserve** without a DFP conflict. If an International Division **Reserve** is **Assigned** to a sequence in the Domestic Division, International override will be paid for that sequence.
 - (iv) In Division, **Award/Assign** to a **Reserve** flying into a DFP (up to 1200 HBT).
 - (v) **In opposite Division. Award to a Reserve flying into a DFP (up to 1200 HBT).**
 - (b) Short Call Reserves **pilots** may be **Awarded** or **Assigned** a sequence more than twelve (12) hours in advance as follows:
 - (i) If there is no Long Call Reserve **pilot** available to be **Awarded/Assigned** such sequence.
 - (ii) In such case the Short Call Reserve **(s) pilot(s)** will be selected based on **15.J.3. RPV** and shall be included in the single pool described in Section 15.L.4.f.(1)(a).
 - (2) Sequences with less than 12 hours until sign-in will be **Awarded/Assigned** to pilots on Short Call Duty.
 - (a) The Company shall select, at its option, one or more of the following categories in (i) through (vi) below. The pilots in the selected categories will be considered in a single pool for the purposes of this Section 15.L.4.f.(2).(a). From this single pool of pilots, **Reserve Awards/Assignments/awards** will be prioritized ~~in the following order: Block, RPV and Seniority~~ in accordance with Section 15.J.3.
 - (i) In Division, **Award/Assign** to a **Reserve** without a DFP conflict.
 - (ii) In opposite Division, **Award** to a **Reserve** without a DFP conflict.

- (iii) In opposite Division, Assign to a Reserve without a DFP conflict. If an International Reserve is Assigned to a sequence in the Domestic Division, International override will be paid for that sequence.
- (iv) In Division, Award/Assign to a Reserve flying into a DFP (up to 1200 HBT).
- (v) In opposite Division. Award to a Reserve flying into a DFP (up to 1200 HBT).

NOTE: Prior to proceeding to steps (g.) through (i.) below, all remaining Open Time must have been offered as premium flying in steps (b.) through (d). The Company will determine the premium percentage (50%, 75% or 100%).

- g. Company option to use a Check Pilot, ~~KA,~~ Flight Test pilot, or Management pilot.
 - h. Inverse Assign (Reserve pilot) in Division, then in opposite Division (premium pay at 100% of the sequence value ~~(and flight time credit)~~ paid above guarantee for flying on days off or premium pay with conflict for flying that conflicts with next month sequence, whichever is applicable).
 - i. Inverse Assign (Lineholder regular pilot) in Division, then in opposite Division (premium pay at 100%, or premium pay with conflict, whichever is applicable).
5. At Company option, the filling of open time processes in paragraph 4. above may be bypassed to permit a qualified and legal pilot, who is in position, to be Awarded an uncovered open-time segment which cannot be crewed by means of positioning deadheads for an on-time departure. The pilot in position to operate the segment will receive fifty percent (50%) premium pay, no credit, for the constructed sequence. The Company will construct the Sequence with a ground and/or deadhead transportation segment(s) to and/or from the pilot's domicile, as applicable, which will be paid at the value of what a positioning deadhead would have paid had the sequence been constructed with that deadhead. If an Award under this paragraph conflicts with a previously Awarded/Assigned sequence, the conflicted sequence will be removed and the pilot will be protected for the removed sequence pay, no credit, no recovery obligation. ~~Such pilot will be paid, but not credited for the greater of scheduled or actual for the segment(s) actually flown. When the company avails itself of this option, a sequence must be created which would have otherwise resolved the open segment(s) and be awarded, or assigned, to a pilot via the processes of 4. above. The pilot who is awarded, or assigned, such created sequence shall be displaced from such sequence and will be paid and credited for the value of the created sequence.~~
6. General rules to be followed for the coverage of open time shall include, but not be limited to, the following:
- a. Pilots Awarded or Assigned Open Time must be qualified, legal and available in respect to all limitations required by the FAA and by this Agreement. However, in accordance with Section 53.l., scheduled flying, not actually performed, for which flight time credit is applied, shall have no effect on pilots' legality for other flying. [See Q&A 15-2]
 - b. In accordance with Section 15.L.4., a pilot may volunteer for pick-up flying in Division, or in the opposite Division up to that individual pilot's IMAX or the Company designated pick-up maximum for that pilot's particular bid status (whichever is lower). This calculation is measured against the pilot's projection (PROJ). [See Q&A #117]
 - c. Pilots may not pick up Open Time that would create a conflict with any sequence in their monthly schedule unless such transaction is permitted by the TTS or Crew Schedule.
 - d. Lineholders may move a duty-free ~~duty-free~~ period, if such movement is accomplished prior to the start of such duty-free period. Furthermore, a Lineholder may voluntarily drop any duty free ~~duty-free~~ period during the course of a contractual month including a duty-free period that has already commenced. [See Q&A 15-31]
 - e. Pilots who desire Open Time ~~open flying time~~ are restricted to the category in which they are serving at that time (e.g., Captain not allowed to make up as a First Officer).
 - f. Pilots who desire to pick-up Open Time ~~open flying time~~ must make proper notification via the mechanisms provided. (e.g., a TTS preference ballot, or other established means.)

7. ~~8.~~ Crew Schedule Errors

- a. If a Lineholder is inadvertently bypassed for pick-up flying, the pilot will be protected for the original scheduled value of the bypassed sequence, provided the pilot promptly notifies the Company and is available for ~~replacement flying~~ Recovery Flying in accordance with the Sequence Protection ~~recovery obligations~~ provisions found in Section 4.C.
- b. If a Reserve pilot is Awarded/Assigned a ~~trip~~ sequence of lesser value than one which should have been assigned as a result of a seniority based preference (within the Reserve Award/Assignment process), the difference in the credited value of the two ~~(2) trip~~ sequences will be immediately added to the pilot's PROJ. At the end of the month, the difference in the pay value of the two ~~(2) trip~~ sequences will be added to the Reserve's pilot's pay projection (PPROJ).

M. ~~Temporary Assignment/Temporary Duty (TDY)~~1. Full Month Temporary ~~Assignment Duty~~ Within a Base

- a. If there is a temporary shortage of pilots in a bid status, the Company may create a temporary vacancy and make it available only to those currently qualified and available pilots in the opposite division in the same category, equipment and base.
- b. Such temporary vacancy may only be bid by pilots in the opposite division in the same category, equipment and base, and the vacancy shall be awarded to the senior such bidder who is currently qualified and available to fill the vacancy.
- c. In the event such temporary vacancy is not filled by the voluntary selection of a currently qualified and available pilot in the opposite division in the same category, equipment and base, such vacancy shall be filled by the assignment, in reverse order of system seniority, of a currently qualified and available pilot in such bid status. A pilot so assigned will be pay protected on the ~~trip sequence~~ PBS award selection that the pilot could have held.
- d. A pilot assigned TDY in accordance with c. above who does not reside at the base shall receive the following:
 - (1) Priority transportation between the base and the American Airlines station nearest the pilot's residence.
 - (2) A flat rate per contractual month for meals and incidentals ~~Expenses~~ in accordance with Section 7.B.2. of the Basic Agreement during the assignment, except that the payment of such expenses will commence with the pilot's first flying assignment or day of reserve availability/make-up and continue through the pilot's last flying assignment or day of reserve availability/make-up. However, any time a pilot elects to leave the base while not assigned to fly or be available as a reserve shall not be compensable.
 - (3) A hotel room at Company expense during the TDY assignment within the following parameters:
 - (a) A ~~Reserve pilot holding a reserve selection~~ will be eligible for a hotel room beginning the night before the pilot's first day of reserve availability and continuing through the pilot's last day of availability.
 - (b) A ~~Lineholder pilot holding a regular trip selection~~ will be eligible for a hotel room the night before and after a flying assignment and during any duty free periods and days off during which the pilot elects to remain at the base prior to the completion of such pilot's last scheduled ~~trip~~ sequence. For a pilot who desires make-up flying, a hotel room will be provided for additional days if authorized by a Chief Pilot.
 - (c) In the event a pilot elects not to use the Company provided hotel for the TDY, the pilot will receive an additional \$2,000 for that contractual month in accordance with Section 7.B.2.
- e. In the event a pilot in the International Division is assigned (not awarded) to the Domestic Division as provided in paragraph c. above, the Domestic Sequences performed by such pilot shall be paid at International rates of pay in accordance with Section 3.D.1.

- f. If a temporary vacancy in the same bid status is filled for two (2) consecutive months under the provisions of paragraph M.1., except under the provisions of Section 9.C.42.ed., a permanent vacancy in the appropriate bid status shall be made available in the next bid award process in the following order
 - (1) to pilots in the opposite division in the same category, equipment and base, provided the awarding of such vacancy does not create a subsequent vacancy, then
 - (2) if not filled per (1) above, in system seniority to all pilots.
- g. The number of vacancies which may be filled under paragraph M.1. shall not be limited.
- h. Pilots awarded/assigned temporary vacancies in accordance with provision M.1., shall exercise system seniority among the pilots regularly assigned to the bid status to which they are temporarily assigned for the purposes of PBS bidding ~~trip selections~~ and filling of Open Time.

2. Full Month Temporary Duty Assignment Between Bases

- a. If there is a temporary shortage of pilots in a bid status, the Company may create a temporary vacancy and make it available only to those pilots at another base, in the same category and equipment, who are currently qualified and available. Pilots with a Partial Month Pre-Plot with five (5) or fewer Pre-Plotted Absences shall be considered available.
- b. Such temporary vacancy may only be bid by pilots in the bid status to which it is made available, and the vacancy shall be awarded to the senior such bidder who is currently qualified and available to fill the vacancy.
- c. In the event such temporary vacancy is not filled by the voluntary selection of a currently qualified and available pilot, such vacancy shall be filled by the assignment, in reverse order of system seniority, of a currently qualified and available pilot in the appropriate bid status. A pilot so assigned will be pay protected on the ~~trip-PBS award selection~~ that the pilot could have held.
- d. In the event a pilot in the International Division pilot is assigned (not awarded) to the Domestic Division as provided in paragraph c. above, the Domestic Sequences performed by such pilot shall be paid at International rates of pay.
- e. If a temporary vacancy in the same bid status is filled for two (2) consecutive months under the provisions of paragraph M.2., except under the provisions of Section 9.C.4.e.2.d., a permanent vacancy in the appropriate bid status shall be made available in the next bid award process. The awarding of such vacancy shall be made in accordance with Section 17.
- f. The number of vacancies which may be filled under paragraph M.2. shall not be limited.
- g. Pilots awarded/assigned temporary vacancies in accordance with provision M.2., shall exercise system seniority for the purposes of PBS bidding ~~trip selections~~ and filling of Open Time.
- h. Pilots awarded/assigned a temporary assignment in accordance with provision M.2., will be allowed: ~~expenses while away from their regular base in accordance with Section 7.~~
 - (1) Priority transportation between the base and the American Airlines station nearest the pilot's residence.
 - (2) A flat rate per contractual month for meals and incidentals in accordance with Section 7.B.2.
 - (3) A hotel room at Company expense during the TDY within the following parameters:
 - (a) A Reserve will be eligible for a hotel room beginning the night before the first day of reserve availability and continuing through the last day of availability.
 - (b) A Lineholder will be eligible for a hotel room the night before and after a flying assignment and during any duty free periods and days off during which the pilot elects to remain at the base prior to the completion of such pilot's last scheduled sequence. For a Lineholder who desires make-up flying, a hotel room will be provided for additional days if authorized by a Chief Pilot.
 - (4) In the event a pilot elects not to use the Company provided hotel for the TDY, the pilot

will receive an additional \$2,000 for that contractual month in accordance with Section 7.B.2.

3. Vacancy Obligation
 - a. In the event the provisions of paragraphs M.1. and M.2. are utilized for two (2) consecutive months for the purpose of filling a temporary vacancy in the same bid status, except under the provisions of Section 9.C.2.d., and such temporary vacancy is required in the third (3rd) consecutive month, a permanent vacancy in the appropriate bid status shall be made available in the next bid award process.
 - b. Such permanent vacancy shall be awarded or assigned as provided in M.1.f. or M.2.e. as determined by the manner in which such temporary vacancy was filled in two (2) of the three (3) consecutive months.
4. Less Than a Full Month Temporary ~~Assignment~~ Duty Between Bases
 - a. During the course of a contractual month, the Company may proffer and then assign ~~Reserves pilots~~ to temporary ~~assignments~~ duty at another base for the coverage of reserve flying, in accordance with 15.L. in the procedures for the filling of open time.
 - (1) For temporary assignments of twenty (20) days or less, only pilots who are available for the entire period of the temporary ~~assignment~~ duty may be proffered or assigned.
 - (2) For temporary ~~assignments~~ duty of more than twenty (20) days, pilots who have a Planned Absence or Planned Activity ~~planned absence~~ of not more than five (5) consecutive days and pilots with a Partial Month Pre-Plot with five (5) or fewer Pre- Plotted Absences during the period of the temporary ~~assignment~~ duty shall be proffered or assigned, in addition to pilots who are available for the entire period of the ~~temporary assignment~~ TDY.
 - b. The provisions of 7. below shall apply to deadheads to or from the base of temporary duty.
 - c. Pilots who are not returned to their base when legal to do so after the completion of a ~~trip~~ sequence at the base to which temporarily assigned, will be considered to be on temporary ~~assignment~~ duty at such base.
 - d. The number of temporary ~~assignments~~ duties permitted under paragraph M.4. shall not be limited.
 - e. Pilots awarded/assigned temporary vacancies in accordance with provision M.4., shall exercise system seniority for the purposes of PBS bidding ~~trip-sequence selections~~ and the filling of Open Time.
 - f. Pilots awarded/assigned ~~a~~ temporary ~~assignment~~ duty in accordance with provision M.4., will be allowed expenses while away from their regular base in accordance with Section 7.
 - (1) Priority transportation between the base and the American Airlines station nearest the pilot's residence.
 - (2) Per Diem in accordance with Section 7.B.1.
 - (3) A hotel room at Company expense during the TDY within the following parameters:
 - (a) A Reserve will be eligible for a hotel room beginning the night before the first day of reserve availability and continuing through the last day of availability.
 - (b) A Lineholder will be eligible for a hotel room the night before and after a flying assignment and during any duty free periods and days off during which the pilot elects to remain at the base prior to the completion of such pilot's last scheduled sequence. For a pilot who desires make-up flying, a hotel room will be provided for additional days if authorized by a Chief Pilot.
5. Temporary Duty - One ~~Trip~~ Sequence Only
 - a. When during the course of a contractual month, it becomes necessary to provide an additional pilot from another base for the coverage of not more than one (1) ~~trip~~ sequence, the Company shall follow the procedures outlined in Section 15.L.
 - b. Such pilots will receive the flight time pay and flight time credit, including deadheading, for the

~~trip~~ sequence which is being covered. Such pilots shall be covered under the provisions of Section [15.E.](#), [15.F.](#) and [15.G.](#) from the time they leave their base until they return to their base.

- c. Such pilots will receive expenses while away from their base in accordance with Section 7. of this Agreement.
 - d. The number of temporary duty assignments permitted under paragraph M.5. shall not be limited.
6. Limitations On Temporary ~~Assignments~~ Duty

A pilot may be assigned under the provisions of M.2. and/or M.4. of this Section, provided, however, such pilot may not be assigned in excess of one (1) month in any twelve (12) month period unless all pilots who have been subject to such assignment have been assigned once.

7. Temporary Duty Assigned - Deadheading

- a. Pilots assigned a full or partial month temporary ~~assignment~~ duty (TDY) between bases, in accordance with Section 15.M.2. or 15.M.4., will receive a deadhead to the TDY assignment at the start of the TDY assignment and from the TDY assignment at the conclusion of the TDY assignment and shall have their PPROJ credited for the deadhead to and the deadhead from the base to which they are temporarily assigned.
- b. If the deadhead to or from the assigned TDY base is not scheduled in conjunction with a flying assignment:
 - (1) The pilot's PPROJ shall be credited with the value of the average day, as provided in Section [15.G.](#), or the scheduled time of the deadhead, whichever is greater.
 - (2) The pilot's expenses for the TDY assignment, as provided in [Section 7.B.2.](#), ~~shall begin at the scheduled departure time of the deadhead to the assigned TDY base and end at the scheduled arrival time of the deadhead from the assigned TDY base.~~
- c. If the deadhead to or from the assigned TDY base is scheduled in conjunction with a flying assignment:
 - (1) The pilot's PPROJ shall be credited with the value of the minimum day, as provided in Section [15.G.](#), or the scheduled time of the deadhead, whichever is greater.
 - (2) The pilot's on duty period shall be based on the flying assignment and the scheduled time for the deadhead combined.
 - (3) The pilot's expenses for the TDY assignment, as provided in [Section 7.B.2.](#), ~~shall begin at the scheduled departure time of the deadhead to the assigned TDY base and end at the scheduled arrival time of the deadhead from the assigned TDY base.~~
 - (4) The computation of credited time for the flying assignment (Section [15.E.](#) and [F.](#)) will be based on the flying assignment, including report and debrief, not including the deadhead.
- d. Options for TDY Deadheads.
 - (1) A pilot scheduled to deadhead to a TDY base in conjunction with a flying assignment, or a Reserve pilot scheduled to deadhead on a day of reserve availability, or a pilot who would otherwise be removed from a scheduled sequence at a TDY base because a deadhead could not be scheduled in compliance with the Basic Agreement, may not be assigned but at such pilot's option may elect to deadhead to the TDY base on the previous day, which may be a duty free period, an unscheduled day, a day of scheduled flying, or a day of reserve availability, and may also be the last day of the previous contractual month, provided such deadhead does not conflict with the pilot's scheduled flying or reserve availability on such day. In such case:
 - (a) The pilot's PPROJ shall be credited with the greater of:
 - (i) the value of the average day, as provided in Section [15.G.](#)
 - (ii) ~~, or~~ if the pilot takes the deadhead, the greater of the scheduled or actual time of the deadhead, ~~or whichever is greater.~~
 - (iii) if the pilot deviates from the scheduled deadhead, the scheduled value of the originally scheduled deadhead.

- (b) The pilot shall be provided a hotel room.
 - (c) The pilot's expenses for the TDY assignment shall begin at the scheduled departure time of the actual deadhead.
 - (d) The only contractual requirement for performing the deadhead is to receive the minimum rest, as provided in Section 15.C.5., prior to such pilot's next flying assignment.
- (2) The provisions of d.(1) above shall also apply if a pilot, who is assigned a TDY and who **is a Lineholder** ~~holds a regular scheduled trip sequence selection~~ at the TDY base, elects to report to the TDY base earlier in the month than required in order to be available for additional flying.
- (3) A pilot scheduled to return from a TDY on a deadhead to base in conjunction with a flying assignment may elect to deadhead the following day. In such case:
- (a) The pilot's PPROJ shall be credited with the greater of:
 - (i) the value of the minimum day, as provided in Section 15.G.,
 - (ii) If the pilot takes the deadhead, ~~or~~ the greater of scheduled or actual time of the originally scheduled deadhead, or
 - (iii) If the pilot deviates from the scheduled deadhead, the scheduled value of the originally scheduled deadhead, ~~whichever is greater.~~
 - (b) The pilot shall be provided a hotel room.
 - (c) The pilot's expenses for the TDY assignment shall end at the scheduled arrival time of the actual deadhead.
- e. A pilot may be proffered, assigned, or reassigned to fly a ~~trip~~ sequence which would cause a double deadhead. A double deadhead is defined as:
- (1) A normal deadhead to report to the TDY base at the beginning of the month followed by a ~~trip~~ sequence the first ~~leg~~ segment of which has a deadhead back to the pilot's home base; or
 - (2) A last ~~trip~~ sequence of the month the last ~~leg~~ segment of which is a deadhead from the pilot's home base to the TDY base followed by a normal deadhead to return from the TDY base to the pilot's home base at the end of the month.
- Such pilot may elect to fly or not fly such double deadhead. If the pilot elects not to deadhead, such pilot will assume the legality of the sequence deadhead but not the deadhead to report to/from the TDY base. ~~In all cases,~~ **and** the pilot shall be paid and credited for the scheduled sequence deadhead and additionally such pilot's PPROJ shall be credited according to the provisions of M.7. for the deadhead to/from the TDY base. **If the pilot elects to and actually takes the deadhead, the pilot shall be paid and credited for the greater of scheduled or actual deadhead and additionally such pilot's PPROJ shall be credited according to the provisions of M.7. for the deadhead to/from the TDY base.**
- f. In the unusual circumstances where a pilot is assigned a full or partial month TDY for two or more consecutive months, the provisions in M.7. shall apply to each month as a separate TDY assignment.
- g. In the event a pilot assigned temporary duty, in accordance with Section 15.M.5., is extended by assignment or reassignment for any reason and is thereby assigned a partial month TDY in accordance with Section 15.M.4.c., the pilot's sequence shall be reconstructed so that the provisions of M.7. apply and the actual deadhead time from the sequence will be subtracted from the pilot's pay and credit.

~~8. Temporary Duty Lodging~~

~~A pilot on temporary duty, in accordance with the provisions of Section 15.M., who is eligible for a hotel, other than a pilot on temporary duty for one trip sequence only (Section 15.M.5.), shall be provided lodging in accordance with Section 7.~~

N. Reassignments

1. Reassignment occurs if a ~~regularly scheduled~~ pilot is legal in all respects for such pilot's next ~~regularly~~ scheduled flight(s) or sequence(s), but instead is assigned by the Company to perform other flying in lieu of such pilot's ~~regularly~~ scheduled flight(s) or sequence(s). A pilot may not be reassigned to flying which extends more than one calendar day beyond their original sequence footprint. The sequence footprint is the originally scheduled ~~sign-in time~~ ~~flight departure (OUT) time~~ on the first day of the sequence to the end of the originally scheduled ~~flight termination (IN)~~ ~~debrief~~ time on the last day of the sequence, as defined in Section 4.C.2.g. [~~See Q&A 142~~]
2. A Lineholder ~~pilot~~ reassigned shall be paid and credited the greater of;
 - a. the value of the original sequence, or
 - b. the value of the reassignment sequence.
3. A Reserve reassigned shall receive the greater of the following towards guarantee:
 - a. the value of the original sequence, or
 - b. the value of the reassignment sequence.
4. ~~3.~~ In addition to 2. or 3. above, when a pilot is reassigned ~~to flying that resides outside of the originally scheduled sequence footprint~~ that pilot shall also receive a premium of:
 - a. pay, no credit, at a rate of one-half (50 percent) times the pilot's hourly base pay rate for ~~that~~ the reassigned time flown prior to the first break in duty following the reassignment; outside of the footprint of the pilot's regularly scheduled sequence footprint.
 - b. pay, no credit, at a rate of one (100 percent) times the pilot's hourly base pay rate for the reassigned time flown subsequent to the first break in duty.
 - c. the premium pay in a. and b. above will cease at the earlier of the pilot being returned to their originally scheduled sequence, or the pilot completing the sequence.
 - d. Any additional flight time pay and credit associated with paragraphs E., F. or G ~~that was~~ generated as a result of the reassignment outside the original sequence footprint does not qualify for the premium described in a. or b. above.
5. ~~4.~~ A pilot reassigned above the pilot's Individual Monthly Maximum (IMAX) or the Company Limit on Voluntary Flying, if applicable, shall be paid at a rate of 1.5 times the pilot's hourly base pay rate for time above the IMAX, or the Company Limit on Voluntary Flying, if applicable (which shall not be cumulative with the payment in Section 15.N.~~4.~~~~3~~).
6. ~~5.~~ A pilot who was reassigned above his IMAX or the Company Limit on Voluntary Flying, if applicable, will have his credited projection (PROJ) reduced to or below his IMAX or the Company Limit on Voluntary Flying, if applicable, in accordance with the following:
 - a. Remove the pilot with pay, but no credit, from one or more whole sequences.
 - b. Remove the pilot with pay, but no credit, from a portion of a sequence, provided that the removal must be from the beginning or end of the sequence, (i.e., no mid-sequence removals.)
 - c. Following the completion of the reassignment, if the pilot has no other scheduled flying remaining in the current month, reduce the pilot's PROJ in the following contractual month by following step 5.a. and/or 5.b. above.
 - d. When reducing the pilot's PROJ in the current month, such reduction shall occur within 24-hours of the conclusion (debrief) of the reassignment sequence.
 - e. When reducing the pilot's PROJ in the next month, such reduction shall occur within 24-hours of the conclusion (debrief) of the reassignment sequence or the 25th of the current month, whichever is later.
7. Reassignment Modification Period (RMP)
 - a. If a reassignment causes a misconnect or an illegality with a follow-on sequence, the follow-on sequence must be modified within four (4) hours from the time of the Reassignment causing the misconnect or illegality.
 - (1) The pilot will be sent an electronic communication once the modification has been

- completed and the misconnect or illegality has been resolved.
- (2) The pilot will only be responsible for the modified follow-on sequence's sign-in time, which will not be any earlier than the follow-on sequence's original sign-in time.
- b. If the follow-on sequence is not modified within the RMP:
- (1) then the pilot will be removed from the follow-on sequence with pay, no credit, with no recovery obligation, and
 - (2) the pilot will be able to pick up over the footprint of the removed follow-on sequence.
8. **Retimes**
- a. A pilot whose first segment of a sequence has been retimed to have an earlier sign-in time will be sent an electronic communication informing them of the change.
 - (1) A pilot who has duty with the Company prior to the retimed segment will:
 - (a) acknowledge the electronic communication during the next duty with the Company;
 - (b) report at the new sign-in time; and
 - (c) receive pay, no credit for a reassignment premium of one half (50%) times the pilot's hourly base pay rate for the retimed segment as flown.
 - (2) A pilot who does not have duty with the Company prior to the retimed segment may elect to acknowledge the electronic communication.
 - (a) If the pilot acknowledges the electronic communication prior to 2200 SBT two (2) days prior to the new sign-in time, the pilot will report at the new sign in time and receive pay, no credit for a reassignment premium of one half (50%) times the pilot's hourly base pay rate for the retimed segment as flown.
 - (b) If the pilot does not acknowledge the electronic communication prior to 2200 SBT two days prior to the new sign-in time, the pilot will be removed from the sequence and placed into recovery obligation.

O. Substitution of Equipment

Substitution of Equipment is defined as the substitution of aircraft to a type that is different from the pilot's current bid status and/or for which the pilot is not qualified to fly. A pilot whose regular trip or trip sequence becomes subject to a Substitution of Equipment will be pay protected in accordance with the pay provisions of [Section 4](#). The pilot's Replacement Flying Window in the event of a Substitution of Equipment will be the Sequence Footprint, as defined in [Section 4.C.2.e](#).

P. Trip Trade System (TTS)

1. The current Trip Trade with Open Time (TTOT) and Schedule Enhancement Period (SEP) system will be replaced with a new Trip Trade System (TTS).
2. The TTS shall be developed by the Company, with APA oversight from the TTS Development sub-committee. The new system will be based upon the "proof-of-concept" that was completed in 2011 by the Company with the participation of APA.
3. Desired features of the new system to be included in the Requirements Document are:
 - a. Honor Seniority in turn (as defined in the proof-of-concept, or modified by mutual agreement)
 - b. Comply with FAR/CBA/Qualification Limitations
 - (1) Legalities based upon [FAR 117](#)
 - (2) Buffers defined by mutual agreement between the Company and APA, and consistent with buffers defined under [PBS](#)
 - c. Trip Trade System acts as an agent to complete the following types of trades:
 - (1) Multiple pilot trades
 - (2) Conditional (if then ballot)
 - (3) Pick-up, trade or drop with other pilots or open time (subject to Company control of open time)

- d. The capability for pilots to execute manual trades.
 - e. A preference ballot which will:
 - (1) Contain pilot preferences for trip trades, drops and pick-ups;
 - (2) Be updatable at any time.
 - f. Reviewable reporting with transparency
 - g. Communication
 - (1) Variable mediums (email, text messaging, phone)
 - (2) Robust (automated phone contact)
 - h. TTS will run on a schedule mutually agreed to by the Association and the Company.
4. The full development of a new TTS will be phased in order to provide value as quickly as possible and to provide time for integration of ballot functionality with other systems (primarily, [PBS](#) and DOTC).
 6. Phase 1 will focus on multiple pilot trading on a daily (or more frequent basis) prior to DOTC. This was the focus of the proof-of-concept. Communication requirements should be minimal in this phase.
 7. Work will begin no later than 2 months after a contract has been signed for [PBS](#). Development time will be dependent upon the complexity of requirements and the availability of resources. The initial target for implementation is 1Q14 (post-PBS and post-FAR 117 implementation). An updated target date will be anticipated at start-of-work + 2 months.
 8. Subsequent phases will integrate Phase 1 functionality with processes that control trip- trading much closer to departure time (i.e., DOTC and real-time)

Q. [Shared and Split Sequences](#)

1. [Pilots may split sequences which are on their schedules and share any portion of the split sequence \(a “shared sequence”\) with another pilot as follows:](#)
 - a. [All splits creating a shared sequence must be in the base of the originating sequence.](#)
 - b. [The original pilot remains responsible for all segments of their sequence until the shared segment\(s\) has been placed on another pilot’s schedule and that pilot is validated as QLA for those segments.](#)
 - c. [Shared sequences will not have any ratio in guarantee \(RIG\) recalculated. The pilots sharing the sequence will designate to which pilot the existing RIG will be applied.](#)
 - d. [Pilots must submit their request to share a sequence no later than 1200 home base time, two \(2\) days prior to sequence origination.](#)
 - e. [All pilot-initiated shared sequences will be processed by the end of DOTC the day prior to origination of the sequence.](#)
2. [The Company may split and/or transfer an Open Time sequence as follows:](#)
 - a. [At any point before DOTC the day prior to sequence origination, as long as prior to being split:](#)
 - (1) [The sequence must run through forty-eight \(48\) hours of seniority-based trip trade cycles \(e.g., TTS\); and](#)
 - (2) [The sequence must be designated as premium for at least twenty-four \(24\) hours of seniority-based trip trade cycles \(e.g., TTS\).](#)
 - b. [In accordance with 4.C.3.a.\(2\)](#)
3. [If the Company splits a sequence, the resulting sequences will not retain the premium.](#)
4. [If the Company splits a sequence through one of the above mechanisms, the sequence will have its RIG adjusted in accordance with 15.E.,F., and G. Sit time under Section 15.E.4. shall apply to split sequences.](#)

R. Sequence Construction Limits and Split Duty

1. Sequence Construction Limits. The Company will not build allocated narrowbody sequences (excluding sequences containing over water augmented flying and/or flying on the A321XLR requiring an AE (Atlantic Europe) division qualification) in excess of the following maximums:
 - a. For allocated narrowbody sequences which touch one (1) or two (2) Calendar Days, the total number of sequences (combined) originating in the Contractual Month will be no less than twenty percent (20%) of all allocated sequences built within each three-part bid status (Base, Seat, and Equipment).
 - b. For allocated narrowbody sequences which touch four (4) Calendar Days:
 - (1) on a rolling twelve (12) Contractual Month basis, such sequences originating in the Contractual Month cannot exceed more than thirty- eight percent (38%) of all allocated sequences built within each three- part bid status (Base, Seat, and Equipment); and
 - (2) in no single Contractual Month may such sequences originating in the Contractual Month exceed more than forty-three percent (43%) of all allocated sequences built within each three-part bid status (Base, Seat, and Equipment).
 - c. For allocated narrowbody sequences which touch five (5) Calendar Days:
 - (1) on a rolling twelve (12) Contractual Month basis, such sequences originating in the Contractual Month cannot exceed more than eight percent (8%) of all allocated sequences built within each three-part bid status (Base, Seat and Equipment);
 - (2) in no single Contractual Month may such sequences originating in the Contractual Month exceed more than ten percent (10%) of all allocated sequences built within each three-part bid status (Base, Seat, and Equipment); and
 - (3) no such sequence may touch a holiday identified as permanent premium pay days in Section 15.I.7., with the exception of a five (5) day sequence which on the last Calendar Day is scheduled to complete debrief on or before 0159 of the holiday.
 - d. Sequences which touch more than five (5) Calendar Days are prohibited for any narrowbody flying, except sequences containing over water augmented flying and/or flying requiring an AE (Atlantic Europe) division qualification or flying to South America (south of the equator). Any sequences built that touch more than five (5) Calendar Days under the exceptions provided herein, shall be built as follows:
 - (1) no more than two (2) non-consecutive Calendar Days with domestic flying can be built, and,
 - (2) the Long-Range Narrowbody Pay Band override shall apply to the entire sequence regardless of the actual equipment flown in the sequence.
2. Split Duty. For unaugmented sequences, the Company may build allocated sequences with a rest opportunity in a suitable accommodation during the Flight Duty Period (Split Duties) subject to the following parameters:
 - a. Split Duty pairings will not exceed three percent (3%) of narrowbody pairings systemwide.
 - b. Split Duty sequences must meet the conditions set forth in 14 CFR §117.15.
 - c. Pilots will be provided suitable accommodation for Split Duty rest. For Split Duty sequences, suitable accommodations will be located on- airport, if available at the time the sequence is allocated (e.g., DEN, MCO and PIT).
 - d. Bidding
 - (1) Split Duty sequences will only be constructed as PBS allocated sequences and must be stand-alone sequences. Split Duty shall not be embedded into any other pairing type and shall have its own designated biddable/avoidable pairing type in PBS.

- (2) Pilots will have the ability to bid for contiguous Split Duty sequences in PBS. Contiguous Split Duty sequences will be limited to no more than three (3) Split Duty sequences. Split Duty sequences shall be considered individual sequences even when awarded contiguously.

e. Scheduling

- (1) Split Duty sequences shall contain a maximum of two (2) flight segments.
- (2) Split Duty sequences may be allocated between any two CONUS locations, except between two AA pilot bases which have the same fleet type.
- (3) Scheduled Total Block time for each Split Duty sequence cannot exceed a total of four hours fifteen minutes (4:15).
- (4) The time scheduled on ground between flight segments, as measured from block-in to block-out, will be no less than six (6) hours. In actual operations, the time on ground may be reduced in a manner compliant with 14 CFR §117.15. A Split Duty sequence will be published with a scheduled (protected) rest period of no less than four (4) hours. Three (3) hours of this rest period must be provided between the hours of 2200 and 0500 and spent in the suitable accommodation.
- (5) A pilot on a Split Duty sequence may only be reassigned to another Split Duty sequence.
- (6) Reserve provisions for Split Duty Assignments
- (a) A pilot on Short Call duty may be assigned a Split Duty sequence inside or outside of DOTC.
- (b) A pilot on Long Call duty will not be assigned a Split Duty sequence with a sign-in time on the same Calendar Day as the day on which the Split Duty sequence is assigned unless the pilot is the only Reserve QLA for the Split Duty sequence. This provision is only applicable to the first Split Duty sequence in Contiguous Split Duty sequences.
- (c) A Reserve may not be assigned additional duty on the same Calendar Day that a Split Duty sequence terminates except for another Split Duty sequence.
- (d) For Reserve Days Worked (RDW), each Split Duty sequence touches two (2) Calendar Days and so is considered as two (2) Reserve Days Worked (RDW).
- (e) Paragraphs (b)-(c) above do not apply to a Reserve who is awarded a Split-Duty sequence.

f. Pay and Credit

- (1) Credit - Split Duty sequences will use duty period rig for line construction purposes only and will be credited five hours and fifteen minutes (5:15) towards PROJ in the Contractual Month in which the sequence originates.
- (2) Pay – Split Duty sequences will be paid the greater of seven hours and forty-five minutes (7:45) or the value of the sequence calculated using duty period rig, including flight time pay and credit under Section 15.E.1.b.
- (3) Split Duties sequences are not eligible for Calendar Day rig or sit rig.

S. Section 15 Questions and Answers

15-XX. Q. At what time is a pilot legal to report for a pick-up sequence following displacement for which a pilot is paid and credited?

A. (1) If the pilot was displaced from a Domestic Sequence it is legal to report 15 minutes after the scheduled arrival of the trip from which displaced.

(2) If the pilot was displaced from an International Sequence it is legal to report 30 minutes after the scheduled arrival of the trip from which displaced.

15-XX. Q. *When removed from a trip sequence, under what circumstances does a pilot not have to be "paper legal"?*

A. A pilot relieved from flying duties, with pay and credit for such removal, shall not assume the legality of a sequence(s) from which removed for the purpose of F.A.R. limitations or rest provisions of the Agreement except when deadheading to base earlier than scheduled in accordance with Section 15.C.5.f and 15.H.4410. (removal code RA/AA).

A pilot who is relieved from flying duties with pay, no credit, does not assume the legality of the flight(s) or trip sequence(s) from which removed for any purposes and may pick up flying over the footprint (including sign-in and debrief) of such trip, except such pilot may not fly within the footprint of any planned absence within the removal.

If a pilot performs flying following the sequence from which removed with pay and credit, the actual on-duty period may not begin until after the scheduled debrief time associated with the sequence from which removed.

In the event that a pilot performs flying prior to the sequence from which removed with pay and credit, the debrief period associated with such sequence must be scheduled to be completed prior to the scheduled sign-in associated with the sequence from which removed.

15-XX. Q. *May the thirty-minute (:30) report for deadhead be extended as a result of an operational necessity?*

A. Yes, with proper notification, pilots may be required to report in excess of thirty minutes (:30) and the on-duty period shall be adjusted accordingly.

15-XX. Q. *A Long Call Reserve is converted to Short Call Reserve Duty and assigned a RAP. During the RAP the Reserve is assigned/awarded a sequence. Is this Reserve still entitled to the 30 minutes (:30) of conversion pay?*

A. Yes. The conversion pay is paid above the greater of guarantee or PPROJ for each RAP at the time assigned/awarded and cannot be offset by the assigned/awarded sequence. The 30 minutes (:30) of conversion pay will apply at the time of the conversion so long as the Reserve sits the RAP (i.e. a Reserve is not entitled to the conversion pay if the pilot does not serve the RAP).

15 – XX Q. A Long Call Reserve is converted to Short Call Reserve Duty and assigned a RAP. The Reserve is not awarded/assigned a sequence during that RAP. How much conversion pay is applied?

A. The Reserve is entitled to thirty minutes (:30) of conversion pay, plus one hour (1:00) for a Short Call Conversion during which the pilot was not awarded/assigned a sequence, for a total of one hour and thirty minutes (1:30). Additionally, if that conversion was on the last day of a reserve work block and the Reserve was not used, that Reserve is entitled to an additional hour (1:00) of pay, no credit, above guarantee, for a total of two hours and thirty minutes (2:30). If the Reserve was converted for a fifth time, that Reserve is paid an additional hour (1:00) of pay, no credit, above guarantee, for a total of three hours and thirty minutes (3:30) in this example.

15-XX. Q. *What is the required debrief for an International Division pilot at the completion of a Domestic Sequence?*

A. The required debrief is fifteen (15) minutes.

15-XX. Q. *If a pilot is scheduled to fly out and deadhead back on a turn-around basis, is the pilot paid the original duty period if permission is requested to return on an earlier or later flight?*

A. Yes. Section 15.H.3.c applies.

15 – XX Q. If a pilot is Reassigned, and the last segment of the Reassignment is a deadhead which returns the pilot to domicile, and the pilot deviates from that deadhead, is that pilot still entitled to Reassignment pay for the original deadhead segment?

- A. Yes. That pilot will be paid the appropriate Reassignment premium pay rate for the originally scheduled deadhead segment as scheduled in accordance with Section 19.D.1.a.**

15-XX. Q. What is the guarantee of a **Reserve** returning from a leave of absence effective on the twenty-fifth (25th) day of a thirty (30) day contractual month?

A. The pilot has 6 days remaining in the contractual month. According to the chart in Section 15.D. **4.k**, this pilot will receive four (4) days of reserve availability and two (2) days of duty-free periods. Each day of Reserve availability is valued at 4:03 per day for a Long Call Reserve and 4:13 per day for a Short Call Reserve. This **Reserve**'s guarantee will be:

- (1) 16:12 (4:03 times 4 days) for a Long Call Reserve, or
- (2) 16:52 (4:13 times 4 days) for a Short Call Reserve.

Note: A **Reserve** with no previously awarded reserve line returns from a leave of absence as a Long Call Reserve.

15-XX. Q. May the Company displace and assign a **Reserve** for qualification purposes (e.g., take-offs and landings, line check, and ~~Hit Cities~~ **Special Qualification Airports**) when they are not the junior **Reserve** available?

A. Yes

15-XX. Q. Can the Company assign a **Reserve pilot** to fly over the monthly maximum of eighty-five (85:00) hours PROJ?

A. No. The Company may not assign a **Reserve pilot** to exceed the monthly maximum (85:00) based on the pilot's PROJ.

15-XX. Q. What is the maximum number of hours that a **Reserve pilot** can be awarded for flying on their days off?

~~A. **There is no limit on voluntary flying for Reserves and the flying is not credited.** A reserve pilot may be awarded flying on days off up to the lesser of (a) the pilot's IMAX or, (b) the Company Limit on Voluntary Flying, if applicable. However, the Company retains the option to restrict a reserve pilot's flying on days off in order to preserve the ability of a reserve pilot to be assigned 85:00 hours of flying on his actual reserve available days.~~

~~The following examples show how reserve flying on days off is counted against the 85:00 hour reserve assignment maximum.~~

~~Example 1.: The Company has placed a 90:00 hour limit on voluntary flying for a particular month. A reserve pilot picks up a 15:00 hour credited sequence entirely on days off. The 15:00 hour pick-up sequence is treated as follows:-~~

~~(1) 15:00 hours is added to the pilot's PROJ, and the pay is applied above guarantee.-~~

~~(2) The first 5 hours of the sequence is attributed to the difference between the 85:00 hour reserve assignment maximum and the Company Imposed Maximum, and the remaining 10 hours counts against the 85:00 hour reserve assignment maximum.-~~

~~Example 2.: The Company has no Company Voluntary Limit and the pilot's IMAX is 98:00. The reserve pilot picks up a 10:00 hour credited sequence entirely on days off. The 10:00 hour pick-up sequence is treated as follows:-~~

~~(1) 10:00 hours is added to the pilot's PROJ, and the pay is applied above guarantee.-~~

~~(2) All 10:00 hours of the sequence falls between the 13:00 hour difference between the 85:00 hour reserve assignment maximum and the 98:00 hour IMAX. The Company retains full access to the 85:00 hour reserve assignment maximum.-~~

~~Note: In this example 2, should the pilot subsequently acquire additional flying on days off, the first~~

~~3:00 hours of the additional flying would not count against the Company's ability to assign reserve flying. The flying above 3:00 hours would count against the 85:00 hour assignment maximum.~~

15-14. Q. Can a Reserve be assigned to a sequence that is scheduled to terminate prior to noon on the first day of a non-Golden DFP block?

A. Yes. A pilot scheduled to fly into a non-Golden DFP will receive an additional five hours and fifteen minutes (5:15) pay, no credit, above guarantee and the Reserve's DFP will be restored in the same Contractual Month, replacing the first or last day of a future reserve work block. If there are no days left in the Contractual Month to which the Reserve's DFP can be restored in this manner, or, if the Reserve elects to not have the DFP restored, the Reserve will receive an additional five hours and fifteen minutes (5:15) pay, no credit, above guarantee in lieu of the DFP restoration (for a total of 10 hours and 30 minutes pay, no credit). If the DFP restoration placement offered is not mutually agreed to, the Reserve may request the additional five fifteen (5:15) pay, no credit, above guarantee in lieu of the DFP restoration.

15-XX. Q. If a Reserve encounters a disruption and is flown into a DFP, how is the DFP conflict resolved?

A. If the Reserve is Rescheduled in accordance with Section 2.A.64 (the first available flight(s) to Domicile, including flight(s) that are direct or indirect), the DFP(s) will be handled in accordance with 15.J.11.g. If the Reserve is not returned to Domicile on the first available flight(s) following the disruption, including flight(s) that are direct or indirect, the flying or deadheading on the DFP will be handled in accordance with 15.N. The Reserve will be considered Reassigned into a DFP and eligible for the Reassignment premium pay provisions, in addition to 15.J.11.e. See Q&A 15-14.

15-XX. Q. Can a Reserve pilot be assigned a trip that originates after 2400 but terminates prior to noon on the first day of a ~~forty-eight (48)~~ DFP block?

A. No. The flight must originate prior to 2400.

15-XX. Q. A Reserve pilot is available for only one day because of a Duty-Free Period that starts at midnight. To what ~~length~~ Calendar Day Block trip sequence could this pilot Reserve be assigned?

A. In this case, the Reserve pilot could only be assigned a sequence trip that was scheduled to ~~terminate complete debrief~~ at the ~~pilot Reserve's crew base Domicile~~ no later than midnight. However, if no other ~~pilots Reserves~~ were available, the above ~~pilot Reserve~~ could be assigned a sequence trip that flew the ~~pilot Reserve~~ into the Duty-Free Period, as long as it returns the ~~pilot Reserve~~ to their ~~pilot's crew base Domicile~~ no later than 1200 local base time (scheduled block-in) on the first day of the Duty-Free Period. In such case, the Reserve will receive an additional 5:15 pay, no credit, above guarantee in accordance with 15.J.11.e. No ~~pilot Reserve~~ can be assigned to fly into a Duty-Free Period as long as there is a ~~pilot Reserve~~ available that can be assigned the trip sequence and not flown into their Duty-Free Period. A ~~pilot Reserve~~ can only be assigned to fly into two (2) Duty Free Periods per month.

~~15-18. Q. Reserved~~

~~15-19. Q. How is a "Short Notice" open sequence awarded/assigned?~~

~~A. When an open sequence is considered a "Short Notice" assignment, Crew Schedule will first identify and contact the appropriate QLA Reserve pilot on Short Call Duty in accordance with the reserve assignment process to establish the time needed for final notification in order to make the scheduled departure of the sequence. During this designated established period of time until final notification, Crew Schedule will proffer the open sequence per the rules of Section 15.L (Filling of Open Flying Time) to as many pilots as possible until reaching the notification deadline of the identified reserve pilot.~~

15-XX. Q. May a Reserve pilot move a Duty-Free Period (DFP)?

A. A Reserve's ~~pilot's~~ DFP's may be moved by mutual consent between the ~~pilot Reserve~~ and the Company in any combination.

~~15-21. Q. How does the Company schedule a free standing 24-hour DFP for a reserve pilot?~~

~~A. The bid sheet cannot include a free standing 24 hour DFP for a reserve pilot. Once the month begins, the Company may either (1) move a moveable DFP and place it contiguous to an existing DFP leaving 24 hours of the original DFP as a stand-alone 24, or (2) move a moveable 24 and place it as a free standing 24 leaving a minimum of 48 hours in the original DFP. In no case may the Company create more than one free standing 24 hour DFP in any one contractual month by the movement of moveable DFP's.~~

15-XX. Q. Can a pilot trade a golden DFP?

A. Yes. However:

A golden DFP that is traded contiguous to a normal ~~or moveable DFP~~ reverts to a normal DFP. An entire golden DFP that is traded for a normal DFP will no longer be considered a golden DFP and the normal DFP received will revert to a golden DFP unless it is contiguous to a normal ~~or moveable~~ DFP. A portion of a golden DFP that is traded will no longer be considered a golden DFP unless the trade is for another golden DFP and is not contiguous to a normal ~~or moveable~~ DFP.

15-XX. Q. A ~~pilot on~~ Reserve needing a twenty-five hour (25:00) line check with a supervisory pilot is bypassed for ~~an open trip~~ Open Time due to the unavailability of a supervisory pilot. Is the Reserve entitled to pay and credit for the trip?

A. No.

15-XX. Q. May the Company schedule regular layovers (off-duty periods) of less than 10 hours?

A. No. In accordance with Section ~~7.A.715.C.5.a.(9)~~, all regularly scheduled layovers (off-duty periods) must be no less than eleven (11) hours plus the applicable reporting and debriefing period in 15.C.5.d. and e. ~~ten (10) hours plus one (1) hour reporting and fifteen (15) minutes debriefing (11 hours 15 minutes --- 11 hours 30 minutes International)~~

15-XX. Q. Is a pilot allowed to use pick-up and fly to that pilot's IMAX or the Company Limit on Voluntary Flying when retiring on the 25th or should the month be prorated?

A. Yes, the pilot may pick-up and fly to that pilot's IMAX or the Company Limit on Voluntary Flying.

15-XX. Q. A pilot in pick-up was proffered and awarded a trip sequence via the Daily Open Time Coverage (DOTC) process. The pilot subsequently advised the Company they were sick and would not be able to fly the awarded pick-up sequence. Is the pilot entitled to the pay for this pick-up sequence?

A. No. A pilot removed from a ~~trip~~ sequence due to an illness will only be paid for sequences acquired via a PBS ~~line~~ Award, ~~SEP~~, TTS, or a trip-trade with another pilot.

15-XX. Q. Is a pilot (~~pick-up or reserve~~) who is qualified, legal and available in the current contractual month entitled to proffer a sequence that will create a conflict with scheduled recurrent or requalification training consisting of six (6) days or less?

A. Yes. The pilot must be paper legal, in accordance with Section ~~3.H.9.5.1.~~, for the awarded sequence in conjunction with the first (1st) scheduled sequence in the next contractual month. The Company will have the option to reschedule the training or remove and pay the pilot for the fly through trip sequence. If the training is moved, the pilot will be paid for the sequence(s) actually flown or displaced from, if applicable.

~~15-32. Q. Reserved~~

15-XX. Q. May a pilot in the International Division accept a proffer of open time in the Domestic Division or vice-versa? How would the pilot be paid?

A. Yes, provided the pilot's PROJ would not exceed the lower of that pilot's IMAX or the Company Limit on Voluntary Flying for that pilot's four-part bid status, if applicable. The pilot would be paid at their hourly base pay rate plus International override for flying actually performed when applicable.

15-XX. Q. If a Long Call Reserve ~~pilot~~ exceeds their guarantee of 73:00 hours for the month, ~~and~~ was converted from Long Call Duty to Short Call Duty twice during the month, and was assigned sequences during both conversions, how would the conversion pay be applied?

A. The conversion pay of one hour (30 minutes for each conversion) is added to the PPROJ.

15-XX. Q. May a ~~pilot~~ Lineholder trade a trip if it would increase the ~~pilot~~ Lineholder's Projection (PROJ) over their ~~pilot's~~ IMAX or the Company Limit on Voluntary Flying for the month?

A. No, a ~~pilot~~ Lineholder may not trade a trip if the trade would result in the ~~pilot~~ Lineholder exceeding the lower of their 1.) IMAX or 2.) the Company Limit on Voluntary Flying for the month.

15-XX. Q. May a ~~pilot~~ Lineholder in the International Division trade sequences within a contractual month with a ~~pilot~~ Lineholder in the Domestic Division and vice versa?

A. Yes, within category, provided the pilots are QLA and the trade does not result in either pilot's PROJ exceeding the lower of the pilot's IMAX or the Company Limit on Voluntary Flying for that pilot's four-part bid status. Such trades are limited to pilot-to-pilot trades only.

15-XX. Q. ~~+A pilot attempts~~ to travel to work. ~~I am~~ The pilot is unable to make their departure time. ~~Am~~ Is the pilot covered ~~by the~~ under Supplement G - Commuter Policy?

A. Yes.

~~15-39. Q. Reserved~~

15-XX. Q. Does pay and credit apply to delays at stations where deicing is performed on the gate (Miscellaneous Code 59)?

A. No. However, at those stations where Company aircraft are being deiced at a location other than the gate, pay and credit is applied to cover delays at the gate awaiting pushback, powerback or taxiout due to aircraft or vehicular traffic congestion at the deicing location by filing a Miscellaneous Code 59 through ACARS.

~~15-41. Q. Prior to the implementation of PBS, how does the Company determine a trip selection award commensurate with seniority when a pilot fails to submit a trip selection preference for a given month or fails to submit a trip selection preference containing a sufficient number of selections (bids)?~~

~~A. In this event, the Company will utilize the trip selection preferences of the next most senior pilot in the appropriate bid status who has already been awarded a trip selection, and continue the awarding process from the point of the more senior pilot's award until such time as the more junior pilot is awarded a trip selection. If the more junior pilot is unable to be awarded a trip selection (other than reserve) after exhausting all of the more senior pilots' preferences, such pilot will be awarded:~~

~~-The highest paying trip selection available.~~

~~-A vacation relief selection.~~

~~-A second round trip selection which is available.~~

~~-A reserve trip selection.~~

15-XX. Q. What is the Company's policy with respect to the assignment of Reserves to Open Time in conjunction with the availability of Reserves after the implementation of the new Reserve Assignment System?

A. Reserve ~~pilot~~ assignments will be handled in accordance with Section 15.L.4.g.

15-XX. Is a Reserve eligible for Reassignment premium in Section 15.N?

A. Yes, and the Reassignment premium will be paid above guarantee.

AGREED TO UNDERSTANDINGS OF THE BASIC AGREEMENT

A. FUEL LANDING

When a landing for fuel is required for the operation of a Domestic Sequence, and such landing is pre-planned in the flight release prior to the departure of the crew from a station, the additional time of such fuel landing shall not be considered a reassignment under the provisions of Section 15.N. However, if such assignment causes a pilot's PROJ to exceed the lower of that pilot's IMAX or the Limit on Voluntary

Flying, such excess time created as a result of the fuel landing will be paid to such pilot at the rate of one and one-half (1-1/2) minutes for each one (1) minute.

B. DEADHEAD - FIRST AVAILABLE

If a pilot is canceled or misconnects away from base, and is legal and available to deadhead to his base on the next AA flight operating, but no space is available on such flight, and as a result of a later deadhead is illegal for his next regularly scheduled sequence, such pilot shall be protected under Section 15.N. only for the sequence missed.

15-XX. Q. May a Reserve be awarded an OG sequence that will exceed the pilot's IMAX?

A. OG sequences are pay only (above guarantee), no credit.

15-XX. Q. May a Reserve be awarded an OG sequence that will exceed the greater of the 85-hour reserve pilot limit or the VMAX set by the Company on a monthly basis?

A. OG sequences are pay only (above guarantee), no credit.

15-XX. Q. Can a pilot share a sequence on the same day as another sequence?

A: Yes, a pilot may share another pilot's sequence by adding segments to the first or last day on which the pilot is operating another sequence, provided the pilot remains QLA for the original sequence and added segments.

15-XX. Q: How is existing RIG allocated with shared sequences?

A: When a sequence is split between two pilots, the pilots will designate and notify the Company, at the time of the request, as to which pilot will have the existing RIG applied to their schedule.

15-XX. Q: A pilot was reassigned to a turn after the last segment of their sequence. How is the reassignment pay calculated?

A: If the segments are in the first duty period of the reassignment, the added turn will pay a 50% premium for the reassigned segments.

15-XX. Q: A pilot was reassigned on Day 1 of a sequence and is then subsequently reassigned again on Day 2 of a sequence, without being returned to the segments of the original sequence. Do the 50% and 100% pay provisions reset?

A: No. Once a pilot is reassigned, the 50% premium pay for the first duty period of reassigned segments and the 100% premium pay for all subsequent reassigned duty periods will continue until such time as a pilot rejoins their original sequence or that pilot is released by the Company.

15-XX. Q: A pilot was reassigned on Day 1 of a sequence, is returned to the segments of the original sequence on Day 2, and is then subsequently reassigned again on Day 3 of the sequence. Do the 50% and 100% pay provisions reset?

A: Yes. Once a pilot rejoins the original sequence, the Reassignment premium resets.

Electronic Communications System

15-XX. Q: A pilot is on a day off and received an ECS message. Is the pilot required to Verify the ECS message on the day off?

A: No. A pilot is not required to Verify an ECS message while not on duty, but may do so voluntarily. This voluntary action is not considered duty.

15-XX. Q: A pilot is on an overnight and received an ECS message. Is the pilot required to Verify the ECS message during the layover?

A: No. A pilot is not required to Verify an ECS message while not on duty, but may do so voluntarily. This voluntary action is not considered duty.

15-XX. Q: A pilot received an ECS message while not on duty. When is the pilot required to Verify that ECS message?

A: A pilot is required to Verify ECS messages that were received while not on duty at their next scheduled sign in or report time and will be considered notified at that time.

15-XX. Q: Is the receipt or verification of an ECS message while a pilot is not on duty considered an interruption of rest?

A: Receipt of an ECS message or voluntarily checking/verifying ECS messages received during periods when a pilot is not on duty are not considered interruptions of rest.

15-XX. Q: What happens if pilot does not Verify ECS message that was received while off duty?

A: Pilots are not expected to Verify ECS messages that are received while off duty; however are required to Verify a message received off duty at the start of the pilots next duty period.

Reserve Assignment System

15-XX. Q: If a pilot's Reserve Bucket is CLOSED, could that pilot be awarded/assigned to a sequence in a different Calendar Day Block?

A: No.

15-XX. Q: A pilot is in the four-plus-day Reserve Bucket, which is OPEN. The three-day Reserve Bucket is CLOSED because there are the same number of three-day Reserve Bucket pilots and three-day Calendar Block sequence. There are more two-day Calendar Block sequences available than there are two-day Reserve Bucket pilots available. Can a pilot in the four-plus-day Reserve Bucket be awarded/assigned a two-day Calendar Block sequence?

A: Yes. If there are more open sequences than pilots available in a particular Reserve Bucket, those sequences can be Awarded/Assigned to pilots in the next highest available OPEN bucket. The Award/Assignment process will minimize the effect of out-of-bucket awards/assignments. In this example, if the three-day Reserve Bucket was CLOSED because there were more three-day Calendar Block sequences available than three-day Reserve Bucket pilots, the four-plus-day Reserve Bucket pilot would be awarded/assigned the three-day Calendar Block sequence before the two-day Calendar Block sequence.

15-XX. Q. Will Reserve Awards/Assignments normally match Reserve Buckets with corresponding Calendar Day Block length.

A. Yes, normally. However, Out-of-Bucket Awards/Assignments will be made when needed, and will be minimized by awarding/assigning Reserves to the next available lower Calendar Day Block (e.g., excess three (3) day Reserve Bucket pilots will be Awarded or Assigned to excess two (2) Calendar Day Block sequences before excess four plus (4+) day Reserve Bucket pilots can be Awarded or Assigned excess two (2) Calendar Day Block sequences).

15-XX. Q: A Lineholder is awarded a premium designated sequence via TTS. The pilot subsequently notifies the Company that they are sick and unable to fly the awarded sequence. How is the pilot paid?

A: The pilot receives pay only, no credit for the base value (not including premium) of the sequence deducted from their sick bank.

15-XX. Q: A pilot was scheduled for a three (3) hour sit. Due to an operational delay, a pilot actually sits two hours and forty minutes (2:40) between two segments. What sit time will the pilot be paid?

A: Five (5) minutes.

15-XX. Q: A pilot is scheduled for a three hour and thirty-minute (3:30) sit, but departs earlier than scheduled and only actually sits three hours and twenty-six minutes (3:26). What sit time will the pilot be paid?

A: Twenty-eight (28) minutes.

15-XX. Q: A pilot has a scheduled sit of two hours and forty-two minutes (2:42). The pilot is rescheduled, reassigned, or assigned Recovery Flying. The actual sit is now one hour (1:00). What sit time will the pilot be paid?

A: Zero (0) minutes. A pilot is not entitled to pay protection for scheduled sits. Only actual sits are paid.

15-XX. Q: How is a pilot who is Awarded a sequence via Section 15.L.5 paid and credited?

A: The pilot is paid and credited for the value of the constructed sequence, including RIG, plus 50% premium for the value of the sequence.

Example: a CLT-based pilot is in BOG and the Company cannot crew a BOG-DFW segment by means of positioning deadheads for an on-time departure. The pilot is Awarded a sequence that contains a surface leg (paid and credited as the normal air time from CLT-BOG), an operating leg from BOG-DFW, and a deadhead leg from DFW-CLT. For purposes of this example, the sequence's value with RIG is 10.30. The pilot is paid and credited 10.30 plus 5.15 premium pay, no credit.

Example: a DFW-based pilot is in BOG and the Company cannot crew a BOG-DFW segment by means of positioning deadheads for an on-time departure. The pilot is Awarded a sequence that contains a surface leg (paid and credited as the normal air time from DFW-BOG) and an operating leg from BOG-DFW. For purposes of this example, the sequence's value with RIG is 10.30. The pilot is paid and credited 10.30 plus 5.15 premium pay, no credit.

SECTION 16

CERTIFICATES AND RATINGS

A. Eligibility for Certificates and Ratings

~~Any pilot who has been in the service of the Company for an aggregate of sixty (60) months as a first officer shall, as hereafter provided, be eligible for training for an Airline Transport Pilot Certificate and equipment rating necessary for advancement to the status of captain on at least one type of airplane currently operated by the Company in regular schedule. To establish eligibility for such certificates and ratings, such pilot must possess the minimum certificated flight time required by FAR and may be required to have had one hundred (100) hours of flying as a first officer on the type airplane on which to be qualified within sixty (60) days prior to checkout for such certificates. The Company may, in addition, afford the opportunity to receive such certificates and ratings to pilots with a lesser length of service. In the latter case, pilots with a lesser length of service shall be grouped in accordance with system seniority and such groups shall be afforded, in accordance therewith, the opportunity to acquire such certificates and ratings. A pilot who has been afforded the opportunity and who has received such certificates and ratings will be designated by the Company as an "ATPC Pilot".~~

B. Qualifying Out of Order of Seniority

~~A pilot who has been given the opportunity to qualify for advancement in status, or promotion to captain, and is unable to so qualify at that time, shall not hold up the promotion of more junior pilots, provided that pilots unable to so qualify shall be governed by the provisions of Section 13.C. of this Agreement.~~

C. ATPC Certificates Concurrent with Upgrading to Captain

~~The Company may extend to pilots with less than sixty (60) months of service as a first officer training for the purpose of obtaining ATPC certificates concurrent with upgrading to captain.~~

SECTION 16 RESERVED. The Parties agree to place the Preferential Bidding System (PBS) Memorandum of Understanding and related documents into section 16 as part of the continued post-ratification consolidation process.

SECTION 17

FILLING VACANCIES, DISPLACEMENTS, REINSTATEMENTS, FURLOUGHS, AND RECALLS

A. Bid Status

1. All pilot positions are identified by their bid status which consists of four elements:
 - a. Base
 - b. Category
 - c. Equipment
 - d. Division
2. Each bid status is ranked according to its elements. Bases have no ranking. Within a base, all Captain positions are higher than all First Officer positions. Within a base and category, bid status is ranked by Equipment Pay Band (except for the Long-Haul Narrowbody Pay Band which is only used to calculate an override for block hours flown) ~~equipment on the basis of certificated gross weight -- the higher the certificated gross weight, the higher the ranking. If two or more models exist within an equipment type, the average certificated gross weight of the models is used to determine the ranking.~~ Within a base, category and equipment, a bid status is ranked according to division with International being higher than Domestic.

B. Change in Bid Status

A pilot's bid status can only change as follows:

1. A pilot may bid for and be awarded a vacancy in a different bid status, which may be higher, lower or lateral (lateral meaning the same category and Equipment Pay Band – different equipment and/or division and/or base) than such pilot's current bid status.
2. A pilot who is displaced from a bid status, because the pilot's position was eliminated or because such pilot was displaced by a more senior pilot, may displace a more junior pilot.
3. A pilot may proffer and be awarded a displacement which would have otherwise affected a junior pilot.
4. A pilot who is displaced from a bid status may later be reinstated to a vacancy in that bid status.
5. A pilot may be awarded a vacancy as a result of an entitlement which was awarded while serving a lock-in.
6. A pilot may be assigned to a bid status by the Company.

C. Qualifications Required for Bidding and Filling a Vacancy

1. All pilots may bid for and be awarded any vacancy with the following exceptions:
 - a. A probationary pilot cannot bid for a Captain vacancy.
 - b. In order to be eligible to be awarded a bid status that requires or results in an Airline Transport Pilot Certificate, a pilot must possess such certificate or have previously entered the date of the successful completion of the required written examination for said certificate into the Company's computer database.
 - c. As provided in L. of this Section, a pilot serving a lock-in ~~may, at the Company's discretion, only~~ shall be awarded an entitlement to fill a future vacancy
 - d. A pilot who is being withheld from occupying a bid status position in accordance with M.1.b. or c. of this Section, may only bid for a bid status lateral to (same category and equipment Pay Band -- different division and/or base), equal to, or higher paid than the bid status from which withheld.

- e. If a pilot is awarded a different bid status, either as a result of bidding for or being assigned to a vacancy or as a result of being displaced, such pilot's bid(s) for other vacancies processed prior to the effective date of the pending bid status award will be given consideration as follows:
- (1) For a pilot who will be required to fulfill a lock-in in the pending bid status award,
 - (a) If such pilot is the successful bidder for a vacancy which is ~~lateral in the~~ (same category and on the same equipment, different division and/or base,) to the pending bid status award, the pilot's bid for such ~~the lateral~~ vacancy will be awarded, or
 - (b) If such pilot is the successful bidder for a vacancy in a bid status which is higher or lower than the pending bid status award, such pilot may only be awarded an entitlement to such bid status, in accordance with Section 17.L.5.
 - (2) If a pilot will not be required to fulfill a lock-in in the pending bid status award, such pilot may bid for and be awarded a vacancy in any other bid status.
2. A pilot who is awarded a different bid status, either as a result of bidding for or being assigned to a vacancy or as a result of being displaced, shall be afforded the opportunity to acquire the necessary route qualifications, equipment qualifications or ratings within a reasonable period of time.

D. Displacements

1. A pilot shall be considered displaced if any one of the following occurs:
 - a. The Company eliminates all positions in a bid status, in which case all pilots holding a position in such bid status shall be considered displaced.
 - b. The Company reduces the number of positions in a bid status, in which case, to the extent necessary to accomplish the reduction, the pilots within the bid status being reduced who have the least system seniority shall be considered displaced.
 - c. A pilot who has been displaced under any provision of this section may displace a more junior pilot in accordance with 7. below, in which case the more junior pilot may then also be considered displaced.
2. Proffer of Displacements
 - a. When a junior pilot is to be displaced from a bid status, the displacement shall be proffered in seniority order to all pilots in that bid status.
 - b. Displacement into another bid status is based upon the junior pilot's seniority. (For example, junior pilot A would otherwise be displaced; senior pilot B in the same bid status proffers the displacement; senior pilot B displaces into a bid status indicated on senior pilot B's bid preference list based on junior pilot A's seniority. Once senior pilot B is in the new bid status, bidding sequence ~~trip~~ selections, vacations, etc. will be done with pilot B's own seniority.)
 - c. A pilot is eligible to proffer displacement provided:
 - (1) The pilot must fulfill a lock-in in accordance with Section 17.L.1., unless waived at the Company's discretion, except that the lock-in for a pilot who displaces to a lower bid status and only requires a short requalification training program shall be the same as a pilot bidding to a higher bid status.
 - (2) The pilot can fulfill the lock-in in c.(1). above prior to normal retirement unless waived at the Company's discretion.
 - (3) A pilot fulfilling a lock-in may only proffer displacement to a ~~lateral~~ bid status of the (same category and equipment, different division and/or base,) unless released from the lock-in at the Company's discretion.
 - (4) A probationary pilot cannot proffer displacement to a Captain bid status.

- (5) In order to be eligible to be awarded a bid status that requires or results in an Air Transport Pilot certificate, a pilot must possess such certificate or have previously entered the date of the successful completion of the required written examination for said certificate into the Company's computer data base.
 - (6) The pilot has not begun or is not within five (5) days of beginning training for another bid status as a result of a previous award.
- d. A pilot proffering displacement does not have a reinstatement right.
3. Each pilot shall have access to and shall be responsible for maintaining a displacement preference list as a part of the pilot's standing bid list. On the displacement preference list a pilot may list in order of preference any bid status to which the pilot would prefer to displace in the event such pilot is displaced. A pilot may add to, delete from, or rearrange the order of displacement preferences at any time prior to the date on which the bid award procedure is implemented.
4. Displacements may be processed during each vacancy bid run; simultaneously with reinstatements, entitlements and bid preferences for vacancies.
5. Displacements shall be effective on the published bid effective date, however a pilot displacing to a bid status with a higher pay rate, who completes OE prior to the published effective date, will be paid the higher rate commencing with the completion of OE.
6. The Company shall provide at least fifteen (15) days advance notice of the date on which displacements will be processed. Between the date on which advance notice is given and the date on which displacements are processed, pilots may continue to access and make changes to their displacement preference lists.
7. A displaced pilot may fill a vacancy or displace a more junior pilot. The vacancy or the position to which such pilot is displacing may be in a higher, lateral, or lower bid status than the bid status of the position from which such pilot was displaced. The order of awarding a new bid status to a displaced pilot is as follows:
 - a. A displaced pilot shall fill a vacancy from such pilot's bid preference list.
 - b. From such pilot's displacement preference list, the pilot shall be awarded the highest preference to which entitled by seniority.
 - (1) Such pilot shall have a reinstatement right to the bid status from which displaced, and
 - (2) Shall not incur a lock-in in the bid status awarded.
 - (3) Such pilot who is awarded, from the displacement preference list, a bid status at a base other than the one from which displaced, will be eligible for moving expenses as provided in [Section 8](#), provided:
 - (a) Such pilot was not senior enough within the pilot's former base to have been awarded:
 - (i) a ~~lateral~~(same category and equipment – different division) displacement, or
 - (ii) a displacement to a bid position of equal or greater pay;
 - (b) Such pilot relocates to the base to which displacing;
 - (c) Such pilot incurs a lock-in in the bid status to which displacing equal to the down-bid lock-in specified in [Section 17.L.1.b](#); and
 - (d) Such pilot forfeits any reinstatement right to the bid status from which displaced.
 - (4) When such pilot is awarded a bid status from the displacement preference list, the junior pilot who held that bid status may then be considered displaced.
 - c. If the seniority of a displaced pilot does not entitle such pilot to a bid status from either the bid preference list or the displacement preference list, such pilot shall be assigned to a different bid status at that pilot's base.

- (1) Such assignments shall be made in the following order:
 - (a) The displaced pilot will be assigned a vacancy in the highest bid status above the displaced status to which entitled by seniority at that pilot's base.
 - (b) The displaced pilot will displace a more junior pilot in the highest bid status above the displaced status to which entitled by seniority at that pilot's base
 - (c) The displaced pilot will be assigned a vacancy in the next lower bid status if available at that pilot's base. If no vacancy is available, the pilot will displace a more junior pilot in that same next lower bid status at that pilot's base.
 - (d) Step (c) will be repeated at each successively lower bid status until the displaced pilot is assigned a bid status at that pilot's base.
- (2) A pilot so assigned shall have a reinstatement right to the bid status from which displaced, and
- (3) Shall not incur a lock-in in the bid status to which assigned.
- d. If a displaced pilot cannot be awarded a vacancy at that pilot's base and there is no more junior pilot at that base, such pilot may be proffered those vacancies in the system for which there are no bidders, and then, if necessary, be assigned to such a vacancy.
 - (1) Such pilot shall have a reinstatement right to the bid status from which displaced, and
 - (2) Shall not incur a lock-in in the bid status awarded or to which assigned.
8. A pilot can only be displaced once in any contractual month, but a pilot who has been displaced may be displaced again in a later month. A pilot who has been displaced more than once may hold multiple reinstatement rights in accordance with E. of this Section.

E. Reinstatement Rights

1. A reinstatement right provides a displaced pilot or a furloughed pilot with the right to be reinstated to a vacancy in the bid status from which displaced or furloughed before such vacancy is awarded to any other pilot who does not have a reinstatement right.
2. When a pilot is displaced and is awarded another bid status, such pilot shall have a reinstatement right, unless the pilot is either awarded a bid status which was on the bid preference list or the pilot is entitled to receive moving expenses in accordance with D.7.b.(3) of this Section. As provided in D.2.d. of this Section, a pilot proffering displacement does not have a reinstatement right.
3. When a pilot is furloughed, such pilot shall have a reinstatement right to the bid status from which the pilot was furloughed.
4. ~~3.~~ Duration of Reinstatement Rights
 - a. Any reinstatement right, including those for former America West pilots, existing prior to January 1, 2013 shall not have an expiration date, but they may be forfeited, relinquished, or lost in accordance with the provisions of Section 17.E., of this agreement or any other manner as provided in this agreement.
 - b. Any reinstatement right created on or after January 1, 2013 shall expire 36 months after the effective date of the event that created the reinstatement right, including reinstatement rights for furloughed pilots. If, on the effective date of such event, the longest FAA-required training course for re-qualification to that reinstatement bid status is triggered in a period shorter than 36 months, then the reinstatement right will expire at the end of the shorter period (e.g., If the FAA requires the longest training course after a 30-month absence from the bid status, the reinstatement right will expire at the end of the 30th month following the effective date of the event that created the reinstatement right).
 - a. ~~For purposes of this section, a furloughed pilot's reinstatement right, if any, is awarded and effective on the date of recall.~~
5. ~~4.~~ When two (2) or more pilots have a reinstatement right to the same bid

status, their reinstatement rights will be honored in seniority order.

6. ~~5.~~ A pilot who has a reinstatement right to a bid status will automatically be reinstated if a vacancy becomes available in that bid status.
7. ~~6.~~ A pilot shall lose a reinstatement right to a bid status if reinstated to that bid status or if awarded any bid status which is on such pilot's bid preference list, ~~except when awarded a lateral bid.~~
8. ~~7.~~ If a pilot has a reinstatement right, it will be included on the standing bid list and will be identified as a reinstatement right.
9. ~~8.~~ A pilot who has a reinstatement right may choose to forfeit such right at any time by deleting it from the standing bid list. If a pilot has more than one reinstatement right, such pilot may choose to forfeit one or more such rights in this manner without affecting any other reinstatement rights.
10. ~~9.~~ A pilot who has been displaced more than once may have a reinstatement right to more than one (1) bid status. The reinstatement of such a pilot shall terminate reinstatement right(s) to any bid status which the pilot has ranked lower than the one to which reinstated but shall not affect reinstatement right(s) to any bid status which the pilot has ranked higher than the one to which reinstated. However, if such a pilot is awarded any bid status which is on such pilot's bid preference list, that pilot shall forfeit all reinstatement rights, except when awarded a lateral bid.

F. Advance Notice of Vacancies to be Filled [See Q&A 17-8]

1. At least fifteen (15) days before implementing the bid award procedure, the Company shall provide notification ([vacancy announcement](#)) of the following:
 - a. The date on which the bid award procedure will be implemented.
 - b. The number of known vacancies identified by bid status. [In the event the Company anticipates the number of known vacancies will change by more than the metric in Section 17.G.2.b. below at least five \(5\) days prior to the close of vacancy bidding, the Company may publish an updated vacancy announcement. There is no requirement to extend the bidding window in the event an updated vacancy announcement is published.](#)
 - c. The effective date of all known vacancies.
 - d. A forecast of the total number of positions in the system for the first ~~month, third and sixth months~~, with the first month being the first month in which the vacancies are effective. [Forecasts shall also include any month\(s\) relied upon by the Company in drafting the vacancy announcement. The first month forecast and any forecast of six \(6\) months or less will be by bid status at each base or satellite base and any other forecasts greater than six \(6\) months will be by category and equipment. A minimum of three forecasted months shall be provided.](#)
 - (1) ~~The forecasts for the first and third months will be by bid status at each base or satellite base.~~
 - (2) ~~The sixth month forecast will be for the system by category, equipment and division.~~
2. The forecasts required in [F.1. above](#) shall be the best estimates which the Company can provide, but they shall be made available solely as a guide and shall not, in any way, represent a commitment that the number and/or distribution of forecasted bid status positions will actually develop or be maintained.
3. Following the notification required in 1., pilots may continue to access and make changes to their standing bid lists at any time prior to the date on which the bid award procedure is implemented.

G. Bid Award Procedure

1. When there are known vacancies and/or displacements, the Company shall, no less than ~~three~~ [four \(4\)](#) times per calendar year simultaneously award bids for vacancies, and process displacements, reinstatements, entitlements, and also process displacements and

vacancies resulting from such awards. All awards shall be based on system seniority giving first priority to reinstatement rights, second priority to entitlements, and then bids for vacancies. Only those bids or displacement preferences indicated on pilots' standing bid lists will be considered in the bid award procedure. [\[See Q&A 17-7\]](#)

2. Known Vacancy Deviations

- a. In the event a vacancy bid award deviates below the known vacancies published in the respective vacancy announcement by more than twenty (20) percent in any four-part bid status, then those pilots who would have been awarded the bid had the award for that bid status not deviated more than twenty (20) percent from the published known vacancies shall receive an entitlement right to that bid status. For example: A published vacancy announcement lists ten (10) vacancies for the DFW/CA/320/D bid status and only six (6) are awarded (40% below the announced vacancies); the two (2) pilots next in seniority order who would have received this bid status had the Company not deviated more than 20% will receive entitlements to the bid status (only two (2) pilots are needed to meet the 80% threshold).
 - b. In the event a bid award deviates from the known vacancies posted in the vacancy announcement by more than the vacancy posting plus or minus five (5) for postings with twenty-five (25) or fewer vacancies, or by more or less than twenty percent (20%) of the number of vacancies posted for postings with 26 or more vacancies, the Company will provide to APA a copy of the bid award with a reasons report explaining the deviations prior to publishing the final bid award. For example: A published vacancy announcement lists ten (10) vacancies for the LGA/CA/777/I bid status and fifteen (15) are awarded, no reasons report would be required. If only 4 are awarded, a reasons report would be required. The reasons report shall include the cause of and an explanation for the deviation(s).
3. The Company shall publish a preliminary bid award at least five (5) calendar days before publishing the final vacancy award. The Company shall provide the draft preliminary bid award to the APA Scheduling Committee no later than 1700 CT the day prior to publishing. The Company shall not publish the final bid award until the Company has provided the Association an opportunity to review the preliminary vacancy bid award with the Company.
 4. ~~2.~~ With the exception of V. (Furloughs) and W. (Method of Recall) of this Section, none of the procedures in Section 17. (bidding for vacancies, displacements, etc.) shall apply to the Flight Test pilot positions.
 5. ~~3.~~ The Company may accelerate the effective date of a bid to a given month if a pilot is scheduled to complete training during that month.
 6. ~~4.~~ In the case of a change of bid status to a higher paying position, the Company will offer training in seniority order. In the event the Company chooses to bypass a pilot for a more junior pilot, then on a one-for-one basis, each bypassed pilot will be pay protected ~~to the same effective date~~ in accordance with J.2 below. [See Q&A 17-3, 4]
 7. ~~5.~~ In the case of a change ~~of~~ to a lower bid status due to a displacement, the Company will assign training in inverse seniority order. In the case of a change to a lower bid status due to a preference, the Company will assign training in seniority order.

H. Standing Bid List

1. Each pilot shall indicate preferences for any change in bid status on a standing bid list. A pilot's standing bid list shall be the only method of bidding for vacancies or expressing preferences for bid status positions should such pilot be displaced. Each pilot's standing bid list may include any or all of the following:
 - a. Bid Preference List
 - (1) A pilot's bid preference list shall include all of that pilot's bids for any other desired bid status positions, listed in order of preference by the pilot.

- (2) The bid status positions listed need not be vacant at the time they are placed on a pilot's bid preference list.
 - (3) If a pilot is displaced, such pilot shall be awarded the highest preference on the pilot's bid preference list to which such pilot is entitled by seniority, provided the position is vacant.
- b. Displacement Preference List
- (1) A pilot's displacement preference list shall include all of that pilot's preferences for bid status positions to which such pilot would displace in the event of displacement from the pilot's present bid status position.
 - (2) Displacement preferences shall be listed in order of preference by the pilot.
 - (3) If a pilot is displaced and a vacant bid status position cannot be awarded from such pilot's bid preference list, such pilot will displace to the highest preference on the pilot's displacement preference list to which entitled by seniority.
 - (4) If pilots are displaced and have expressed no bid or displacement preferences, or they are not entitled by seniority to a position on either their bid preference lists or their displacement preference lists, such pilots shall be assigned to positions by the Company in accordance with [Section 17.D.7.c.](#) or [d.](#)
- c. Reinstatement Rights
- (1) If a pilot has a reinstatement right to a bid status from which displaced, it shall appear on such pilot's bid preference list but it shall be identified as a reinstatement right.
 - (2) A pilot who has been displaced more than once may have more than one reinstatement right, in which case all such rights shall appear on such pilot's bid preference list.
 - (3) A pilot may arrange bid preferences and reinstatement right(s) in any order on the bid preference list.
 - (4) A pilot may forfeit a reinstatement right by deleting it from the bid preference list.
- d. Entitlements
- (1) [A pilot who is currently serving a lock-in will, on a one for one basis, be awarded an entitlement to a bid status the pilot would have otherwise received through a bid preference award, but for the lock-in.](#)
 - (2) ~~(1)~~ If a pilot has an entitlement which was awarded while serving a lock-in, the entitlement shall appear on such pilot's bid preference list but it shall be identified as an entitlement.
 - (3) ~~(2)~~ A pilot may have only one entitlement.
 - (4) ~~(3)~~ A pilot serving a lock-in who already has an entitlement may be awarded another entitlement, in which case the previous entitlement will automatically be deleted from such pilot's bid preference list.
 - (5) ~~(4)~~ Pilots may arrange their entitlements and bid preferences in any order on their bid preference lists.
 - (6) ~~(5)~~ A pilot may forfeit an entitlement by deleting it from the bid preference list.
2. A pilot may add, delete, or otherwise alter the preferences on the standing bid list at any time prior to the date on which the bid award procedure is implemented. All preferences on a pilot's standing bid list on the date the bid award procedure is implemented shall be considered, and any resulting change in bid status shall be binding on the pilot.
 3. [The Company shall provide the historical standing 3* \(e.g. 3K\) bid display that was used for the final bid award for each vacancy run at the same time they provide the final vacancy bid results to the APA Scheduling Committee Chair.](#)

I. Notice of Bid Status Positions Awarded

1. Following the implementation of the bid award procedure, the Company shall expeditiously provide electronic notification to APA and all pilots of all bid status positions which were awarded.
2. Each pilot whose bid status changed as a result of the bid award procedure shall be individually notified of such change.
3. Following the award/assignment of training associated with the results of the bid award procedure, the Company shall provide electronic notification of the dates of all such training awarded/assigned.

J. Effective Date of Bid Status

1. The Effective Date of a bid status position shall be on the ~~date the pilot completes OE training~~ first day of the contractual month in which the pilot is scheduled to complete OE, the first day of the contractual month after the pilot begins training, or the published bid effective date, whichever is earlier, except as provided in R. and S. of this Section for the introduction of new equipment or the opening or reactivation of a crew base.
2. A pilot not trained in seniority order in accordance with Section 17.G.4 and 5 above, will, on a one for one basis, be considered withheld for pay purposes. The withheld pilot shall be pay protected upon the Effective Date of the bid status ~~OE completion date~~ of the applicable junior pilot. In the event such junior pilot is removed or delayed in training the pay protection shall begin on the junior pilot's original ~~estimated completion~~ Effective Date. The withheld pilot will be paid in accordance with Section 17.M.4. below
3. A pilot will be paid the applicable rates of pay for a bid status commencing with the Effective Date of such bid status. However, a pilot who is scheduled to fly or flies in more than one (1) bid status during a contractual month as the result of a fly-through ~~trip~~ sequence shall be paid and credited on the basis of the bid status contained in the fly-through ~~trip~~ sequence until the fly-through sequence terminates.

K. ~~Reporting to a Different Base Reserved~~

1. ~~A pilot who receives a bid status award which involves transferring from one base to another, shall normally be given a period of not less than fifteen (15) days to report to such new base from the date on which notification of the bid award was made.~~
2. ~~A pilot under 1. above who is required by the Company to report to another base in less than fifteen (15) days shall be afforded reasonable time off at a later date, not to exceed fifteen (15) days, at the time of such pilot's household move, to facilitate completing moving arrangements. The pilot's schedule will be so arranged at the new base as to minimize, insofar as is possible, loss of flying time during such reasonable time off in which moving arrangements are being completed. Such pilot shall be allowed actual reasonable expenses for himself or herself only at the new base station for the number of days equivalent to the difference between the standard fifteen (15) day reporting date and the date on which such pilot was actually required to report. Where Company Regulations or any provision of this Agreement provides additional moving expenses for specific moves, such expenses shall be in addition to, but not in duplication of, the expense provisions of this paragraph.~~

L. Lock-Ins

1. A pilot awarded a bid status from the bid preference list, or who is assigned a bid status as provided in Section 17.N.1., 2., 3., 4., or 5., shall be subject to the following period of lock-in:
 - a. If awarded/assigned a higher paid bid status – twenty-four (24) months,
 - b. If awarded to a different bid status within the same Equipment Pay Band which results in training (from one aircraft to another aircraft not operated with a

common type rating), except for a pilot exercising a reinstatement right (not including a reinstatement right given under 17.P.3.b.) – twenty-four (24) months,

- c. ~~b.~~ If awarded/~~assigned~~ a lower paid bid status – twenty-four (24) months,
 - d. If assigned a bid status (unless the pilot is being displaced) – twelve (12) months,
 - e. ~~e.~~ If awarded/assigned a ~~lateral~~ bid status in the (same category and equipment, different base, ~~–~~) ~~no-new lock-in, but such pilot shall continue to serve the balance of any existing lock-in.~~
 - f. ~~e.~~ A pilot awarded/assigned to a different bid status for aircraft operated with a common type rating will not incur an additional lock-in.
 - g. ~~e.~~ A pilot who is serving a lock-in shall not be awarded a higher or lower bid status but may be awarded a ~~lateral~~ bid status in the (same category and equipment, ~~–~~ different division and/or base). However, a pilot who is serving a lock-in shall be released to be awarded an initially upgrade to the next higher category after fulfilling six (6) months of such lock-in.
 - h. ~~f.~~ A pilot who is displaced from a bid status while serving a lock-in shall upon displacement have the lock-in removed. If later reinstated to that same bid status, resume the lock-in and serve the balance which remained at the time of displacement. However, upon reinstatement, such pilot shall be credited with any time served in the same category and equipment while displaced.
 - i. ~~g.~~ A pilot who is displaced from a bid status shall not be required to serve a lock-in in the bid status assumed after displacement unless such bid status is awarded from the bid preference list.
 - j. ~~h.~~ A pilot who proffers a displacement from a bid status shall be required to serve a lock-in in the bid status assumed after displacement.
 - k. ~~i.~~ If a pilot, who is awarded/assigned a position in a lower bid status and is subject to the twenty-four (24) month lock-in in b. above, is withheld from such bid status in accordance with M. of this Section, the lock-in shall be reduced by one (1) month for each month such pilot is withheld beyond third (3rd) month after the effective date of the position from which withheld.
 - l. ~~j.~~ A pilot awarded/assigned a bid status on "new equipment" or at a newly opened or reactivated base shall be subject to the lock-in provisions of R. or S. of this Section, as applicable.
2. A newly hired pilot shall serve a twelve (12) ~~six (6)~~ month lock-in in the bid status of initial assignment. Such pilot may be awarded/assigned a ~~lateral~~ bid status in the (same category and equipment, different division and/or base), in which case the pilot shall not incur a new lock-in but shall continue to serve the balance of the existing lock-in.
 3. ~~Lock-ins shall become effective as follows:~~~~a~~-A lock-in shall ~~not~~ commence ~~prior to~~ on the effective date of the award in accordance with Section 17.J.1. above, except as specified below:
 - a. ~~A pilot who completes required training prior to the published effective date of an award shall begin any applicable lock-in on the effective date of such award.~~ ~~c.~~ A pilot who completes required training after the Effective Date of an award shall begin any applicable lock-in on the first day of the contractual month following the completion of training, but no later than the first day of the second (2nd) contractual month following the commencement of training.
 - b. ~~d.~~ Any lock-in required for a pilot who has been withheld, shall begin when the pilot's period of withholding ceases, irrespective of when the pilot trains.
 - c. A new hire pilot's lock-in shall commence on the first day of the contractual month they are scheduled to complete training.
 4. Lock-ins are a function of a change in bid status and are not mitigated or satisfied by previous or current qualifications or previous lock-ins.

5. A pilot who is serving a lock-in may bid for vacant bid status positions and the Company may terminate the pilot's lock-in at its discretion to award a bid; however, if such pilot is ~~the successful bidder such pilot may, at the Company's discretion, only be~~ not awarded a preference because of the lock-in, the pilot shall be awarded an entitlement to the bid status. After such pilot has served the lock-in, the entitlement may be exercised only when there is a vacancy in the bid status. Entitlements to a vacancy are awarded immediately after reinstatement rights. A pilot with an entitlement to a bid status will be awarded a vacancy before any pilot who does not have a reinstatement right or an entitlement. If more than one pilot has an entitlement to the same bid status, a single vacancy is awarded to the most senior.
6. Nothing herein shall prevent the Company from terminating a pilot's lock-in at its discretion.

M. Withholding from a Bid Status Position

1. A pilot who is eligible to be awarded a bid status position may, at the Company's discretion, be withheld from occupying such position under the following circumstances:
- Consideration of age,
 - Anticipated eligibility for and commitment to occupy a higher bid status than that from which such pilot is being withheld, as indicated on that pilot's bid preference list at the time such pilot is withheld,
 - Operational reasons, such as manning requirements or availability of training or equipment.
2. Withholding Time Limits - General
- If it is necessary to withhold a pilot from a bid status preference the following rules apply:
 - ~~a first year pilot's withholding period from a lateral position is limited to a total of two (2) months.~~
 - A ~~non-first year~~ pilot's withholding period from a bid status in the same category and equipment, different division or base, lateral position is limited to a total of six (6) months.
 - All other withholding periods shall be no greater than twelve (12) contractual months from the effective date of the bid status award. Thirty-six (36) months after the effective date of this Agreement, the maximum withholding period of twelve (12) contractual months for pilots awarded a higher bid status shall be reduced to no greater than nine (9) contractual months. The maximum withholding period is twelve (12) month limit shall not apply to the following exceptions:
 - A pilot being withheld from a bid status preference in consideration of the pilot's age.
 - If fleet specific training facilities that are owned, leased, or operated by the Company or an affiliate are fully utilized for American Airlines pilot training and no contract training capacity exists at any outside training facility.
 - If necessary due to extraordinary circumstances, the Company and the Association will meet and agree on an appropriate duration for such withholding. Extraordinary circumstances, include but are not limited to:
 - An act of God,
 - A strike by any other Company employee group,
 - A national emergency,
 - Involuntary revocation of the Company's operating certificate(s),
 - Grounding of a fleet type or a substantial number of the Company's aircraft,
 - A reduction in the Company's operation resulting from a decrease in available fuel supply caused by either governmental action or the suppliers being unable to meet the Company's demands,

- The unavailability of aircraft scheduled for delivery,
- Start up of a new division (e.g., South America),
- Elimination of a fleet type.

3. Withholding From [a](#) Displacement Preference

- a. A pilot may be withheld from a displacement preference bid status if, the Company projects the pilot will subsequently be displaced from the displacement preference, that the pilot is entitled to by seniority, within three (3) contractual months of the effective date of the displacement. If the pilot is withheld from a displacement preference and is assigned a displacement preference at the same base as the withheld displacement preference, the Company may, if the original three (3) month estimate is in error, extend the withhold period for up to three (3) additional months if the Company projects that the pilot will be displaced in that time period. For each bid status from which a pilot is withheld, the three (3) month limitation and the three (3) month extension provided for in this paragraph will apply beginning on the effective date of the pilot's withhold from each such bid status.
- b. A pilot who is withheld from a displacement preference, and is assigned a displacement preference at a different base from the withheld displacement preference, shall receive priority passes for travel between the pilot's base and the AA station nearest the pilot's residence to cover any flying obligation while that pilot is being withheld. The pilot does not qualify for priority passes after the pilot is either awarded a bid status preference, or is subsequently displaced from the withheld displacement preference.
- c. If a pilot does not have sufficient displacement preferences listed to indicate a displacement preference to a bid status other than from what the pilot would be withheld, the Company shall contact that pilot and obtain additional displacement preferences.
- d. A pilot withheld from a displacement preference shall be entitled to a reinstatement right to each displacement preference from which such pilot is being withheld. Multiple reinstatement rights are permitted. Such pilot shall be paid for the highest four-part bid status from which that pilot is being withheld.
- e. If a pilot can occupy the withheld bid status position at the end of the time period outlined in Paragraph a. above, the pilot shall assume the bid status effective with the next contractual month.

4. Effective Date [of](#) Withholding Pay

- a. A pilot will be considered withheld commencing with the effective date of the bid status position from which withheld, and shall as of that date, be paid the highest equipment rate of pay for the bid status from which withheld or the rate of pay for the flying actually performed, whichever is greater.
- b. Such pilot shall be advised at the time of withholding the reason for withholding and the estimated duration of withholding.
- c. Pilots being withheld shall retain their current bid status.

5. Termination [of](#) Withholding/Withholding Pay

- a. Withholding pay protection shall cease:
 - (1) When a pilot withheld under 1.a. above:
 - (a) No longer has a more junior pilot flying in the withheld status, or
 - (b) Is awarded a different bid status from the bid preference list.
 - (2) When a pilot under 1.b. above:
 - (a) Is assigned to a position in the withheld bid status, or
 - (b) Is assigned to a position in the higher bid status which such pilot had committed to accept when withheld, or
 - (c) No longer has a more junior pilot flying in the withheld bid status, or

- (d) Is awarded from the bid preference list a position in a bid status lateral to or higher than that from which withheld.
- (3) When a pilot under 1.c. above:
 - (a) Is assigned to a position in the withheld bid status, or
 - (b) Is awarded from the bid preference list a position in a bid status lateral to or higher than that from which withheld, or
 - (c) Has a more senior pilot displaced from the bid status from which withheld.
- b. (1) When a pilot's period of withholding ceases in accordance with [\(1\)\(a\)](#), [\(2\)\(c\)](#), or [\(3\)\(c\)](#) above, the pilot will be considered displaced from the withheld bid status.
 - (2) (a) Such pilot will then be awarded a bid status position in accordance with D. above (Displacements), or withheld from such bid status position in accordance with M. above (Withholding From a Bid Status Position).
 - (b) The provisions of [D.2.](#) above (Proffer of Displacements) do not apply when a pilot is displaced from a withheld bid status, i.e., the displacement is not proffered to other pilots.
 - (3) In accordance with E. above (Reinstatement Rights), such pilot will be eligible for a reinstatement right to the bid status for which withholding ceased.
- 6. When a pilot's period of withholding ceases or the maximum withholding periods in paragraphs 17.M.2. above, have lapsed, whichever occurs first, such pilot shall either commence training if a training slot is available at that time or be placed in an awaiting training status until such time the pilot can be placed into training. ~~as of that date begin serving any lock-in which may be required by the provisions of L of this section. If a pilot has been withheld from a lower bid status, the provisions of L.1.h. may apply.~~

N. Assignment to a Bid Status

The Company may assign a pilot to a bid status in the following circumstances:

1. If there are no bidders for a Captain vacancy, the Company will again proffer the Captain vacancy. If there are still no bidders for the Captain vacancy, the Company will assign the most junior qualified First Officer in that base to the Captain vacancy.
2. In accordance with the provisions of [17.D.7.c.](#) and [d.](#), the Company may assign displaced pilots to a bid status.
3. Except for a newly hired pilot, a pilot assigned in accordance with 1. above shall serve a ~~twenty-four (24) month~~ lock-in in accordance with [L.1.](#), of this Section.
4. A newly upgraded Captain may be assigned First Officer flying to acquire experience. Such pilot will be given a temporary bid to that First Officer status and will bid for ~~trip~~ [sequences selections](#) according to seniority within that First Officer status. Such pilot will be paid rates of pay according to that pilot's current status or the assigned status, whichever is greater.
5. Each month the Company shall provide the Association with information detailing the initial bid status assignments of all newly hired pilots and all pilots who were withheld from such bid status.

O. RESERVED

[Moved to new Section 24.R. Mandatory Retirement Age]

P. Failure to Qualify

1. When a successful bidder fails to qualify for an awarded bid status within thirty (30) days from the effective date of the award -- subject to weather, equipment availability, or extent of qualification requirements -- such pilot shall forthwith return to the pilot's former

bid status at such pilot's own expense. The unfilled vacancy shall then be considered a new vacancy.

2. The Company may, at its discretion, extend the thirty (30) day window to accommodate the continuation of training course already begun.
3. It is recognized that a pilot who has been awarded a bid status may be unable to commence or complete training to qualify for that new bid status due to circumstances beyond the pilot's control. In this case the following provisions apply:
 - a. The pilot will be returned to the pilot's previous status and paid in accordance with that previous status.
 - b. When the pilot is able to again commence training for the awarded bid status, or when such date can be reasonably determined, the pilot will notify the Company. Upon such notification, the pilot will be awarded a reinstatement right to the new bid status for a future vacancy award.

Q. Cancellation of Vacancy

If the Company awards a pilot a bid status and then cancels that award prior to its effective date, the pilot shall be considered to have been displaced from the bid status awarded. If, as a result of such displacement, a pilot is awarded a vacancy from the bid preference list, the determination of any lock-in shall be based on the bid status the pilot held at the time the future award was canceled.

R. Introduction of New Equipment

1. When new equipment is introduced at a base, it will be considered "new equipment" for the first twelve (12) contractual months following the effective date of the first vacancy, and the Company may award vacancies on such new equipment up to six (6) months in advance of their effective dates. ~~However, if the Company makes no vacancies available on the new equipment for any three (3) consecutive months, it will no longer be considered new equipment.~~
2. Vacancies on new equipment will be filled using pilots' standing bid lists and the regular bid status award procedure.
3. Pilots awarded or assigned a bid status on new equipment will serve a lock-in of twenty-four (24) months. A No additional lock-in ~~of twelve (12) months~~ applies to those pilots whose prior ~~may have held a lateral~~ bid status was the (same category and equipment, -- different division and/or base).
4. Pilots who are serving a lock-in at the time the Company announces the introduction of new equipment may bid for vacancies on the new equipment. If they are awarded a bid status on the new equipment, their existing lock-in will terminate and they will begin a lock-in on the new equipment.
5. Once the Company has announced the introduction of new equipment, pilots who bid for the new equipment but who begin training or begin a lock-in not associated with a bid status on the new equipment shall be given an entitlement to the ~~cannot bid for the~~ new equipment ~~until they complete their lock-in~~, unless they are bidding for the new equipment from a lateral bid status of the (same category and equipment, different division and/or base). ~~If such pilots are awarded a lateral bid status on the new equipment, their existing lock-in will terminate and they will begin a lock-in on the new equipment.~~
6. With respect to a bid status on new equipment, as with all other bid statuses, the Company may terminate pilots' lock-ins at its discretion, and the Company has the option to withhold pilots from a bid status.

S. Opening, Reactivating, or Closing a Base

1. Opening or Reactivating a Base

- a. When a base is reactivated or a new base is opened, these procedures will be in effect for the first twelve **(12)** contractual months following the effective date of the first vacancy.
 - b. Vacancies at a new or reactivated base will be filled using pilots' standing bid lists and the regular bid status award procedure. However, pilots will be able to qualify their bids by indicating the lowest seniority position which will be acceptable to them in the status for which they are bidding, and the Company may award vacancies at such new or reactivated base up to six (6) months in advance of their effective dates.
 - c. Pilots awarded or assigned a bid status at a new or reactivated base will serve a lock-in of twenty-four (24) months. ~~A **No additional** lock-in of twelve (12) months~~ applies to those pilots who may have held a ~~lateral~~ bid status **of the** (same category and equipment, -- different division and/or base). While serving a lock-in at a new or reactivated base, pilots may not assume a ~~lateral~~ **same category and equipment** bid status at a different base.
 - d. Pilots who are serving a lock-in at the time the Company announces a new or reactivated base may bid for vacancies at the new or reactivated base. If they are awarded a bid preference at the new or reactivated base, their existing lock-in will terminate and they will begin a new lock-in.
 - e. Once the Company has announced a new or reactivated base, pilots who **bid for a bid status at the new or reactivated base but who** begin training or begin a lock-in not associated with the new or reactivated base ~~may not bid for the~~ **shall be given an entitlement to the bid status at the** new or reactivated base ~~until they complete their lock in~~, unless they are bidding for a ~~lateral~~ bid status **in the** (same category and equipment, -- different division and/or base). ~~If such pilots are awarded a lateral bid status at the new or reactivated base, their existing lock-in will terminate and they will begin a new lock-in.~~
 - f. With respect to **a** bid status at a new or reactivated base, as with all other bid statuses**es**, the Company may terminate pilots' lock-ins at its discretion, and the Company has the option to withhold pilots from a bid status.
2. Closing of a Base
- a. The Company will announce the closing date of a base at least six (6) months prior to the closing; except that such notice is not required when a base is closed due to unforeseeable circumstances.
 - b. During the period between the announcement of closing and the closing of the base, the Company will maintain the level of earnings of all pilots assigned to such base.
 - (1) **Each pilot's earnings protection is a monthly dollar amount representing the pilot's actual average earnings for the three (3) months prior to the base closing announcement. The Company will provide a list to APA for review, identifying each pilot and the pilot's calculated three-month average, and the methodology for calculating the three-month average.**
 - (2) **Each pilot under paragraph b. above will receive the greater of the earnings protection explained in b.1. above, guaranteed line value (lower end of the line construction window in the case of an IMAX constrained pilot), or reserve guarantees established by the Agreement, or what the pilot actually earns for the month under the Agreement. Monthly earnings will not include annual payments such as profit sharing, vacation, or sick.**
 - (3) **Earnings protection ceases when an eligible pilot transfers as a result of a bid or displacement to another base.**
 - (4) **The calculation of the level of earnings protection for each pilot will be adjusted for any extended unpaid absence which occurred during the three (3) months prior to the base closing announcement. For example, a pilot who missed three**

- sequences during October due to three weeks of military duty will have earnings protection calculated as if the three sequences were paid.
- (5) For any month in which a pilot is eligible for earnings protection, the level of earnings protection will be reduced on a daily pro rata basis for each day of any unpaid absence. For example, a pilot's earnings protection will be reduced by 50% for a thirty (30) day month in which the pilot is on unpaid leave for fifteen (15) days (15/30=50%).
 - (6) A pilot at the closing base who assumes a position in a lower category at the closing base will lose earnings protection, unless the pilot is displaced to the lower category.
 - (7) To qualify for earnings protection, eligible pilots must bid their PBS layers during the earnings protected period in the same manner as they bid during the three (3) months prior to the base closing announcement (e.g., lineholder layers before reserve layers).
- c. The vacations of pilots who, after transferring from the closing base, subsequently assume a different bid status will be subject to change in accordance with the normal provisions applicable to pilots who change bid status (Section 9.C.4.e). AA is committed to honoring transferred pilots' vacation schedules to the maximum extent possible. At a transferred pilot's option however, the pilot may elect to float all or a portion of any remaining scheduled vacation.
 - d. ~~e.~~ During the period between the announcement of the closing and the closing of the base, a pilot who is displaced or who may bid and be is awarded a position in another bid status, ~~but such pilot~~ may be withheld ~~from such~~ in the closing bid status for any or all of the months remaining up to the closing date. A pilot who is withheld in the closing base bid status is eligible for earnings protections as described above, or normal withholding pay, whichever is greater.
 - e. During the period between the announcement of the closing and the closing of the base, all pilots transferring from the closing base will be considered to have been displaced, including pilots who transfer from the base on a bid preference (including a proffer of displacement) whose bid effective date is after the base closing announcement. ~~Earnings protection, as described above, ceases effective with the pilot's transfer to a different base.~~
 - f. ~~d.~~ Once the base closing is announced, each pilot assigned to such base should indicate to the Company, using the standing bid list, preferences for bid status assignment at a different base.
 - g. ~~e.~~ When vacancies and displacements are processed for the month in which the base will close, each pilot assigned to such base will indicate to the Company, using the standing bid list, preferences for bid status assignment at a different base.
 - h. ~~f.~~ The moving expenses of pilots who transfer to other bases in accordance with this provision will be paid by the Company in accordance with Section 8 of this Agreement. If a pilot is withheld, the period for completing the move begins with the actual date of transfer. Pilots transferring into the closing base after the announcement of the closing, either as a result of a pilot's bid or displacement preference, are not eligible for the moving expenses, earnings protection and other provisions applicable to the base closing.

T. Voluntary Mutual Bid Status Exchanges [See Q&A [17-2](#), [17-6](#)]

The purpose of the Mutual Bid Status Exchange program ("Program") is to provide pilots at a base to be awarded their ~~three-~~ two-part bid status (category, equipment, ~~division~~) at a different base.

The Association administers the Program solely as an accommodation to the Company. The Association assumes no special or new responsibility or liability to the Company, any pilot, or

any other person or entity, as a result of its administration of the Program. The Company retains its authority and responsibility as employer under the Agreement.

A pilot, acting on the pilot’s own behalf or through the Association as currently provided in the Agreement, has access to the existing grievance and arbitration processes set forth in Sections 21, 22 and 23 of this Agreement, provided, however, that in any such grievance proceeding an arbitrator is without jurisdiction to enter relief against the Association.

After the normal monthly bid award process has been completed the Association will administer the Program subject to the following provisions and constraints:

1. Pilots who have indicated a preference to occupy their ~~three-~~ two-part bid status (category, equipment, ~~division~~) at a different base will be identified. Pilots with pending bid statuses will not be included.
2. These pilots will be grouped by ~~three-~~ two-part bid status (category, equipment, ~~division~~) and be sorted by seniority.
3. Pilots will be eligible for a mutual bid status exchange provided that each pilot is senior to the most junior pilot in their new respective bid status prior to the exchange, i.e., the mutual bid status exchange cannot result in a new more junior pilot in either one of the two statuses involved in an exchange.
4. Within each group, beginning with the most senior pilot, the Association will attempt to accommodate a mutual exchange with the next most junior pilot (or pilots, in the case of "Multi-Base" Exchanges), on the list, proceeding down the list and removing accommodated pilots until no further matches exist.
5. ~~At the Company’s option, mutual exchanges may be allowed based on a pilot’s two-part bid status (category, equipment).~~
5. ~~6.~~ Pilots who are successfully matched in (4) above are awarded the respective bid status without incurring an additional lock-in.

E.g.

Seniority #	Base	Proffers:	Matched With:	Result
1	LAX	CLT	5	Awarded CLT
2	ORD	CLT	3	Awarded CLT
3	CLT	ORD	2	Awarded ORD
4	DFW	CLT	None	Remains DFW
5	CLT	LAX	1	Awarded LAX
6	LGA	CLT	9	Awarded CLT
7	LGA	CLT	8	Awarded CLT
8	CLT	LAX	7	Awarded LAX
9	CLT	LGA	6	Awarded LGA

6. ~~7.~~ APA will normally provide Crew Resources with the list of bid status exchanges by the 6th of the month preceding the effective date of the new bid statuses.
7. At the Company’s discretion, current and qualified withheld pilots may be eligible for a mutual bid status exchange for the same category and equipment, subject to the terms otherwise set forth in Section 17.

U. Change of Base Due to Hardship

The Vice President-Flight of the Company and the President of the Allied Pilots Association will consider each request for a change of base due to hardship on a case-by-case basis, giving due consideration to the particular circumstances involved.

V. Furloughs

1. When a curtailment of operations results in fewer pilots being employed by the Company, the most junior pilots in the system, irrespective of their bid status or any rights that have accrued to them, shall be furloughed on a system-wide basis in reverse order of system seniority.
2. In the event of a furlough, the Company will notify all pilots that it will consider all requests for Leaves of Absence in order to mitigate the number of furloughs. A pilot electing to take a leave of absence in anticipation of furlough or to mitigate furloughs does not need prior written permission of the Company to engage in aviation employment as required in Section 11.C.6.B.7.
 - a. Prior to furloughing any pilots, the Company shall offer Blank Lines with No Guarantee (Pick-Up Lines), including Conditional Pick-Up Lines. The Company will determine the number of Pick-Up Lines to be offered as well as the bid statuses in which they will be offered and the duration of the Pick-Up Lines.
 - (1) Each pilot who is awarded a Pick-Up Line shall reduce the number of furloughed pilots on a one-for-one basis; however, a pilot who would otherwise be involuntarily furloughed may not reduce a furlough for another pilot who is also subject to involuntary furlough. As a result of pilots who would otherwise be involuntarily furloughed being awarded a Pick-Up Line, more senior pilots who did not request a Pick-Up Line may be furloughed even though more junior pilots who requested for and were awarded a Pick-Up Line are not furloughed.
 - (2) A pilot may bid for a Pick-Up Line conditional on receiving the award in lieu of being involuntarily furloughed. A conditional bid in lieu of being involuntarily furloughed is not a guarantee against involuntary furlough.
 - (a) The Company may award a conditional bid in seniority order by two-part bid status (category, equipment) in accordance with the pilot's Pick-Up Line request. Within a pilot's request, the pilot will list preferences for base and will be awarded a Pick-Up Line at a specific base in accordance with the pilot's preferences and seniority. The Company may determine how many Pick-Up Lines will be awarded at each base. In no case shall a pilot be assigned a Pick-Up Line at a base which the pilot did not preference.
 - (i) If a pilot submitting a Conditional Pick-Up Line request is not awarded a Pick-Up Line after the pilot's preferences are processed, that pilot may be and the more senior pilot only lists DFW as a preference and is not senior enough to hold a DFW Pick-Up Line award, that pilot will be furloughed even if the more junior pilot is awarded a Pick-Up Line at another base because the more junior pilot preferenced multiple bases.
 - (ii) At the conclusion of a Conditional Pick-Up Line award, a pilot awarded a Conditional Pick-Up Line at a base other than the pilot's four-part bid status, will return to normal bidding at the pilot's original four-part bid status unless furloughed or awarded a new bid status.
 - (b) The first Pick-Up Line month for a pilot who receives a conditional award shall be the month the pilot would have been furloughed.
 - (c) If awarded a Pick-Up Line in lieu of involuntary furlough, all other conditions of the Pick-Up Line will apply.
 - (1) Pick-Up Lines will end on the earlier of:
 - (a) the expiration of the announced duration of the Pick-Up Line;
 - (i) the Company may cancel the Pick-Up Line earlier than the announced duration with thirty (30) days' advance notice;

- (b) the date a more junior pilot would be recalled from furlough; or
- (c) in the event of a subsequent furlough, at the time a more senior pilot would be furloughed. A subsequent furlough will be any furlough which is either (1) more than ninety (90) days after the pilot commenced the Conditional Pick-Up Line, or (2) a furlough which requires a new notice requirement under federal law.
- (2) Conditional Pick-Up Lines will end on the earlier of:
- (a) the date the pilot would have been recalled had the pilot been furloughed and not awarded a Conditional Pick-Up Line, i.e., the date the next junior pilot who was furloughed is recalled;
- (b) upon request by the pilot to be released from the Conditional Pick-Up Line and placed in a furlough status; or,
- (c) in the event of a subsequent furlough, at the time a more senior pilot would be furloughed. A subsequent furlough will be any furlough which is either (1) more than ninety (90) days after the pilot commenced the Conditional Pick-Up Line, or (2) a furlough which requires a new notice requirement under federal law.
3. Pilots to be furloughed will be given thirty (30) days' notice before the effective date of the furlough. Such notice will not be applicable in cases of emergency which include but are not limited to acts of God or a strike by employees of the Company.
4. A pilot furloughed by the Company due to a reduction in force shall continue to accrue seniority during the period of such furlough. Length of service for pay ~~purposes~~ and vacation accrual shall ~~not~~ continue to accrue during such period of furlough.
5. Furlough Pay
- a. A pilot who has completed one (1) or more ~~years~~ days of service with the Company as a flight deck crewmember and who is furloughed shall receive furlough pay based upon such pilot's earnings for the last full month prior to the announcement of furlough, but not less than the average of Long Call and Short Call Reserve guarantee for the bid status such pilot held that month, for the period of time specified below, except that no furlough pay will be paid when furloughs are caused by an act of God, a national emergency, involuntary revocation of the Company's operating certificate(s), a strike by any Company employee group, or a reduction in the Company's operation resulting from a decrease in available fuel supply caused by either governmental action or by commercial suppliers being unable to meet the Company's demands.
- If a pilot has completed:
- | | |
|---|----------------------------|
| 1 year <u>day</u> of service | 1 month furlough pay |
| 2 years of service | 1-1/2 month's furlough pay |
| 3 years of service | 2 month's furlough pay |
| 4 years of service | 2-1/2 months' furlough pay |
| 5 years of service | 3 months' furlough pay |
| 6 years of service | 3-1/2 months' furlough pay |

7 years of service	4 months' furlough pay
8 years of service	5 months' furlough pay
9 years of service and thereafter	5-1/2 months' furlough pay

- b. A pilot eligible for furlough pay shall receive such pay starting at the time of furlough and such payments for the amounts due shall be at regular pay periods and continue until all furlough pay credit is used, except that in no event shall any such pay be due after the effective date of recall or, if such pilot elects to defer recall in accordance with W.3. of this Section, the effective date of such deferral.
- c. A pilot eligible for furlough pay shall receive full benefits as if they were employed, including travel, while receiving furlough pay.

6. Furlough Stand in Stead

a. Eligibility

This Furlough Stand in Stead provision shall be available to all pilots on the AA pilot seniority list (this includes PLOA, MDSB and MLOA, in addition to Active Flying Status) who choose to move to a furloughed status in order to mitigate involuntary furloughs.

b. Conditions

A pilot electing to utilize the Furlough Stand in Stead provision shall be entitled to all benefits and privileges that the pilot would otherwise be entitled to if the pilot would have been involuntarily furloughed on that date except as follows:

- (1) Furlough Pay Months: The furlough pay months shall be the lesser of what the individual Furlough Stand in Stead pilot would have been entitled to or the pay months applicable to the senior pilot being furloughed that the Furlough Stand in Stead pilot is replacing.
- (2) Furlough Pay Rate: A pilot electing to Furlough Stand in Stead shall receive furlough pay based upon the lesser of:
 - (a) such pilot's earnings for the last full active month prior to the submission of the Furlough Stand in Stead request; or
 - (b) the earnings for the last full active month prior to the furlough announcement of the senior pilot being furloughed that the pilot is replacing.
- (3) The furlough pay in 56.b.(2) above shall not be less than the average of Long Call and Short Call reserve guarantee for the bid status of the pilot who would otherwise have been furloughed. Comparisons for furlough pay purposes shall be made on a one for one basis matching the most senior pilot electing to Furlough Stand in Stead with the most senior pilot who would have otherwise been furloughed.
- (4) The Company shall reduce the total number of future effective furloughs by the number of Furlough Stand in Stead pilots for each future effective furlough. This provision shall not apply in the event a Furlough Stand in Stead pilot is inactive at the time of furlough and/or has an extended LOA scheduled at a later date.
- (5) A pilot electing to Furlough Stand in Stead shall provide a minimum of forty-five (45) days' written notice to the pilot's Chief Pilot. However, in no case shall a pilot be provided with less than seven (7) days after the date of a future furlough announcement to advise the Company of the pilot's intention to Furlough Stand in Stead. The minimum notice requirements of this paragraph may be waived at the Company's option. The Furlough Stand in Stead shall commence effective with the

first day of the contractual month following the completion of the notification period, subject to Company approval based on operational requirements. In no case shall approval be withheld during a month in which furloughs are scheduled.

- (6) A pilot that has been notified of a future effective furlough may also utilize the Furlough Stand in Stead provision to move up the pilot's furlough date to an earlier contractual month, subject to Company approval based on operational requirements. Such pilot must provide the Company with forty-five (45) days' notification, in writing, requesting the earlier furlough date. The minimum notice requirements of this paragraph may be waived at the Company's option.
- (7) A pilot who has their Furlough Pay months and/or Furlough Pay rate reduced by 17.V6.b.(1) and (2) above of this agreement shall have that reduction restored if subsequent to electing to Furlough Stand in Stead the pilot has a more senior pilot involuntarily furloughed.
 - c. Notwithstanding the above conditions, there shall be no further distinction between a Furlough Stand in Stead pilot and a pilot that was involuntarily furloughed under this section of the Collective Bargaining Agreement. Furloughed pilots shall be recalled in seniority order to American Airlines.
 - d. Notwithstanding the provisions of Section 13.F. of the Agreement, the Company acknowledges that a furloughed pilot may not waive the pilot's re-employment preference without the Association's concurrence.
- 7. If the Company furloughs pilots, and until such time as all furloughed pilots have been offered recall:
 - a. The upper limit for MALV under Section 15.D.1.b.2. shall be no greater than seventy-eight (78) hours.
 - b. The Monthly Maximum (MMAX) shall not exceed eighty-eight and a half (88:30) hours;
 - c. The Company may not exercise the right to increase the MALV upper limit in accordance with Section 15.D.1.b.(3).
 - d. With the exception of Self-Repair or a Recovery Flying assignment for Sequence Protection and Recovery Obligation under Section 4.C., pilots will not be awarded or assigned a sequence that overlaps with any other cancelled footprint of a sequence, displacement, or training event for which the pilot is being pay protected.
- 8. The provisions of Sections 17.V.7. will not apply in the event the Company furloughs due to circumstance(s) over which the Company does not have control. For purposes of this paragraph, circumstance(s) over which the Company does not have control means Circumstances Over Which the Company Does Not Have Control means a circumstance that includes, but is not limited to, acts of God; a national emergency; a strike by employees of the Company; a natural disaster; grounding of a substantial number of the Company's aircraft by a government agency; reduction in flying operations because of a decrease in available fuel supply or other critical materials due to either governmental action or commercial suppliers being unable to provide sufficient fuel or other critical materials for the Company's operations; revocation of the Company's operating certificate(s); war emergency; owner's delay in delivery of aircraft scheduled for delivery; manufacturer's delay in delivery of new aircraft scheduled for delivery. The term "Circumstances Over Which the Company Does Not Have Control" will not include the price of fuel or other supplies; any delay by the manufacturer in the delivery of new aircraft to the Company that is less than 45 days or

that is known to the Company at the time of the quarterly scope meeting with the Association in Q4 of any prior year; the price of aircraft; the state of the economy; the financial state of the Company; or the relative profitability or unprofitability of the Company's then-current operations. For purposes of this definition, Company refers only to American Airlines, Inc. and not any Affiliate of the Company. The Company will give the Association written notice of its intent to declare "Circumstances Over Which the Company Does Not Have Control," and its rationale.

W. Method of Recall

1. All pilots furloughed from the Company shall file proper addresses with the Vice President- Flight of the Company at the time of furlough. Any changes in address must be supplied promptly to the Vice President-Flight of the Company. A pilot shall not be entitled to preference in re-employment if such pilot does not comply with the foregoing requirements.
2. Furloughed pilots who are recalled to the employ of the Company shall be allowed a period of twenty-one (21) days to return to the service of the Company after date of postmark of the certified return-receipt requested letter, or equivalent method that can be tracked, of such pilot's reassignment to duty with the Company, sent to the last address on file with the Vice President-Flight of the Company.
3. Furloughed pilots referred to above who are recalled to the employ of the Company must respond to such recall in accordance with paragraph 2. above, provided, however, such recalled pilot may defer return to the active flight payroll for six (6) months from the date of postmark on the notice of recall. The 6-month period of deferral shall be tolled, month-for-month, for any month within the respective pilot's deferral period in which the Company does not offer recall to a furloughed pilot. In no event may the 6-month deferral period under this provision extend beyond six (6) months following recall of the most junior furloughed pilot. Pilots desiring to return prior to the expiration of the pilot's 6-month deferral period may cancel the deferral period in accordance with the provisions set forth below. Pilots electing to defer their return to the Company in accordance with the above must notify the Company by certified letter, return-receipt requested, or equivalent method that can be tracked, of their decision within twenty-one (21) days of postmark on their recall notice. Pilots electing to defer their return to active flight duty will continue to accrue occupational seniority, but length of service for pay purposes shall not accrue during such deferral period.
4. In the event of a subsequent furlough prior to recalling all pilots, any pilot who would have been furloughed again had they not deferred recall shall have the opportunity for a new six (6) month deferral period. The Company shall inform all pilots who elect deferral of their respective deferral end date and of any modifications to that date.
5. Deferring pilots may cancel a deferral and become eligible for recall at the next recall date by submitting a written notice to the Company no later than thirty (30) days prior to the pilot's desired return date. When a pilot's deferral period has expired, such pilot will be eligible for recall and such pilot will be recalled when the needs of the Company require such recall. Pilots who cancel their deferral and/or whose deferral period has expired, will be placed in the next available training class in seniority order.
6. Pilots who do not accept recall or who do not return following a period of deferment under this Section shall be subject to Section 13.F.2.
7. Pilots who are recalled and are unable to hold an FAA First Class Medical Certificate as a result of an injury or illness which occurred during the time of furlough may request, and if substantiated, will be granted a Substantiated Deferment until they are able to hold an FAA First Class Medical, but in no event longer than the period of time set forth in Section 11.D.1. Pilots requesting a Substantiated Deferment will be required to substantiate the injury or

illness that resulted in the loss of the FAA First Class Medical Certificate during the period of furlough.

8. When a furloughed pilot is recalled and placed on active pilot status with the Company, such pilot shall have no prior right or claim to any vacancy or vacancies that have been filled during the period of such furlough. The duration period of reinstatement rights continues to run during periods of furlough. However, if the pilot had a reinstatement right at the time of furlough, and the reinstatement right has not expired pursuant to Section 17.E.3.b., the pilot may reclaim such reinstatement right. If more than one reinstatement right was held, the pilot may select one such reinstatement right.

X. Number of Bid Status Positions

1. The minimum number of monthly positions in each bid status shall be no less than:
 - a. Total regularly scheduled flight time, plus
 - b. Total scheduled flight time credit, plus
 - c. Total charter and extra section flight time, plus
 - d. Ten percent (10%) of the total of a., b., and c. above (reserve), plus
 - e. Total anticipated hours of vacation, plus
 - f. Total anticipated hours of training,
 - g. Divided by the monthly average line value (MALV).
2. The above formula shall not prohibit the Company from increasing the number of pilot positions in a bid status above the minimums determined above.
3. By the fifteenth (**15th**) day of the month, the Company shall forward the Association a report of all flying planned and flown in the previous month.

Y. Pilot Status Listing

The Company shall publish and provide to APA in electronic format a list each month on which shall appear the names, employee numbers, and status of all of the pilots in the employ of the Company and the stations domiciles at which they are currently based. Such list shall include the bid status of pilots, their seniority numbers, and the bid status for which reinstatement rights are held, entitlements, lock-ins, and withholds, and deferrals as well as furlougees and recall deferrals (all information currently being provided by the Company in what is known as the Status 15 report, plus withholds and furlougeee data, in an electronic format acceptable to APA). ~~Three (3) current copies of such list shall be distributed monthly to the Flight Department offices at each base, one (1) additional current copy of such list shall be posted on the Bulletin Board at all bases and co-terminals, and one (1) current copy shall be furnished to the Chairman and Vice Chairman of each Domicile and the President of the Association. Such lists shall be made available at all times for examination by pilots, and no such list shall be removed from Company property.~~

Z. Section 17 Questions and Answers

Final Q & A under development

SECTION 18 HOME BASES

A. Purpose

The Home Base concept is intended to capitalize upon unique opportunities to allocate flying that originates from specific, non-crew base airports and award that flying to pilots who reside in the vicinity of those airports.

The success of a Home Base will be judged on the following:

1. Located in an area of sufficient pilot population to easily cover all allocated flying.
2. Ability to operate successfully without dedicated reserves.
3. Ability to maintain a reliable and dependable operation out of the airport(s) associated with the Home Base.

B. Definitions

1. Home Base: An airport, or airports, separate and distinct from a Satellite Base as defined in [Section 2.JJ](#) and [Supplement U](#), from which allocated flying shall be crewed.
2. Home Bid Status: A four-part bid status within a Home Base.
3. Home Base sequence: A sequence originating and terminating at the same Home Base.

C. Establishment and Ongoing Viability of a Home Base

1. The Company and the Association shall mutually agree to the establishment of a Home Base(s). Consideration shall be given to the number of eligible pilots within a given geographical area and the nature of the flying that would be allocated to the Home Base.
2. Home Base bid status vacancies will only be awarded. Pilots will not be displaced into or otherwise involuntarily assigned such bid status.
3. Reinstatement rights to a base that has been closed will apply to a Home Base that has been established in its place.
4. There shall be no reserves assigned to a Home Base. Upon the implementation of [PBS](#), [TTS](#) and [DOTC](#), it is expected that no more than 5% of sequences assigned to the Home Base will be covered by reserves or reassignments from other bases.
5. The expectation is that a Home Base shall be no less dependable than a regular crew base and materially less expensive to operate as a result of its unique community nature.
6. In the event that for any consecutive three (3) month period, or any three (3) months in any consecutive six (6) month period, more than 5% of sequences assigned to the Home Base are covered by reserves or reassignments from other bases, the Company and Association shall meet and agree upon appropriate solutions.
7. The Company shall provide pilots with a minimum of six months' prior notice of any decision to reduce the number of positions at, or to close, a Home Base. This notice requirement to reduce the number of positions will not apply in circumstances where there are insufficient

bidders to fill vacancies in a Home Base bid status (i.e. the Company's need to maintain an equal number of positions in each Category).

8. The provisions of [Section 8](#) (Moving Expenses) and [Section 17.S](#). (Opening, Reactivating or Closing a Base) will not apply to Home Bases.

D. The Company and the Association Joint Scheduling Committee (JSC) shall include a review of Home Base flying at JSC meetings.

1. All Home Base sequences must originate and terminate at the same Home Base airport(s).
2. The number of allocated sequences available for bid at a Home Base shall be determined by the Company.
3. Temporary vacancies at a Home Base may be offered for bid during periods of increased seasonal frequency. The duration for such temporary positions shall be dependent upon the specific schedule, but will be no less than two (2) months and no more than five (5) months in duration. The applicable duration shall be published at the same time as the vacancies. Pilots awarded such vacancies shall be committed to the Home Base for the duration of the temporary vacancy. At the conclusion of the assignment, temporary Home Base pilots shall revert to their permanent bid status. In the event there are insufficient bidders for the temporary vacancies, such vacancies shall not be filled.
4. A temporary Home Base pilot may participate in the vacancy run process while serving in the temporary Home Base bid status. If awarded a different bid status, such pilot will be withheld from the new bid status until the temporary assignment is completed.

E. Eligibility for Trip Selection Awards and Assignments

1. Only pilots in the Home Base four-part bid status may bid for Home Base bidlines.
2. Pilots awarded Home Base trip selections shall be responsible for their own transportation to and from the Home Base.
3. A pilot in a Home Base bid status who fails to submit a monthly bid shall be awarded a bidline in accordance with such pilot's standing bid.

F. Home Base Bidlines

1. All sequences within any Home Base bidline must originate and terminate at the same Home Base.
2. A Home Base sequence that cannot be included in a bidline may, at the Company's option, be left in open time or transferred to an alternate Crew Base, and shall be excluded from the calculation in [C.4.](#) above.

G. Filling of Open Time

1. Pick-Up (Make-Up) Flying
 - a. For the purposes of pick-up (make-up) flying, all Home Base open time sequences shall be awarded in accordance with the procedures outlined in [Section 15.L](#) (Order of Filling of Open Time).
 - b. A pilot who voluntarily accepts an open time Home Base sequence shall be responsible for their own transportation to and from the Home Base at which the sequence originates and terminates.
2. Other Flying

Any other open sequences shall be covered in accordance with the provisions of [Section 15.L](#) for the Filling of Open Time.

H. Trip Trade with Open Time (TTOT) / Trip Trade System (TTS)

1. Home Base sequences may be dropped into open time or traded pilot to pilot via TTOT / [TTS](#).
2. Non Home Base pilots who trade for or pick up any Home Base sequences using TTOT or TTS shall be responsible for their own transportation to and from the Home Base.

I. Administrative Support

1. Appropriate administrative support for each Home Base shall be mutually agreed to by the Company and the Association prior to the start-up of any Home Base. Parking availability, flight manual and checklist revision support will be defined as part of the specific Home Base establishment process.

SECTION 19

MISCELLANEOUS FLYING, JUMPSEAT, DEADHEAD, and TRAVEL

A. Miscellaneous Flying

Pilots shall receive applicable pay in accordance with the pay outlined in this Agreement on scheduled and extra section flights and for the following non-scheduled flights: publicity, charter, contract, scenic, attempts, courtesy flights, ferries, engine, instrument, plane and radio test flights, experimental and airway aid test flights.

B. Pilots Serving in Lower Categories

A Captain, who accepts an assignment by the Company to serve as First Officer on any flight stipulated in paragraph A. of this Section, shall receive Captain rates of pay. Any First Officer displaced from a trip by such Captain shall receive flight time pay and flight time credit on a scheduled basis for the trip or trip sequence from which displaced.

C. ~~Cockpit~~ Flight Deck Jumpseat

1. The amount of fuel that is expected to be used during taxi may be considered to offset the additional weight of the jumpseat occupant when a maximum gross weight takeoff or landing problem is present. This consideration is subject to prior advisement to, and approval from, Operations.
2. The Company will develop an electronic Jumpseat Reservation System (JRS).
3. The luggage for the one or two pilots issued a Flight Deck Jumpseat (FDJ) boarding pass (1W, 2W) shall be secured:
 - a. In the flight deck, or
 - b. If the jumpseat occupant's crew luggage cannot be accommodated in the flight deck, Jumpseat occupants will be allowed to use available cabin overhead bins for storage of crew luggage.
 - c. If the jumpseat occupant's crew luggage cannot be accommodated in either (a) or (b) above:
 - (1) For American Airlines Pilots, the pilot may check such pilot's crew baggage (Gate Valet or similar) for retrieval on the jet bridge at destination. If a Pilot's baggage is lost, the Pilot shall be subject to the Company's policy regarding lost luggage applicable to revenue passengers.
 - (2) For off-line Jumpseat occupants, luggage shall be gate checked for pick up in baggage claim at the destination.

D. Deadheading

1. Pay
 - a. A pilot, who deadheads to or from any station, including for the purpose of covering any of the flights specified in paragraph A of this Section, shall be paid and credited for such deadheading at one (1) hour pay and flight time credit for each hour of such deadhead time on the type equipment covered on the basis of the scheduled or actual flight time, whichever is greater, of the deadhead trip at Captain or First Officer rates according to the category in which the pilot is serving. When a pilot deviates pursuant to Paragraphs 19.D.2.c. or d. below, the pilot will be paid and credited only for the originally scheduled deadhead as scheduled. ~~Deadheading at pilot's request will not be paid under this paragraph.~~
 - b. The above provisions covering air transportation shall apply when deadheading is by surface transportation and made in lieu of air transportation, as though the deadheading were performed by air transportation. This shall not apply between co-terminals served by the same pilot base.

2. Deadheading on Company Aircraft

- a. Pilots who are scheduled (allocated or rescheduled/reassigned) to deadhead ~~on~~ will be provided:

(1) The highest class on board the aircraft. First or Business class, as applicable, on any of the following:

- (a) transoceanic International flights
 (b) on flights to or from Hawaii and Alaska
 (c) and on flights south of the equator ~~(as defined below) will be provided business class accommodations (or first class accommodations if the aircraft is not configured with business class). Such pilot will not be required to deadhead in economy. If a pilot is scheduled to deadhead to base on the last leg of a sequence chooses to deviate from the scheduled deadhead in order to deadhead to the pilot's residence or designated city, business class accommodations will be provided, if available at the time of booking. If business class is unavailable, such pilot will be booked in economy. T~~(the countries that qualify as flights south of the equator are Chile, Brazil, Argentina, Bolivia, Peru, Ecuador, Uruguay and Paraguay).

- (d) In no circumstances will a pilot assigned to deadhead on any of the flights listed in 19.D.2.a.(1)(a)-(c) above, be required to deadhead in any economy cabin. If a pilot is scheduled to deadhead to base on the last leg of a sequence chooses to deviate from the scheduled deadhead in order to deadhead to the pilot's residence or designated city, business class accommodations will be provided, if available at the time of booking. If business class is unavailable, such pilot will be booked in economy.

(2) On all deadhead flight segments other than those listed in paragraph (1) above, the initial seat assignment will follow the priority order listed below, front to back, based on availability at the time of booking:

- (a) Exit row aisle or window,
 (b) Aisle/window,
 (c) middle seat.

Note: "Available at the time of booking," for the purpose of 19.D.2, means that at the time a sequence containing a deadhead(s) is created, a seat on such deadhead flight segment(s) is in inventory and not sold, as shown on the Company's primary customer booking source (e.g., aa.com).

- b. American Airlines mainline pilots will be first on the upgrade list at time of check-in for the flight on which they are scheduled to deadhead.
- c. A pilot will be unrestricted from selecting a seat, within the cabin in which they are booked, on their deadhead flight segment(s) that is available for sale on the Company's primary customer booking source (e.g. aa.com) consistent with 19.D.2., until the time at which the seat map becomes locked for other American Airlines passengers, and no further changes can be made via the American Airlines mobile app or AA.com.

- d. Deadheading on Other Airlines:

Pilots who deadhead on transoceanic International flights and on flights south of the equator (as defined in 19.D.2.a.(1)(c) above) will be provided business class accommodations, if available. If business class is unavailable, seats will be provided in economy.

3. General

- a. At the time sequence allocations are published, the Company shall book seats for all deadheading pilots.
- b. A deadheading pilot's record locator shall be available to the pilot prior to or at the time of check-in.

Notwithstanding the above, in an irregular operation, the Pilot may not be provided with a record locator number and shall be provided any positive-space seat available at the time the Pilot reports to the gate for the deadhead. For purposes of this, an irregular operation shall be defined as any deadheading flight that has been assigned subsequent to the normal assignment of deadheads as provided in a. above. Nothing in this paragraph lessens the deadhead benefits provided in paragraphs D.1.b. and c. above.

- c. A Pilot scheduled to deadhead on the first leg of a sequence shall notify Crew Schedule of the Pilot's intention to no-show that deadhead at least two hours (2:00) prior to the scheduled departure of the deadhead leg. Such notification shall be considered the Pilot's check-in.

A pilot may request to deadhead to the station of actual flying origin. The deadhead will occur under the same travel pass classification as the originally scheduled deadhead. The current reassignment practices for pilots deadheading from home to a station of actual flying origin other than their domicile will remain in effect. The displacement of revenue for pilots wishing to deadhead from their city to the station of actual flying origin will only be approved in the event revenue would also be displaced on the originally scheduled deadhead from the commuter's domicile.

- (1) The Pilot shall receive full pay and credit for the originally scheduled deadhead.
 - (2) The Pilot must contact Crew Schedule as soon as possible if the Pilot encounters any delays that might affect the Pilot's check-in time (for the operational leg).
 - (3) A Pilot may be required to report to domicile if that Pilot has been rescheduled or reassigned.
 - (4) The Pilot is responsible for reporting to the Pilot's scheduled operating (non-deadhead) flight on time and for reviewing all pertinent safety and administrative material prior to commencing the flight.
- d. A ~~Commuter~~ pilot who is scheduled to deadhead to base on the last ~~segment~~ leg of a ~~trip~~ sequence may request verbally or through electronic communication when available, permission from Crew Tracking to be released for the purposes of deviating from the scheduled deadhead, utilizing the appropriate Business travel pass classification. Such permission will not be unreasonably withheld; requests made after a pilot's last working segment will be granted provided the pilot has not been reassigned prior to requesting the deviation.
 - e. Pilot-requested alternate deadhead legs per c. and d. above shall be to/from domestic locations only on American and/or any Company owned affiliate.
 - f. A deadheading Pilot may pre-board the aircraft.
 - g. If overhead bins are full, the deadheading Pilot may gate check such pilot's crew bag (Gate Valet or similar). If a Pilot's luggage is lost, the Pilot shall be subject to the Company's policy regarding lost luggage applicable to revenue passengers.
 - h. Deadheading on Other Airlines - Upon request, the parties shall meet to consider information and recommendations that the Association may have regarding the suitability of a foreign carrier for deadheading.

E. Travel

1. The Company will provide a Positive Space Pass for one (1) D1/D2 qualified and registered dependent of a retiring pilot on the last sequence of the pilot's career.

2. One Association staff representative (could be outside counsel/advisor) will be provided positive space transportation over the Company's system for the purpose of attending negotiations with the Company.

SECTION 20
PHYSICAL EXAMINATIONS

- A. The purpose and object of any Company physical examination for a pilot shall be to diagnose the true and actual physical condition of the pilot, and the pilot or the pilot's duly designated personal physician will be furnished with an exact duplicate copy of all medical examiner's reports affecting the pilot.
- B. Physical standards for Company physical examinations will be those standards set forth in the FAA Regulations as being required to maintain an FAA First Class FAA Medical Certificate with Statements of Demonstrated Ability (waiver) for Air Line Pilots. ~~Physical examination procedures shall be determined by the Company.~~
- C. Any personal medical or protected health information and any information obtained by, or a result of, a Company physical examination shall be strictly confidential between the Company, the Company's doctor, and the pilot, and shall not be divulged to any other person without the written permission of the pilot.
- D. A pilot shall not be required to submit to any Company physical examination ~~in excess of two (2) in any twelve (12) month period without the pilot's consent~~, unless it is the Company's opinion that the pilot's health or physical condition is appreciably impaired, in which case the pilot may be evaluated by a Company Medical Examiner (CME), ~~in which case the following procedure shall apply.~~ The Company will notify the Association's aeromedical department of a decision to send a pilot to a CME. The Company will notify the pilot in writing of its decision to send the pilot to a CME and shall specify the nature and extent of its concern. With the pilot's written consent, the Company also will provide such notice to the Association's aeromedical department specifying the nature and extent of its concern. If the pilot consents to providing the notice containing the nature and extent of the concern to the Association, the Company will meet and confer with Association's aeromedical department on the choice of the CME, however, the Company will select the CME.
1. ~~The Company shall notify the pilot, in writing, specifying the nature and extent of its concern.~~
- E. ~~2.~~ Any pilot hereunder who, in the ~~Company's~~ CME's opinion, fails to pass a Company physical examination, has the option and may request, within thirty (30) days, ~~at his option, have~~ a review of the pilot's case in the following manner:
1. The pilot may employ a qualified medical examiner of the pilot's own choosing (the Pilot Medical Examiner - PME) and at the pilot's own expense for the purpose of conducting a physical examination for the same purpose as the physical examination made by the CME medical examiner employed by the Company. The pilot must notify the Company of the selection of the PME prior to the evaluation.
 2. ~~b.~~ With the pilot's written consent. A a copy of the PME's evaluation and determination will findings of the medical examiner chosen by the employee shall be furnished to the Company, ~~and in the event that such findings verify the findings of the medical examiner employed by the Company.~~ If the pilot declines to release the PME's evaluation and determination to the Company and/or if the PME concurs with the CME, no further medical review of the case under this paragraph (20.E.) shall be afforded.
 3. ~~c.~~ In the event that the findings of the PME medical examiner chosen by the employee shall disagree with the findings of the CME medical examiner employed by the Company, the Company will, at the written request of the ~~employee-pilot~~, ask that the two (2) medical examiners' findings be forwarded to ~~agree upon and appoint~~ a third qualified and Neutral disinterested mMedical eExaminer (NME), preferably a specialist, for the purpose of making a further physical examination of the ~~employee-pilot~~.

4. ~~d. The said disinterested medical examiner shall then make a further examination of the pilot in question and the case shall be settled on the basis of his findings. The said disinterested medical examiner will be given a copy of the findings of the two (2) physicians previously mentioned prior to making his examination.~~ After reviewing the findings and related medical documentation, the NME shall conduct a further examination of the pilot, as necessary, to determine whether the pilot is medically qualified for flying duty. Copies of the NME's evaluation and determination will be furnished to the Company and the pilot. The NME's determination will be final and binding on the Company and the pilot.
5. ~~e. The expense of employing the disinterested medical examiner shall be borne one-half (1/2) by the pilot and one-half (1/2) by the Company. Exact duplicate copies of such medical examiner's report shall be furnished to the Company and to the pilot. If the NME determines that the pilot meets the physical standards, the expense of employing the NME will be borne entirely by the Company. If the NME determines that the pilot does not meet the physical standards, the expense of employing the NME will be shared equally by the pilot and the Company.~~
6. The Company shall provide hotel and transportation, if needed, for the CME and NME examinations listed above (paragraph 20.E.) and below (paragraph 20.G.).

~~When a pilot is removed from flying status by the Company as a result of his failure to pass the Company's medical examination and appeals such action under the provisions of this Section, he shall, if such action is proven to be unwarranted, as provided in paragraph D. of this Section, be paid retroactively for all time lost in an amount which he would have ordinarily earned had he been continued on flight status during such period; providing further that in no case shall he be paid for a period in excess of ninety (90) days from the date of his removal from flight status.~~

F. Pay and Credit While Undergoing a Physical Examination

1. A pilot who is removed from flight duty for a physical examination under this section will be paid and credited as follows:
 - a. The pilot will be withheld with pay until the CME makes a determination on the pilot's fitness for duty.
 - b. In the event the CME determines that the pilot meets the standards under this section, the pilot will be returned to flight duty.
 - c. In the event the CME determines that the pilot does not meet the standards under this section, the pilot will no longer be withheld with pay, and will transition to a sick status. A pilot is eligible to use paid sick if available.
 - d. In the event the NME determines that the pilot meets the standards under this section, the pilot will be returned to flight duty, and:
 - (1) sick leave credit used as a result of the Company physical examination shall be restored to the pilot's accrual upon return to flight duty, and
 - (2) if such pilot exhausted their sick leave during the Company physical examination process, the sick leave credit used will be restored to the pilot's accrual upon return to flight duty and the pilot will also be paid and credited a daily MALV for each day from the period beginning on the date the pilot's sick leave was exhausted until the date the pilot returns to active payroll status. This pay will be offset by disability benefit payments received, if any, prior to the pilot returning to active payroll status.
 - e. In the event the NME determines that the pilot does not meet the standards under this section, the pilot' will continue on their leave status.

G. If a pilot, who has been determined not to meet the standards under this section by a CME or

NME, notifies the Company of an intent to return to active flight status, the following process will apply:

1. The Company will schedule the return-to-work evaluation with the CME or NME who conducted the physical examination in paragraph 20.E. above, as applicable. In the event the CME is unavailable or unable to conduct the return-to-work evaluation, then the Company will meet and confer with the Association's aeromedical department on the choice of the alternate CME, however, the Company will select the alternate CME. In the event the NME is unavailable or unable to conduct the return-to-work evaluation, then the CME and PME will select the alternate NME.
2. In the event the CME or NME, as applicable, determines that the pilot meets the standards under this section, the pilot will be returned to duty and the pilot will be paid daily MALV for every day from the date the pilot notified the Company of the pilot's intent to return to work until the pilot is returned to active payroll status. The pilot will not be paid for any period of delay caused by the pilot and the date from which the pilot is eligible for pay under this provision will be reset to when the pilot is available to be reevaluated.
3. In the event the CME or NME, as applicable, determines the pilot does not meet the standards under this section, the pilot will continue on their leave status. However, in cases where an NME has not examined the pilot under paragraph 20.E. above, the pilot may request, within thirty (30) days of the CME's determination on the return to work evaluation, to have a review of the pilot's case in accordance with paragraphs 20.E.1.-6, above.

SECTION 21

DISCIPLINE, GRIEVANCES, HEARINGS, AND APPEALS

A. Discipline

In recognition of the mutual interest by the Association and the Company to assure that the very highest standards of pilot conduct and performance are maintained, and acknowledging the Company's obligation to timely investigate allegations of misconduct while balancing the Association's obligation to fairly represent the pilots, the Company and the Association have reached the following understanding regarding the Company's disciplinary program for pilots and the Association's rights of representation.

1. Disciplinary Program

- a. It is understood and agreed that the Company will have the right to maintain and administer a disciplinary program for pilots and that the Company may in the future revise, modify, rename, or otherwise change its disciplinary program, solely at its discretion, provided prior written notification is given to the Association and such changes are not in violation of the provisions of the Agreement.
- b. It is understood and agreed that the Company's disciplinary program will not contain any procedure or step which will require a pilot to waive the contractual right to grieve an action taken by the Company, as provided under the Agreement. The parties recognize that the initial discussion, as defined in [21.A.1.g](#) below, with an employee does not constitute discipline or a step in the disciplinary procedure.
- c. In response to the Association's expressed concerns relative to the disciplinary letters in pilots' files, the Company agrees that disciplinary letters or advisories issued to pilots under the provisions of the disciplinary program will be removed from the affected pilots' files not later than two (2) years following the date of issue.
- d. It is understood and agreed that discussion records, which are currently referred to as Personnel Employment History (PEH) entries, would be entered in and will be maintained as a permanent part of a pilot's Company personnel file; however, no advisory or disciplinary letter will refer to any adverse PEH entries in the discussion record entry which was made more than two (2) years prior to the issuance of said advisory or disciplinary letter.
- e. In accordance with [Section 24.B](#) of the AA/APA Agreement, the Company will notify a pilot each time an entry is made on the pilot's discussion record and the discussion record will be available for inspection by the pilot during business hours. Further, in response to any discussion record entry, a pilot may provide a written rebuttal which will be attached and become a part of the discussion record.
- f. The purpose of any Company discipline is to correct a pilot's behavior and/or performance.
- g. The Company will not normally impose discipline upon any pilot until a step process effort has been made to correct a pilot's behavior and/or performance. An entry in the discussion record (currently a PEH entry) of a non-disciplinary verbal advisory will include a record of the pilot meeting and specific information concerning the behavior or performance in question, but not such detail as would constitute a written advisory. The Pilot or the Association may, at either's option, provide a written response, rebuttal or addendum. The discussion record and the pilot's or the Association's response, rebuttal, or addendum can be referred to for no more than two (2) years from the date of the issuance of said discussion record.
- h. The following steps will constitute the disciplinary program for pilots:
 - (1) The first step will be a written advisory which will include specific information concerning the behavior or performance in question, any corroborating evidence, and a record of the pilot meeting. The pilot or the Association may, at either's option, provide a written response, rebuttal or addendum. The written advisory and the pilot's or the Association's response, rebuttal, or addendum will be considered part of the first step, which will reside in the personnel file or record for no more than two (2) years.

- (2) The second step will be a Letter of Discipline which will include specific information concerning the behavior or performance in question, any corroborating evidence, and a record of the pilot meeting. The Company may proceed to the second step should the pilot have another occurrence documented under [A.1.h.\(1\)](#) of this Section during the time in which a first step written advisory as described in [A.1.h.\(1\)](#) is still in the personnel file or record. The Company may consider and implement other forms of corrective action. The pilot or the Association may, at either's option, provide written response, rebuttal or addendum to the Company's file or record.
 - (a) The parties recognize that there are certain serious infractions that may result in termination or other discipline without prior steps.
 - (b) The Company will weigh the positive attributes of the pilot's employment history when considering whether or not a pilot should be disciplined, suspended, or terminated.
- i. The Company will maintain no more than one discussion record in a pilot's personnel file and will maintain no more than one (1) personnel file or record for any pilot that can be used for disciplinary purposes. A pilot will be advised immediately if any material, notation, entry, or otherwise is placed in or removed from such personnel file or record. Such file or record will be available for inspection by the pilot at the pilot's domicile during normal business hours. At the pilot's request, an Association representative may be present and be permitted to view the pilot's file.
- j. Nothing in this Section shall be construed as requiring or otherwise forcing the Company to impose discipline upon a pilot at any time.

B. Investigation and Rights of Representation

1. A pilot shall not be disciplined or dismissed from service with the Company without an investigation and written notification of such action, including the precise charge(s) and an explanation for any action taken. A pilot shall be provided with an opportunity to meet with that pilot's Flight Department supervisor prior to the rendering of the Company's decision with regard to discipline or dismissal.
2. A pilot shall be entitled to Association representation, or the pilot may elect to be represented by another Company employee of the pilot's choice, at any meeting with the Company for the purpose of (1) investigating a matter which may result in discipline or dismissal, or (2) at which a written statement may be required, or (3) of sufficient importance for the Company to have a witness or more than one supervisor present. In any case, if a pilot does not wish to have Association representation, the Association reserves the right to have an observer present and the Company has an affirmative obligation to inform the Association in a timely manner about such meeting.
3. The Company will advise the pilot that s/he is entitled to Association representation at the time the investigative meeting/hearing is scheduled.
4. Prior to any investigation, the Company will notify the pilot and the Association of the purpose of the investigation, and make available relevant documentation including the specific charges and statements. The Company may in cases involving harassment allegations require employees of the Company to sign non-retaliatory confidentiality statements prior to reviewing statements. Further, the Company may redact names and other personal identifiers at the preliminary investigative proceeding. It is understood that should the matter proceed to the System Board, the Company will provide the Association such statements without redactions.
5. Investigations will be conducted expeditiously.
6. Meetings or investigations will be scheduled at mutually convenient times to the extent possible. The parties recognize that this provision may not be utilized to frustrate the process of conducting timely and appropriate investigations or meetings. If no mutually agreeable time can be established, the meeting will be established between 10:00 am and 3:00 pm local time; however, meetings will not be scheduled during a pilot's DFP. Once scheduled, the hearing should commence within 15 minutes of schedule and proceed as expeditiously as possible. In the event either party is unwilling or unable to commence the meeting within 15 minutes of the scheduled start time, the meeting will be rescheduled, unless mutually agreed

otherwise. The pilot will not be paid for any meeting that is rescheduled due to either the pilot's or the Association's delay.

7. Only those participants appropriate and necessary for the conduct of the investigation will be present. Only one (1) Chief Pilot/Company supervisor/Company representative will conduct and oversee any pilot meeting. Only that Chief Pilot/Company supervisor/Company representative will be designated to ask questions or direct any question to be asked of any pilot during the meeting. At no time will there be more than two (2) Chief Pilots/Company supervisors/Company representatives present during any meeting. This will not prevent either the Company or the Association from having an observer present for note taking or training. Nothing in this paragraph will preclude the Company or the Association from having those deemed necessary to the investigation present, but in no case will there be more than one (1) witness to the incident or event or one (1) expert witness present at the same time during any pilot meeting or hearing.
8. The parties agree that participants in investigations shall be free to discharge their duties in an independent manner, without fear that their individual relations with the Company, the employees of the Company, or the Association, may be affected in any manner by any action taken by them in their capacity as a participant.
9. Investigations involving TUL pilots will be conducted by their pilot supervisor, in the appropriate location. If necessary, the Company will provide the pilot Company business travel to and from that meeting.
10. The subject pilot(s) will be paid for investigative hearings at the rate of :15 minutes flight pay (no credit) for each hour or fraction thereof required.
11. Following the conclusion of the investigation at each level, the Company will provide a written statement to the pilot and to the Association outlining the results of the investigation. If the pilot and/or the Association elect(s) to provide a position statement, it will become a permanent part of the record.

C. Corporate Security Interviews

Interviews conducted by the Corporate Security Department may not result in discipline or discharge of a pilot. The Association will be notified and may have a representative attend the investigation as an observer. Pilots will be entitled to Association representation at such interviews, where the pilot is the person being investigated.

D. Grievances

1. Discipline and Discharge Grievances
 - a. A pilot may protest the Company's action(s) imposing discipline or dismissal by filing a grievance and a request for a hearing of the matter in writing within thirty (30) days of the pilot's receipt of the written notification of such action. The grievance shall be addressed to the pilot's Flight Department supervisor, with a copy provided to the Vice President- Flight and the President of the Association or his/her designee.
 - b. A pilot may be held out of service with pay by the Company, pending an investigation, hearing, appeal, or Substance Abuse Professional evaluation after a confirmed positive breath alcohol test, provided that if the pilot is charged with insubordination, criminal charges or verified positive drug test results, the pilot may be held out of service without pay. If, in the case of criminal charges or verified positive drug tests, the charges are subsequently not pursued or proven, s/he will be returned to duty without a loss of seniority, shall be paid for any time or earnings lost which the pilot would have received but for the withhold from service, and the Company shall ensure that all personnel and other records so reflect that fact.
2. Contractual Grievances
 - a. Any pilot, or group of pilots, covered by this Agreement having a grievance concerning any action by the Company, shall be entitled to the same rights and privileges as provided for in this Agreement and may protest the Company's action(s) by filing a grievance within the following time limits:
 - (1) Ninety (90) days from the date of the occurrence being grieved by an individual; or

- (2) One hundred eighty (180) days from the date of the occurrence being grieved by the President of the Association as a Presidential grievance, or by a Domicile Chairman as a Base grievance.
 - (3) The President of the Association, with respect to Presidential grievances, may waive both the Chief Pilot Initial and the Vice-President Appeal grievance levels and proceed either to the Pre-Arbitration Conference, as described in [Section 22](#) of this Agreement, or pursuant to [Section 21.D.3](#), to the System Board of Adjustment, as described in [Section 23](#) of this Agreement.
- b. The Company shall have the right to file a grievance concerning any action by the Association or any matter involving the application or interpretation of this Agreement within the time limits set forth in [Section D.2.a.\(2\)](#) above. Company grievances shall proceed immediately to the Pre-Arbitration Conference as set forth in [Section 22](#).
 - c. The time limits set forth in this provision shall begin to run from the point of the occurrence or, if the party did not know about the occurrence, the earlier of the date when the party knew or should have known about the occurrence.
3. Expedited Grievances: A party submitting a Presidential or Company grievance may, upon written request at the time of submission, demand an expedited arbitration of such grievance and may proceed directly to the System Board of Adjustment, as described in [Section 23](#).

E. Grievance Hearing Guidelines

1. In recognition of the mutual interest by the Association and the Company to assure that grievances are timely processed and acknowledging that communications and the exchange of documents supporting the party's specific positions at the earliest opportunity promotes quicker resolution at the lowest grievance level, the Company and the Association have reached the following understanding regarding grievance hearings.
2. Prior to an Initial or Appeal hearing, a grievant or the Association shall be given the necessary time, not exceeding twenty (20) days, in which to secure the presence of witnesses and prepare for the hearing. The grievant shall have the right to be represented by a Company employee of the grievant's choice, or by the grievant's Association representative(s). In any case that a grievant does not wish to have Association representation, the Association reserves the right to have an observer present and the Company has an affirmative obligation to inform the Association in a timely manner about such hearing. However, if the grievant did not receive the notification of the hearing in time to have had the twenty (20) days required above, if requested, the hearing will be rescheduled to provide the required twenty (20) days.
3. Prior to an Initial or Appeal hearing, the parties shall exchange documents supporting their respective positions including (a) for discipline/discharge grievances, documents to support the discipline issued, statements and the grievant's personnel file; and (b) for contractual grievances, documents that support the party's position.
4. Should any pilot(s) or the Association elect to do so, submissions will become a part of the investigation document, specifically those emanating from the initial hearing, and in response to any Company investigation disclosure.

F. Chief Pilot Initial Grievance Hearing

1. The Initial hearing shall be held by the grievant's Base Chief Pilot, or his designated representative within forty-five (45) days following the receipt of the grievant's written grievance and request for that hearing. In the event that a grievance is not scheduled within the 45 day time frame, it shall be deemed to be denied and the grievant shall have the right to proceed to the next step in the grievance process.
2. For those pilots based at the Maintenance and Engineering Center at Tulsa, Oklahoma, the hearing shall be held by the pilot's supervisor at the appropriate location.
3. The Initial hearing may be waived at the grievant's option, and the grievance will proceed to the Appeal hearing level with the Vice President-Flight in accordance with the procedures of this Section.

4. Within thirty (30) days following the Initial hearing, the Company shall render its decision, in writing, and shall furnish the grievant, and APA Legal, a copy of the decision. The Company will provide the specific reason(s) for the decision. In the event that a decision is not rendered within the thirty (30) day time frame, then the grievance shall be deemed to be denied and the grievant shall have the right to proceed to the next step of the grievance process.

G. Vice-President Appeal Grievance Hearing

1. A decision by the Company in the Initial hearing which is unsatisfactory to the grievant may be appealed to the Vice President-Flight. The written appeal request must be signed by the grievant and filed by the grievant, or his Association representative, within thirty (30) days following receipt of the Company's decision by the President of the Association or his/her designee.
2. The Vice President-Flight, or his designated representative, shall hold the appeal hearing within forty-five (45) days after the receipt of the grievant's written request. In the event that a hearing is not scheduled within the forty-five (45) day time frame, it shall be deemed to be denied and the President of the Association shall have the right to proceed to the next step in the grievance process.
3. The Appeal documentation shall include the results of the Initial Hearing, including any position statement filed by the grievant or the Association. If a decision by the Chief Pilot has not been issued at the time the appeal is filed, the absence of the Chief Pilot's decision should be noted on the appeal notification. The Appeal documentation may be filed at or before the Appeal hearing.
4. The Vice President-Flight, or his designated representative, shall consider all pertinent information, render his decision, in writing, and shall furnish the grievant, and the President of the Association or his/her designee, with a copy of the decision within thirty (30) days after the close of the grievance hearing. The Vice-President-Flight or his designee will provide the specific reason(s) for the decision, citing factual findings and where applicable any contractual reference or past practice supporting the decision. In the event that a decision is not rendered within the thirty (30) day time frame, then the grievance shall be deemed to be denied and the President of the Association shall have the right to proceed to the next step in the grievance process.
5. After the appeal provisions of this Section have been exhausted, the President of the Association shall have the right to appeal either to the Pre-Arbitration Conference, as described in [Section 22](#) of this Agreement, or pursuant to [section 21.D.3](#), to the System Board of Adjustment, as described in [Section 23](#) of this Agreement. Appeal to either the Pre-Arbitration Conference or the System Board must be made within thirty (30) days from the date of the receipt by the President of the Association or his/her designee of the appeal decision of the Vice President-Flight. The written appeal request must be filed by the Association to the Company with a copy to the System Board Coordinator.

H. General

1. All decisions not appealed within the time limits described herein are final and binding as to the grievant but without precedent unless otherwise agreed.
2. The rights afforded in [Sections 21, 22, and 23](#) are extended to probation pilots for contractual grievances, but not for discipline and discharge grievances.
3. Time limits for hearings, decisions and appeals, established in this Section shall be considered as maximum periods. Every effort will be made to expedite all hearings, decisions and appeals. In cases where extenuating circumstances dictate, the time limits may be extended by mutual agreement, provided that the agreement to extend is in writing and is for a specified time period.
4. A transcript recorded by a third-party certified court reporter may be taken at an investigation or hearing, with the cost to be divided equally by both parties to the dispute. In the event it is not mutually agreed that such a transcript be taken, the party requesting the transcript shall be responsible for its cost. If the other party subsequently requests a copy of that transcript, it shall be provided upon receipt of that party's payment of one-half the transcript's cost.

5. The filing of all grievances, notices, decisions and appeals provided for in [Sections 21, 22](#) and [23](#) of this Agreement and all required copies thereof shall be accomplished by hand delivery with receipt or by deposit in U.S. mail, postage prepaid, certified mail to the last known address of the party to whom the notice is being given, or by other delivery means that provide a receipt.
6. All documents which are required to be provided to the Company or the Association in writing, as described in Sections 21, 22, and 23 of the Basic Working Agreement, shall be sent to the Company's designated Grievance Coordinator and the Association's Legal Department in accordance with Section 21.H.5. above. The Company shall notify the Association of the identity of its Grievance Coordinator and shall notify the Association in writing in the event of a change in that position.

SECTION 22

PRE-ARBITRATION CONFERENCE

A. Establishment

The Association and the Company desire to implement a method of grievance resolution that will afford the parties an opportunity to resolve pending grievances prior to arbitration proceedings before the System Board of Adjustment. The parties agree that grievances may usefully be evaluated at a Pre-Arbitration Conference ("PAC") to determine if there can be a satisfactory resolution by negotiation or mediation. The parties further desire to use the PAC as a procedure to discuss their respective positions and identify and agree on the issue(s) of genuine disagreement. To this end, the parties agree to act in good faith at the PAC to discuss settlement and exchange relevant documents.

The parties may mutually agree to include a recognized mediator / arbitrator to act as a facilitator at any PAC. The facilitator shall be selected from a mutually approved list of PAC facilitators. In the event a facilitator is unavailable from the approved list for a particular PAC, the parties shall mutually agree to an alternate selection for that particular Conference only.

A. Participants

The parties shall select a minimum of two (2), but no more than five (5) representatives to serve as participants in the PAC. The Association and the Company shall each appoint a principal spokesperson for the PAC. In addition, each party must be represented by an authorized settlement agent in an effort to settle the cases.

B. Jurisdiction

1. The PAC shall have jurisdiction over disputes growing out of grievances or out of interpretation or application of any of the terms of this Agreement. The jurisdiction of the PAC shall not extend to proposed changes in hours of employment, rates of compensation, or working conditions covered by this Agreement.
2. The settlement of grievances resulting from the PAC shall be documented in writing, shall be final and binding on the parties, and shall constitute a precedent, unless the Association and the Company agree otherwise. All cases not resolved at the PAC will be so documented and may be submitted to the System Board of Adjustment.

C. Responsibility

All grievances must be submitted for a PAC prior to a hearing by the System Board of Adjustment unless otherwise provided under this Agreement. Unless mutually agreed, a grievance will only be heard at one (1) PAC.

1. The PAC will review each grievance before it to determine if there is a resolution to the grievance which is mutually acceptable to both parties; and,
 - a. Resolve the grievance in a manner mutually acceptable to both parties, or
 - b. Forward the grievance for scheduling at a Mediation Panel, or
 - c. Determine that the grievance cannot be resolved and submit the grievance to hearing by the System Board of Adjustment.

The grievant shall be notified of the PAC result, but need not be personally present during any PAC, Mediation Panel, or System Board of Adjustment.

2. The Company will provide the Association at the PAC with its position regarding any grievance scheduled for that PAC including its factual findings, and where applicable, any contractual reference or assertion of past practice supporting its position.
3. The Association and the Company will provide position statements and relevant documents

no less than five (5) business days prior to the PAC, including: (a) for discipline/discharge grievances, documents to support the discipline issued, statements and the grievant's personnel file; and (b) for contractual grievances, documents that support the party's position.

D. Scheduling of Pre-Arbitration Conferences

1. The Association and the Company shall mutually agree to schedule and convene a PAC during the months of January, April, July, and October, or as otherwise agreed to by the parties. The parties further agree that the location of the PAC shall be at either the headquarters of the Association or the Company, or at an alternate site mutually agreed upon by the parties.
2. Thirty (30) days prior to a PAC, the Association and the Company will exchange a list of its outstanding grievances that it plans to address at the next PAC. The Company may only submit one grievance to each PAC unless otherwise agreed upon by the Association. Conferences shall be scheduled so as to allow a thorough discussion of the cases submitted. When the parties mutually agree to use a facilitator for a PAC, four (4) cases per day will be scheduled. The parties may limit or extend the time requirements on a particular case by mutual agreement.
3. In the event that the Association and Company are unable to resolve a grievance at the PAC, then they may mutually seek the participation of a Mediator to sit as a member of a Mediation Panel.
4. All cases referred to the Mediation Panel must be scheduled for consideration by the Mediation Panel within thirty (30) days of the date the referral is made at the PAC.
5. In the event that the Association and the Company are unable to resolve a grievance at the PAC and the parties do not mutually seek the participation of a Mediator, the grievance may be appealed to the System Board of Adjustment, as described in [Section 23](#), within thirty (30) days from the date the grievance was discussed at the PAC.

E. Mediation Panel

1. The Mediation Panel shall consist of an equal number of Association and Company representatives, not exceeding three (3) representatives for each party, and a Mediator.
2. The Association and the Company shall select a Mediator from a mutually agreed to list of potential Mediators, and the Mediator shall serve until removed upon the request of either party. The Association and the Company will equally share the fee and expenses for the Mediator selected.
3. Upon the request of either the Association or the Company, the list of Mediators will be reviewed annually for additions or deletions.
4. The representatives of the parties shall, no later than five (5) business days prior to the scheduled date of the Mediator's participation in a Mediation Panel, present the Mediator with a brief written statement containing the issue(s) in dispute, and the arguments in support of their position. If the statement is not provided in written form, it may be provided orally at the beginning of the Mediation Panel. However, oral statements shall not exceed thirty (30) minutes in duration.
5. Proceedings before the Mediator will be informal in nature, shall last no more than one-half ($\frac{1}{2}$) day per grievance, unless otherwise agreed by the parties, and the rules of evidence will not apply.
6. No record of a Mediation Panel will be made except by mutual agreement between the Association and the Company. Any written material that is presented to the Mediator will be returned to the party presenting that material at the termination of the Mediation Panel.
7. The Mediator will have the authority to meet separately with either the Association or the Company during the Mediation Panel proceedings.
8. The Mediation Panel will not have the authority to compel a resolution of the grievance.

9. If the Mediation Panel has been unable to resolve the grievance, the Mediator will immediately provide the parties with an oral advisory decision, unless the Association and the Company mutually agree that no advisory decision will be provided. When rendering an oral advisory decision, the Mediator will state the grounds for the advisory decision.
10. In the event that either the Association or the Company does not agree to the Mediator's advisory decision, the grievance may be submitted for hearing to the System Board of Adjustment upon notice from the President of the Association or in the case of the Company, the Vice President-Flight, to the System Board Administrator within ten (10) days after consideration by the Mediation Panel. Failure to give timely notice will constitute withdrawal of the grievance.
11. No Mediator participating in the consideration of a grievance during a Mediation Panel may serve as a member of the System Board with respect to that grievance. During the System Board proceeding on such grievance, no reference shall be made to the discussion of the parties, the comments, observations or advisory ruling of the Mediator, or to the fact that the grievance had been submitted to and was not settled by a Mediation Panel.
12. All cases proceeding to the System Board of Adjustment must be scheduled for hearing as provided in [Section 23](#).

F. General

Time limits established in this Section shall be considered as maximum periods. Every effort will be made to expedite all hearings, decisions and appeals. In cases where extenuating circumstances dictate, the time limits may be extended by mutual agreement, provided that the agreement to extend is in writing and is for a specified time period.

SECTION 23

SYSTEM BOARD OF ADJUSTMENT

A. Establishment

In compliance with the Railway Labor Act, as amended, the parties establish the American Airlines System Board of Adjustment for the purpose of adjusting and deciding disputes which may arise under the terms of this Agreement, and which are properly submitted to it. The System Board of Adjustment may be constituted as either a Four Member Board or a Five Member Board. All grievances properly submitted to the Board will be heard by a Four Member Board, unless the President of the Association, or in the case of a Company grievance, the Vice- President Flight, elects to proceed directly to a Five Member Board.

B. Membership

1. A Four Member System Board shall consist of four (4) members, two (2) of whom shall be selected and appointed by the President of the Association, and two (2) by the Company. A Five Member System Board shall consist of five (5) members, two (2) of whom shall be selected and appointed by the President of the Association, two (2) by the Company, and a neutral Arbitrator. For a Five Member System Board, the parties shall select an Arbitrator by mutual agreement, as provided for in this Section, to serve as that Board's Chairman with respect to any case or cases scheduled before that System Board. In some cases, by agreement between the Association and the Company, each party shall appoint only one (1) member each to serve on the System Board with an Arbitrator.
2. The Association shall provide a System Board Coordinator who will determine the availability of the Arbitrators, coordinate their selection, and schedule arbitrations by the procedures contained in [sections C.](#) and [D.](#) of this Section. The System Board Coordinator shall be the contact point for all communications with Arbitrators, except when System Boards are in session. The System Board Coordinator shall coordinate the various dockets, meetings, and so forth, necessary to administer the System Board. The System Board Coordinator shall not be a participant in any capacity in any hearing, appeal, PAC, Mediation Panel, or System Board of Adjustment, except as may be necessary to testify as to the System Board Coordinator's duties.

C. Selection of Arbitrator

1. The Association and the Company shall, by mutual agreement, establish a list of Arbitrators to serve as the neutral member of the Five Member System Board. Arbitrators will be categorized as suitable for Disciplinary/Discharge hearings, and/or Contractual Dispute hearings. There shall be a minimum number of ten (10) Arbitrators on each list with the understanding that an Arbitrator can be on both lists.
Every July, the Association and the Company shall disclose to each other the names of the Arbitrators that they want to either strike from or add to the list of acceptable Arbitrators.
Every August, the Association and the Company will meet to review and formally amend, if necessary, the list of acceptable Arbitrators. At the end of the August meeting, both lists of acceptable Arbitrators will be populated with ten (10) acceptable Arbitrators. The Association and the Company shall retain the right to add to (by mutual agreement) or delete from (unilaterally) the list of acceptable Arbitrators on an ad hoc basis at any time.
2. Either the Association or the Company, by written notice to the other, may at any time and without cause, remove any of the named Arbitrators. The Arbitrator so removed shall complete any pending matters in accordance with the Basic Working Agreement. If future arbitration dates have been reserved with the removed Arbitrator pursuant to the Agreement, the System Board Coordinator shall cancel those future dates, and the party requesting the removal of said Arbitrator will be responsible for any cancellation fees that

may be incurred as a result of the cancellation of future dates. Upon the removal of any Arbitrator, the System Board Coordinator shall contact the remaining Arbitrators, to obtain additional dates. The removed Arbitrator will be replaced in accordance with C. 1. above during the parties' annual review of the Arbitrators list.

3. Upon request of either the Association or the Company, the list of acceptable Arbitrators will be reviewed annually for additions or deletions.

D. Scheduling of Arbitrations

1. [For the purpose of scheduling hearings under this Section, the Association and the Company shall conduct a quarterly docket call to review open grievances which have been submitted to the System Board.](#)
2. The scheduling of Four Member System Board arbitrations shall be as follows:
 - a. The System Board Coordinator will contact the parties, coordinate and schedule the System Board hearing, and notify all parties of the time, date and location. The Association and the Company agree that the location of System Boards shall be at either the headquarters of the Association or Company, or at an alternate site mutually agreed upon.
3. The scheduling of Five Member System Board arbitrations shall be as follows:
 - a. The System Board Coordinator will contact the Arbitrators on the agreed to list to determine scheduling availability for the next annual arbitration dates.
 - b. Upon receipt of all Arbitrator's annual available dates, the System Board Coordinator shall provide to the Association and the Company a list of the Arbitrators' annual availability, and the Association and the Company shall attempt to mutually agree upon Arbitrators and annual arbitration dates from the list prepared by the System Board Coordinator. Once the Company and the Association agree upon Arbitrators and annual arbitration dates, the System Board Coordinator will contact the Arbitrators and confirm the arbitration dates.
 - c. If a need arises for additional arbitration dates, then the System Board Coordinator will contact the Arbitrators on the agreed to list to determine availability and provide the parties a list of available Arbitrators and dates. The parties shall then attempt to mutually agree upon an Arbitrator and arbitration date from the list prepared by the System Board Coordinator.
 - d. The System Board Coordinator will schedule the System Board hearing and notify all parties of the time, date and location. The Association and the Company agree that the location of System Boards shall be at either the headquarters of the Association or Company, or at an alternate site mutually agreed upon.
4. The President of the Association (submitting a Presidential grievance) or the Company Vice President-Flight may submit a grievance to the System Board and, upon written request at the time of submission, demand an expedited arbitration of such grievance. The scheduling of expedited arbitrations shall be as follows:
 - a. The grieving party (the Company or the Association) may elect to either (1) substitute the expedited grievance in the place of any of its other scheduled grievances, provided that the Arbitrator is suitable to hear the expedited grievance as provided in [Section 23.C.1](#), or (2) schedule an additional arbitration in accordance with [23.D.2.c](#) above. The parties shall select an Arbitrator who can schedule, hear, and render a decision within one hundred twenty (120) days following the submission of the dispute to the System Board. In cases where extenuating circumstances dictate, the one hundred twenty (120) day limit may be extended by mutual agreement, provided that the agreement to extend is in writing and is for a specified time period not to exceed an additional thirty (30) days.
 - b. If additional arbitration dates have been requested pursuant to [23.D.2.c](#) above and if within seven (7) calendar days after the parties' receipt of the System Board Coordinator's list, the parties cannot mutually agree upon an Arbitrator, then the parties shall attempt to agree upon an Arbitrator that is not on the standing list.

- c. If the parties cannot mutually agree upon an Arbitrator under [23.D.2.c](#) and [23.D.3.b](#) that is not on the standing list within fifteen (15) calendar days, then either party may proceed to the National Mediation Board to obtain a list of not less than seven (7) additional Arbitrators. The parties shall attempt to select a mutually agreeable Arbitrator from the National Mediation Board list, and if the parties fail to do so within fifteen (15) calendar days after receipt of the National Mediation Board's list of Arbitrators, then they shall proceed to select an Arbitrator by the alternating strike method within the following seven (7) calendar days.
5. With the exception of expedited grievances in Section 23.D.3. above, the Company and the Association shall make every reasonable effort to submit grievances to the System Board on a timely basis. To the extent possible, cases not scheduled to be heard by the System Board within two (2) years of filing, will be scheduled so as to be heard within twenty-eight (28) months of the original filing.

E. Jurisdiction

1. The System Board shall have jurisdiction over disputes between any employee covered under this Agreement or between the Association and the Company growing out of grievances, or out of the interpretation or application of any of the terms of this Agreement. The jurisdiction of the System Board shall not extend to proposed changes in hours of employment, rates of compensation, or working conditions covered by this Agreement.
2. For cases not scheduled to be heard within the twenty-eight (28) month timeline in accordance with 23.D.4., the Arbitrator may consider and determine appropriate offsets to backpay or additional remedy due to delays beyond the twenty-eight (28) months.

F. Submission of Disputes

All petitions properly referred to the System Board for hearing shall be served upon the Company and the Association, with a copy to the System Board Coordinator, including all papers and exhibits in connection therewith. The System Board Coordinator shall promptly docket the case. Each case submitted shall include a System Board Petition containing:

1. Question or questions at issue;
2. Statement of facts;
3. Position of their party or parties; and
4. Specific reasons for their positions.

When possible, joint submissions should be made. Upon the moving party's submission to the System Board, the non-moving party shall either join in the moving party's submission or it must provide its separate submission to the moving party, with a copy to the System Board Coordinator, no later than fourteen (14) days after receipt of the moving party's submission to the System Board. The non-moving party must submit a separate submission during this period; otherwise the arbitrator, in the case of a Five Member System Board, or the System Board members, in the case of a Four Member System Board, will be notified of the non-moving party's failure to submit and of the importance of a timely submission to the System Board.

G. Representation

1. Both the Association and the Company may permit employees covered by this Agreement to be represented at Board hearings by such person(s) as they may choose and designate. In any case, if a pilot does not wish to have Association representation, the Association reserves the right to have a representative participate in the Board hearings. Evidence may be presented either orally or in writing or both.
2. The Board acting as a whole, or the Arbitrator, or the Association or Company representative(s) may summon witnesses or documents that are requested by the parties to the dispute. This [Section 23](#) shall not restrict any additional rights granted under

applicable law.

3. No later than twenty-one (21) days prior to the date set for the hearing, the parties must exchange all documents that they intend to enter in support of their respective positions and make available, in writing, the names of all witnesses they intend to summon. Nothing herein shall require the representative(s) of either party to present the aforementioned documents, or summon the aforementioned witnesses, during the course of the hearing. Representatives of either party shall not be restricted from entering documents or summoning witnesses that become known subsequent to the twenty-one (21) day exchange, provided timely notice is given to the opposing party. To the extent a party fails to disclose a document(s) or witness(es) pursuant to the above and seeks to introduce the evidence as direct or rebuttal evidence during the course of the hearing, the arbitrator, in the case of a Five Member System Board, or the System Board members, in the case of a Four Member System Board, may take such action as appropriate to ensure that: (a) the other party is not prejudiced by the late disclosure of the document(s) or witness(es); (b) the proceedings are not unduly delayed; or (c) additional expense is not incurred.
4. The number of witnesses summoned at any one time shall not be greater than the number which can be spared from the operations without interference with the services of the Company.

H. Majority Decision is Final

All decisions of the Board shall be made by majority vote. Decisions of the Board in all cases properly referred to it shall be final and binding upon the parties. In the case of a Four Member System Board, the Board's decision shall be deemed final after at least three (3) concurring board members agree that no further Executive Board session(s) are appropriate and after the three (3) concurring board members have signed the final decision. In the case of a Five Member System Board, the Board's decision shall be deemed final after the Arbitrator and two (2) concurring board members agree that no further Executive Board session(s) are appropriate and after the Arbitrator and the two (2) concurring board members have signed the final decision.

I. Deadlock

If a deadlock occurs in a case properly submitted to a Four Member System Board, it shall be the duty of the Board to endeavor to reach a decision. In the event that the deadlock cannot be resolved or if a majority is not reached, then the grieving party (the Association or the Company) shall have the right to appeal to the Five Member System Board of Adjustment within thirty (30) days from the date the case is declared deadlocked. Failure to give timely notice will constitute withdrawal of the grievance.

J. Rights and Privileges of the Parties

Nothing herein shall be construed to limit, restrict, or abridge the rights or privileges accorded either to the employees, the Association, or the Company, or their duly accredited representatives, under the provisions of the Railway Labor Act, as amended, and the failure to decide a dispute under the procedure established herein shall not, therefore, serve to foreclose any subsequent rights which such law may afford or which may be established by the National Mediation Board by orders issued under such law with respect to disputes which are not decided under the procedure established herein.

K. Records

Unless otherwise agreed by the parties, a transcript of the hearings will be recorded by a third-party certified court reporter. The Board shall maintain a complete record of all matters submitted to it for its consideration, and all findings made by it.

L. Expenses

1. The Association and the Company shall equally share the expenses incurred by the

Arbitrator except as otherwise set forth in this section.

2. Each of the parties shall equally share the expenses incurred by the court reporter in preparing the transcript of the hearing.
3. Each of the parties shall equally share expenses incurred to secure meeting rooms to hear arbitrations at locations other than at the headquarters of the Association or the Company.
4. Each of the parties will assume the compensation, travel expense, and other expenses of the Board members selected by the respective parties. Either party causing a postponement or cancellation of any part of an arbitration session will bear all Arbitrator costs associated with the postponement or cancellation. If the parties mutually agree to a postponement or cancellation, the costs will be split evenly between the two parties.
5. Board members who are employees of the Company shall be granted necessary leaves of absence for performance of their duties as Board members. So far as space is available, Board members who are employees of the Company shall receive free transportation over the lines of the Company from the point of duty or assignment to the point at which they must appear as Board members and return, to the extent permitted by law.

M. Expenses – Witnesses

Each of the parties will assume the compensation, travel expenses, and other expenses of the witnesses called by the respective party. So far as space is available and in accord with Company policy and/or past practice, witnesses who are employees of the Company or former employees who are grievants in the case of discharge proceedings shall receive free transportation over the lines of the Company from the point of duty or assignment to the point at which they must appear as witnesses and return, to the extent permitted by law.

N. Freedom to Discharge Duties

It is understood that each and every Board member shall be free to discharge their duty(ies) in an independent manner, without fear that their individual relations with the Company, or the employees of the Company, may be affected in any manner by any action taken by them in their capacity as a Board member.

O. Protocol for Arbitrators and System Board Members

The Association and the Company will maintain, and amend as necessary, a mutually agreed upon protocol outlining the duties and responsibilities of Arbitrators and System Board Members. The System Board Coordinator shall ensure that the applicable protocol letter shall be sent to the Arbitrator and System Board Members once the details of each pending case have been finalized.

P. Three Member System Board of Adjustment

The Three Member System Board of Adjustment ("Three Member Board") is an alternative grievance resolution process for the resolution of individual pilot grievances, with the exception of discharge grievances. The Three Member Board shall consist of a representative chosen by the Association, a representative chosen by the Company, and a neutral Arbitrator chosen from the list of Arbitrators established pursuant to Section 23.C. of the Agreement. The Three Member Board shall meet quarterly, at a minimum, or more often as agreed to by the parties. Additionally, the Association maintains full authority to transfer a case initially

scheduled to be heard by the Three Member Board to the Five Member Board provided for in Section 23 of the Agreement, provided the Company is given a minimum of thirty (30) days notice.

The following procedures shall apply to the Three Member Board grievance resolution process:

1. The parties shall exchange all documents they intend to enter in support of their respective positions no less than fourteen (14) days prior to the date set for the hearing.
2. Any proposed stipulations to facts and issues not in dispute shall be exchanged no less than seven (7) days prior to the date set for the hearing.
3. No taped or written transcripts will be taken during the hearing.
4. Presenters/advocates will use oral closing summations rather than written briefs.
5. The entire process shall be structured in such a manner so as to provide for the hearing of a minimum of two (2) cases per day. Each party shall be allotted equal time of approximately two (2) hours to present its case. In the event one party does not use its full case presentation time allotment, the other party must promptly commence its case presentation.
6. There shall be no limitation on the number of witnesses either party may call, subject to the provisions of Section G.4. of the Agreement.
7. All decisions by the Board shall be made by majority vote, and shall be issued on the day of the hearing.
8. All majority decisions of the Board will be final and binding, and made without precedent, and shall not be cited or referred to in any other proceeding.

SECTION 24**GENERAL****A. Bulletin Board**

The Company shall provide a glass covered bulletin board at each station where pilots are based for the posting of matters of Association business. Such Association bulletin boards will be of comparable size and location as Company bulletin boards. Association material posted shall bear the signature or initials of the Domicile Chairman, and shall not contain anything of a defamatory or personal nature attacking individuals or groups.

B. Personnel File

An individual electronic personnel file shall be maintained on each pilot in the employ of the Company. The electronic personnel file shall contain reports and orders. The entire contents of the personnel file shall be available for individual inspection by the pilot during regular business hours, under the supervision of a Company representative and at a mutually agreeable time. It is the Company's intent to have an electronic personnel file system that provides the ability to produce and save an electronic copy of personnel file contents onto portable electronic storage media. As such capability becomes available, a pilot may be provided a soft copy of requested personnel file contents, onto portable electronic storage media provided by the pilot. A pilot shall be advised by way of electronic notification any time a performance related entry is added or deleted.

The Company and the Association shall periodically review the level of security in place to satisfactorily maintain the integrity of the electronic personnel file system.

In accordance with Section 21.E.3, a pilot may authorize a union representative to review his/her personnel file without the employee present by submitting original written authorization from the employee to the Company.

C. Training Records

A pilot's training record is kept by the Training Department and shall be available for individual inspection by the pilot during regular business hours, under the supervision of a Company representative and at a mutually agreeable time.

D. Proficiency and Line Check Notification

The Company will post at least fourteen (14) days in advance the names of all pilots due a proficiency or a line check.

E. Copies of Agreement

The Company shall post a downloadable copy of this Agreement on the Flight Department website.

F. No pilot shall be required to pay for the use of any Company equipment required for training.**G. Abrogation of Rights**

It is understood and agreed that the rights of any pilot covered by this Agreement shall not be abrogated in any way by the provisions of any other labor agreement and no such pilot shall be permitted to accrue rights in abrogation of the terms of this Agreement.

H. Air Transportation

Pilots transferring from one base to another shall be provided free transportation passes over the routes of the Company for themselves and members of their immediate family, subject to space available, to the extent permitted by law.

I. Orders to be in Writing

1. All orders to pilots involving a change in status or leave of absence shall be stated in writing, except that temporary assignment of pilots shall not be construed as requiring a written order other than the necessary flight forms.
2. All orders to pilots involving a change in status shall stipulate manner and amount of expenses, if any, in connection with such change in status.

J. In the event a pilot's trip originates at one terminal and terminates at another terminal at the pilot's base, said pilot shall be furnished transportation one way between one terminal and the other at the pilot's option.

K. Policies and Procedures

It is the Company's current practice to place its Policies and Procedures on JetNet. The Company will use its best efforts to communicate any changes to its Policies and Procedures specific to Pilots via the Flight Department website (AAPilots.com). As an accommodation, the Company will endeavor to provide electronic notification via email to APA Legal whenever any new or revised rule or policy impacting pilots is posted on JetNet and/or AAPilots.com.

L. No Discrimination

The Company and the Association agree to make it a matter of record in this Agreement that in accordance with the established policy of the Company and the Association, the provisions of this Agreement will apply equally to all pilots hereunder, regardless of color, race, sex, creed or national origin.

M. Electronic Deposit Of Payroll Checks

To the extent permitted by law, the Company shall provide each pilot the option of having pay checks electronically deposited to the pilot's account on the same dates on which pilot payroll checks are issued.

N. Professional Flying Service

This Agreement contemplates that pilots shall devote their entire professional flying service to the Company, except that nothing in this Agreement shall be construed to prevent any pilot from affiliating with the military service of the United States.

O. Uniforms

1. A Uniform Working Group shall consist of at least two representatives from the Company and the Association. The Uniform Working Group shall meet at least twice per year to review Company uniform and appearance standards. The Company may make reasonable changes to the pilots' uniform and appearance standards after giving every consideration to the recommendations of the **Association Uniform Working Group**
2. Six (6) months notice shall be given of any required uniform change and an additional six (6) months to accomplish the changeover.
3. The Company will provide, at no cost to the pilot, the below listed items for all new-hire pilots.
 - a. One jacket and two pairs of trousers
 - b. One hat with emblem
 - c. One tie
 - d. Six (6) shirts
 - e. One set of epaulets
 - f. One overcoat
 - g. One set of wings

4. If the Company initiates a change in the style or color in any, or all, of the required uniform components, the Company shall make the initial purchase of such modified component(s) for each Pilot.
5. On an ongoing basis, the Company shall provide the tie, epaulets, braiding, emblem, wings and any other Company emblems as may be reasonably needed.
6. The Company shall provide a Captain's hat, if a required wear item by the Company, to each pilot upon initial upgrade to Captain.

P. Crew Base Support

1. Primary Domicile Operations areas require all items listed below, as well as Wi-Fi access and dedicated quiet room / rest room facilities.
2. The Company shall provide appropriate and suitable facilities, equipment and administrative support at each satellite crew base, including the following:
 - a. Tablet computer device replacements and equipment support will be the responsibility of the domicile Flight Administration Department.
 - b. Furnished crew lounge, including TV. All items and operations areas to be kept clean and in good repair. Additionally, the Company shall provide adequate seating for pilots so long as the expense incurred is not unreasonable.
 - c. Restrooms, drinking water and vending machines.
 - d. Crew mailboxes.
 - e. Adequate kit bag (as applicable) and luggage storage in compliance with TSA security requirements.
 - f. Access to Company mail and any revisions to required paper manuals and checklists.
 - g. Convenient and priority access to equipment necessary for flight planning and administration, such as, but not limited to, Company telephones, computers and printers.
 - h. Equipment and facilities for viewing Company programs.
 - i. Company and Union Bulletin Boards.
 - j. Where the Company can obtain the right to provide the locks to operations areas and jet bridges, etc., the Company will furnish keys and/or combinations to crewmembers, where applicable.
 - k. Crewmembers will have parking available with transportation, if required, from parking to the AA facility. By mutual agreement between the Company and the Association, contract parking or parking in a designated airport pay lot will be authorized and reimbursement will be provided by the Company.
 - l. Base Chief Pilots will make themselves available for an in-person walk-around with an Association representative upon request to ensure operations areas meet the standards of this letter.
3. Within the physical limitations of the facility, American Airlines will make every reasonable effort to complete these requirements, or will provide an agreed upon completion date, prior to the first operational date of a satellite crew base at that location.
4. Prior to the first operational date of a satellite crew base, representatives of American Airlines and the Allied Pilots Association shall jointly inspect the facility to judge satisfactory compliance with the foregoing provisions.

Q. Life Insurance Advance

After a pilot's death, and upon request, the Company will promptly provide a \$10,000 advance of the Company Provided Life Insurance Benefit to the pilot's beneficiary of record.

R. Mandatory Retirement Age

In the event of a change to the pilot mandatory retirement age (currently age 65), the Association and the Company shall meet to identify and rectify impacted provisions throughout this Agreement.

SECTION 25

AGENCY SHOP AND DUES CHECKOFF

A. Requirements

Each pilot of the Company covered by this Agreement will be required, as a condition of employment, beginning sixty (60) days after the effective date of this Agreement, or sixty (60) days after the completion of the pilot's probationary period, whichever will last occur, to either (1) be, or become a member of the Association, or (2) to pay to the Association a monthly service charge for the administration of this Agreement and representation of the pilot. Such monthly service charge will be an amount allowed by law.

B. Exceptions

This Section will not apply to any employee covered by this Agreement to whom membership in the Association is not available upon the same terms and conditions as are generally applicable to any other member, or to any pilot to whom membership in the Association was denied or terminated for any reason other than the failure of the pilot to pay initiation (or reinstatement) fees, dues and assessments uniformly required by the Association. Nothing in this Section will require the payment of any initiation fee by any pilot not required to make such a payment pursuant to the Association's Constitution and Bylaws.

C. Notice of Delinquent Payments

1. If any pilot of the Company covered by this Agreement becomes delinquent in the payment of the pilot's dues, assessments or service charge, the Association shall notify such employee by Certified Mail, Return Receipt Requested, copy to the Vice President of Flight Operations of the Company, or his designee, that the pilot is delinquent in the payment of such dues or service charge as specified in paragraph A., above. Such letter will notify the pilot of the following:
 - a. the total amount of money due;
 - b. the period for which he or she is delinquent;
 - c. that he or she is subject to discharge as a pilot of the Company; and
 - d. that he or she must remit the required payment within a period of fifteen (15) days or be discharged.
2. The notice of delinquency required under this paragraph will be deemed to be received by the pilot, whether or not it is personally received by him or her, when mailed by the Treasurer of the Association by Certified Mail, Return Receipt Requested, postage prepaid to the pilot's last known address, or to any other address which has been designated by the pilot.
3. Every pilot covered by this Agreement shall notify the Association's Secretary Treasurer of every change in the pilot's home address, or of an address where the notice required by this paragraph can be sent and received by the pilot, if the pilot's home address is at any time unacceptable for this purpose.

D. Notice of Discharge From the Company

If, upon the expiration of the fifteen (15) day period, the pilot still remains delinquent, the Association will certify in writing to the Vice President of Flight Operations, copy to the pilot, both by Certified Mail, Return Receipt Requested, that the pilot has failed to remit payment within the grace period allowed and is to be discharged. The Vice President of Flight Operations will then take the steps necessary to discharge such pilot from the service of the Company.

E. Protests and Appeals

A protest by a pilot who is to be discharged as a result of an interpretation or application of the provisions of this Section shall be subject to the following procedures:

1. A pilot who believes that the provisions of this Section have not been properly interpreted or applied as they pertain to him or her, may submit a request for review in writing within ten (10) days from the date of receipt of the notification by the Vice President of Flight Operations that is set forth in paragraph [D](#). The request must be sent by Certified Mail, Return Receipt Requested, to the Vice President of Flight Operations, or his designee, who will review the protest and render his decision in writing not later than ten (10) days following receipt of the protest.
2. The Vice President of Flight Operations, or his designee, shall forward his decision to the pilot, with a copy to the Association, both by Certified Mail, Return Receipt Requested. This decision shall be final and binding on all interested parties unless appealed pursuant to the following provisions.
3. If the decision is not satisfactory to either the pilot or the Association, then either may appeal within ten (10) days from the receipt of the decision, by filing a notice of appeal sent to the other party and to the Company, by Certified Mail, Return Receipt Requested.
4. The appeal shall go directly to a neutral referee who will be agreed upon by the pilot and the Association within ten (10) days after receipt of the notice of appeal. If the parties cannot agree on a neutral referee, a referee will be chosen from the panel supplied by the National Mediation Board. The alternate strike method shall be used to select a neutral referee with the pilot initiating the first rejection. Such final selection of a neutral referee shall be accomplished within ten (10) days after receipt of the list of neutral referees. If the parties have not reached agreement by the alternate strike method within the ten (10) day period, the first name listed on the panel provided by the National Mediation Board shall be designated the neutral referee.
5. The hearing before the neutral referee will occur as early as practicable, and the decision of the neutral referee will be requested within thirty (30) days after the hearing. The decision of the neutral referee will be final and binding on all parties to the dispute. The fees and charges of such neutral referee will be borne equally by the pilot and the Association.

F. Appeal Period

During the period a protest is being handled under the provisions of paragraph [E](#), and until a final award by the Vice President of Flight Operations, his designee or the neutral referee, the pilot will not be discharged from the Company nor lose any seniority rights.

G. Discharge

1. A pilot discharged by the Company under the provisions of this Section shall be deemed to have been "discharged for cause" within the meaning of the terms and provisions of this Agreement and the provisions of [Sections 21](#) through [23](#) shall not apply.
2. It is agreed that the Company will not be liable for any time or wage claims of any pilot discharged by the Company pursuant to a written order by an authorized Association representative under the terms of this Section.
3. The Association agrees to indemnify and hold the Company harmless against any suits, claims, and or liabilities that arise out of compliance with this [Section 25](#) by the Company pursuant to a written request from an authorized Association representative.

H. Calculation Of Payments

1. The Association shall treat members and nonmembers alike in establishing the due date of payments and in determining whether a pilot's account is delinquent.
2. The Company shall provide the Association with a listing of all pilot's annual W-2 Income for the prior year for the purpose of determining if proper dues have been or are being collected.

I. Dues Assignment and Authorization

1. During the life of this Agreement, the Company agrees to deduct from the pay of each pilot covered by this Agreement and remit to the Association the membership dues and assessments uniformly required by the Association as a condition of acquiring or retaining membership, and in accordance with the provisions of the Railway Labor Act, or a service charge provided such pilot voluntarily executes the following agreed upon form. This form, "Assignment and Authorization for Payment of Association Dues or Service Charge," will be prepared and furnished by the Allied Pilots Association.
2. When a pilot properly executes such Dues or Service Charge Form, the Treasurer of the Association shall forward an original copy to the Company Vice President of Flight Operations. A Dues or Service Charge Form that is incomplete or improperly executed will be returned to the Treasurer. Any notice of revocation as provided for in this Agreement or pursuant to the Railway Labor Act shall be in writing, signed by the pilot and delivered by Certified Mail, Return Receipt Requested, and addressed to the Company Vice President of Flight Operations, with a copy to the Association. The Dues or Service Charge Forms and notices received by the Company shall be date stamped upon receipt.
3. When a Dues or Service Charge Form is received by the Company Vice President of Flight Operations, on or before the first day of the month, deductions shall commence with the second payday of the month following, and will continue thereafter until revoked or canceled as provided in this Section. The Company shall remit to the Association a check in payment of all dues, service charges and assessments collected on a given payday, on or as soon after the payday as possible. These remittances will be subject to normal accounting practice with respect to adjustments necessary because of the methods involved in the deduction procedure. The Company remittance of Association membership dues, service charges and assessments to the Allied Pilots Association shall be accompanied by a list showing names, payroll numbers and amounts deducted for pilots for whom deductions have been made in that particular period.
4. No deductions of Association dues, service charges or assessments will be made from the wages of any pilot who has transferred to a job not covered by this Agreement, who is on furlough, or who is on leave without pay. Upon return to work, as a pilot covered by this Agreement, deductions will be automatically resumed.
A pilot who has executed a Dues or Service Charge Form and who resigns or is otherwise terminated from the Company will be deemed to have automatically revoked their assignment, and, if he is reemployed, will require execution and receipt of a new Dues or Service Charge Form.
5. Collections of any back dues, service charge or assessments owed at the time of starting deductions for any pilot and collection of dues missed because the pilot's earnings were not sufficient to cover the payment for a particular pay period will be the responsibility of the Association and will not be the subject of payroll deductions.
6. Deductions of dues, service charges or assessments will be made monthly provided there is a balance in the paycheck sufficient to cover the amount after all other deductions authorized by the pilot or required by law have been satisfied. In the event of termination of employment, the obligation of the Company to collect these monies will not extend beyond the monthly period in which the pilot's last day of work occurs.

**ASSIGNMENT AND AUTHORIZATION FOR
PAYMENT OF
ASSOCIATION SERVICE CHARGE AND DUES**

TO: AMERICAN AIRLINES

I, _____, hereby authorize and direct American
(Print Initials and Last Name)

Airlines to deduct from my pay such monthly dues and assessments as are now or may hereafter be established in accordance with the Constitution and Bylaws of the Association, or a service charge in an amount equal to such dues for remittance to the Allied Pilots Association.

I agree that this authorization shall be irrevocable for one year from the date of that I sign this authorization or until termination of the check-off agreement between American Airlines and the Association, whichever occurs sooner. If the check-off agreement is terminated, this authorization will be automatically terminated. In the absence of a termination of the check-off agreement, this authorization may be revoked effective as of any anniversary date of the signing hereof by written notice given by me to American Airlines and the Association by Certified Mail, Return Receipt Requested, during the ten (10) days immediately preceding any such anniversary.

Signature of Pilot _____ Date _____

Address of Pilot _____

Employee Number _____ Domicile _____

SECTION 26**AMENDMENTS TO AGREEMENT,
EFFECT ON PRIOR AGREEMENTS,
AND DURATION****A. Amendments to Agreement**

Either party hereto may at any time propose, in writing, to the other party any amendment which it may desire to make to this Agreement, and if such amendment is agreed to by both parties hereto, such amendment shall be stated, in writing, signed by both parties and the amendment shall then be deemed to be incorporated in and shall become a part of this Agreement.

B. Effect on Prior Agreements

This Agreement, including the Supplemental Agreements and Letters attached hereto, shall supersede and take precedence over all Agreements, Supplemental Agreements, Amendments, Letters of Understanding and other documents concerning the same subjects executed between the Company and the collective bargaining representative of the pilots in the service of American Airlines, Inc. prior to the signing of this Agreement. All rights and obligations, monetary or otherwise, which may have accrued because of services rendered prior to the effective date of this Agreement shall be satisfied or discharged.

C. Duration

This Agreement shall become effective on ~~January 30, 2015~~, August 1, 2023, (the Effective Date) except as otherwise stated herein, and shall continue in full force and effect ~~until January 1, 2020 for four years from the Effective Date until August 1, 2027 (the Amendable Date)~~, and shall renew itself without change for one (1) year periods until each succeeding January 1 thereafter, unless written notice of intended change is served in accordance with Section 6, Title I, of the Railway Labor Act, as amended, by either party hereto at least thirty (30) days prior to ~~January 1, 2020, or January 1 of any subsequent year~~ the Amendable Date, or successive renewal periods for any subsequent year thereafter.

D. Early Opener

If written notice is provided by either party at least thirty (30) days prior to ~~January 1, 2019, November 1, 2026~~, the parties agree to commence negotiations in ~~January 2019, November 2026~~, in accordance with Section 6, Title I, of the Railway Labor Act, as amended.

/signed/ _____

Negotiating Committee Chairman

/signed/ _____

Managing Director Labor Relations, Flight

/signed/ _____

Director, Pilot Contract Negotiations

/signed/ _____

Senior Manager Labor Relations, Flight

/signed/ _____

Negotiating Committee Member

/signed/ _____

Manager, Labor Relations, Flight

/signed/ _____

Negotiating Committee Member

/signed/ _____

Senior Manager - Pilot Negotiations

/signed/ _____

Negotiating Committee Member

/signed/ _____

/signed/ _____

Negotiating Committee Member

/signed/ _____

Negotiating Committee Member

/signed/ _____

Negotiating Committee Member

SUPPLEMENT F (1)

James G. Sovich President
Allied Pilots Association

P. O. Box 5524

Arlington, Texas 76005-5524

Dear Captain Sovich:

The Company has made and will make the following revisions to the Pilot Retirement Benefit Plan:

1. Fixed Income Benefits

For pilots retiring on or after April 1, 1977, the Fixed Income Benefit formula will be replaced by the following:

- (a) 1.25% of the pilot's final salary times years and completed months of service less one year for all years from the date of hire as a flight deck operating crewmember. Where a pilot has participated in another defined benefit plan of the Company and has a pension benefit payable from the other defined benefit plan, the years and completed months of participation under the other defined benefit plan will be excluded from service under the Pilot Retirement Benefit Plan for purposes of benefits produced by the final average salary formula.
- (b) Final average salary will be equal to one fifth (1/5) of the sum of the pilot's earnings in the sixty (60) consecutive months in the last 120 months preceding the pilot's Normal, Early or Disability Retirement Date (whichever is applicable) which produces the highest amount. For this purpose, earnings during any calendar year will be considered to be earned equally during each month in the year. Earnings received by a retiring pilot after his retirement date, such as his final month's pay or accrued vacation pay, may be used in conjunction with his earnings in the immediately preceding sixty (60) months of the calculation of his final average salary. If the retiring pilot's final months' pay exceeds a month's pay at the beginning of the sixty (60) month period, it will be included in the calculation of his final average salary in place of the month's pay at the beginning of the sixty (60) month period. If the retiring pilot received accrued vacation pay for thirty (30) days or more and such pay for thirty (30) days exceeds a month's pay at the beginning of the sixty (60) month period, the vacation pay for each thirty (30) days will be included in the calculation of his final average salary in place of a month's at the beginning of the sixty (60) month period. If the vacation pay for any remaining days under thirty (30), exceeds the pay for a comparable period of a thirty (30) day month at the beginning of the sixty (60) month period, such pay will be included in the calculation of his final average in place of the comparable period of a thirty (30) day month at the beginning of the sixty (60) month period. To the extent a retiring pilot received accrued vacation pay after his retirement, it will first be used to complete his last partial month of flying. The balance of his accrued vacation time may then be used in substitution for full or partial months of wages at the beginning of his sixty (60) month period. [See Q&A [9-1](#)]
- (c) Effective for all pilots retiring on or after April 1, 1991 a minimum annual benefit equal to the following amount will be payable if such amount is greater than the benefit produced in (a) above: \$1,500.00 times the number of years and completed months of service as an active pilot employee, less one year. Service as an active pilot employee will be calculated as Credited Service (less one year) less periods of disability and other non-active status as identified in [Paragraph 8 of Supplement F\(1\)](#).
- (d) The benefit produced in [\(a\)](#) or [\(c\)](#) above will be payable at Normal Retirement Date. If the benefit is to commence on an Early Retirement Date, it will be actuarially reduced. [Nothing in this Supplement is meant to preclude a pilot who has retired from active flying with the Company to be able to collect benefits if rehired by AA in a Simulator Pilot position.](#)

[The Company will draft and adopt an amendment to the Pilot Pension Plan on a prospective basis, effective on or after the date of this Collective Bargaining Agreement, that will allow any pilot who retires from active pilot duty and is employed in a Simulator Pilot position on or after reaching "Normal Retirement Age" under the Plan \(age 60\) to be able to start and/or](#)

[continue to receive pension benefits under the Pilot Pension Plan](#)

2. Disability Retirement Minimum

- (a) For a pilot who accepts disability retirement on or after April 1, 1977, the provisions of the Plan will remain the same, except the average monthly salary used in the computation of the monthly benefit will be based on the higher of:
 - (i) the average monthly salary that the pilot received during the twelve (12) months prior to the exhaustion of his paid sick leave and/or vacation time, or
 - (ii) the average monthly salary during the pilot's highest paid calendar year out of his last five calendar years prior to the exhaustion of his paid sick leave and/or vacation time.
- (b) The Fixed Income Benefit which will be payable to the pilot at Normal Retirement Date, who is on disability retirement and is still on the Pilot Seniority List as of April 1, 1977, or later, in accordance with [Supplement F](#), will be determined under [Section 1](#), above, based on his final average salary to his Disability Retirement Date and years and completed months of service, less one (1) year. Included in such service will be the period between the pilot's Disability Retirement Date and his Normal Retirement Date.

3. (a) Survivor benefit payable upon death of pilot who has attained at least age 50 and for whom benefit payments have not begun on an Early or Normal Retirement basis.

This benefit in the Plan is modified as follows:

- (i) Upon the death of a pilot employee who has attained at least age 50 and for whom benefit payments have not begun on an Early or Normal Retirement basis, a survivor's benefit shall be payable to the pilot employee's legal spouse of at least one year on his date of death. In the event there is no legal spouse surviving the deceased pilot employee, the survivor's benefit shall revert to the lump sum payable from both the Fixed and Variable portions of the Plan as if death had occurred prior to age 50.
- (ii) The survivor's benefit under the Fixed Income Benefit portion of the Plan shall equal 50% of the benefit determined under Section 1 where the final average salary is determined as of the death of the pilot and years and completed months of service less than one year. Included in such service will be the period between the pilot's date of death and his Normal Retirement Date. Such benefit shall become payable to the surviving spouse effective with the first day of the month coincident with or next following the pilot's death.
- (iii) The survivor's benefit payable under the Variable Annuity portion of the Plan to the surviving spouse shall continue to be equal to what the pilot would have received had he retired early at death and had elected a 2/3 joint annuitant option.

(a) Survivor benefit payable upon death of a pilot who has not attained age 50

- (i) The Fixed Income Plan is modified to include for the pilot who is vested the qualified pre-retirement survivor annuity required by the Retirement Equity Act as an optional alternative to the current death benefit (i.e., payment of the Basic Accumulation).
- (ii) The Variable Income Plan is modified to vest immediately the Company Units and pay a participant's entire account balance to a surviving spouse (or to an alternate beneficiary with the spouse's consent).

4. Effective September 1, 1979 the designated beneficiary of a pilot employee or pilot receiving a disability pension or a pilot on an unpaid sick leave of absence who dies after attaining age 50 without a surviving legal spouse of at least one year as of his date of death, shall receive, at Company expense, an amount of Term Life Insurance equal to 150% of the pilot employee's Basic Life Insurance coverage. The designated beneficiary shall be the beneficiary of record under the Pilot Retirement Plan unless the pilot employee has designated a specific beneficiary for this benefit on Form C-438. Any other agreement to the

contrary, the designated beneficiary for this benefit shall not be eligible for the Spouse's Survivor Benefit of [Supplement F](#) and the Pilot Retirement Benefit Plan.

5. Disability Retirement

- (a) An illness and/or injury which has been verified through qualified medical authority and which prevents a pilot from acting as a cockpit crewmember in the service of the Company shall constitute a medical disability and shall make such pilot eligible for benefits according to the provisions set forth in this Supplement. The benefits shall commence ninety (90) days after the onset of the disability or related disability or on the expiration of paid sick leave and/or vacation, whichever occurs later; provided that there has been and continues to be qualified medical care consistent with the nature of the illness or injury. Disability pension benefits are not payable to furloughed pilots, whether furlough date occurs prior to or during a period of disability. [See Q&A [9-7](#)]
- (b) The verification of a disability as it relates to this Supplement shall be established by the Corporate Medical Director through claim procedures set up by the Company and the Allied Pilots Association. Once established, the disability, when appropriate, may be subject to verification every ninety (90) days.
- (c) For purposes of the Supplement, a disability will cease to exist whenever health is restored so as not to prevent a pilot from acting as a cockpit crewmember in the service of the Company; whenever verification of a disability can no longer be established; or whenever appropriate medical care is wantonly disregarded. It is recognized by the Association and the Company that there shall be exclusions which are not entitled to disability benefits; these are: fear of flying syndrome, unless there is a pre-eminent psychiatric diagnosis; chemical dependency showing no progress toward recovery after two years.
- (d) A pilot shall retain and continue to accrue his seniority for the purposes of this Supplement F only for a period of five (5) years commencing at the expiration of his paid sick leave. In the event such a pilot member recovers and returns to the Company as a pilot, during the five (5) year period in which he has not lost his seniority, his monthly disability pension shall cease. He will again become a participant in the Plan for the accrual of additional Basic and Variable Annuity benefits payable at Normal Retirement Date, subject to the eligibility provisions of the Plan. In the event such a pilot member works for the Company in a capacity other than as a pilot, his pilot benefits shall not be paid while he is employed in such a capacity. However, during such period he shall be eligible to participate in the pension programs applicable to his job category.
- (e) At Normal Retirement Date such monthly disability pension shall cease. The pilot member shall then receive the monthly Basic and Variable Annuity pension (including that provided by his optional contribution still remaining in the Variable Annuity Trust) which had been accrued under the Basic Annuity portion of the Plan and contributed for under the Variable Annuity portion of the Plan up to the date of the exhaustion of his sick pay, to be payable at Normal Retirement Date.
- (f) In the event the actuarially reduced benefits for an early retirement under the Plan exceed the monthly disability pension which would otherwise be payable to such a pilot member, he may elect to receive such benefits and still be considered a disability retirement. A pilot employee who was a member of the Pilot Plan as it existed on the day before the effective date of the signing of the Agreement pertaining to current negotiations shall not lose any accrued rights as a result of these amendments.
- (g) Furthermore, effective April 1, 1973, in lieu of extending the Pilot Retirement Benefit Plan death benefit for a pilot member who dies after his 50th birthday to a pilot member who had not attained age 50, the Company, at its expense, will provide such active pilot member with an amount of Term Life Insurance equal to 150% of his Basic Life Insurance coverage under the Group Insurance Plan. Such additional coverage shall cease as of the active pilot member's 50th birthday. In the event such active pilot member becomes disabled and is placed on a sick leave of absence, and/or retires on a disability pension, the additional

coverage as well as his Basic Life Insurance coverage under the Group Insurance Plan will be continued, at Company expense, up to his 50th birthday.

Optional Life Insurance Plan may be continued by the disabled pilot member, at his expense, up to his 50th birthday. At his 50th birthday, all such coverage shall cease. The pilot member shall then be considered a retired employee for purposes of the Group Insurance Plan and will be covered under the Retired Employee Life Insurance schedule. In the event a pilot member is totally and permanently disabled in the sense that he is completely unable to perform any and every duty pertaining to any occupation or employment for remuneration or profit, his additional coverage will continue as long as he is so disabled. Unless otherwise indicated by the pilot member, the beneficiary of record under the Pilot Retirement Plan shall be the beneficiary of record for this additional coverage.

- (h) Any disputes arising as to the clinical validity of a claim or as to the continuation of disability defects, once commenced, shall be referred to a mutually agreed-to clinical source, whose findings regarding the nature and extent of the condition shall be final and binding upon the parties. The cost involved in such proceeding shall be equally shared by the Association and the Company.
- (i) Effective November 1, 1979, for a pilot diagnosed as chemically dependent on or after November 1, 1979:
 - (i) A pilot shall be entitled to a lifetime maximum of up to twenty-four (24) months of payments from the point in time he is diagnosed chemically dependent but not beyond his Normal Retirement Date.
 - (ii) The payments shall be a combination of accrued sick time and/or disability pension payments.
 - (iii) The twenty-four (24) months of payments are not necessarily consecutive. They may be broken for periods if the pilot returns to active status, or does not apply for disability pension payments. However, they are cumulative.
 - (iv) The twenty-four (24) months of payments shall be extended to pay the pilot any accrued sick time he may have remaining at the end of the twenty-four (24) months of payments.
 - (v) Any accrued vacation pay shall not be counted in the twenty- four (24) months of payments.
 - (vi) If, at the end of the twenty-four (24) months of payments, the pilot has not shown progress toward recovery as determined by the Corporate Medical Director, all disability pension payments terminate. If the pilot is showing progress toward recovery, as determined by the Corporate Medical Director, he shall continue to receive disability pension payments until he is returned to active flying status. Any disputes with a pilot's physician arising as to a pilot's recovery or showing progress toward recovery under this sub-paragraph (vi), shall be referred to a mutually agreed-to clinical source, whose findings regarding the nature and extent of the condition of the cockpit crewmember shall be final and binding upon the parties. The cost involved in such proceeding shall be equally shared by the Association and the Company.
- (j) A pilot diagnosed as chemically dependent after August 20, 1982 shall be entitled to the greater of:
 - (i) a lifetime maximum of eighteen (18) months of combined sick time and disability pension payments including not more than twelve (12) months of disability pension payments; or
 - (ii) the balance of accrued sick time payments.

The eighteen (18) months of payments under (i) above are not necessarily consecutive. They may be broken for periods when the pilot returns to active status or does not apply for disability pension payments. However, they are cumulative.

Any accrued vacation pay shall not be counted in the eighteen (18) months of payments under (i) above.

6. Variable Annuity
 - (a) Effective January 1, 1973, the actuarial interest assumption shall be 6% interest per annum. Pilots retired prior to January 1, 1973 will have their variable benefits converted to the new 6% interest assumption as of January 1, 1973.
 - (b) Effective January 1, 1990, Company Contributions to the Variable Income Plan of the Pilot Retirement Benefit Program will be eleven percent (11%) of compensation earned on or after January 1, 1990 for all pilot employees.
7. Maximum/Minimum Disability Retirement
 - (a) Effective November 1, 1979, a pilot member of the Pilot Retirement Benefit Plan who accepts disability retirement on or after November 1, 1979, because he is medically unable to continue as a pilot, shall be eligible for a monthly disability pension equal to 55% of his average monthly salary. The maximum monthly payment shall be \$4,700.
 - (b) Effective January 1, 1992, the maximum monthly payment in a. above is increased to \$6,000. Such maximum monthly payment is applicable to those currently receiving disability retirement benefits and those who qualify for such benefits in the future.
8. As provided in the Pilot Retirement Benefit Plan, on and after April 1, 1977, Credited Service shall not include any period of unpaid leave of absence or furlough after that date except for the following:
 - (a) an emergency leave of absence generated by the strike of another organized group which causes the Company to suspend operation; credited service shall not be granted for a period of suspension of operations caused only by pilot employees in connection with the strike of another organized group;
 - (b) a leave of absence at Company request to avoid the furlough of other pilot employees;
 - (c) an approved disability whether disability benefit is paid or unpaid; or unpaid sick leave of absence which has been requested by the pilot and approved by the Corporate Medical Director;
 - (d) with respect to the Spouse's Survivor Benefit, the period from the pilot employee's date of death to his Normal Retirement Date;
 - (e) with respect to the Fixed Income Benefit payable at Normal Retirement Date to a pilot on disability retirement the period from the pilot's Disability Retirement Date to his Normal Retirement Date;
 - (f) a leave of absence for Association business for which period the Association reimburses the Company for the cost of the Pilot Retirement Benefit Plan;
 - (g) a military leave of absence after the pilot employee has become a member of the Plan.

Neither the Company nor the Association shall modify or change the above during the period of this collective bargaining agreement and the next subsequent collective bargaining agreement.

9. Effective September 1, 1979, in the computation of a pilot employee's Final Average Compensation for his highest 60 consecutive months out of his last 120 months, the period and applicable wages, if any, from items [8\(a\)](#), [8\(b\)](#) and [8\(c\)](#) above, which would normally fall in such 60 month period shall be excluded. The Final Average Compensation shall be based on wages for such reduced 60 month period, e.g., 58 months. For example, if wages for the 58 month period amounted to \$300,000, the Final Average Monthly Salary would be \$5,172.41. However, in the computation of his Fixed Income Benefit, such period shall continue to be included in his Credited Service.
10. For purposes of the Disability Retirement Benefit, in the computation of a pilot employee's average monthly compensation during either the 12 consecutive months next preceding the date of expiration of his paid sick leave, vacation, or both, or the highest calendar year out of the five consecutive years preceding the date of expiration of his paid sick leave, vacation, or both, whichever produces the highest average, the period and applicable wages, if any, from

items [8\(a\)](#), [8\(b\)](#) and [8\(c\)](#) above, which would normally fall in such 12 month period shall be excluded. The average monthly compensation shall be based on wages for such reduced 12 month period, e.g., ten months. For example, if wages for the 10 month period amounted to \$60,000, the average monthly compensation would be \$6,000. However, in the computation of his Fixed Income Benefit, such period shall continue to be included in his Credited Service.

11. Lump Sum Option under the Fixed Income Plan For all pilots retiring after January 1, 1989, the Company will reinstate the lump sum option under the Fixed Income Plan of the Pilot Retirement Benefit program as it existed on January 1, 1989, modified only to comply with Internal Revenue Service requirements in order to maintain the continued qualification of the plan.

The above may only be changed or modified as required by the Internal Revenue Service to maintain the qualification of the Plan under the Internal Revenue Code or the Department of Labor under the Employee Retirement Income Security Act of 1974.

The Company will provide all necessary data and will cooperate fully with the Connell Company to produce pilot statements by March 31st of each year.

Very truly yours,

/signed/

J. G. Allen
Vice President
Employee Relations

Agreed:

/signed/

J. G. Sovich
President

ALLIED PILOTS ASSOCIATION

SUPPLEMENT F(2)

Captain John E. Darrah
President
Allied Pilots Association
14600 Trinity Boulevard, Suite 500
Fort Worth, TX 76155

Dear John:

This is to inform you that the following administrative changes will be made to the Pilot Retirement Benefit Program effective as of September 1, 1979:

1. (a) In the event a pilot employee at normal retirement elects to withdraw the value of his optional contributions to the Variable Annuity Trust or elects a Lump Sum Distribution from the Variable Annuity Trust, the moneys contributed since the most recent determination of the December 31 unit value by the Plan Actuary (employee contributions in the case of any Optional Withdrawal; Company and employee contributions, if any, in the case of the Lump Sum Distribution) will be treated in the following manner:

Such contributions shall be converted into units at the last published December 31 unit value. Such units will be disbursed at the last published December 31 unit value adjusted by the Index Of Change which shall be the Index for the third month preceding Normal Retirement Date. For example, in the case of a pilot retiring April 1, 1980, the unit value published for December 31, 1978 adjusted by the Index of Change for January 31, 1980 would be used.

Optional contributions for all pilot employees shall be discontinued three (3) months before Normal Retirement Date. This procedure will be implemented for retirements on and after February 1, 1980, in order to allow for the three (3) month interval. For retirements prior to February 1, 1980, optional contributions will be discontinued for the remaining months prior to retirement commencing with November, 1979.

- (b) In the event a pilot employee elects to withdraw the value of contributions to the Variable Annuity Trust during employment or for retirements prior to February 1, 1980, the moneys contributed since the most recent determination date of a December 31 unit value by the Plan Actuary (employee contributions in the case of any optional withdrawal; Company and employee contributions, if any, in the case of a Lump Sum Distribution at early retirement) will be treated in the following manner:

Such contributions shall be converted into units at the last published December 31 unit value. Such units will be disbursed at the last published December 31 unit value adjusted by the Index of Change for the month in which such withdrawal request is received by Pension & Group Insurance Administration. For example, in the case of a pilot whose notice of withdrawal of optional contributions is received by Pension & Group Insurance Administration on March 15, 1980, the unit value published for December 31, 1978 adjusted by the Index of Change for March 31, 1980 would be used.

- (c) To avoid the problem of non-availability of a unit value for the Variable Plan during the first quarter, the unit value is to be determined as of December 31 by the Plan Actuary and used for the period March 31 to March 31. The unit value determined as of December 31, 1978 would be operative from January 1, 1979 to March 30, 1980. This unit value will be used for all annuity payments and, adjusted by the Index of Change, will also be used for optional withdrawals and lump sum distributions.
- (d) To reflect more frequently the investment performance of the Trust, variable annuity payment will change as of each April 1 and October 1, effective with the 1987 Plan year. The Plan Actuary will determine the annual audited unit value as of each December 31 which unit value will determine annuity payments for the following April 1, to September 30 period (instead of the March 31 to March 31 period under (c) above). This unit value,

adjusted by the Index of Change for the month of July (i.e., July 31 value), will determine annuity payments for the following October 1 to March 31 period.

2. For purposes of computation of final compensation only, to facilitate the determination of retirement benefits at normal retirement for a retiring pilot, wages for his last two months of flying shall be computed at an hourly rate (one-half day/one-half night) prior to May 1, 2003 and day rate effective May 1, 2003 for two and one-half hours per day based on the category and equipment determined by his trip selection award for his next to the last month of flying prior to retirement provided such pilot did not use any unscheduled vacation credit or failed to use scheduled vacation credit during his last full month and/or partial month of service. In such event, his benefit will be recalculated based upon the actual vacation schedule which will result in a delay in benefit payment. This will be implemented as soon as procedures can be established to collect the necessary data from the Payroll Department. For benefit purposes, the computation of such benefits is final and binding on the Company and pilot. The Company will contribute to the trust funds on the basis of actual wages paid. [See Q&A [9-1](#)]
3. In the case of early retirement with notice to Pension & Group Insurance Administration of less than 120 days, the rules of Item 2 above will not apply. Final Average Compensation will be determined by using actual earnings for his last two months of flying. Any distribution of units from the Variable Annuity Trust will be determined under the rules set forth in [1 \(b\)](#) above, using the Index of Change for the month in which the notice of early retirement is received by Pension & Group Insurance Administration.

The above may only be changed or modified as required by the Internal Revenue Service to maintain the qualification of the Plan under the Internal Revenue Code or the Department of Labor under the Employee Retirement Income Security Act of 1974. [See Q&A [15-27](#)]

Very truly yours,

/signed/

Mark L. Burdette
Director, Employee Relations, Flight

Agreed to:

/signed/

John E. Darrah
President
Allied Pilots Association

SUPPLEMENT F(3)

February 26, 1991

Captain F. R. Vogel
 President
 Allied Pilots Association
 P. O. Box 5524

Arlington, Texas 76005-5524
 Dear Captain Vogel:

This will confirm our agreement that [Supplement F\(2\)](#) of the current American/APA Agreement will be modified for retirements on or after August 1, 1987 as follows. Such modifications will allow a pilot to defer receipt of his benefit under the Variable Annuity Trust (i.e., "B" Fund) to a later date up to age 70½.

1. Any retiring pilot may irrevocably elect to defer receipt of his retirement benefit from the "B" Fund by providing written notification to Pension Plan Administration of such at least sixty (60) days prior to retirement.
2. In the event the Pilot irrevocably elects to defer receipt of his benefit from the "B" Fund to a later date, all contributions to the "B" Fund (both employee and Company) will be based on actual earnings. The units in the account shall continue to participate in the "B" Fund until a withdrawal notice is received by Pension Plan Administration. The distribution of the units in the account shall be as follows:
 - (a) In the event the pilot elects to have his account paid as an annuity from the "B" Fund, the payment of the benefit shall be effective on the first day of the month following the month in which such written election is received by Pension Plan Administration. Payment of the benefit will commence no later than the first of the month following thirty (30) days of receipt of the completed retirement forms.
 - (b) In the event the pilot elects to receive payment of his account in the form of a lump sum payment, the units in the account shall be disbursed using the last published December 31 unit value adjusted by the Index of Change for the month in which such withdrawal request is received by Pension Plan Administration.
3. In the event that notice to defer is not received by Pension Plan Administration at least sixty (60) days prior to retirement, the pilot will receive payment on his benefit commencement date in accordance with the provisions of [Supplement F\(2\)](#).
4. The Surviving Spouse of a pilot who has completed at least ten (10) years of service and dies after age 50 and for whom benefit payments have not begun shall receive a benefit equal to the benefit that the pilot would have received had he retired on the date of his death and had elected the two-thirds (2/3) joint annuitant option. In lieu of any other death benefit, the Surviving Spouse may elect to receive a lump sum payment of the deceased pilot's account under the Variable Annuity Trust.
5. This agreement does not affect distributions from the Fixed Income Plan (the "A" Fund).

The preceding may only be changed or modified as required by the Internal Revenue Service to maintain the qualification of the Plan under the Internal Revenue Code or the Department of Labor under the Employee Retirement Income Security Act of 1974 or other governmental restrictions or changes preventing or adversely affecting this modification.

Very truly yours,

/signed/

R. P. Craviso
 Vice President
 Employee Relations

Agreed to:

/signed/

F. R. Vogel, President
 ALLIED PILOTS ASSOCIATION

SUPPLEMENT F(4)

August 20, 1996

Captain James G. Sovich President
Allied Pilots Association
P.O. Box 5524
Arlington, TX 76005-5524 Dear Captain Sovich:

Pension Plan Amendments

This letter confirms an agreement between the Allied Pilots Association (the "Association") and American Airlines, Inc. (the "Company") regarding the American Airlines, Inc. Pilot Retirement Benefit Program (the "Plan"). The definitions in Section 2.1 of the Plan shall apply to this letter. Nothing herein shall affect any right that the Company or the Association, either on its own behalf or on behalf of the pilots it represents, has under the Collective Bargaining Agreement.

The Company expects to continue the Plan indefinitely but it necessarily reserves the right to amend the Plan, in whole or in part, at any time or from time to time, under the procedure described in Section 14.2, and to suspend or terminate the Plan, in whole or in part, at any time, by action of the Board of Directors, or its designee, provided that the Plan will not be amended, suspended, or terminated for the duration of the Collective Bargaining Agreement between the Company and the Association unless the Association agrees to the amendment, suspension, or termination.

Notwithstanding the foregoing, unless the parties otherwise agree, the Company reserves the following specific rights:

- (i) to amend any provision of the Plan that concerns the Company's funding of any benefit provided under the Plan (including, but not limited to, funding policy, assumptions, methods, timing, amounts, and asset strategies) other than a benefit funded through the Variable Annuity Trust;
- (ii) to amend any provision of the Plan that affects the composition, operation, rights, or responsibilities of the Pension Benefits Administration Committee and the Pension Asset Administration Committee;
- (iii) to amend any provision of the Plan that concerns the Company's right to name the Administrator and named fiduciary of the Plan;
- (iv) to amend any provision of the Plan that concerns the corporate structure of the Company, including, but not limited to, the definitions of Company, Employer, and Board of Directors;
- (v) to amend any provision of the Plan in which the amendment is required by the Act, the Code, any other federal law, or is necessary to maintain the tax qualified status of the Plan. If a federal law is enacted that requires that the Plan be terminated or suspended, the Company may terminate or suspend the Plan, provided that there is no alternative to termination or suspension. If there are alternative ways to amend, suspend or terminate the Plan, the Company will meet with the Association within a reasonable period of time before the date that the Company is required to comply with the change in the law for the purpose of discussing the alternative ways to amend, suspend or terminate the plan. Following these discussions, the Company may make the changes when required by the law, but in no event shall the Company be relieved of its obligations, if any, under the Collective Bargaining Agreement.

Within a reasonable period before the earlier of adoption or implementation of an amendment to the Plan, the Company shall provide the Association with a copy of the proposed amendment (or, should the Company desire to implement an amendment prior to a change in Plan wording, a complete description of the change) and meet with the Association to discuss the proposed amendment. Disputes under this letter agreement shall be subject to the grievance and arbitration procedures provided by the parties in the Collective Bargaining Agreement.

Very truly yours,

/signed/
Jane G. Allen
Vice President
Employee Relations

Agreed:

/signed/
James G. Sovich
President
Allied Pilots Association

SUPPLEMENT F(6)

Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

January 1, 2013

Retirement Income Benefits

Dear President Wilson:

This letter confirms certain agreements between American Airlines, Inc. ("Company") and the Allied Pilots Association ("Association") regarding the Variable Income Plan ("Pilot B Plan") and the Fixed Income Plan ("Pilot DB Plan") of the American Airlines, Inc. Pilot Retirement Benefit Program ("Program") and regarding Super Saver - A 401(k) Capital Accumulation Plan for Employees of Participating AMR Corporation Subsidiaries ("Super Saver"). This Supplement F(6) is effective September 7, 2012.

1. The parties agree that Supplements [F\(1\)](#) through F(4) reflect the manner in which pensions were determined prior to the freeze dates described herein and shall continue in effect except to the extent inconsistent with or modified by this Supplement F(6).
2. The parties agree to eliminate Supplement [F\(5\)](#) and the non-qualified pension plan alternative described therein.
3. The Company shall have no obligation, contractual or otherwise, that is inconsistent with its right under this Supplement F(6) to modify or eliminate Pilot DB Plan and Pilot B Plan benefits by plan amendment and/or implement the plan freezes and terminations under this Supplement F(6), including but not limited to, elimination of the lump sum option and the installment option in the Pilot DB Plan.
4. Pilot B Plan. The Company shall freeze the Pilot B Plan effective November 1, 2012 and thereafter terminate the Pilot B Plan effective November 30, 2012. On and after November 1, 2012:
 - a. No new participants will be added to the Pilot B Plan.
 - b. No contributions will be made for compensation earned on and after November 1, 2012.
 - c. When the Pilot B Plan is subsequently terminated effective November 30, 2012, the Company will:
 - (1) Contribute, prior to the plan termination date, on behalf of pilots on a military leave of absence on November 1, 2012, contributions based on estimated pay that the pilot would have earned for periods on military leave from the date the military leave commenced through October 31, 2012. For the purpose of this subparagraph (1), estimated pay shall be determined using the methodology for estimating pay for pilots returning from a military leave of absence prior to November 1, 2012.
 - (2) Provide the Association with a copy of the final actuarial valuation from the Pilot B Plan actuary, the information reasonably necessary for the Association and its consultants to verify the actuarial valuation (e.g., de-identified demographic information, account values, 2012 contributions, actuarial assumptions) and a copy of all expenses charged to the B Plan relating to the termination of the B Plan.
 - (3) Provide each participant with a final Pilot B Plan benefit package detailing the number of units, the unit value upon which the final distribution will be made and the available forms of distribution.
5. Pilot DB Plan. The Company shall take the following actions with regard to the Pilot DB Plan:
 - a. Freeze the Pilot DB Plan effective November 1, 2012, to ensure that the Company is not required to provide for future benefit accruals under the Pilot DB Plan on and after November 1 2012. On and after November 1, 2012:

- (1) No new participants will be added to the Pilot DB Plan.
 - (2) No further benefits will accrue under the Pilot DB Plan.
 - (3) Benefits for current pilots who are participants in the Pilot DB Plan will be determined based upon their pension accrual calculated as of October 31, 2012.
 - (4) Compensation earned on and after November 1, 2012, will not be counted for benefit accrual.
 - (5) Service performed on and after November 1, 2012, will not be counted for benefit accrual; however, service performed on and after November 1, 2012, will be counted solely for the purpose of determining vesting and eligibility for Early Retirement.
 - (6) The benefits accrued as of October 31, 2012, will remain obligations of the Pilot DB Plan and its related trust and will be paid in accordance with the terms of the Pilot DB Plan.
- b. Amend the Pilot DB Plan to eliminate the lump sum option and installment option, through the procedures set forth in a final regulation published by the U.S. Treasury Department and Internal Revenue Service, if and when it becomes lawful to do so.
 - c. Subject to the Association's rights set forth in subpart 5.d, below, seek to terminate, and terminate if such motion is granted, the Pilot DB Plan by filing a distress termination motion with respect to the Pilot DB Plan if:
 - (1) The U.S. Treasury Department and Internal Revenue Service do not publish a final regulation that the Company determines, in its sole discretion, will enable the Company to resolve, on a timetable satisfactory to the Company, structural issues under the Pilot DB Plan relating to the elimination of the lump sum option and installment option forms of benefits, or
 - (2) The U.S. Treasury Department and Internal Revenue Service do publish such final regulation, but the Company is unsuccessful in using the procedures set forth in such final regulation in receiving a determination that it is lawful to amend the Pilot DB Plan to eliminate the lump sum option and installment option.
 - d. If the Company files a distress termination motion with respect to the Pilot DB Plan at any time, the Association retains the right to oppose that motion on the grounds that the requirements of 29 U.S.C. section 1341(c)(2)(B)(ii) are not met for any reason.
 - e. The Pilot DB Plan shall be amended as soon as practicable following Company's emergence from Chapter 11 to provide that a participant may waive all spousal death benefits and designate a non-spouse beneficiary (subject to Spousal consent as required by the Pilot DB Plan) to receive a pre-retirement death benefit equal to the Basic Accumulation credited to date of the freeze, plus interest to date of distribution.
6. Super Saver, or its successor. Assuming ratification by the Association's membership of a new collective bargaining agreement by December 10, 2012 and bankruptcy court approval by December 31, 2012, the Company will:
- a. Amend the Super Saver plan document to incorporate the provisions for Eligibility Service as defined in the Pilot DB Plan immediately prior to November 1, 2012 solely for purpose of determining eligibility for the contribution in paragraph c. below.
 - b. Enroll each pilot who is not already enrolled in Super Saver after the pilot earns one year of Eligibility Service. Eligibility Service prior to November 1, 2012 counts toward this requirement.
 - c. For each pilot who has earned one year of Eligibility Service (as defined in Super Saver) on or after November 1, 2012, the Company will contribute an amount equal to fourteen percent (14%) of the pilot's Eligible Compensation (as defined in Super Saver) for service performed on or after November 1, 2012 through December 31, 2013. Any 14% contribution under this Paragraph (6) shall be reduced by any discretionary contributions the Company has made to pilots' Super Saver accounts in anticipation of a ratified and Court approved new collective bargaining agreement. Effective January 1, 2014, for each pilot who has earned one year of Eligibility Service (as defined in Super Saver) the Company will contribute an amount equal to sixteen percent (16%) of the pilot's Eligible Compensation (as defined in Super Saver) for service performed on or after January 1,

2014. Such Company contributions shall be made as soon as administratively practicable following the date the pilot is paid.

- d. Union Leave. For Pilots on a union leave on or after November 1, 2012, the Company will contribute an amount equal to fourteen percent (14%) (sixteen percent (16%) effective January 1, 2014) of the pilot's Flight Pay Loss for service associated with a union leave performed on and after November 1, 2012. For the purposes of providing contributions to pilots on union leaves, there are two (2) types of Flight Pay Loss:
 - (1) Type 1 Flight Pay Loss. Type 1 Flight Pay Loss covers union paid leave, which consists of regularly scheduled work assignments missed by pilots due to service performed for the union. For Type 1 Flight Pay Loss, the Association will reimburse the Company each month for the pay and the 14% contribution associated with union leaves on and after November 1, 2012.
 - (2) Type 2 Flight Pay Loss. Type 2 Flight Pay Loss covers pay for pilots on union leave beyond regularly scheduled work assignments missed. Each month, the Association will provide the Company with a record of the Type 2 Flight Pay Loss compensation to be paid to pilots on union leave along with payment to the Company for the Type 2 Flight Pay Loss compensation plus the 14% (sixteen percent (16%) effective January 1, 2014) contribution and the payroll taxes associated with this pay. Upon receipt of payment, the Company will include the Type 2 Flight Pay Loss and the 14% (sixteen percent (16%) effective January 1, 2014) contribution in the Company's next normal pilot payroll cycle. Type 2 Flight Pay Loss will not be considered for purposes of the Company's other employee pay and benefit plans and programs.

Notwithstanding the provisions above in this paragraph 6.d, no contribution will be made to Super Saver if a pilot is on union leave and receiving LTD benefits from the 2012 Pilot LTD Plan or the 2004 Pilot LTD Plan or retirement disability benefits from the Pilot DB Plan.

- e. The Super Saver contributions made under this paragraph 6 shall be fully vested when made.
 - f. Pilots returning from a military leave of absence after November 1, 2012, will receive Company contributions under Paragraph 6.c for estimated pay while on military leave that would have been earned after October 31, 2012, based on the estimated pay methodology used prior to November 1, 2012 updated to reflect contractual changes.
 - g. If the Internal Revenue Code's limits reduce the Company contribution to be made under this Paragraph 6, the Company shall pay the portion that otherwise would have been contributed to Super Saver, to the pilot as a cash payment in the next regular paycheck, provided that such payments can be made in a manner that complies with the requirements of Internal Revenue Code and other applicable rules, and structured to avoid negative consequences to the pilots as a result of Internal Revenue Code section 409A, and further provided that such payments shall not be treated as "Compensation" for any purpose, including for purposes of contributions to Super Saver.
 - h. The Company will retain the right to amend Super Saver from time to time in its sole discretion, provided that no such discretionary amendment shall change the Company contribution or other requirements as set forth in this Supplement F(6), absent the Association's consent. The Company shall also retain the right to amend Super Saver in its sole discretion for the purpose of maintaining the plan's tax-qualified status or to otherwise comply with applicable Federal law. Within a reasonable period before the earlier of adoption or implementation of an amendment to Super Saver, the Company shall provide the Association with a copy of the proposed amendment.
 - i. The Company shall meet quarterly with the Association for the purpose of discussing Super Saver investment options, participation and account statistics, expenses, administrative concerns and overall operational information as it relates to pilot participation.
7. Disabled Pilots. Pilot DB Plan benefit accruals and contributions to any defined contribution plan or 401(k) plan sponsored by the Company for or on behalf of disabled pilots who are

receiving LTD benefits or disability retirement benefits will be handled in accordance with Letter KK(2).

8. Pension Statements.

- a. The Company shall provide an individual pension statement to each participant whose benefits are not in pay status showing accumulations under the Pilot DB Plan as of the date of the freeze in the same format used for the annual pension statement issued as of December 31, 2011, except that the statement shall include the annual Compensation amounts for the 10-year period used in determining the Final Average Compensation.
- b. The statement in Paragraph a. shall be provided as soon as practicable after the date of freeze of the Pilot DB Plan.
- c. Following the issuance of this statement, the Company will provide participants with additional statements reflecting their pension benefits only at such times as required by law.

Very truly yours,

_____/signed/

Laura A.
Einspanier
Vice President
Employee
Relations

Agreed:

_____/signed/ _____ Keith Wilson
President
Allied Pilots Association

SUPPLEMENT F(8)June 24, 2015 (modified August 1, 2023)

Captain Keith Wilson President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

Re: Pilot Restoration Payments & Pilot-Only 401(k) Plan -Plan Provisions

Dear Captain Wilson:

This will confirm the agreement ("Supplement F(8)") among American Airlines, Inc. ("American") and the Allied Pilots Association ("APA" or "Association"), ~~and US Airways, Inc. ("US Airways")~~ (collectively, the "Parties") regarding a new pilot-only defined contribution plan, the American Airlines, Inc. 401(k) Plan for Pilots ("Plan").

For purposes of this Supplement F(8), the term "Company" shall mean American ~~and/or US Airways~~, or their successor.

The term "Prior Plans" shall mean the following plans to the extent of the pilots' participation in them:

- (i) Super Saver - A 401 (k) Capital Accumulation Plan for Employees of Participating AMR Corporation Subsidiaries ("Super Saver"),
- (ii) US Airways, Inc. 401 (k) Savings Plan For Pilots,
- (iii) Future Care 401(k) Plan, and
- (iv) Retirement Savings Plan for Pilots of US Airways, Inc. ("RSP").

1. Plan Sponsor and Plan Fiduciaries. In accordance with the terms of Supplement F(7), the Company agrees to adopt the Plan and the Company (or its delegates) will be the Plan sponsor, administrator, and named fiduciary for all purposes. ~~If, on the effective date of the Plan, US Airways employs any of the pilots eligible to participate in the Plan and still exists as a member of the American Airlines Group Inc. ("AAG") controlled group, then American shall sponsor the Plan and US Airways shall be a participating employer in the Plan.~~

2. Plan Qualification. The Parties agree that the Plan will be a tax qualified, defined-contribution retirement plan under Section 401(a) of the Internal Revenue Code ("Code"), with a cash or deferred arrangement that qualifies under Section 401(k) of the Code, that complies with the requirements of Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

3. Effective Date of the Plan. The Plan will be effective on or about October 30, 2015, or as soon as administratively practicable following this date, as determined in the sole discretion of the Company. As of the effective date of the Plan, and on the Effective Date of any modifications, all eligible pilots will remain or become participants in the Plan.

4. Plan Documents.

a. Plan Documents. All the governing Plan documents, including the Plan and the Summary Plan Description ("SPD"), will be new documents authored by the Company. The Company has the right to draft, restate, and amend the Plan and SPD from time to time in its sole

discretion, provided that no discretionary amendment shall change the Non-Elective Employer Contribution or other requirements as set forth in the collective bargaining agreement, including this Supplement F(8). The Company shall have the right to amend the Plan and SPD in its sole discretion for the purpose of maintaining the Plan's tax-qualified status or to otherwise comply with applicable Federal law. Plan documents shall be updated to reflect the modifications noted herein.

b. Initial Plan Document and SPD.

i. Comment & Collaboration Period. Within a reasonable period of time, but no later than 30 days, before the earlier of adoption or the effective date of the new Plan, the Company shall provide the Association with a copy of the proposed new governing Plan document and SPD. The Association shall provide its input and recommendations within a reasonable time for the Company's consideration; however, it is expressly understood by the Parties that the Company retains sole discretion to adopt the Plan and SPD.

11. Contract Enforcement Review. The Company will provide the Association with a copy of the executed Plan document within a reasonable period of time after its adoption and a copy of the final SPD within a reasonable period of time after its effective date. The Association will review the documents to confirm compliance with the collective bargaining agreement. Any dispute resulting from such review shall be exclusively subject to the grievance and arbitration procedures provided in Section 21 of the Joint Collective Bargaining Agreement.

c. Subsequent Plan Amendments & Restatements.

i. Comment & Collaboration Period. The Company will endeavor, whenever administratively feasible, to provide the Association with a copy of a new Plan amendment within a reasonable period of time, but no later than 30 days, before the adoption of the amendment. The Association shall provide its input and recommendations within a reasonable time for the Company's consideration; however, it is expressly understood by the Parties that the Company retains sole discretion to adopt the amendments.

ii. Contract Enforcement Review. The Company will provide the Association with a copy of an executed amendment within a reasonable period of time after its adoption. The Association will review the amendment to confirm compliance with the collective bargaining agreement. Any dispute resulting from such review shall be exclusively subject to the grievance and arbitration procedures provided in Section 21 of the Joint Collective Bargaining Agreement.

5. Continuance. The Defined Contribution Retirement Benefits Transition Letter of Agreement, dated July 30, 2013, shall remain in effect, except as amended by the terms of this Supplement F(8). Except as otherwise noted herein, the provisions of Section 6 of Supplement F(6) applicable to Super Saver will terminate upon the effective date of the Plan. In all other respects, Supplement F(6) shall continue in effect.

6. Core Plan Features.

a. Eligibility for Pilot Elective Contributions: All pilots of American Airlines, Inc., are eligible to become participants in the Plan upon Date of Hire, and, immediately upon becoming participants in the Plan, all pilots will be eligible to make elective contributions.

b. Eligibility for Non-Elective Employer Contribution: As of the Effective Date of the 2023 Collective Bargaining Agreement, all pilots of American Airlines, Inc., are eligible to become participants in the Plan upon Date of Hire, and, immediately upon becoming participants in the Plan, all pilots will be eligible for Non-Elective Employer Contributions. ~~Eligible pilots must complete one (1) year of service to be eligible for Non-Elective Employer Contributions. The Plan shall utilize the elapsed time method under Treasury Regulation section 1.410(a)-7 for purposes of service crediting for eligibility, modified to provide that any pilot who has satisfied any portion of the 12-month eligibility period under the elapsed time method prior to a severance from service will continue to have credit for such service after return to service, and pilots shall receive credit for eligibility service with any employer within the AAG controlled group. US Airways pilots who have less than twelve (12) months of service and are receiving Non-Elective Employer Contributions as of the effective date of the Plan will continue to receive Non-Elective Employer Contributions to the Plan.~~

c. Non-Elective Employer Contribution: For each pilot who is eligible under subsection 6(b) above, the Company will contribute an amount equal to sixteen percent (16%) of such pilot's Eligible Compensation ("Non-Elective Employer Contribution"). Such Non-Elective Employer Contribution shall be made as soon as administratively practicable following the date the pilot is paid. Effective May 2, 2024, the Non-Elective Employer Contribution shall increase to seventeen percent (17%) of an eligible pilot's Eligible Compensation. Effective May 2, 2026, the Non-Elective Employer Contribution shall increase to eighteen percent (18%) of an eligible pilot's Eligible Compensation.

d. Eligible Compensation for purposes of Non-Elective Employer Contributions, Grandfathered Employer Contributions and Pilot Elective Contributions: Eligible Compensation shall be based on the definition of Eligible Compensation in Appendix C to Supplement 9 of Super Saver as of November 1, 2012, except in the case of the Company Grandfathered Employer Contribution for the Grandfathered Disabled East Pilots. Eligible Compensation for Grandfathered Disabled East Pilots will be defined pursuant to the terms and conditions of the Defined Contribution Retirement Benefits Transition Letter of Agreement dated July 30, 2013 (in particular, Paragraph 13.c).

e. Vesting: Non-Elective Employer Contributions shall be fully vested when made.

f. Return from Qualified Military Leave of Absence. Pilots returning from a military leave of absence will receive contributions, benefits, and service credit under the Plan in accordance with Section 414(u) of the Code and applicable regulations, as reflected in the Uniformed Services Employment and Reemployment Rights Act of 1994 ("USERRA") policy in effect for legacy US Airways pilots as of December 9, 2013, and any subsequent agreements.

7. Disabled Pilots.

a. Grandfathered Disabled East Pilot Contributions. Grandfathered Disabled East Pilots will be eligible to receive a 10% non-elective employer contribution ("Grandfathered Employer Contribution") (and no more than a 10% contribution) to the Plan, pursuant to the terms and conditions of the Defined Contribution Retirement Benefits Transition Letter of Agreement dated July 30, 2013 (in particular, Paragraph 13.c) until such time as they cease to receive long-term disability benefits.

b. In accordance with the terms of Section 5.E.11. of the 2023 Collective Bargaining Agreement, disabled pilots under the August 2023 Long-Term Disability Plan are eligible for Non-Elective Employee Contributions under this Plan.

c. Non-Grandfathered Disabled Pilots. In accordance with the terms of Paragraph 20

of Letter KK(2), all disabled pilots not covered under subsection 7(a) [or 7\(b\)](#) above who receive long-term disability benefits will not be eligible for either a Non-Elective Employer Contribution or a Grandfathered Employer Contribution to the Plan.

8. Union Leave. For pilots on a union leave after the effective date of the Plan, the Company will make the Non-Elective Employer Contribution on the pilot's Flight Pay Loss for service associated with a union leave. For purposes of providing these contributions to pilots on union leaves, there are two (2) types of Flight Pay Loss:

a. Type 1 Flight Pay Loss. Type 1 Flight Pay Loss covers union paid leave, which consists of regularly scheduled work assignments missed by pilots due to service performed for the union. For Type 1 Flight Pay Loss, the Association will reimburse the Company each month for the pay and the Non-Elective Employer Contribution associated with the union leaves.

b. Type 2 Flight Pay Loss. Type 2 Flight Pay Loss covers pay beyond regularly scheduled work assignments missed. Each month, the Association will provide the Company with a record of the Type 2 Flight Pay Loss compensation to be paid to pilots on union leave along with payment to the Company for the Type 2 Flight Pay Loss compensation plus the Non-Elective Employer Contribution and the associated payroll taxes. Upon receipt of the payment from the Association, the Company will include the Type 2 Flight Pay Loss and the Non-Elective Employer Contribution in the Company's next normal pilot payroll cycle. Type 2 Flight Pay Loss will not be counted for purposes of the Company's other employee pay and benefit plans and programs.

9. Excess Contributions. Unless otherwise required by law, if the aggregate contributions made to the Plan on behalf of the pilot (including pre-tax deferrals, after-tax contributions, and the Non-Elective Employer Contribution) for a plan year exceeds the Code section 415 limits for the year, the excess amount will [either](#) be returned to the pilot from the Plan no later than 2 ½ months following the end of the plan year, first from the pilot's after-tax contributions, and then (if necessary) from the pilot's pre-tax deferrals, [or will be allocated in accordance with the terms of the Market Based Cash Balance Plan of Section 5.B. of the 2023 Collective Bargaining Agreement.](#)

10. Prior Plans. Unless prohibited or restricted by law, pilot account balances in the Prior Plans, other than the RSP, shall be transferred to the Plan. In accordance with the provisions of the Defined Contribution Retirement Benefits Transition Letter of Agreement dated July 30, 2013, the RSP will be terminated. The Company, in consultation with the Pilot Advisory Committee, shall develop a strategy to transition from the Prior Plans to the Plan, in accordance with paragraph I of Supplement F(7), and the Parties will endeavor to effectively educate and communicate with the pilots on the transition process.

11. Fees and Expenses. Plan expenses that are lawfully chargeable to the Plan shall be paid by the Plan and allocated to participant accounts. For avoidance of doubt, Plan expenses include, but are not limited to, expenses of administration of the Plan, expenses of the Plan administrator, fees of the Plan's recordkeeper, and fees of the Plan's trustee. To the extent applicable and legally permissible, any revenue sharing or similar payments in connection with Plan investments shall be either reallocated to participant accounts or used to offset the Plan expenses, as determined in the sole discretion of the Employee Benefits Committee or its successor.

12. Restoration Payments. The terms of paragraph (G) of Section 6 of Supplement F(6) will apply until the terms of the below paragraph are effective.

Effective as soon as administratively feasible on or after January 1, 2017, if the pilot's eligible compensation under the Plan for a plan year exceeds the Code section 401(a)(17) limit, the Company shall pay the portion of the Non-Elective Employer Contribution that would have otherwise been contributed to the Plan to the pilot as a cash payment for each regular paycheck after the 401(a)(17) limit has been reached. In all cases, it is intended that the restoration payments under this Paragraph 12 will be made in a manner that does not violate the requirements of the Code and other applicable rules, will be structured to avoid negative consequences to the pilots as a result of Code section 409A, and shall

not be treated as "Compensation" for any purpose, including for purposes of contributions to the Plan.

13. Disputes. Any dispute regarding the interpretation or application of this Supplement F(8) shall be exclusively subject to the grievance and arbitration procedures provided in Section 21 of the Joint Collective Bargaining Agreement.

14. Modifications. This Supplement F(8) may be modified by the Parties in writing, If and when ~~either US Airways or~~ American ceases to exist as a corporation or as a member of the AAG controlled group, or ceases to exist as an employer of pilots, that corporation shall have no further rights or obligations under this Supplement F(8).

SUPPLEMENT G**Commuter Policy - Supplement G**

The following sets forth the Commuter Policy for all (regular and reserve) pilots when circumstances prevent them from reporting for duty as previously planned or scheduled:

1. Pilots are expected to exercise prudent judgment and planning to avoid commuting problems, and are responsible for reporting for all assigned trip sequences with sufficient time and with adequate rest prior to beginning scheduled duty.
2. The pilot will notify Crew Schedule as soon as possible when it is known that a scheduled sign-in is no longer possible.
3. Pilots who commute by other means (e.g. automobile, train, bus, etc.) shall also be covered under this policy for unforeseen events, provided they notify Crew Schedule as soon as such events become known, and the scheduled sign-in is no longer possible. Examples of such events include but are not limited to severe unforecasted weather conditions, vehicular accidents and mechanical breakdowns.
4. Commuting pilots who arrive at their domicile after the first flight of their sequence has departed, or another pilot has been assigned to cover the flight, shall be subject to any of the following, at the discretion of Crew Schedule:
 - a. Deadheaded down line to rejoin his/her scheduled sequence, or
 - b. Assigned to any sequence by mutual agreement between the pilot and Crew Schedule, or
 - c. Assigned to another sequence which is scheduled to terminate no later than the same calendar day, or first available the following day, or
 - d. Removed from the scheduled sequence, or available day if on reserve, without pay.
5. For pay purposes under this Policy, the following shall apply:
 - a. Flight time missed will be unpaid and uncredited (see Paragraph 6).
 - b. Deadhead flights to join a new sequence, or the original sequence, will be unpaid (except for scheduled sequences that begin with a deadhead).
 - c. Flying assigned other than as scheduled on the original sequence will be treated as a reschedule.
6. It is expected that a pilot will utilize the provisions of this Policy on a rare basis. Each event involving the use of this Policy will be considered independently and judged on its own unique circumstances. However, repeated use of this Policy may be considered in evaluations of a pilot's overall attendance/reliability and may require flight documentation going forward. Such documentation may include, but not limited to, the following:
 - a. Adequate actual seat availability within twenty-four (24) hours of departure for online flights, or
 - b. Scheduled to operate twenty-four (24) hours prior to departure for off line flights, and/or
 - c. Flight scheduled to arrive at the pilot's domicile at a reasonable time before scheduled sign-in.

Additionally, the flight time lost may be changed to credited if the Chief Pilot determines that the intent of this Policy was not followed.

7. Nothing in this Supplemental Agreement shall be construed or interpreted as a change or modification to the past practice of a reserve pilot being "reasonably available by surface transportation" to the airport.
8. In the event the FAA amends its policies to treat commuting time as a break in a pilot's rest period:

- a. This Commuter Policy shall be suspended on the effective date of such change, and
- b. The Company and the Association shall seek agreement on a suitable amendment to, or replacement for, this Commuter Policy, and
- c. Such meetings shall commence promptly upon the announcement by the FAA.

SUPPLEMENT H(1)

AmericanAirlines®

January 6, 2004

Captain John Darrah, President
Allied Pilots Association
14600 Trinity Boulevard, Suite 500
Fort Worth, Texas 76155

Dear John:

This letter will confirm our mutual agreement that:

1. During the negotiations that concluded with the May 1, 2003 Agreement, a new Supplement H: CRAF Operations was included.
2. Since it is possible that during future CRAF Operations, this Supplement might or might not be appropriate, within thirty (30) days after the Company signs a Civil Reserve Air Fleet Standby Contract with the Government of the United States, the Company shall meet with the Association representatives for the purpose of determining whether or not the current CRAF agreement covers the operations under such Contract for the purposes of pilot pay, rules and working conditions.
3. If it is determined that the current CRAF agreement does not cover the operations planned under the contract, then within an additional forty-five (45) days, the Company shall meet with the Association representatives for the purpose of negotiating pilot pay, rules and working conditions covering operations under such Contract.
4. In the event of a National Emergency requiring the Company's participation in an Overseas and Foreign Operation, the Company shall meet with Association representatives, without delay, for the purposes of negotiating pilot pay, rules and working conditions covering such operations. Rates of pay, work rules, and other benefits negotiated in such Agreement shall be retroactive to the first day of such operation, to the extent it is possible. The American Airlines pilots and the Association will cooperate fully with the Company in implementing such operations without delay.

Sincerely,

/signed/
Mark Burdette
Director, Employee Relations

Agreed and Accepted:

/signed/ _____
John Darrah, President
Allied Pilots Association

SUPPLEMENT H (2)**SUPPLEMENTAL AGREEMENT**
concerning
Civil Reserve Air Fleet (CRAF) Operations

THIS AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between AMERICAN AIRLINES, INC., hereinafter known as the "Company" and the AIR LINE PILOTS in the service of AMERICAN AIRLINES, INC., as represented by the ALLIED PILOTS ASSOCIATION hereinafter known as the "Association."

WHEREAS, the Company maintains an ongoing commitment to the Government of the United States to provide aircraft and crews as part of the Civil Reserve Air Fleet (CRAF), and

WHEREAS, the Company and the Association recognize that CRAF operations are of National interest and must be performed without delay, and

WHEREAS, the Company and the Association desire to supplement and make certain exceptions to their Basic Agreement with respect to CRAF operations to be conducted by the Company,

NOW, THEREFORE, the Company and the Association hereby agree to the following terms applicable to CRAF operations, provided the provisions of the Basic Agreement shall apply to CRAF operations except as modified herein, and in the event of a conflict the provisions herein shall apply:

A. Definition and Application of CRAF Flying

1. When the United States Government activates CRAF (Stage 1,2 or 3), that flying shall include all flights flown at the direction of, or on behalf of, the U.S. Government, plus all necessary ferry flights and all deadheading related to such flying.
2. The Company and the Association intend that the exceptions to the Basic Agreement and Supplement I as described herein shall be utilized in performing CRAF missions.
3. Area of interest (AOI) is a geographic location for military personnel and/or equipment that are transported under the CRAF agreement that may expose American Airlines aircraft and/or crews to potentially hazardous situations. It is mutually agreed that it is in the best interest of the Company and the APA that aircraft and crews shall not overnight in these areas.
4. Overseas Staging Point (OSP) is a point outside the continental United States from which CRAF missions are conducted to and from an area of interest.
5. Point of Aerial Embarkation (PAE) is a point inside the continental United States from which American Airlines aircraft and crews pick up military personnel and/or equipment for delivery either to the OSP or an AOI.
6. CRAF aircraft are American Airlines aircraft specified by tail number by the Government of the United States for use in CRAF operations, or substitute aircraft approved by the responsible governmental authority.

B. CRAF Operations

1. Qualifications for CRAF Flying
 - a. Cockpit crewmembers awarded or assigned CRAF flying must meet the qualifications/requirements in the D.O.D. CRAF contract. These include being a U.S. citizen, possessing a valid passport and not being subject to Reserve or National Guard activation for the duration of the CRAF mission.
 - b. To be eligible for international CRAF flying, a cockpit crewmember must be current and qualified to fly such International Sequences.
 - c. Cockpit crewmembers awarded or assigned CRAF lines must be available for the full month.

2. CRAF Volunteers

- a. At each base where there are bid statuses on equipment which is committed for CRAF operations, the Company shall solicit a list of volunteer cockpit crewmembers to perform CRAF operations. Such volunteers shall be utilized whenever exceptions to the Basic Agreement, as described in this Supplement, are required to either complete the CRAF mission or the mission is scheduled to operate into an area(s) of interest. Non-volunteers may be utilized on all other CRAF flights.
- b. Cockpit crewmembers in the above bid statuses may volunteer for CRAF flying, and the number of such cockpit crewmembers who volunteer shall not be limited.
- c. A pilot who volunteers for CRAF flying may elect to remove his/her name from the CRAF volunteer list without prejudice or penalty. A pilot who has been contacted for a CRAF assignment can no longer change his/her volunteer status for that assignment.

3. CRAF Duties

- a. In the absence of a Company designated Pilot-in-Command (management pilot or Check Airman performing check airman duties), the Pilot-in-Command will be the most senior Captain
- b. The Pilot-in-Command will be responsible for the assignment of duties in accordance with Flight Department guidelines.
- c. The Company shall provide the Pilot-in-Command with contingency plans for any unforeseen layovers.

4. Posting and Filling CRAF Flying

- a. The Company shall post sequences for all CRAF flying as soon as practicable after the creation of the sequence. The Company shall determine the appropriate four part bid status in which such sequences shall be posted.
- b. The Company shall allocate known sequences prior to the bidsheet publication.
- c. (1) Open trip sequences for all CRAF flying scheduled within the flight time limitations in the Basic Agreement, including Supplement I, and not scheduled to operate into an AOI will be filled using the basic rules for the filling of open time, to both volunteer and non-volunteer crewmembers.
(2) All other open trip sequences for CRAF flying shall be proffered in seniority order and assigned in reverse seniority order to the CRAF volunteers, using the basic rules for the filling of open time.
- d. After completing the steps in [15.L.](#) of the Basic Agreement through step I and there are insufficient reserve volunteers who would otherwise be legal and available for such flying, the sequence may be assigned to a management pilot or Check Airman without incurring the obligation of apportionment pay. In the event that there are no reserves who are legal and available, apportionment pay will be provided.
- e. The first CRAF mission sequence for each aircraft type to an AOI may be assigned to management pilots or Check Airmen without incurring the obligation for apportionment pay.
- f. Each month for which the Company has committed aircraft to CRAF operations, and for which a sufficient level of activity in CRAF operations is anticipated, the Company may post as part of the monthly trip selections for such month a minimum of four (4) CRAF lines per category per aircraft committed to CRAF operations. The Company shall determine the appropriate four part bid status in which such lines shall be posted. The maximum number of CRAF lines that may be posted shall not be limited.

5. Duty Free Periods – CRAF Lines

- a. Each CRAF line shall contain duty free periods awarded based on where the pilot is to serve his/her CRAF obligation. If the obligation is to be served at a location within the continental United States, each pilot shall receive duty free periods in accordance with [Section 15.D.3.g](#) of the Basic Agreement.
- b. If the CRAF obligation is to be served at an OSP, each CRAF line shall contain seven (7)

preplanned consecutive periods of twenty-four (24) hours free from all duty;

Provided a cockpit crewmember is given eighteen (18) hours notice prior to the scheduled commencement of such duty free period, such duty free period may be rescheduled prospectively, provided the crewmember is scheduled to fly a trip that is scheduled to terminate not later than 1200 local time on the third day of such block of duty free periods.

- (1) If such crewmember is scheduled to fly a trip which terminates after 1200 local time on the first day of the duty free period, the crewmember will be given a rest period of twenty-four (24) hours free from duty prior to commencing a duty free period equal to that for which originally scheduled.
- (2) An additional five (5) periods of twenty-four (24) hours free from all duty in a 30-day month or six (6) periods of twenty-four (24) hours free from all duty in a 31-day month shall be scheduled by the Company at any time after the month begins. Such additional duty free periods shall be scheduled in any combination provided there is no stand alone twenty-four (24), shall contain no golden or moveable days and may be moved by mutual agreement.

6. Monthly Maximum – CRAF Lines

- a. The monthly maximum for a cockpit crewmember who is awarded/assigned a CRAF line shall be 85 credited hours (PROJ).
- b. For each cockpit crewmember awarded/assigned a CRAF line, each hour over seventy-five (75) hours shall be placed in the pilots PPROJ account at 1-1/4 for 1 for time above 75 hours and 1-1/2 for 1 for time above 80 hours.
- c. A cockpit crewmember will be legal to fly and complete a trip sequence provided his/her accumulated credited time prior to departure of the trip sequence plus the scheduled time for the trip sequence, within the month, does not exceed eighty-five (85) hours (PROJ).

7. Pay

- a. Guarantee for all cockpit crewmembers awarded or assigned CRAF lines shall be 85/ MMAX of reserve guarantee.
- b. Pilots performing Domestic Sequence CRAF flying will be paid Domestic rates of pay. Pilots performing International Sequence CRAF flying will be paid international rates of pay.

8. CRAF Staging Points

- a. Cockpit crewmembers holding CRAF lines and/or CRAF volunteers may be staged at a PAE and/or at an OSP.
- b. Staging assignments can be for a full month or for a partial month.
- c. Staging assignments for a full month will be proffered in seniority order among crewmembers holding CRAF lines and then, if necessary, assigned in reverse seniority order among those holding CRAF lines. In the absence of CRAF lines, staging assignments for a full or partial month will be filled from CRAF volunteers who do not hold CRAF lines in the following order:
 - (1) Proffer to reserves in seniority order
 - (2) Assign to reserves in reverse seniority order
 - (3) Proffer to regularly scheduled pilots in seniority order
 - (4) Assign to regularly scheduled pilots in reverse seniority order
- d. Cockpit crewmembers staged in accordance with this provision shall receive transportation, lodging and expenses as if assigned TDY in accordance with the Basic Agreement.

C. On-Duty Periods

1. The on-duty periods for CRAF operations shall be in accordance with the Basic Agreement. In the event the U.S. Government fails to provide adequate notification which would allow the Company to schedule such on duty periods within those limitations or, if the on-duty period includes CRAF segments to the area(s) of interest, the Company may utilize the following:

Crew Complement	Scheduled for Duty Aloft	On Duty Periods	
		Scheduled	Maximum
Crew of Four: Two Captains and Two First Officers	Over 12 Hours (2 Scheduled Landings)	18 hours	20 hours

In actual operations, the duty time maximum may be extended by the Pilot-in-Command only to complete the scheduled operation.

2. On-duty periods for the purpose of deadheading to cover CRAF operations shall be in accordance with the provisions of the Basic Agreement, as applicable.
3. When the Company's CRAF operation involves on duty periods flown under the provisions of Paragraph C. of this Agreement, and when the aircraft for such operations are not equipped with onboard sleeping accommodations, two (2) adjoining fully reclining first class seats shall be used as rest seats by the cockpit crewmembers.

D. Required Rest Period

1. A pilot who is scheduled to perform CRAF flying that is an exception to the Basic Agreement must be given a minimum layover rest period equal to twice the scheduled or actual flying time, whichever is greater, not to exceed twenty-four (24) hours.
2. The layover rest period following a duty period under this Agreement, and preceding a duty period in which only deadheading is performed, shall be a minimum of twelve (12) hours. This rest period may be waived by the pilot to deadhead.
3. The minimum rest period preceding a duty period involving eight (8) or more hours of duty aloft shall never be less than twelve (12) hours.

E. Deadheading

Deadheading to cover CRAF operations will be paid and credited in accordance with the Basic Agreement.

F. Reduction/Termination of CRAF Operations

1. Cockpit crewmembers holding CRAF lines who are no longer required for the CRAF operation may be removed from their CRAF lines and assigned according to the following:
 - a. If the CRAF line is cancelled within the first 15 days of the contractual month, the pilot may choose from the following options:
 - (1) To have the Company construct a secondary trip selection for the remainder of the month. To the extent possible the Company will honor pilot requests in seniority order in the construction of the secondary trip selections. Such pilot's guarantee will be prorated for the portion of the month spent on CRAF availability using the CRAF line guarantee and the secondary portion of the month using line guarantee.
 - (2) To be placed on reserve by choosing a published reserve line, with DFPs adjusted to

account for DFPs used to that point in the month. Such pilot's guarantee will be prorated for the portion of the month spent on CRAF availability using the CRAF line guarantee and the portion of the month on reserve using the applicable reserve guarantee.

- b. If the CRAF line is cancelled after the first 15 days of the contractual month, the pilot shall be placed on reserve by choosing a published reserve line adjusted by the procedures in (2) above. Such pilot's guarantee will be prorated for the portion of the month spent on CRAF availability using the CRAF line guarantee and the portion of the month on reserve.
 - c. For the purposes of guarantee proration, any duty free period that has started before the company could legally return a pilot to his crew base will be counted toward CRAF line guarantee.
2. Such cockpit crewmembers will be removed from their CRAF lines in the following order:
 - a. Seniority order among those assigned CRAF lines.
 - b. Seniority order among those who proffered CRAF lines and who volunteer to be removed from their CRAF lines.
 - c. Reverse seniority order among those who proffered CRAF lines and who do not volunteer to be removed from their CRAF lines.
 3. The monthly maximum of such cockpit crewmembers will be reduced to the monthly maximum for their bid status.

G. Insurance

1. The coverages provided by all contributory and noncontributory Company insurance programs or the equivalent of such coverages will be applicable to all cockpit crewmembers while performing any CRAF flying provided, however, that [Supp Z](#) and [Supp I](#) will not be applicable to the extent coverage is afforded under this Agreement.
2. In the event of the death of a pilot while the pilot is engaged during the course of his duties with the Company on a CRAF Mission, the Company shall pay or cause to be paid through insurance, subject to the conditions set forth in Exclusions below, one million dollars (\$1,000,000) to his designated beneficiary under the Company's Group Insurance Plan.
3. In the event of the permanent and total disability of a pilot, or the loss by a pilot of sight of both eyes, or the loss of both hands, or both feet, or one hand and one foot, or one hand and sight of one eye, or one foot and sight of one eye, resulting from injury or illness incurred while the pilot is engaged during the course of his duties with the Company on a CRAF mission, subject to the conditions set forth in Exclusions below, the Company shall pay or cause to be paid through insurance, an Accidental Disability and Dismemberment benefit of \$500,000 to be paid at the rate of 1% per month for 100 months for a covered disability. There will be no offset for the employee's VPAI coverage.

"Permanent total disability" shall mean the complete inability of the pilot to exercise his/her airmen certificate for at least one (1) year, and at the end of said period, the expectation to be that the disability shall continue for the remainder of the pilot's life. "Loss", with respect to hands and feet, shall mean actual severance through or above the wrist or ankle joints; with respect to eyes, shall mean entire and irrecoverable loss of sight. In the event the pilot becomes eligible for benefits under more than one (1) of the eventualities cited above, the maximum payment under this Section shall be five hundred thousand dollars (\$500,000).

4. OCCUPATIONAL DISABILITY BENEFITS

In the event an illness or injury, which arises out of or is suffered while a pilot is engaged during the course of his duties with the Company on a CRAF mission, results in the occupational disability of a pilot, subject to the conditions set forth in Exclusions below the Company shall pay for the period of disability, up to a maximum of twelve (12) months, the minimum guarantee for the pilot's bid status (no less than the average of Long Call and Short Call Reserve guarantee). Such payments will be less weekly indemnity benefits received under applicable Workers Compensation Laws. Notwithstanding the provisions of [Section 14](#) of the Basic Agreement, such pilot will not be charged sick leave during such twelve (12)

month period.

5. APPLICABILITY

The provisions of [2.](#), [3.](#), and [4.](#) above shall be applicable to a pilot only when (i) death, (ii) total permanent disability, (iii) dismemberment or loss of sight, (iv) occupational disability, as applicable, which leads to such casualty occurs during the period of time that such pilot is on flight duty or paid layover on a CRAF mission.

6. EXCLUSIONS

The provisions of [2.](#), [3.](#), and [4.](#) above shall not be applicable to a pilot when death or injury, as applicable:

- a. is the result of or consists of addiction to drugs, or
- b. is contracted, suffered or incurred while such pilot was engaged in a criminal enterprise or results from having engaged in a criminal enterprise, or
- c. is intentionally self-inflicted.

7. WORKERS COMPENSATION BENEFITS

A pilot will be covered for Workers Compensation benefits while on a CRAF mission in amounts not less than those prescribed by the state in which such pilot's base is situated. These benefits shall be in addition to (i) any basic or optional life insurance benefits available under the Company's Group Insurance Plan, (ii) the death benefits provided under the Company's Pilot Retirement Benefit Plan and (iii) the death benefits provided under [2.](#) above.. It is understood that an injury or illness while on a CRAF mission which would be compensable under Workers Compensation if it occurred during normal duty will still be compensable under Workers Compensation, and would therefore not impact a pilots lifetime medical maximum.

8. MISSING, INTERNMENT, PRISONER OR HOSTAGE BENEFITS

- a. A pilot who is missing because of acts of terrorism or sabotage committed against such pilot while on flight duty or paid layover shall be paid the minimum guarantee for the pilot's bid status for a period of twelve (12) months after disappearance or until death is established, whichever first occurs. When such pilot has been missing for twelve (12) months, the Company will aid the beneficiary in obtaining legal proof in order that death benefits under Company plans (including the Pilot Retirement Benefit Plan) can be paid consistent with applicable state law.
- b. A pilot who is interned or taken prisoner or hostage as a consequence of terrorism or sabotage while on flight duty or paid layover shall be paid the minimum guarantee for the pilot's bid status for the period during which known to the Company to be interned or held prisoner or hostage. Such payments will cease, however, when death is established. In the absence of knowledge on the part of the Company as to whether the pilot is alive or dead, the pilot will be considered missing starting with the time last known to the Company to have been interned or held prisoner or hostage and will be covered under the provisions of a. above.
- c. When, under the provisions of a. or b. above, a pilot has been missing for a period of twelve (12) months, the death benefits provided under [2.](#) above shall be paid. If such pilot is later found to be alive, the minimum guarantee for the pilot's bid status will be paid retroactively to the time such payments ceased, less any death benefits which were paid to the beneficiary. Any death benefits not recovered by this offset will be repaid by the beneficiary to the Company upon its demand.

9. BENEFIT ASSIGNMENTS

The monthly compensation allowable under [8.](#) above to a pilot interned, held as a hostage or prisoner, or missing, shall be credited to such pilot on the books of the Company and shall be disbursed by the Company in accordance with written directions from him. The Company shall require each pilot to execute and deliver to the Company a written direction in the form hereinafter set forth. The Company shall, as soon as practicable, require all pilots to execute and deliver to the Company such a written direction. The direction referred to shall be in substantially the following form:

"To American Airlines, Inc.

"You are hereby directed to pay all monthly compensation allowable to me under the provisions of the Agreement between American Airlines, Inc. and the Air Line Pilots in the service of American Airlines, Inc., as represented by the Allied Pilots Association, while interned, held prisoner or hostage, or missing, or resulting from death or any other condition which causes direct payment to me to be impossible, as follows:

\$......per month to.....

(Name)

.....
(Address)

as long as living, and thereafter to.....

(Name)

.....
(Address)

as long as living,

"The balance, if any, and any amounts accruing after the death of all persons named in the above designations shall be held for me, or in the event of my death before receipt thereof, shall be paid to the legal representative of my estate.

"The foregoing direction may be modified from time to time by letter signed by the undersigned and any such modification shall become effective upon receipt of such letter by you.

"Payments made by the Company pursuant to this direction shall fully release the Company from the obligation of making any further payment with respect thereto.

....."
(Pilot's Signature)

Any payments due to any pilot under this provision which are not covered by a written direction as above required, shall be held by the Company for such pilot and, in the event of death, shall be paid to the legal representative of his estate.

The monthly compensation allowable under this Section shall be in lieu of all compensation provided for by any law in respect to persons interned, held prisoner, or missing, and shall also be in lieu of all salary and subsistence during periods in which a pilot is interned, held hostage, held as prisoner, or missing.

Pilots shall maintain and continue to accrue seniority and longevity for pay purposes during periods in which they are interned, held hostage, held prisoner, or missing.

H. Duration

The Company and the Association anticipate that this agreement will meet the requirements for future CRAF operations; however, in the event of unforeseen circumstances, the parties agree to meet within seven (7) days and attempt to expeditiously resolve such issues as may be necessary to enable the Company to meet its CRAF and regularly scheduled operations.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this the 7th day of March, 2003.

WITNESSES: FOR AMERICAN AIRLINES, INC.

/signed/ _____
J. J. Brundage
Vice President – Employee Relations

/signed/ _____
R. P. Kudwa
Vice President – Flight

WITNESS:

FOR THE AIR LINE PILOTS IN THE

SERVICE OF AMERICAN AIRLINES, INC
AS REPRESENTED BY
THE ALLIED PILOTS ASSOCIATION

/signed/ _____
J. E. Darrah
President

SUPPLEMENT I

between
 AMERICAN AIRLINES, INC.
 and
 THE AIR LINE PILOTS
 in the service of
 AMERICAN AIRLINES, INC.
 as represented by the
 ALLIED PILOTS ASSOCIATION

THIS AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between AMERICAN AIRLINES, INC., hereinafter known as the "Company" and the AIR LINE PILOTS in the service of AMERICAN AIRLINES, INC., as represented by the ALLIED PILOTS ASSOCIATION, hereinafter known as the "Association".

WHEREAS, the Company and the Association desire to supplement and make certain exceptions to their Basic Agreement with respect to operations to be conducted by the Company for International Operations.

NOW, THEREFORE, the parties hereby agree to the following terms applicable to the pilots flying International Sequences, provided the provisions of the Basic Agreement shall apply to the International Sequences, except as modified herein, and in the event of a conflict, the provisions herein shall apply:

**SECTION 1 - DEATH, PERMANENT TOTAL DISABILITY,
 DISMEMBERMENT AND INJURY BENEFITS**

- A.** In the event a hostile or military action by any government while a pilot is engaged overseas in the course of his duties with the Company, or the assignment of a pilot in connection with a flight operation requiring a waiver of 49 CFR Part 175, results in:
1. the death of a pilot flying International Sequences due to injury from such action or assignment, or
 2. the permanent and total disability of a pilot assigned to the International Sequences due to injury from such action or assignment, or
 3. the loss, by a pilot assigned to an International Sequence, of sight of both eyes, or the loss of both hands, or both feet, or one hand and one foot, or one hand and sight of one eye, or one foot and sight of one eye, due to injury from such action or assignment, the Company shall pay or cause to be paid, subject to the conditions set forth in Section 1.C. and 1.D hereof, one hundred thousand dollars (\$100,000) to such pilot if he is alive, otherwise to his designated beneficiary under the Company's Group Insurance Plan. "Permanent total disability" shall mean the complete inability of the pilot to perform any and every duty pertaining to any occupation or employment for remuneration or profit for at least one (1) year, and at the end of said period, the expectation to be that the disability shall continue for the remainder of the pilot's life. "Loss", with respect to hands and feet, shall mean actual severance through or above the wrist or ankle joints; with respect to eyes, shall mean entire and irrecoverable loss of sight. In the event the pilot becomes eligible for benefits under more than one (1) of the eventualities cited above, the maximum payment under this Section shall be one hundred thousand dollars (\$100,000), and such benefits shall be in addition to the benefits provided in other Company plans.
- B.** In the event a hostile or military action by any government while a pilot is engaged overseas in the course of his duties with the Company, or the assignment of a pilot in connection with a flight operation requiring a waiver of 49 CFR Part 175, results in the occupational disability of a pilot, the Company shall pay for the period of disability, up to a maximum of twelve (12) months, the minimum pay set forth in Section 4 of the Basic Agreement, subject to the conditions set forth in [Section 1.C](#) and 1.D hereof. Such payments will be less weekly indemnity benefits received under applicable Workers Compensation Laws. Notwithstanding the provisions of Section 10 of

the Basic Agreement, such pilot will not be charged sick leave during such twelve (12) month period.

- C. The provisions of [Section 1.A.](#) and [1.B.](#) hereof shall be applicable to a pilot assigned to an International Sequence only when (i) death, (ii) total permanent disability, (iii) dismemberment or loss of sight, (iv) occupational injury, as applicable, which leads to such casualty occurs during the period of time that the provisions of [Section 15.F.](#) of the Basic Agreement are in effect for such pilot in connection with an International Sequence.
- D. The provisions of [Section 1.A.](#) and [1.B.](#) hereof shall not be applicable to a pilot assigned to an International Sequence when death or injury, as applicable:
 1. is the result of or consists of addiction to drugs, or
 2. is contracted, suffered or incurred while such pilot was engaged in a criminal enterprise or results from his having engaged in a criminal enterprise, or
 3. is intentionally self-inflicted.
- E. The disability exclusion set forth in paragraph III.O.(5) of the 2012 Pilot Long Term Disability Plan Document shall not apply to a pilot assigned to an International Sequence for a disability resulting from such assignment.

SECTION 2 - WORKERS COMPENSATION BENEFITS

A pilot who is assigned to an International Sequence will be covered for Workers Compensation benefits in amounts not less than those prescribed by the state in which such pilot's base is situated. These benefits shall be in addition to (i) any basic or optional life insurance benefits available under the Company's Group Insurance Plan, (ii) the death benefits provided under the Company's Pilot Retirement Benefit Plan and (iii) the death benefits provided under [Section 1.A.](#) of this Supplement I.

SECTION 3 - MISSING, INTERNMENT, PRISONER OR HOSTAGE OF WAR BENEFITS

- A. A pilot who, while engaged overseas in the course of his duties for the Company, becomes or is reported missing as a result of a hostile or military action by any government shall be allowed compensation as set forth in [Section 4](#) of the Basic Agreement for a period of twelve (12) months after his disappearance or until death is established, whichever first occurs. When such pilot has been missing for twelve (12) months, the Company will aid the beneficiary in obtaining legal proof in order that death benefits under Company plans (including the Pilot Retirement Benefit Plan, provided such pilot was a participant in the Plan) can be paid.
- B. A pilot who, while engaged overseas in the course of his duties for the Company, becomes or is reported interned or taken prisoner of war shall be allowed compensation as set forth in Section 4 of the Basic Agreement hereof for the period during which he is known to the Company to be interned or held prisoner of war. Such payments will cease, however, when death is established. In the absence of knowledge on the part of the Company as to whether the pilot is alive or dead, he will be considered missing starting with the time he was last known to the Company to have been interned or held prisoner of war and will be covered under the provisions of [Section 3.A.](#) hereof.
- C. When, under the provisions of [Section 3.A.](#) or [3.B.](#) hereof, a pilot has been missing for a period of twelve (12) months, the death benefits provided under [Section 1.A.](#) hereof shall be paid. If such pilot is later found to be alive, compensation under Section 4 of the Basic Agreement hereof will be paid retroactively to the time such payments ceased, less any death benefits which were paid to the beneficiary.

SECTION 4 - BENEFIT ASSIGNMENTS

- A. The monthly compensation allowable under [Section 3](#) hereof to a pilot interned, held as a hostage, or held prisoner of war or missing, shall be credited to such pilot on the books of the Company and shall be disbursed by the Company in accordance with written directions

from him. The Company shall require each pilot hereafter assigned to an International Sequence to execute and deliver to the Company prior to such employment or assignment, a written direction in the form hereinafter set forth. The Company shall, as soon as practicable, require all pilots assigned to International Sequences to execute and deliver to the Company such a written direction. The direction referred to shall be in substantially the following form:

"To American Airlines, Inc.

"You are hereby directed to pay all monthly compensation allowable to me under the provisions of this Supplement I between American Airlines, Inc. and the Air Line Pilots in the service of American Airlines, Inc., as represented by the Allied Pilots Association, while interned, held prisoner or hostage of war, or missing, or resulting from death or any other condition which causes direct payment to me to be impossible, as follows:

\$.....per month to (name).....

(address).....as long as living,

and thereafter to (name).....

(address).....as long as living

"The balance, if any, and any amounts accruing after the death of all persons named in the above designations shall be held for me, or in the event of my death before receipt thereof, shall be paid to the legal representative of my estate.

"The foregoing direction may be modified from time to time by letter signed by the undersigned and any such modification shall become effective upon receipt of such letter by you.

"Payments made by the Company pursuant to this direction shall fully release the Company from the obligation of making any further payment with respect thereto.

.....
(Pilot's Signature)

- B.** Any payments due to any pilot under this Section which are not covered by a written direction as above required, shall be held by the Company for such pilot and, in the event of his death, shall be paid to the legal representative of his estate.
- C.** The monthly compensation allowable under this Section shall be in lieu of all compensation provided for by any law in respect to persons interned, held prisoner of war, or missing, and shall also be in lieu of all salary and subsistence during periods in which a pilot is interned, held in hostage, held as prisoner of war, or missing.
- D.** Pilots shall maintain and continue to accrue seniority and longevity for pay purposes during periods in which they are interned, held as a hostage, held prisoner of war, or missing.

SECTION 5 - DURATION

This Supplement I shall run concurrently with the Basic Agreement and subject to the provisions of [Section 26](#) thereof.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this the 30th day of January, 2015.

: FOR AMERICAN AIRLINES, INC.

:

Beth Holdren
Managing Director
Labor Relations - Flight

FOR THE AIR LINE PILOTS
IN THE SERVICE OF
AMERICAN AIRLINES, INC.
AS REPRESENTED BY THE
ALLIED PILOTS ASSOCIATION

Captain Keith Wilson
President

SUPPLEMENT J(1)

February 17, 1993

James G. Sovich
Chairman - Negotiating Committee
Allied Pilots Association
P. O. Box 5524
Arlington, Texas 76005-5524

Re: Brake Release Agreement

Dear Jim:

Enclosed is a signed original of the Brake Release Agreement and the side letter on that issue.

Sincerely,

/signed/
John C. Russell
Managing Director
Employee Relations

enclosures
[Supplements J(2) and J(3)]

SUPPLEMENT J(2)

AGREEMENT
 between
 AMERICAN AIRLINES, INC.
 and
 THE AIR LINE PILOTS
 in the service of
 AMERICAN AIRLINES, INC.
 as represented by the
 ALLIED PILOTS ASSOCIATION

This will confirm our agreement concerning the captain's authority and responsibility for the establishment of actual out times, as defined in [Section 15.C.10.](#), and those departure delay situations in which the captain is authorized to begin flight time pay and credit prior to the commencement of flight time as defined below.

The Company and the Association reiterate their agreement that flight time (block-to-block time) is defined in [Section 15.C.10](#) of the Basic Agreement as the time from the moment the aircraft first moves for the purpose of flight (out time) until it comes to rest at the next point of landing (in time).

[Section 15.C.10](#) of the Basic Agreement also provides that when the captain elects to delay starting engines due to quoted ATC take off delays, flight time will, at the option of the captain, be considered to begin at the time the aircraft would normally have departed. In this situation, the out time will still be established at the moment the aircraft first moves for the purpose of flight, and the block-to-block time will not include the delay time (that time between the captain establishing the aircraft ready for departure and the out time). This delay time shall apply for monthly pay and credit purposes, will not be included in duty aloft time, and shall reflect on the affected crewmembers' monthly activity report.

Further, the Company and the Association agree that, in the event of a delay at the gate awaiting pushback, powerback or taxiout due to airport congestion caused by other aircraft or vehicular traffic, flight time pay and credit will begin at the time the aircraft was ready for immediate departure in all respects except for clearance from ramp or ground control. In this situation, the out time will still be established at the moment the aircraft first moves for the purpose of flight, and the block-to-block time will not include the delay time (that time between the captain establishing the aircraft ready for departure and the out time). This delay time shall apply for monthly pay and credit purposes, will not be included in duty aloft time, and shall reflect on the affected crewmembers' monthly activity report and active sequence report.

In both of the above described delay situations, flight time pay and credit for affected crewmembers will begin prior to the actual out time based on the time established by the captain as provided above, and the affected crewmembers will receive the greater of the scheduled block to block time or the delay time plus actual block time.

In witness whereof, the parties hereto have signed this agreement this 10th day of December 1992.

FOR THE AIRLINE PILOTS IN
 THE SERVICE OF AMERICAN
 AIRLINES, INC. AS
 REPRESENTED BY THE ALLIED
 PILOTS ASSOCIATION

FOR AMERICAN AIRLINES, INC.

/signed/
 Richard T. LaVoy
 President

/signed/
 Jane G. Allen
 Vice President
 Employee Relations

/signed/
W. A. James
Vice President Flight
and Chief Pilot

SUPPLEMENT J (3)

January 20, 1993

Jane G. Allen
Vice President Employee Relations
American Airlines, Inc.
P. O. Box 619616 MD 5235
DFW Airport, TX 75261-9616

Dear Jane:

In consideration of the attached Letter of Agreement the APA agrees to withdraw the presidential grievance filed February 5, 1992 concerning the issue of brake release procedures.

Further, it is understood and agreed that nothing in the attached Letter of Agreement shall alter or waive a pilot's rights or protections as provided in the Basic Agreement, including but not limited to Sections [21](#) and [Letter C\(1\)](#); however, it is understood and agreed that the restrictions in [Letter C\(1\)](#) do not prevent the Company from continuing to audit in times, out times, and delay times due to quoted ATC take-off delays and airport congestion, as provided in the attached Letter of Agreement.

[Supplement J(2).]

It is also agreed that the Company will meet with APA representatives prior to developing the administrative procedures for inputting and processing delays due to airport congestion. Such meeting(s) will be for the purpose of receiving input and comments from the APA representatives in order to develop effective and efficient administrative procedures. It is agreed that the final procedures will not require the input of a delay code by station personnel in order for pilots to receive fight time pay and credit for such delays.

Sincerely,

/signed/
Richard T. LaVoy
President

Agreed:

/signed/
Jane G. Allen
Vice President Employee Relations
American Airlines, Inc

SUPPLEMENT J(4)

March 18, 1994

Ralph J. Hunter
Chairman - Negotiating Committee
Allied Pilots Association
P. O. Box 5524
Arlington, Texas 76005-5524

Dear Ralph:

In December of 1992 the Company and the Association entered into an agreement to pay and credit pilots for delays at the gate due to airport congestion caused by other aircraft or vehicular traffic.

The 1992 agreement was not intended to cover delays at the gate while awaiting deicing. However, the Association has, on a number of occasions, raised the issue of pay and credit for delays at the gate caused by congestion at a deicing operation which is being performed away from the gate.

Recognizing the spirit of cooperation which the Association has adopted over the past few months, The Company will agree to expand the application of the 1992 agreement to include such delays.

Specifically, at those stations where, and on those occasions when, Company aircraft are being deiced at a location other than the gate, application of the agreement dated December 10, 1992, is expanded to cover delays at the gate awaiting pushback, powerback or taxiout due to aircraft or vehicular traffic congestion at the deicing location. This expansion of the 1992 agreement does not apply to delays at stations where deicing is performed on the gate.

Sincerely,

/signed/
John C. Russell
Managing Director
Employee Relations

cc: J. G. Allen
C. D. Ewell
S. D. Nason
R. C. Keyt
B. J. Singh
All Chief Pilots

SUPPLEMENT K

January 1, 2013

Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd, Suite 500
Ft. Worth, TX 76155-2512

Re: Medical Coverage for Active and Retired Pilots As Of January 1, 2013

Dear President Wilson:

This letter confirms an agreement between American Airlines, Inc. ("Company") and the Allied Pilots Association ("Association") regarding the terms of the medical coverage provided to: (i) eligible active pilots under The Group Life and Health Benefits Plan for Employees of Participating AMR Corporation Subsidiaries ("Medical "Plan") (with said medical coverage being referred to herein as "Active Medical Coverage"); and (ii) pilots retiring on or after November 1, 2012, under The Group Life and Health Benefits Plan for Retirees of Participating AMR Corporation Subsidiaries ("Retiree Medical Plan") (with said medical coverage being referred to herein as "Retiree Medical Coverage").

This letter replaces and supersedes Supplements K(1), K(2) and K(3), Letter G, and Section 24(J) in the May 1, 2003 collective bargaining agreement, as well as all inconsistent agreements, past practices, and arbitration awards between the parties, and shall be effective [date of signing] unless otherwise indicated.

1. Active Pilot Medical Coverage Effective January 1, 2013

- a. The Company will offer two medical options in the Medical Plan: (i) the Standard medical option (contractual) and (ii) the Core medical option which is the Health Savings Account-compatible (non-contractual) medical option. All Medical Plan provisions are subject to change at the Company's sole discretion with the exception of:
 - (1) the Standard medical option design features in the Chart of Active Medical Coverage Option Design Features in subparagraph (I) below,
 - (2) the employee contribution methodology for the Standard and Core medical options described in subparagraphs (B) and (E) below,
 - (3) changes noted in subparagraph (D) below,
 - (4) the right to purchase dental coverage on similar terms as provided to eligible pilots prior to January 1, 2013,
 - (5) the provisions of Supplement F(1) paragraphs 4 and 5(g), and
 - (6) the provisions of Supplement Z.

Advance notice and a copy of any Medical Plan changes will be provided to the Association prior to implementation. To the extent the Company is offering the Value medical option in any plan year to employees, employees eligible to enroll in the Standard or Core medical options will be eligible to enroll in the Value medical option. The Company, at its sole discretion, may change design and contributions in the Value medical option or otherwise amend or eliminate the Value medical option.

- b. Aggregate employee contributions for the Standard and Core medical options for 2013 will be 18%, 2014 will be 19%, 2015 will be 20% and 2016 and thereafter will be 21% of the total projected cost of each forecasted year of healthcare expenses for these two medical options (which include medical/prescription and administrative expenses) as calculated by the Company. Employee contributions for the Standard and Core medical options will increase with medical inflation with employee contributions set as explained above. The Value medical option inflation and employee contributions will be calculated

separately from the Standard and Core medical options. Employee contributions for the Active Medical Coverage shall be made as pretax contributions, as long as: (i) pretax contributions are permitted by law; and, (ii) the Company incurs no financial hardship as a result of the pretax contributions.

- c. At least 30 days prior to the distribution of the Active Medical Coverage annual enrollment materials, the Company will provide the Association with a copy of the data, assumptions and methodologies used to calculate employee contributions under the Standard and Core medical options.
- d. The Standard medical option annual In-Network Deductible will increase by \$50 in 2015 and 2017 until the In-Network Deductible reaches \$850 for single coverage and the family In-Network Deductible will increase by \$150 in 2015 and 2017 until it reaches \$2,550 for family coverage.
- e. Chart of Coverage Tiers:

Current Coverage Tiers under May 1, 2003 CBA	New Coverage Tiers	Contribution Multiplier
Employee Only	Employee Only	1.0
Employee + 1	Employee + Spouse/ Domestic Partner	2.6
	Employee + Child(ren)	1.8
Employee + 2 or more	Employee + Family	3.5

The multiplier for the New Coverage Tiers is based on the Employee Only coverage tier.

- f. The \$150, \$250, \$500, \$1000 standard medical options in the May 1, 2003 Collective Bargaining Agreement are eliminated. All of the provisions of the Carey Award dated December 3, 1991 that relate to the Medical Plan, including the inflation formula described therein, are also eliminated.
- g. New employees eligible for healthcare coverage will default to the Core medical option for Employee Only coverage on their eligibility date, unless another option or level is elected by the employee during the initial enrollment period.
- h. To the extent the Company is offering incentives in any plan year to employees for participating in the wellness program (currently Healthmatters), employees enrolled in the Standard and Core medical options will be eligible for those incentives provided they meet the criteria (as established by the Company at its sole discretion) for earning the incentive.

i. Chart of Active Medical Coverage Option Design Features:

Option Design Features	Standard Contractual Features	Core Non-Contractual
Health Spending Accounts HRA Funding (2013 only)	HRA \$375 employee & \$375 spouse/ domestic partner	
In-Network Deductible (Single/ Family)	\$750/\$2,250	
Out-of-Network Deductible (Single/ Family)	\$3,000/\$9000	
Coinsurance (In/Out)**	20%/40%	
In-Network Out-of-Pocket Max (Single/Family)	\$2,000/\$5,000	
Out-of-Network Out-of-Pocket Max (Single/Family)	\$6,000/\$15,000	
Primary Care Physician Copay(In Network only)	\$30*	

Specialist Copay (In/Out)	20%/40%
Retail Clinics Copay (In/Out)	20%/40%
Preventive Care (In-Network only)	\$0
Emergency Room	Deductible/Coinsurance/\$100 Copay
Pharmacy (Retail)	
Generic	20% (\$10 min/\$40 max)
Formulary Brand	30% (\$30 min/\$100 max)
Non-Formulary Brand	50% (\$45 min/\$150 max)
Pharmacy (Mail)	
Generic	20% (\$5 min/\$80 max)
Formulary Brand	30% (\$60 min/\$200 max)
Non-Formulary Brand	50% (\$90 min/\$300 max)

2013 Monthly Contributions

EE Only	\$70.69	\$57.40
EE + Spouse/Domestic Partner	\$183.81	\$149.25
EE + Child(ren)	\$127.25	\$103.33
EE + Family	\$247.43	\$200.91

* Deductibles and Coinsurance apply if provider is Out-of-Network.

** (In/Out) when used in the chart means In-Network and Out-of-Network, respectively.

The following provisions apply to the Standard medical option:

- (1) Deductibles do not apply toward Out of Pocket maximum.
- (2) Medical Coinsurance applies to the Out of Pocket maximum
- (3) Pharmacy Coinsurance (and min/max amounts) do not apply towards deductibles, but do apply towards Out of Pocket maximums.

j. The Company will also retain the right to amend any provision in the Medical Plan for the purpose of complying with applicable laws and regulations. The Company will provide the Association with advance notice and a copy of any amendment to the Medical Plan.

2. Other Benefit Coverage for Pilots

The Company shall ~~continue to~~ provide eligible pilots with ~~the following, in the same amounts as provided to eligible pilots prior to January 1, 2013:~~ (i) basic term life insurance coverage in the following amounts:

<u>Age</u>	<u>Coverage</u>
<u><50</u>	<u>\$500k</u>
<u>50-54</u>	<u>\$400k</u>
<u>55-59</u>	<u>\$300k</u>
<u>60- Year preceding mandatory retirement age</u>	<u>\$250k</u>

and, (ii) accidental death and dismemberment coverage in the same amounts as provided to

eligible pilots prior to January 1, 2013. Any benefits already paid pursuant to prior versions of this provision are not subject to the increased amounts.

3. Retiree Medical Coverage For Pilots Retiring On or After November 1, 2012
 - a. Notwithstanding any provisions to the contrary in any prior collective bargaining agreements and all other prior agreements, past practices, and arbitration awards between the parties, the Company is not required to maintain, fund, or provide for retiree medical or retiree life insurance benefits, except for the Health Retirement Accounts described in [Letter 15-03](#).
 - b. Retiree Medical Coverage For Pilots Ages 50 through 64 Who Retire On or After November 1, 2012. Pilots retiring on or after age 50 and through age 64 will have access to a Company-sponsored retiree medical option. Retiree contribution rates for this coverage will be 100% of projected annual expenses (which includes administrative expenses) using data, assumptions, and methodologies for calculating future retiree healthcare costs. For the remainder of 2012, the Company will offer the pre-65 plan design (which includes a provider network) offered to management retirees. Although it is the Company's intention to continue to make available access to medical coverage for retirees from age 50 through age 64, the Company reserves the right to modify, amend, or terminate the Retiree Medical Plan at any time.
 - c. Retiree Medical Coverage For Pilots Age 65 and Older Who Retire On or After November 1, 2012. Retiree Medical Coverage shall cease when the pilot retiree attains age 65. These retirees will be offered access to purchase, at the retiree's expense, a guaranteed-issue Medicare supplement plan through a third party administrator, to the extent available.
 - d. At least 30 days prior to the distribution of the Retiree Medical Coverage annual enrollment materials, the Company will provide the Association with a copy of the data, assumptions and methodologies used to calculate the medical inflation rate and retiree contributions under the Retiree Medical Coverage.
4. Retired Pilot Life Insurance
Retiree life insurance benefits are discontinued for pilots retiring on and after November 1, 2012.
- 5.
6.

Very truly yours,
- 7.
- 8.
9.

Vice President - Employee Relations
- 10.
11. Agreed:
- 12.
13. _____
14. Ed Sicher
15. President
16. Allied Pilots Association
- 17.

SUPPLEMENT L

SUPPLEMENTAL AGREEMENT

between

AMERICAN AIRLINES, INC.

and

THE AIR LINE PILOTS

in the service of

AMERICAN AIRLINES, INC.

as represented by

ALLIED PILOTS ASSOCIATION

DRUG AND ALCOHOL TESTING AGREEMENT

THIS AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between AMERICAN AIRLINES, INC., hereinafter known as the "Company" and the AIR LINE PILOTS in the service of AMERICAN AIRLINES, INC., as represented by the ALLIED PILOTS ASSOCIATION, hereinafter known as the "Association."

The parties hereby agree to the following specific terms to be incorporated into the Company's Drug and Alcohol Testing Program, effective January 1, 2013, and recognize and agree that this Agreement is a complete and final agreement concerning drug and alcohol testing as it applies to pilots in its employ.

1. **DEFINITIONS:**

- a. "Accident" means an occurrence associated with the operation of an aircraft which takes place between the time any person boards the aircraft with the intention of flight and the time all such persons have disembarked and in which any person suffers death or serious injury or in which the aircraft receives substantial damage.
- b. "Adulterant" means any substance used to tamper with a specimen, including nitrites or other foreign substances.
- c. "Adulterated specimen" means a specimen that contains a substance that is not expected to be present in human urine, or contains a substance expected to be present but is at a concentration so high that it is not consistent with human urine.
- d. "Alcohol use" means the drinking or swallowing of any beverage, mixture, or preparation (including any medication) containing alcohol.
- e. "Confirmed positive alcohol test result" means testing that reveals the presence of alcohol after a screening by Evidential Breath Testing (EBT), and a confirmation test also by EBT.
- f. "Confirmed positive drug test result" means a LC/MS/MS confirmed positive drug test result from an HHS certified laboratory.
- g. "Dilute specimen" means a urine specimen with creatinine and specific gravity values that are lower than expected for human urine.
- h. "DOT regulations" means the Department of Transportation's publication entitled: "Procedures for Transportation Workplace Drug Testing Programs" (49 CFR Part 40) effective October 1, 2010, and/or the procedures set out in 49 CFR Part 40 that address alcohol testing.
- i. "EAP" means Employee Assistance Program.
- j. "EBT" means Evidential Breath Test, a device used for administering breath alcohol tests (commonly called a breathalyzer).

- k. "HHS" means Department of Health and Human Services which certifies drug testing laboratories under the National Laboratory Certification Program.
- l. "Illegal drug(s)" includes, but is not limited to any of the following drugs or classes of drugs or their metabolites: 1) Marijuana, 2) Cocaine, 3) Opiates, 4) Phencyclidine (PCP), or 5) Amphetamines.
- m. "Immunoassay test" means the technique utilized for drug screening.
- n. "LC/MS/MS" means a liquid chromatography / mass spectrometry / mass spectrometry drug confirmation test.
- o. "Meeting" means any in-person or telephonic interaction between a Company representative and a pilot as prescribed in [Section 21](#) of the Basic Agreement.
- p. "MRO" means Medical Review Officer, a licensed physician, knowledgeable about substance abuse disorders who is responsible for receiving and reviewing laboratory results and evaluating medical explanations for certain drug test results.
- q. "MDSB" means medical disability benefits.
- r. "Notifier" means a representative of Company management, or its designee, who informs the pilot that he/she has been selected for random drug and/or alcohol testing.
- s. "Other drugs of abuse" means those families of drugs (or their metabolite) specified in [Appendix A](#). Should the Company desire at any time to expand the list of drugs specified in [Appendix A](#), the Company and the Association will meet to discuss such desire, with expansion subject to Association concurrence.
- t. "Over-the-counter drug" means a drug that may be purchased without a prescription in the United States and/or Canada.
- u. "Permanent Disqualification" or "Permanent Bar" means permanent preclusion from performing the safety-sensitive function the individual performed prior to the alcohol / drug policy violation.
- v. "Prescription drug" means a drug(s) producing a pilot's confirmed positive test result which was legally prescribed for such pilot's personal use by his personal physician. Such pilot will be required to produce written proof of his/her prescription, which has caused the confirmed positive test result, if required by the MRO.
- w. "Prescription drug of abuse" means a drug(s) that has produced the pilot's confirmed positive test result which was prescribed by a licensed medical doctor for a person other than such pilot.
- x. "Pilot(s)" means Captain and/or First Officer.
- y. "SAP" means Substance Abuse Professional, a licensed and/or certified professional, experienced and knowledgeable in the diagnosis and treatment of disorders related to drug and alcohol use and abuse who evaluates employees who have violated a drug or alcohol regulation and makes recommendations concerning education, treatment, follow-up testing and after care.
- z. "Substituted specimen" means a specimen with creatinine and specific gravity levels that are so diminished that they are not consistent with human urine.
- aa. "Verified positive drug test result" means a test that reveals the presence of a drug(s) after 1) a screening by immunoassay, 2) a confirmation test by LC/MS/MS, 3) a final determination by an MRO that there is no legitimate medical explanation for the positive test, and 4) if eligible and requested in writing within 72 hours of the MRO's notification to the employee of a positive result, a test of the split sample by LC/MS/MS.

2. RIGHTS (GENERAL)

- a. In accordance with the Basic Agreement, a pilot is entitled to union representation in any meeting with a Company Representative regarding a positive alcohol or drug test as well as any meeting regarding any other drug and/or alcohol related matter that may possibly result in discipline or termination. A pilot has the right to speak to an APA representative once contacted by the MRO regarding the results of his/her drug test. The pilot may speak to an APA representative prior to discussing his/her test results. However, he/she must reestablish contact with the MRO within twelve (12) hours to complete the discussion. This time period may be extended at the discretion of the MRO. Regardless of these contractual provisions, the MRO will follow the appropriate Federal guidelines to verify a positive drug test result.
- b. In accordance with the Basic Agreement, the pilot reserves the right to file a grievance concerning any disciplinary action, letter, or documents issued as a result of alcohol and/or drug testing or any violation of the terms of this Agreement.
- c. Should the Company desire at any time to expand the list of drugs specified in [Appendix A](#) of this Agreement, the Company and the Association will meet to discuss suggested changes, with expansion subject to Association concurrence.
- d. In the event the FAA disapproves any aspect of the Company's mandated drug and alcohol testing program, and the Company determines that corrective action is required to obtain the FAA's approval which necessitates a change in the terms of this Supplement, the parties agree to meet promptly to discuss that corrective action.
- e. Pursuant to any changes in DOT or FAA Drug and/or Alcohol Testing Regulations or the administration of the regulations requiring immediate compliance, the Company may enact temporary procedures to comply with such changes until the parties can promptly meet to discuss the impact of such action and the change(s) in regulations on this Agreement and resolve any dispute accordingly.
- f. Provisions of this Agreement apply to both drug and alcohol unless otherwise designated.

3. PERSONNEL

a. Medical Review Officer (MRO):

- (1) The Company's Corporate Medical Director or equivalent, or his designee(s), will act as its MRO. Designees will be limited to licensed medical doctors employed by the Company on a full time basis. The MRO will have a knowledge of substance abuse. The parties recognize the importance of the MRO to the overall success of the Company's drug testing program. In the event of a change in the person of the Company's Corporate Medical Director, or if the Company chooses to appoint as MRO a doctor other than the Corporate Medical Director, the Company agrees to give notice to the Association of the change and to discuss the new MRO's qualifications and experience in identification of and treatment of substance abuse prior to such appointment. The parties agree that, in this event, they will meet and, in good faith, work to arrive at a mutually acceptable MRO, giving due consideration to the Association's concerns and recommendations. Nothing herein restricts the right of the Company after giving such notice and after holding such discussion from selecting the MRO of its choosing.
- (2) The MRO, or his designee(s), will exercise his/her responsibilities in conformity with DOT and FAA regulations which include:
 - Acting as independent and impartial "gatekeeper" and advocate for the accuracy and integrity of the drug testing process;
 - Providing quality assurance review of the drug testing process for specimens under his/her purview;
 - Determining whether there is a legitimate medical explanation for confirmed positive, adulterated, substituted, and invalid drug test results from the laboratory;
 - Providing medical review of pilots' test results without establishing a doctor-patient relationship with the pilot whose test he/she reviewed;
 - Investigating and correcting problems where possible and notify appropriate parties (e.g. HHS, DOT, the Company) where assistance is needed (e.g.

cancelled or problematic tests, incorrect results, problems with blind specimens);

- Ensuring timely flow of test results and other information to the Company;
- Protecting the confidentiality of the drug testing information; and
- Performing all MRO functions in compliance with DOT and FAA regulations.

b. Substance Abuse Professional (SAP)

(1) An SAP must have one of the following credentials:

- Licensed physician (Doctor of Medicine or Osteopathy);
- Licensed or certified social worker;
- Licensed or certified psychologist;
- Licensed or certified employee assistance professional; or
- Drug and alcohol counselor certified by the National Association of Alcoholism and Drug Abuse Counselors Certification Commission (NAADAC) or by the International Certification Reciprocity Consortium/Alcohol and Other Drug Abuse (ICRC).

(2) An SAP is not an advocate for the pilot or the Company. An SAP's function is to protect the public interest in safety by professionally exercising his/her responsibilities in conformity with DOT regulations that include:

- Making face-to-face clinical assessments and evaluations to determine what assistance is needed by the pilot to resolve problems associated with alcohol and/or drug use;
- Referring the pilot to an appropriate education and/or treatment program;
- Conducting a face-to-face follow-up evaluation to determine if the pilot has actively participated in the education and/or treatment program and has demonstrated successful compliance with the initial assessment and evaluation recommendations;
- Providing the Company with a follow-up drug and/or alcohol testing plan for the pilot;
- Providing the pilot and the Company with recommendations for continuing education and/or treatment;

4. TESTING PROCEDURES

All drug and alcohol testing methodology, including but not limited to collection procedures, chain of custody, and shipment of specimens, will comply with DOT regulations.

- The Company's Medical facilities will be utilized for collection of urine and/or breath specimens for drug and/or alcohol testing when collection is at a location that contains such a facility and the facility is open.
- When collection of a urine and/or breath specimen is necessary at a location that does not contain a Company medical facility or the Company medical facility is closed, the Company will retain the services of a specimen collection service to perform that service.

a. Drug Testing Procedures

(1) The Company will utilize an independent, HHS certified laboratory to perform pilot drug testing covered by this Agreement.

(2) The Company will utilize an express shipment company to transport all urine specimens to its selected HHS certified laboratory. Provided, however, all urine specimens collected in the geographic area in which the laboratory is located may be transported to the laboratory by a secure ground courier in that area. Should the Company elect at any time to utilize its internal mail system for transportation of urine specimens, the Company and the Association will meet to discuss the

reasons and desirability of such a decision. The Company will not implement such decision without the concurrence of the Association.

- (3) Drug tests conducted under this Agreement for drugs (or their metabolite) prohibited by DOT and FAA regulation will be done in accordance with DOT regulations.
- (4) A urine specimen will first be subject to immunoassay and validity screening. If a negative result occurs, the specimen will be considered to be free of drugs.
- (5) If a positive result occurs on the immunoassay screen, a LC/MS/MS process will be used for confirmation. Both the immunoassay screening and the LC/MS/MS process must indicate the presence of drugs for the specimen to be a confirmed positive drug test result. All specimens with confirmed positive results will be retained for possible retesting at the laboratory in properly secured, long-term frozen storage for a one- year period.
- (6) Drug tests conducted under this Supplement for other drugs of abuse (or their metabolite) will be in accordance with the DOT's regulation; provided, however, LC/MS/MS confirmation cut-off levels for such drug tests will be those levels set by [Appendix A](#) to this Supplement.

b. Alcohol Testing Procedures

- (1) A breath specimen will be subject to EBT screening (breathalyzer) administered by a Breath Alcohol Technician (BAT). If a breath alcohol concentration of less than 0.02 is received, the test result will be considered negative.
- (2) If a positive test result occurs (a breath alcohol concentration of 0.02 or greater), an EBT confirmation test using a new mouthpiece will be performed after a waiting period of at least 15 minutes after the screening test. The result of this confirmation test will determine any actions taken under the rule as a consequence of the test.
- (3) The accuracy of the testing device(s) will be verified following a positive test using one (1) bottle for both devices.

5. TESTING OCCASIONS

a. Pre-Employment / Re-Entry Drug Testing

- (1) All pilot applicants for employment must successfully complete drug testing prior to employment. If an applicant refuses to be tested or has a verified positive, adulterated, or substituted drug test result, the Company may deny or withdraw the offer of employment. Applicants will not be allowed to begin work until a negative result is received.
- (2) Employees transferring from a non-safety sensitive position in the Company into a position as a pilot must successfully complete a DOT pre-employment drug test and will not be allowed to begin work until a negative result is received.
- (3) If an employee is reinstated from a termination, or from a suspension, which involves payroll transaction activity (PTR), the employee will not be placed on active status until a negative DOT pre-employment drug test result is received by the Company. The Company will offer several drug testing alternative dates in an effort to minimize a delay to a pilot's return on the pilot's reinstatement date. Dates may be offered prior to or during suspension and promptly upon receipt of an arbitration decision that results in a pilot's reinstatement from termination.

b. Random Drug and/or Alcohol Testing

- (1) All pilots will be subject to random drug and/or alcohol testing.
- (2) Drugs to be tested for will be those drugs (or their metabolite) specified in DOT and FAA regulations.
- (3) Pilots will be selected for random drug and/or alcohol testing in accordance with a random selection computer model devised by the Company and approved by the FAA.
- (4) The Company will conduct random drug testing of a pilot at the conclusion of his/her

sequence at his/her home base or satellite or co-terminal. Random alcohol testing may be conducted at any airport and may occur pre-flight, mid-sequence, or post-flight. A pilot selected to undergo a random drug and/or alcohol test who terminates his/her sequence at a co-terminal will be required to provide his/her specimen and/or breath sample at such station, notwithstanding the fact that such test may delay the departure of scheduled surface transportation or prevent him/her from taking such scheduled surface transportation. If the pilot is prevented from taking scheduled surface transportation due to a required drug and/or alcohol test, he/she will contact crew schedule to arrange for alternate transportation that will be provided at no cost to the pilot.

- (5) The Company will notify affected pilots of their selection for random drug and/or alcohol testing by the following means:
 - (a) Post-Sequence Drug and/or Alcohol Testing.
A representative of Company management (notifier) will meet the flight of any pilot who has been randomly selected for a drug and/or alcohol test. "Meeting the flight" means the notifier will make contact with the pilot within the following parameters – 1) a pilot will not be considered notified for random selection if the notifier contacts the pilot after he/she disembarks past the arrival gate area into any other part of the airport terminal or beyond, and 2) for international flights the notifier, who is not authorized to enter the restricted area, will meet the pilot outside of the customs screening area but not further than the entry into the rest of the terminal or beyond
 - (b) Pre-Flight and Mid-Sequence Alcohol Testing
The notifier will not be restricted to where he/she meets a pilot who has been randomly selected for a pre-flight or mid-sequence alcohol test.
 - (c) The notifier, after presenting positive identification, will obtain positive identification from the pilot at the time he/she presents himself/herself to the notifier.
 - (d) Once the selected pilot's identification has been confirmed, the pilot will be given written notification of his/her selection for random drug and/or alcohol testing along with the exact location of the collection site. The notification form will direct the pilot to immediately report to, and give a urine specimen at the Company's collection site in the case of drug testing and/or provide a breath sample in the case of alcohol testing.
 - (e) The Company representative will date and note the time and location the pilot was given the written notification of his/her selection for random testing. The pilot will be required to sign the written notification, acknowledging his/her receipt of notification.
 - (f) The pilot will receive two copies of the notification form, one for his/her records, and one that he/she will present to the collection person.
- (6) A pilot who is selected for random drug and/or alcohol testing will be required to report to the Company's Medical facility (or report to the representative of the specimen collection service retained by the Company if there is no Company Medical facility or it is closed) immediately after the receipt of his/her notice of random testing. Once notified, only Flight Management may release a pilot from his/her random drug and/or alcohol test.

c. Post-Accident Testing

Flight Department Management will investigate the circumstances surrounding an accident including soliciting the pilot's comments in an in-person or telephonic meeting. After the investigation, Flight Department Management will then determine if a pilot will be required to undergo a post accident drug and alcohol test if the pilot's performance has either contributed to the accident or cannot be completely discounted as a contributing factor. In cases of significant injuries to a pilot to be tested, obtaining necessary medical assistance will take priority over drug and/or alcohol testing, however such testing will be accomplished as soon as medically

reasonable.

(1) Post-Accident Drug Testing

Post-accident drug tests must be completed as soon as possible after any aircraft accident. If unusual circumstances unavoidably delay testing, attempts to test must continue for up to 32 hours but no later than that time frame. Drugs to be tested for will be those drugs (or their metabolite) specified in FAA regulations and other drugs of abuse (or their metabolite).

(2) Post-Accident Alcohol Testing

Post-accident alcohol testing must be accomplished within 2 hours after an accident. If unusual circumstances unavoidably delay testing, attempts to test must continue for up to 8 hours but no later than that time frame. The FAA requires the Company to document the reasons if the 2-hour and 8-hour limits were not satisfied.

d. Reasonable Cause Drug / Reasonable Suspicion Alcohol Testing

(1) Pilots are subject to reasonable cause drug testing and/or reasonable suspicion alcohol testing. Observations may occur during, just preceding, and/or just after flight duty. Reports of observations must be documented. Indications that reasonable cause / reasonable suspicion to test exist include, but are not limited to, the following:

- Use or possession of alcohol or drug
- Slurred speech
- Unsteady standing or walking
- Inability or difficulty doing routine tasks
- Disorientation or confusion
- Erratic or unusual behavior
- Odor of alcohol and/or drugs on the body or breath

(2) The Company and the MRO will make reasonable efforts to maintain confidentiality of the events surrounding a reasonable cause drug / reasonable suspicion alcohol testing directive, pending the results of the test. This commitment in no way limits the Company from taking appropriate disciplinary action, or from defending itself against grievances or other actions commenced by the pilot and/or the Association against the Company, or from providing information in response to a subpoena or other legal process.

(3) Pilots who may be directed by Flight Management to undergo a reasonable cause drug and/or reasonable suspicion alcohol test may, upon request, consult with an Association representative prior to testing. Such consultation, whether in person or by telephone, will not unduly delay the administration of the drug and/or alcohol test.

(4) Pilots tested for reasonable cause drug and/or reasonable suspicion alcohol will be withheld from service with pay pending notification of the test results. However, if the confirmed alcohol test is 0.02 or greater, the pilot will be withheld with pay pending results of the drug test.

(5) For Reasonable Cause Drug Testing Only

- (a) Flight Management may direct a pilot for reasonable cause testing only after two members of Company management, one of which will be a supervisor from the Flight Department, have concurred in the decision to test the pilot. At least one of the two members of Company management, preferably the one from the Flight Department if practical, will have personally observed the pilot who is reasonably suspected of using drugs. If personal observation of the pilot reasonably suspected by Flight Management of using drugs is not practical, Flight Management will make reasonable attempts to confer by telephone with local station management and the pilot suspected of using drugs. The purpose of such conference will be to ascertain the relevant facts before Flight Management directs the drug testing of a pilot. The member of Company management

personally observing the pilot will have received training regarding detecting the symptoms of drug use (see list above).

- (b) Drugs to be tested for will be those drugs (or their metabolite) specified in FAA regulations and other drugs of abuse (or their metabolite).
 - (i) Two urine specimens will be collected.
 - (ii) One urine specimen will be tested for those drugs (or their metabolite) specified in the FAA's regulation. Collection, shipment and testing will be in accordance with the DOT's regulation.
 - (iii) The second urine specimen will be tested for other drugs of abuse (or their metabolite) in accordance with the DOT's regulation; provided, however, LC/MS/MS confirmation cut-off levels for such drug tests will be those levels set by [Appendix A](#) to this Letter of Agreement.

(6) For Reasonable Suspicion Alcohol Testing Only

Reasonable suspicion alcohol testing occurs when at least one member of Company management, in consultation with a supervisor from the Flight Department determines that reasonable suspicion exists to test an employee. The observing member of management must have been trained in detecting the indicators of alcohol use.

Reasonable suspicion alcohol testing must be accomplished within 2 hours after a reasonable suspicion determination. If unusual circumstances unavoidably delay testing, attempts to test must continue for up to 8 hours, but not beyond that time limit. It is necessary in all cases to document the reasons the 2-hour and 8-hour limits were not satisfied.

e. Return to Duty Testing

- (1) Drug Testing - A pilot who returns to duty following a verified positive drug test result must pass a drug test prior to his/her return. The drugs to be tested for will be those drugs (or their metabolite) specified in FAA regulations and/or other drugs of abuse (or their metabolite).
- (2) Alcohol Testing - A pilot who returns to duty following a confirmed positive alcohol test result of 0.02 or greater must pass a return-to-duty alcohol test prior to his/her return.

f. Follow-up Testing

- (1) Any pilot who is eligible for drug and/or alcohol education and/or treatment and who is recommended for return to work by the SAP as a pilot, after successfully completing such education and/or treatment, will be subject to unannounced follow-up drug and/or alcohol testing in accordance with current FAA regulations.
- (2) The drugs to be tested for will be those drugs (or their metabolite) specified in FAA regulations and/or other drugs of abuse (or their metabolite)
- (3) The duration of such unannounced drug and/or alcohol testing requirement will be determined by the SAP, not to exceed five years, but at a minimum of six (6) tests in the twelve (12) month period following the pilot's return to duty.
- (4) The number and frequency for follow-up drug and/or alcohol testing will be established by the SAP after receiving recommendations from the pilot's aftercare counselor and the Association's Aeromedical Coordinator. The decision of the SAP will be final as to number, frequency and duration of testing. Follow-up testing will be extended or restarted if the pilot is not available for testing due to being on leave, furlough or other status in which he/she did not complete the required number of tests.

6. POSITIVE DRUG OR ALCOHOL TEST RESULTS AND CONSEQUENCES

a. Positive Drug Test Results

- (1) Any pilot who has a confirmed positive test result for a drug specified in DOT and FAA regulations and/or other drugs of abuse (or their metabolite) shall be removed from flight status with pay by Flight Management. The MRO may recommend to Flight Management that a pilot be removed from flight status (with pay). The reason given by the MRO to Flight Management for such removal will be "for medical reasons." (See [Section 10](#)) The MRO shall make no further communication regarding the individual's test results until the MRO verification process is completed. Flight Management shall ensure that all reasonable efforts are made to maintain the confidentiality of such withholding from service.
 - (a) After receiving the confirmed positive test result and after removing the pilot from flight status, the MRO will contact the pilot to obtain his/her input concerning that result. This input will be given in person if so requested by the pilot. Nothing herein shall deny the pilot those rights specified in [Section 2.A](#) of this Agreement.
 - (b) After the MRO completes his/her review of the confirmed positive test result, he/she will decide if the test result is a verified positive, negative or cancelled test result.
 - (c) If the confirmed positive test result is deemed negative or cancelled by the MRO, (e.g., prescription drug or over-the-counter drug), he/she will inform Flight Management the pilot is available to return to active flight duty status, if otherwise medically qualified.
 - (d) If the confirmed positive test result is deemed a verified positive test result, the MRO will notify the Company's Drug Testing Program Administrator who will notify Flight Management of that result. The MRO will also notify the FAA, if the verified positive test result is for a drug specified in DOT/FAA regulations.
- (2) Right to Test Split Specimen
 - (a) Any pilot, who is notified by the MRO that he/she has a verified positive drug test, has 72 hours from the time of notification to request a test of the split specimen. This request may be verbal or in writing to the MRO. (See [Appendix B](#) for sample written request form.) The MRO will notify the laboratory that tested the primary specimen to forward the split specimen to another HHS certified laboratory for testing.
 - (b) If the testing of the split specimen fails to confirm the results of the primary test, the MRO will cancel both tests. However, a cancelled test may not be used for the purposes of a negative test to authorize the pilot to perform safety-sensitive functions (i.e. in the case of pre-employment, return to duty or follow-up testing). Once the pilot has a negative test result, the MRO will advise Flight Management that the pilot is available for return to active flight status, if otherwise medically qualified.
 - (c) If the testing of the split specimen confirms the results of the primary test, the MRO will then follow the procedures for completing the verification.
 - (d) If the testing of the split sample cannot be completed because the split specimen is not available for testing, the MRO will cancel both tests and direct an immediate collection of another specimen under direct observation with no notice given to the pilot until immediately before the collection.
- (3) Consequences of a Positive Drug Test
 - (a) A pilot who has a confirmed positive test result for a drug specified in DOT/FAA regulations and/or for other drugs of abuse (or for any metabolite for such drugs) shall be removed from flight status with pay by Flight Management if Flight Management receives such a recommendation from the MRO. The reason given by the MRO to Flight Management for such removal will be "for medical reasons." The MRO shall make no further communication regarding the individual's test results until the MRO review process is completed. Flight Management shall ensure that all reasonable efforts are made to maintain the confidentiality of such withholding from service.
 - (i) After receiving the confirmed positive test result and after removing the pilot

- from flight status, the MRO will contact the pilot to obtain his/her input concerning that result. This input will be given in person if so requested by the pilot.
- (ii) After the MRO completes his review of the confirmed positive test result, he will decide if the test result is a verified positive test result or is a negative test result.
 - (iii) If the confirmed positive test result is deemed negative by the MRO, (e.g., prescription drug or over-the-counter drug), he will inform Flight Management the pilot is available to return to active flight duty status, if otherwise medically qualified.
 - (iv) If the confirmed positive test result is deemed a verified positive test result, the MRO will notify the Company's Drug Testing Program Administrator who will notify Flight Management of that result. The MRO will also notify the FAA, if the verified positive test result is for a drug specified in DOT/FAA regulations.
- (b) A pilot who has a verified positive test result for a drug specified in the DOT/FAA regulations and/or other drugs of abuse (or their metabolites) will be terminated for violation of Company Rule 33 except as provided in subparagraph 6.A.(3).(c) & (d).
 - (i) A pilot who has a verified positive test result for a prescription drug of abuse (or its metabolite) to which he is addicted (as determined by the SAP) will be terminated for violation of Company Rule 33.
 - [1] Such pilot, at his/her option and at his/her full cost, may seek rehabilitation treatment at a Company designated treatment facility.
 - [2] If such pilot successfully completes rehabilitation treatment (in the sole opinion of the SAP) and possesses a valid FAA Medical Certificate and Airman Certificate, she/he may be offered reinstatement in accordance with the terms of Conditional Reinstatement in Section 6.A. 3.(f) below.
 - [3] If the pilot, after reinstatement, successfully completes his/her aftercare program (i.e., is removed from follow up drug testing by the SAP), such pilot will be reimbursed for his/her rehabilitation treatment in accordance with the terms of the Company's applicable Group Health Insurance Plan.
 - (c) A pilot who has a verified positive test result for a prescription drug of abuse (or its metabolite) to which she/he is **not** addicted (as determined by the SAP) will not be terminated; but rather, will be given a **last chance** written warning by Flight Management.
 - (d) A pilot who has a verified positive drug test result for a prescription drug (or its metabolite) to which she/he is addicted (as determined by the SAP) will not be terminated or disciplined; but rather, will have his condition treated as a medical matter under the Basic Agreement.
 - (i) Such pilot must seek appropriate rehabilitation treatment at a Company designated treatment facility. Such treatment will be at the full cost of the pilot.
 - (ii) If the pilot successfully completes rehabilitation treatment (in the sole opinion of the SAP), possesses a valid FAA Medical Certificate and Airmen Certificate, is reinstated to active flight status, and successfully completes his/ her aftercare program (i.e., is removed from follow up testing by the SAP), such pilot will be reimbursed for his/her rehabilitation treatment in accordance with the terms of the Company's applicable Group Health Insurance Plan.
 - (e) A pilot who has a verified positive drug test result, and who is terminated by the Company in accordance with the terms and conditions of paragraph 6.A.(3)(b) above, may challenge his/her termination under [Section 21](#) of the Basic Agreement; provided, however, the jurisdiction of the System Board of Adjustment will be limited to deciding whether all provisions of this Supplement were complied with and correctly applied to the offending pilot, in which case the Board will be

required to find just cause for such pilot's termination.

- (f) The Company will offer conditional reinstatement to pilots who test positive for illegal/illicit drugs on a Company or DOT/FAA mandated drug test and who are terminated by the Company for violation of Rule 33 due to such positive test or pilot(s) who are terminated for Rule 33 for reasons other than a positive test for illegal/illicit drugs (i.e., possession of drugs).
- (i) Pilots who are terminated for multiple rule violations or for reasons currently excluded from this Conditional Reinstatement Policy (such as drug trafficking, violations involving personal injury to other, etc.), shall **not** be eligible for conditional reinstatement. Further, pilots who refuse a drug test or tamper with a specimen during a drug test or who refuse to cooperate during a drug test shall not be entitled to conditional reinstatement.
- (ii) Conditional reinstatement shall be offered to eligible terminated pilots as follows:
1. The pilot must promptly submit to a chemical dependency assessment performed by the Company's Substance Abuse Professional (SAP).
 2. The pilot must successfully complete any course or program, including any educational or rehabilitation program, recommended by the SAP following such mandatory assessment. Any educational, rehabilitation and/or aftercare program undertaken by the employee will be at the employee's expense, and will not be reimbursed by the Company.
 3. Upon meeting these conditions and submitting to a return to duty drug test that is negative, the pilot shall be conditionally reinstated to employment, provided that the pilot executes an undated letter of resignation in the form provided by the Company. In this letter the pilot:
 - a. commits to remaining drug free for his/her tenure with the Company,
 - b. agrees to submit to follow-up (unannounced) drug testing,
 - c. agrees not to tamper with a specimen during a drug test, and
 - d. agrees to cooperate during requested drug tests.
 4. If the pilot fails to comply with the conditions set forth in the undated letter of resignation, he/she is subject to immediate termination through invocation of the letter of resignation.
 5. Pilots who are terminated either initially or finally under these provisions shall be entitled to COBRA coverage.
- b. Consequences of a Positive Alcohol Test Result
- (1) A pilot who has a positive alcohol test result with an alcohol content of 0.02 or greater will not be terminated, but will be immediately removed from service, with pay, and scheduled for an alcohol dependency assessment by the Company's SAP. Prior to being scheduled for the alcohol dependency assessment the pilot may request to be evaluated by an Evaluation Board comprised of the following AA/APA representatives, any one of who may refer the pilot for an alcohol assessment:
- An agreed to AA Medical Doctor on staff;
 - An agreed to AA EAP Representative on staff;
 - An APA Medical Doctor; and
 - An APA Professional Standards or Aeromedical Committee Member.

If the Company's SAP or Evaluation Board determine that there is no alcohol dependency problem, the pilot will be sent to his/her Chief Pilot to be returned to duty. Note: Referral for education or treatment is required on any DOT test with an alcohol result of 0.04 or greater, regardless of whether or not the pilot is found to have an alcohol dependency problem.

- (a) A pilot evaluated and not diagnosed with an alcohol dependency problem will be returned to duty when his/her medical certificate (and Airman certificates, if revoked) has been reissued and any/all required education, treatment and return to duty requirements have been met. A Warning Letter with a duration of 24 months may be issued and documentation as required by DOT/FAA regulations will be maintained.
 - (b) The status of a pilot evaluated and diagnosed with an alcohol dependency problem will be treated as a medical matter. The payment of sick pay/MDSB is subject to the limitations provided in this Agreement and [Supplement F\(1\)](#) of the Basic Agreement. The pilot will be returned to duty when his/her medical certificate (and Airman certificates, if revoked) has been reissued and any/all required education, treatment and return to duty requirements have been met.
 - (c) A pilot who fails to cooperate and refuses an alcohol evaluation will be withheld from service without pay for a period not to exceed sixty (60) months, after which any return to service will be contingent upon the pilot's cooperation, reissuance of medical certificate, and mutual agreement between the Association and the Company.
 - (d) If a pilot was previously diagnosed with an alcohol dependency problem as the result of an occurrence of a positive alcohol test result within the twenty-four (24) months prior to the second occurrence, time off payroll will be in an unpaid sick status until the pilot is in compliance with the aftercare program, at which point the pilot may debit sick bank. The pilot will be returned to duty when his/her medical certificate (and Airman certificates, if revoked) has been reissued and any/all required education, treatment and return to duty requirements have been met.
 - (e) If a pilot has a second occurrence of a positive alcohol test result within twenty- four (24) months of the first occurrence, and the SAP concludes that the pilot does not have an alcohol dependency problem, the pilot will be terminated and will be ineligible for conditional reinstatement.
 - (f) A pilot previously diagnosed with an alcohol dependency problem who refuses treatment/education after assessment will be withheld from service without pay for a period not to exceed sixty (60) months at which time the pilot will be administratively severed.
 - (g) A pilot who was previously diagnosed with an alcohol dependency problem who does not successfully complete the education, rehabilitation treatment or aftercare program recommended by the SAP following a mandatory assessment will be withheld from service without pay for a period not to exceed sixty (60) months at which time the pilot will be administratively severed.
 - (h) If a pilot has two occurrences in which the positive alcohol test results showed an alcohol content of 0.04 or higher, the pilot will be terminated pursuant to [Section 6.C](#) of this Agreement.
- (2) A pilot diagnosed with an alcohol dependency problem must complete the following requirements before being returned to active flight status:
- (a) At his/her option and at his/her full cost, seek education and/or treatment as recommended by the SAP at a Company-designated education program or treatment facility. A pilot who is reinstated and who, in the sole opinion of the SAP, successfully completes his/her education and/or treatment will be reimbursed in accordance with the terms of the Company's applicable Group Health Insurance Plan;
 - (b) Obtain a valid FAA Medical Certificate and Airmen Certificates if suspended or revoked;
 - (c) After reinstatement, successfully complete his/her follow-up testing and aftercare program.
- (3) If a pilot's positive alcohol test result has an alcohol content of 0.04 or greater, the

results will be reported to the Federal Air Surgeon and documentation will be maintained as required by DOT regulations.

- (4) Any pilot who has a confirmed positive alcohol test result will be afforded the time necessary to have an independent test performed prior to being deadheaded to base.
- (5) Any pilot who tests positive, will, upon request, be provided with a copy of the calibration data for the device(s) used in the test.

c. Permanent Disqualification

- (1) Pursuant to FAA regulations, a pilot will be permanently precluded from performing safety-sensitive duties after any of the following:
 - on-duty use of drugs or alcohol;
 - two (2) verified positive drug test results; or
 - two (2) confirmed positive alcohol tests results at a level of 0.04 or greater.
- (2) A pilot who is permanently precluded from performing safety-sensitive duties pursuant to Section C. (1) above will be terminated.

7. DILUTED, SUBSTITUTED, OR ADULTERATED DRUG TEST RESULTS AND CONSEQUENCES

- a. A specimen is considered diluted if the creatinine concentration is less than 20 mg/dL and the specific gravity is less than 1.003 unless otherwise designated by DOT regulation.
- b. A specimen is considered substituted if the creatinine concentration is less than or equal to 5 mg/dL and the specific gravity is less than or equal to 1.001 or greater than or equal to 1.020 unless otherwise designated by DOT regulation.
- c. A specimen is considered adulterated if it is determined that --
 - A substance that is not expected to be present in human urine is identified in the specimen;
 - a substance that is expected to be present in human urine is identified at a concentration so high that it is not consistent with human urine; or
 - the physical characteristics of the specimen are outside the normal expected range for human urine.
- d. A pilot who has an adulterated or substituted test result shall be treated in the same manner as a pilot who has a positive test result for a drug or drug metabolite, and therefore shall be removed from flight status with pay by Flight Management. The reason given by the MRO to Flight Management for such removal will be "for medical reasons." The MRO shall make no further communication regarding the individual's test results until the MRO review process is completed. Flight Management shall ensure that all reasonable efforts are made to maintain the confidentiality of such withholding from service.
 - (1) After receiving the diluted, substituted or adulterated test result and after removing the pilot from flight status, the MRO will contact the pilot to offer him/her the opportunity to present a legitimate medical explanation for the laboratory findings with respect to presence of the adulterant in, or the creatinine and specific gravity findings for, the specimen. This input will be given in person if so requested by the pilot.
 - (a) In the case of an adulterated specimen, the pilot must demonstrate that the adulterant found by the laboratory entered the specimen through physiological means.
 - (b) In the case of the substituted specimen, the pilot must demonstrate that he/she did produce or could have produced urine, through physiological means, meeting the creatinine and specific gravity criteria.
 - (2) The MRO has the discretion, and will make every effort, to extend the time available for up to five (5) days for the pilot to present information if there is reasonable basis to believe he/she will produce relevant evidence supporting the legitimate medical

explanation within that time, including directing the pilot to obtain a further medical evaluation within that five (5) day period.

- (3) After the MRO completes his/her review of the evidence presented by the pilot and he/she determines that there is a legitimate medical explanation, the test will be considered cancelled.
- (4) After the MRO completes his/her review of the evidence presented by the pilot and he/she determines that the explanation does not present a reasonable basis for concluding there may be a legitimate medical explanation, then the MRO will report the test as a verified refusal to test because of adulteration or substitution as applicable.
- (5) The consequences for a verified refusal to test because of adulteration or substitution will be the same as any other refusal to test that may include discipline up to and including termination for violating the Company Rules of Conduct related to insubordination.

8. REFUSAL TO SUBMIT AND/OR COOPERATE IN TESTING AND CONSEQUENCES

a. A pilot may not refuse to submit to a post-accident, random, reasonable suspicion/cause, or follow-up drug and/or alcohol test. Under the amended DOT rules, a refusal to submit to a drug test includes any of the following:

- (1) failure to appear or remain at the test site until excused or as otherwise provided in this agreement;
- (2) failure to provide a urine specimen when required;
- (3) failure to permit a directly-observed or monitored collection;
- (4) declining to take a second test when directed;
- (5) failure to provide sufficient urine without a sufficient medical explanation;
- (6) failure to undergo a medical evaluation; or
- (7) failure to cooperate with the testing process;
- (8) failure to follow the observers instructions to raise and lower clothing to navel and mid thigh and turn around to permit the observer to determine if you have any type of prosthetic or other device that could be used to interfere with the collection process (in the case of an observed drug test);
- (9) possess or wear a prosthetic or other device that could be used to interfere with the testing process;
- (10) admit to the collector or MRO that you adulterated or substituted the specimen;
- (11) MRO reports that you have a verified adulterated or substituted test result;

Also under these rules, a refusal to take an alcohol test includes any of the following:

- (1) Failure to appear at the test site;
- (2) Failure to remain at the test site until completion;
- (3) Failure to provide sufficient breath to complete the test without sufficient medical reason;
- (4) Failure to undergo a medical examination or evaluation as part of the insufficient breath procedures;
- (5) Failure to sign step 2 of the required ATF form;
- (6) Failure to cooperate with the testing process.

b. A pilot who refuses or who fails, without the specific approval of Flight Management, to follow a Company directive to undergo random, return to duty, follow-up testing, post accident or reasonable cause / reasonable suspicion drug and/or alcohol testing or who refuses (as defined in this [Section 6](#)) or who fails to cooperate in drug and/or alcohol testing as mandated by this Agreement, will be

withheld from service by Flight Management without pay pending investigation. If the investigation confirms the pilot's refusal or failure to follow a proper drug and/or alcohol testing directive, the pilot may receive discipline up to and including termination for violating the Company Rules of Conduct related to insubordination. The pilot will be reinstated with full back pay if the alleged refusal or failure to follow a Company directive is not pursued or proven.

- c. Any pilot who reports for a random drug and/or alcohol test and, after forty-five (45) minutes from the time of notification as indicated on the form, a drug testing collector or breath alcohol technician (BAT) has not reported at the designated testing area to perform the test, the pilot shall be released after calling his/her Flight Office and advising them of the failure of the collector or BAT to appear and shall not be considered as refusing to submit to testing. The pilot shall indicate the time the call was made to the Flight Office on the notification form and the name of the person in the Flight Office advised and shall then provide a copy to the Flight Office within five (5) business days after that date. If the Flight Office is closed at the time the test is to be administered, the pilot shall call the on-call Chief Pilot at his/her base and follow the same procedures as indicated above in this paragraph.

9. REHABILITATION TREATMENT ACCESS AFTER A DRUG AND/OR ALCOHOL TEST DIRECTIVE ISSUED

The Company recognizes that chemical dependency is an illness and a major health problem. Early detection and treatment may also increase the likelihood of successful rehabilitation. Employees who believe they need help due to alcohol and/or drug use are encouraged to voluntarily seek help in dealing with such problems by utilizing the Company's Employee Assistance Program (EAP) and medical benefit plan as appropriate. Voluntary involvement in EAP will not jeopardize an employee's job and will not be noted in the employee personnel record. It is the employee's responsibility to seek treatment through the EAP before the employee's conduct and/or test results warrant discipline or discharge under this policy. If the facts substantiate that an employee was in violation of Company Rules 7, 25, 26 and/or 33 or any other Company regulation/rule applicable to this policy, or if the employee has been directed for an alcohol and/or drug test under this policy, enrollment of the employee in a rehabilitation treatment program through the assistance of the Company's EAP is not an option in lieu of discipline or discharge."

10. PROGRAM VERIFICATION AND RELEASE OF DRUG AND/OR ALCOHOL INFORMATION

a. Verification

- (1) Upon request, the Company will provide the Association with statistical information contained in the Company's required annual report to the FAA on the number of pilot B 1) negative tests, 2) positive tests, and 3) refusals to test.
- (2) The Company will provide the Association with a detailed explanation of the computer model for random testing and advise the Association prior to implementing any changes to the computer model.
- (3) Drug test results for Company submitted blind samples (quality assurance testing) will be made available to the Association upon request.
- (4) Test locations for alcohol testing will be defined and subject to review and input from the Association.

b. Release of Drug and/or Alcohol Information

- (1) Information and medical records related to a chemical dependency are both sensitive and confidential in nature. Therefore, such information and records will be strictly limited to those individuals at the Company who have a "need to know."
- (2) Pursuant to DOT and FAA regulations, records associated with verified positive drug tests or any violation of alcohol misuse reported to the Federal Air Surgeon must be maintained by the Company for five (5) years, but shall be expunged from the pilot's personnel file after that time period. Records regarding decisions to administer reasonable suspicion alcohol tests or post-accident alcohol tests are only required to be

maintained for two years and shall be expunged from the pilot's personnel file after that time period.

- (3) The Company may release information regarding a pilot's drug and/or alcohol testing result(s) or rehabilitation to a third party outside the Company only with the specific, written consent of the pilot, authorizing release of the information to an identified person. Information regarding a pilot's drug and/or alcohol testing result(s) or rehabilitation may be released to the NTSB as part of an accident investigation, to the FAA upon request, or as required by FAA regulation.
- (4) The limited disclosure of information, as provided above, in no way limits the Company from taking appropriate disciplinary action, or from defending itself against grievances or other actions commenced by the pilot and/or the Association against the Company, or from providing information in response to a subpoena or other legal process.

11. PILOT COMPENSATION AND BENEFITS

- a. A pilot selected for a random drug or alcohol test will be paid fifteen (15) minutes flight time pay, no credit for an drug or alcohol test conducted at the end of a sequence. A pilot selected for an alcohol and drug test concurrently will be paid for both tests (30 minutes). Pay for these tests will be retroactive to the time that the testing was first implemented. Such pay shall be over and above all other compensation and shall not be offset against guarantee.
- b. While the Company shall be responsible for avoiding illegalities in the scheduling of a pilot for random drug and/or alcohol testing, if it appears likely that a regularly scheduled pilot who, as the result of random testing, will not have twelve (12) hours free of all duty prior to his/her next regularly scheduled trip sequence, such pilot shall notify his/her flight manager of such fact. Such notification must be made prior to the commencement of such twelve (12) hour rest period. When such notification is made, the flight manager shall determine whether to release such pilot from testing, or to accept pay liability for the regularly scheduled trip sequence missed. Failure to notify the flight manager of an impending legality problem shall result in such pilot being retained in testing and forfeiture of any pay resulting from subsequent regularly scheduled trips missed.
- c. A pilot who, as a result of random drug and/or alcohol testing, becomes illegal for open flying proffer or assignment shall confer with such pilot's flight manager for resolution.
- d. The provisions of the Company's Workers Compensation program shall apply to a pilot while engaged in procedures required by this Agreement and/or FAA drug and/or alcohol testing regulations.
- e. A pilot who tests positive for drugs and/or alcohol away from base will be removed from the balance of his/her original sequence and scheduled for a deadhead to base in accordance with the Basic Agreement. Pay and credit will be based on the Company scheduled deadhead, however a pilot who misses a scheduled deadhead because of an independent test will deadhead to base as soon as possible after the independent test is completed. If an independent test causes a pilot to miss the last flight of the day, the Company will arrange and pay / reimburse for hotel accommodations.
- f. A pilot who tests positive for drugs and/or alcohol will be evaluated as expeditiously as possible, but normally no later than five (5) days after the pilot returns to base. The pilot's paid status shall be amended to unpaid status if the evaluation period exceeds five (5) days and the delay is caused by the pilot. The Chief Pilot will resolve any unusual circumstances that may delay scheduling the evaluation (e.g. vacation, etc.).
- g. A pilot diagnosed as chemically dependent on alcohol who refuses treatment after evaluation will remain on paid sick leave until sick leave is exhausted, at which time the pilot may revert to MDSB or unpaid sick leave of absence at the pilot's option, subject to the provisions of this Agreement and of the Basic Agreement.
- h. A pilot, who successfully completes treatment and aftercare, will remain eligible for utilization of accrued sick leave. Upon exhaustion of accrued sick leave, the pilot will

be placed on MDSB until a special issuance medical certificate is received from the FAA and the pilot returns to line flying, subject to the provisions of this Agreement and of the Basic Agreement.

- i. A pilot can use make-up, PVD's and/or CPA time to cover time lost.
- j. A pilot who loses pay as a result of being scheduled for a pre-sequence and/or mid-sequence alcohol test, shall have the events reviewed by their Chief Pilot for pay status.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 1st day of January 2013.

FOR THE AIRLINE PILOTS
IN THE SERVICE OF
AMERICAN AIRLINES, INC.
AS REPRESENTED BY
THE ALLIED PILOTS ASSOCIATION

FOR AMERICAN AIRLINES, INC.

/signed/
Keith Wilson
President

/signed/
Denny Newgren
Director, Employee Relations

APPENDIX A

DRUG CLASS	INITIAL TEST LEVEL	CONFIRMATORY TEST LEVEL	CONFIRMATORY METHOD
AMPHETAMINES	500 ng/mL		
Amphetamine		250 ng/mL	LC/MS/MS
Methamphetamine		250 ng/mL	LC/MS/MS
MDMA, MDEA, MDA		250 ng/mL	LC/MS/MS
BARBITURATES*	300 ng/mL		
Amobarbital		300 ng/mL	LC/MS/MS
Butobarbital		300 ng/mL	LC/MS/MS
Pentobarbital		300 ng/mL	LC/MS/MS
Phenobarbital		300 ng/mL	LC/MS/MS
Secobarbital		300 ng/mL	LC/MS/MS
BENZODIAZEPINES*	300 ng/mL		
Alprazolam Metabolite		300 ng/mL	LC/MS/MS
Oxazepam		300 ng/mL	LC/MS/MS
Flurazepam Metabolite		300 ng/mL	LC/MS/MS
Lorazepam		300 ng/mL	LC/MS/MS
Nordiazepam	25 ng/mL	300 ng/mL	LC/MS/MS
Temazepam		300 ng/mL	LC/MS/MS
Diazepam Metabolite		300 ng/mL	LC/MS/MS
COCAINE METABOLITES	150 ng/mL	100 ng/mL	LC/MS/MS
MARIJUANA METABOLITES	50 ng/mL	15 ng/mL	LC/MS/MS
METHADONE*	300 ng/mL	300 ng/mL	LC/MS/MS
OPIATES	2000 ng/mL		
Morphine		2000 ng/mL	LC/MS/MS
Codeine		2000 ng/mL	LC/MS/MS
6-Acetylmorphine (6-AM)	10 ng/mL	10 ng/mL	LC/MS/MS
OPIATES SPECIAL*			
Hydromorphone	300 ng/mL	300 ng/mL	LC/MS/MS
Hydrocodone	300 ng/mL	300 ng/mL	LC/MS/MS
Oxycodone	100 ng/mL	100 ng/mL	LC/MS/MS
Oxymorphone	100 ng/mL	100 ng/mL	LC/MS/MS
PHENCYCLIDINE	25 ng/mL	25 ng/mL	LC/MS/MS
PROPOXYPHENE*	300 ng/mL	300 ng/mL	LC/MS/MS

* Expanded Company Panel

Supplement M

RE: Establishment of a Market-Based Cash Balance Plan (MBCBP)

This letter confirms an agreement between American Airlines, Inc. ("Company") and the Allied Pilots Association ("Association") regarding the establishment of a Market-Based Cash Balance Plan (MBCBP).

1. American Airlines will establish a tax-qualified MBCBP for pilots after IRS approval as noted below in paragraph 4. The proposed design of the MBCBP will allow pilots to direct their own participation in the MBCBP and will provide MBCBP allocations equal to the American Airlines 401(k) Retirement Plan for Pilots excess contributions.

Note: These MBCBP contribution amounts are not intended to be subject to income, payroll or other taxes until distributed because the MBCBP contributions are intended to qualify as tax-deferred qualified retirement plan contributions made by American Airlines on behalf of the pilot.

2. Within sixty (60) days of ratification, the Company, in appropriate consultation with the Association, will evaluate if prior or current pension funding relief requires the Company, or the parties jointly, to seek approval from the Treasury Department to implement the MBCBP. If such approval is required, the parties will work together to finalize and send the approval request no later than sixty (60) days following the evaluation conducted within the sixty (60)-day period after ratification.
3. Concurrent with Paragraph 2., the Parties will, within 120 days of ratification, jointly develop the design of the MBCBP in writing along with any third-party consultants that each party chooses.
4. The plan document(s) that reflects such negotiated design will be completed through the process outlined below within 120 days of the parties' agreement on the design of the MBCBP.
 - a. Plan Documents. All the governing MBCBP Plan documents, including the Plan and the Summary Plan Description ("SPD"), will be new documents authored by the Company. The Company has the right to draft, restate, and amend the Plan and SPD from time to time in its sole discretion, provided that no discretionary amendment shall change requirements set forth in the collective bargaining agreement, including the negotiated design. The Company shall have the right to amend the Plan and SPD in its sole discretion for the purpose of maintaining the Plan's tax-qualified status or to otherwise comply with applicable Federal law. In the event more than one option is available to amend the Plan in order to comply with applicable law, the Company shall offer a meet and confer with the Association prior to finalizing the amendment whenever such advance meeting is feasible considering applicable law effective dates or other relevant nondiscretionary timing factors. Should the Association wish to engage in such meet and confer, it will do so without unnecessary delay. The Company will provide the Association with a copy of executed Plan amendments within five (5) business days after adoption. The Association will review the documents to confirm compliance with the collective bargaining agreement. Any dispute resulting from such review shall be exclusively subject to the grievance and arbitration procedures provided in the Joint Collective Bargaining Agreement. This provision does not waive any rights under ERISA.
 - b. Initial Plan Document and SPD.
 - i. Comment & Collaboration Period. Within 120 days of the parties' agreement on the design of the MBCBP, the Company shall provide the Association with a copy of the proposed new governing Plan document and SPD. The Association shall provide its input and recommendations within a reasonable time for the Company's consideration; however, it is expressly understood by the Parties that the Company retains sole discretion to adopt the Plan and SPD, consistent with the collective bargaining agreement, this letter, and the negotiated design.
 - ii. Contract Enforcement Review. The Company will provide the Association with a copy of the executed Plan document within five (5) business days after its adoption and a copy of the final SPD within five (5) business days after its effective date. The Association will review the documents to confirm compliance with the collective bargaining agreement. Any dispute resulting from such review shall be exclusively subject to the grievance and arbitration procedures provided in the Joint Collective Bargaining Agreement. This provision does not waive any rights under ERISA.

The MBCBP will be implemented as soon as practicable after receiving a favorable determination letter ruling from the IRS, but no earlier than April 1, 2024 and, should legal requirements permit it, no later than 180 days after receiving a favorable determination letter ruling from the IRS.

SUPPLEMENT O

SUPPLEMENTAL AGREEMENT
 between
 AMERICAN AIRLINES, INC.
 and
 THE AIR LINE PILOTS
 in the service of
 AMERICAN AIRLINES, INC.
 as represented by
 ALLIED PILOTS ASSOCIATION

This Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between AMERICAN AIRLINES, INC., hereinafter known as the "Company", and the air line pilots in the service of AMERICAN AIRLINES, INC. as represented by the ALLIED PILOTS ASSOCIATION, hereinafter known as the "Association".

WHEREAS, the Company and the Association have entered into an agreement to codify the pay and working conditions for Check Airmen and modify the scheduling of pilots who accomplish temporary supervisory duties by performing flight standards, training or checking functions as Check Airmen.

NOW, THEREFORE, the parties hereby agree to the following terms applicable to pilots who accomplish temporary supervisory duties.

1. A line pilot or a regularly scheduled Check Airman on a line rotation, except a Check Airman rotating to a monthly reserve bid, may be utilized as a flight standards Check Airman or may perform training or check functions in category (including a flight officer acting as a Flight Engineer Check Airman) on a temporary basis provided the pilot is properly qualified for the function to be performed. In such case, the provisions of [Section 6.C.3.](#) shall not apply to such temporary assignment.
2. The Company may select line pilots, who must meet the requirements of Supplement Y, for voluntary supervisory duty under this agreement. Such pilots will be trained and qualified to perform Check Airman or qualification functions. A pilot who cannot currently hold a captain status may be used only as a Flight Engineer Check Airman or to perform a flight engineer training or check function.
3. A line pilot or regularly scheduled Check Airman on line rotation may change or move scheduled duty-free periods in accordance with the Basic Agreement to accommodate temporary supervisory duties in accordance with this Supplement.
4. Line pilots performing work under the provisions of this Supplement may be regularly scheduled or reserve line holders. Check Airmen performing work under this Supplement must hold a selection other than reserve. Such line pilots and Check Airmen may perform work under this Supplement on their own trips or trips to which reassigned, or trips awarded or assigned through the filling of open time in accordance with Section 15.L of the Basic Agreement. In addition, such pilots may be assigned or reassigned to perform work under this Supplement on trips on a displacement basis, or trips blocked in accordance with [Section 6.C.5.](#) of the Basic Agreement. The following exceptions to this paragraph shall apply:
 - a. Line pilots who perform work under this supplement while on reserve will be restricted from performing Line Checks.
 - b. Line pilots who perform work under the provisions of this Supplement while on reserve will be limited to two (2) sequences not to exceed a total of thirty (30) hours of such work when performed on other than a trip(s) awarded in accordance with [15.L.](#)
 - c. Line pilots on reserve who perform work under this Supplement on trip sequences blocked in accordance with [Section 6.C.5.](#) of the Basic Agreement must be placed on such trip sequence either through the filling of open time in accordance with [15.L.](#) of the Basic Agreement or on a displacement basis.

5. Line pilots who perform work under the provisions of this Supplement shall not be scheduled to exceed their IMAX. If such pilot is reassigned on any sequence during the month and exceeds their IMAX, such pilot will be treated accordance with [Section 15.N](#) of the Basic Agreement.
6. For a regularly scheduled Check Airman on a line rotation, whose PROJ exceeds that pilot's IMAX, as a result of a reassignment, the Company must reduce the Check airman's PROJ to or below that pilot's IMAX. Such reduction will be accomplished in accordance with [Section 15.N](#) of the Basic Agreement. It is expected that any Check Airman who has not yet met the annual requirement for 73 hours of proficiency flying will go into make up. Such Check Airman may do make up flying provided:
 - a. Any make up flying is performed for proficiency flying only.
 - b. Such flying does not include any Check Airman functions or duties.
 - c. The applicable monthly maximum plus five hours is not exceeded.
7. Work performed by line pilots under the provisions of this Supplement is restricted to a percentage of all active Check Airmen as follows:
 - a. The amount of Monthly Check Airman Work Days (MCAWD) in a contractual month will be calculated by multiplying the total number of active Check Airmen for that month times sixteen (16) days. The amount of Monthly Check Airman Work Hours (MCAWH) in a contractual month will be calculated by multiplying the total number of active Check Airmen for that month by eighty-three (83) hours. The MCAWH should be accumulated monthly to arrive at a total of Yearly Check Airman Work Hours (YCAWH).
 - b. The number of Monthly Supplement O Line Pilot Work Days (MLPWD) will be divided by the MCAWD to get a percentage of work days performed. The number of Monthly Supplement O Line Pilot Work Hours (MLPWH) will be divided by the MCAWH to get a percentage of work hours performed. The percentage of work performed by line pilots under this agreement cannot exceed twelve percent (12%) of either the MCAWD or MCAWH in any given month.
 - c. The MLPWD will be converted to hours by multiplying by five hours and eleven minutes (5:11) per day and comparing this figure to the MLPWH for that month. Tabulate the greater figure each month and total this figure for the year (YLPWH).
 - d. At the end of the year, the total Yearly Line Pilot Work Hours (YLPWH) performed under this agreement cannot exceed nine percent (9%) of the total Yearly Check Airman Work Hours (YCAWH).
8. IOE work hours performed in a calendar quarter by line pilots under this agreement is restricted to twenty five percent (25%) of the total IOE hours for the quarter. IOEs performed by regularly scheduled Check Airman on a line rotation shall not count towards the twenty five percent (25%) restriction.
9. Supplement O pilots will be paid at the rate of fifteen (15) dollars an hour in addition to the pilot's applicable pay rates for the first thirty-five (35) hours of Supplement O flying and an additional ten (10) dollars an hour for the next thirty five (35) hours. A [Supplement O](#) pilot's additional pay cannot exceed eight hundred seventy-five (875) dollars in any contractual month and will be paid over and above the pilot's computed monthly pay. Check Airmen performing [Supplement O](#) work during a regularly scheduled line rotation are excluded from receiving this additional pay.
10. The Company will provide APA with the following reports in electronic format:
 - a. A monthly report of the work accomplished under [Supplement O](#) (in days and hours) and the percentage of the active Check Airmen's work.
 - b. A monthly report on the cumulative percentage of active Check Airman work performed by [Supplement O](#) pilots.
 - c. An annual report showing the total percent of active Check Airman work performed by [Supplement O](#) pilots for the year.

- d. An annual roster of [Supplement O](#) pilots.
- e. A quarterly report showing (1) the total of all IOE work hours performed and (2) the total IOE hours performed by line pilots under this Supplement.

This Agreement shall run concurrently with the Basic Agreement and subject to the provisions of [Section 26](#) thereof.

In witness whereof, the parties hereto have signed this Agreement this the 7th day of August, 1998.

WITNESS:

J. C. Russell
V. C. Every
T. M. Vaughn
R. P. Kudwa
P. R. Barry
J. A. LaMorte

FOR AMERICAN AIRLINES, INC.

/signed/
Sue Oliver
Vice President
Employee Relations

/signed/

C. D. Ewell
Vice President - Flight and Chief Pilot

WITNESS:

M. R. Mellerski
D. F. Carey
J. E. Darrah
G. L. Schafer
L. P. Turcotte

FOR THE AIR LINE PILOTS
IN THE SERVICE OF
AMERICAN AIRLINES, INC.
AS REPRESENTED BY
THE ALLIED PILOTS ASSOCIATION

/signed/
R. T. LaVoy
President

SUPPLEMENT P

May 5, 1997

James G. Sovich
President
Allied Pilots Association
P.O. Box 5524
Arlington, TX 76005-5524

International Crew Bases

Dear Captain Sovich:

This will confirm our agreement that the Company may not establish a pilot base outside the continental limits of the United States without first reaching agreement with APA on any supplemental provisions and/or exceptions to the Basic Agreement which the parties agree are appropriate for the establishment and operation of such base.

Very truly yours,

/signed/
Jane G. Allen
Vice President
Employee Relations

Agreed:

/signed/
James G. Sovich
President
Allied Pilots Association

SUPPLEMENT Q

Keith Wilson, President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Fort Worth, TX 76155-2512

January 1, 2013

International Crew Use Seats

Dear President Wilson:

This letter supersedes Letter of Agreement 05 - 04 and Supplement Q dated May 1, 2003 and confirms our agreement regarding International Crew Use Seats effective as of date of this letter.

The Company and the Association will meet to ensure compliance with 14 CFR Part 117 and DOT Advisory Circular No. 117-1 dated 9/19/2012. Rest seats shall be selected to provide optimum conditions for rest and the specific seat(s) designated for each aircraft and configuration type shall be mutually agreed by the parties. Crew rest seat(s) for rest purposes on flights requiring an augmented pilot(s) shall be based on the following criteria:

1. When cabin seats are designated for rest purposes, they shall be provided in Business Class or, if there is no designated Business Class cabin, in the forward most cabin.
2. If there is a dedicated crew rest facility that includes bunks and two (2) crew rest seats, no cabin seats will be provided.
3. If there is a dedicated crew rest facility that includes bunks and one (1) crew rest seat, no cabin seat will be provided if only one augmented pilot is required. If a second augmented pilot is required, one (1) Business Class seat will be provided.
4. If there is a dedicated crew rest facility that includes bunks but no crew rest seats, one Business Class seat shall be provided for each augmented pilot. On an aircraft by aircraft basis, for the B777-200 only, the Company will continue to provide crew rest seats in First Class until such time as the specific B777-200 aircraft is reconfigured into a two-class configuration.
5. If there is no dedicated crew rest facility provided:
 - a. If the Business Class seating configuration provides for a single non-adjointing seat, that seat shall be assigned to the cockpit crew for rest purposes.
 - b. If the Business Class configuration provides for adjoining seats, and the scheduled flight leg in question includes any flying between the hours of 2300 and 0559 HBT, two (2) adjoining seats shall be assigned to the cockpit crew for rest purposes.
 - c. If the configuration provides for adjoining seats, and the scheduled flight leg in question does not contain any flying between the hours of 2300 and 0559 HBT, one seat shall be assigned to the cockpit crew for rest purposes. The adjoining seat shall be "blocked", but may be assigned to a passenger as the last seat assigned in the forward cabin.
 - d. The provisions of b. and c. above shall not apply to any aircraft on which Business Class has been reconfigured such that one business class seat meets the requirement of 14 CFR Part 117 and DOT Advisory Circular No. 117-1 dated 9/19/2012.
6. On single aisle aircraft where there is a requirement for an augmented pilot, two adjoining seats shall be provided if the seating configuration provides for two adjoining seats.

Sincerely,

/signed/
Dennis A. Newgren
Managing Director, ER, Flight

SUPPLEMENT R

Retiree Health Reimbursement Arrangement (RHRA)

RE: Establishment of a Retiree Health Reimbursement Arrangement (RHRA)

This letter confirms an agreement between American Airlines, Inc. ("Company") and the Allied Pilots Association ("Association") for the Company to establish a Retiree Health Reimbursement Arrangement ("RHRA").

1. Eligibility. The Company shall credit a maximum value (with the actual amount of contribution to be determined in accordance with the terms herein) to an RHRA notional account, for each eligible pilot who retires on or after the effective date of this Collective Bargaining Agreement and who either meets the retirement criteria of the 65-point plan (or equivalent policy) or is at the FAA-mandatory retirement age.

2. RHRA Amount. The amount of credit to an RHRA for any pilot so entitled shall be the value of the eligible pilot's accumulated unused sick leave hours at the time of retirement multiplied by 66% of the pilot's hourly rate at the time of retirement, not to exceed a maximum credit of \$200,000.

3. Cash Option. An eligible pilot may elect not to have the value of the eligible pilot's accumulated unused sick leave hours at the time of retirement credited to an RHRA. In lieu of the amount, as set forth in Paragraph 2 above, being credited to an RHRA, an eligible pilot may elect to take the cash equivalent as a one-time, lump sum payment. The pilot must notify the Company of the Cash Option election under this Paragraph no later than four (4) months prior to the eligible pilot's decided retirement date.

4. RHRA Credits. The RHRA credits may be used for qualified medical expenses, as specified in Internal Revenue Code Section 213(d), for any qualified medical plan. The RHRA credits may only be used to reimburse a retiree pilot for unreimbursed, substantiated, qualified medical expenses, and qualified premiums as specified in Code Section 213(d) of the retiree pilot and/or eligible dependents up to the retiree pilot's RHRA credit balance. In the event of the retiree pilot's death, the pilot's surviving spouse is eligible to continue to use any remaining credits and may use such credits for eligible dependent qualified expenses. All RHRA credits will be forfeited: (1) upon death of the retiree pilot with no surviving spouse, or (2) upon death of the surviving spouse who became eligible to continue RHRA usage after the death of the retiree pilot. RHRA credits will be suspended during any period the retiree pilot is rehired and employed by American Airlines. The RHRA must comply with all applicable laws and regulations. The Company will be responsible for drafting and maintaining the RHRA plan document(s), will have discretion over all plan-related items not addressed in this Letter, and will be responsible for any operating costs associated with the RHRA. The Company shall have the right to amend any provision of the HRA plan that is required by applicable law or is necessary to maintain the tax qualified status of the plan.

5. Effective Date. Pilots who retire on or after the effective date of this letter are eligible for an RHRA notional account under this LOA.

6. Information. Information about RHRA notional accounts (as contained in this letter agreement) will be posted on the AAPilots.com website and included as a seminar topic in any retirement seminars hosted jointly by the Company and the APA.

SUPPLEMENT U (1)

AGREEMENT
 Between
 AMERICAN AIRLINES, INC.
 And
 THE AIR LINE PILOTS
 In service of
 AMERICAN AIRLINES, INC.
 As represented by the
 ALLIED PILOTS ASSOCIATION

This Supplement U (1) will become effective upon PBS Implementation at the LAX crew base and will supersede and replace in its entirety the existing Supplement U in the Basic Agreement.

LOS ANGELES (LAX) SUPPLEMENTAL FLYING

American Airlines, Inc. (the "Company") and the Allied Pilots Association (the "Association") agree that flying allocated to the Company's Los Angeles ("LAX") crew base may be supplemented by certain flying which originates and terminates at San Diego's Lindbergh Field ("SAN") as provided in this agreement. The provisions of this agreement are intended to supplement and make certain exceptions to the AA/APA Basic Agreement with respect to such supplemental flying. The parties agree that the provisions of the AA/APA Basic Agreement and the PBS MOU and Appendix shall apply to such supplemental flying, except as provided in this agreement, and that in the event of a conflict, the provisions of this agreement shall apply.

A. General

1. At any time either the Association or the Company may unilaterally terminate this agreement by providing written notice to the other party.
2. If terminated by either party, the Company must cease using SAN flying to supplement LAX flying no earlier than one month and no later than three months following the written notice of termination.
3. In any event, the termination of this agreement must coincide with the last day of a contractual month.
4. This agreement shall not serve nor be cited as a precedent with regard to any other matter including current or future discussions or agreements concerning existing, proposed or future satellites, co-terminals or crew bases.

B. Definitions

1. SAN Flying: Any flying supplemental to flying at the LAX crew base which originates and terminates at SAN in accordance with this agreement.
2. SAN Sequence: A sequence that originates and terminates at SAN with no ground deadhead as either the first or last segment of the sequence.
3. LAX Regular Reserve ("RR"): A reserve pilot responsible for open time coverage at LAX, SNA, LGB and ONT.
4. SAN Reserve ("SR"): A reserve pilot responsible for open time coverage at SAN, LAX, SNA, LGB and ONT.
5. Regular Reserve Volunteer ("RRV"): A LAX Regular Reserve (RR) who also volunteers to be responsible for open time coverage at SAN.

C. Bid Status Restrictions

1. SAN flying may only be made available to ~~the following~~ LAX bid statuses: -
 - a. ~~Captain S80 Domestic~~
 - b. ~~First Officer S80 Domestic~~

- c. ~~Captain 767/757 Domestic~~
- d. ~~First Officer 767/757 Domestic~~
- e. ~~Captain 737 Domestic~~
- f. ~~First Officer 737 Domestic~~

2. This agreement may be extended to cover other bid statuses only by mutual agreement between the parties.

D. Flying Limitations

1. ~~Sequences allocated to SAN shall not exceed the amount necessary to construct 15 Captain and 15 First Officer lines, for each bid status in Paragraph C., above, at the planned Monthly Average Line Value (MALV) in the respective bid statuses.~~
 2. ~~Allowable Open Time for SAN during line construction shall be in accordance with the PBS MOU, Section 1.2. The SAN Sequence and Open Time calculation shall be performed as if SAN were a separate base except that the SAN Open Time shall be counted as a portion of the LAX Open Time for the LAX Open Time calculations.~~
1. Reserve available days required for SAN Reserve (SR) may not exceed 25% of the total reserve available days required for the entire LAX operation (SAN + LAX). This constraint shall not limit the Company's ability to cover open SAN Sequences with RRV or RR pilots as provided in this Letter of Agreement. At a minimum, in a month when the Company allocates sequences to SAN in any of the bid statuses in Paragraph C. above two SR Long Call Reserve pilots and two SR Short Call Reserve pilots will be provided for each such bid status, subject to the requirements of G.5 below.
 2. These limitations may only be increased or otherwise modified by mutual agreement between the parties.

E. Eligibility for, and Disposition of, SAN Awards and Assignments

1. All pilots in the appropriate LAX bid status may bid for SAN Sequences as well as LAX sequences. SAN Sequences will not be considered as part of a bid preference unless specified as such by the pilot.
2. For the purposes of this agreement, a SAN Sequence shall be considered an "award" or "awarded" if the pilot received such sequence as a result of a preference in the pilot's bid that added such SAN flying to the pilot's bid layers (pairing pools). A SAN Sequence shall be considered an assignment or "assigned" if the pilot did not express a preference for such Sequence.
3. Pilots awarded a SAN Sequence(s) shall be responsible for their own transportation to and from SAN.
4. A pilot assigned a SAN Sequence has the following options:
 - a. The pilot may operate or trade the sequence as assigned.
 - b. The pilot may elect to have the sequence converted to an LAX sequence by having deadhead transportation to and from SAN added.
 - 1) The pilot should contact the appropriate department at AA (Crew Scheduling or Crew Manning, depending on timing) to effect the conversion. The sequence shall subsequently be eligible for either trade or drop.
 - 2) Such conversion election should be made prior to the start of the contractual month.
 - 3) The pilot must remain legal (i.e. PROJ, PPROJ, etc.) when the deadhead segments are added. If a pilot would become illegal as a result of additional deadhead segment(s), the pilot shall, at the pilot's option, either be removed from the sequence in accordance with Section 4.C., or be removed from the sequence unpaid and without recovery obligation.

F. LAX Hybrid Line Award Containing a SAN Sequence

An LAX pilot who receives a Hybrid Line that includes one or more SAN Sequences shall, on the hybrid days, be obligated for sequences originating in SAN, subject to the provisions in E.4 above, in addition to the normal obligation for sequences originating in LAX, LGB, SNA and ONT

G. Reserve

1. Each month, LAX pilots who are awarded a Long Call Reserve (LCR) or Short Call Reserve (SCR) line may contact the LAX Base Planner after the award is final and prior to the 20th of the month (or a date specified by the PWG in the PBS MOU Appendix) to proffer SAN reserve (SR). Only LAX pilots awarded SCR may proffer SR Short Call Reserve and only LAX pilots awarded LCR may proffer SR Long Call Reserve.
2. Considering SAN reserve manning requirements and subject to paragraph D.3., above, the LAX Base Planner shall convert, in seniority order of those who proffer SR, the appropriate number of pilots to SR Long Call Reserve and SR Short Call Reserve. The converted SR pilots shall have the same DFPs as originally awarded unless otherwise determined through mutual agreement. The PBS Working Group (PWG) shall determine and publish the details of the proffer process.
3. SR shall not be involuntarily assigned to any RR pilot.
4. An LAX pilot awarded SR shall be responsible for open time coverage at SAN, LAX, SNA, LGB, and ONT.
5. The minimum number of SR pilots shall be calculated in accordance with Section 17.X.1.d. of the AA/APA Basic Agreement (minimum reserve staffing requirements) and paragraph D.3., above.
6. All LAX reserve pilots shall be considered RR unless designated as a SR or as a RRV as in accordance with paragraph 7., below.
7. A pilot with a RR line may volunteer at any time (using an HISAN computer entry in personal mode or other agreed method) to also be responsible for open time coverage at SAN.
 - a. Pilots who volunteer are designated as Regular Reserve Volunteers (RRV) and must remain available for SAN coverage for the balance of the month.
 - b. In the filling of open time at SAN, there shall be no distinction between SR and RRV pilots.
 - c. This procedure is subject to modification by the PWG.

H. Filling of Open Time

1. Except as provided in 2., 3., and 4, below, for purposes of covering open time, SAN shall be treated as a separate base (e.g., an open SAN Sequence shall require deadheads to and from SAN at the beginning and end of the Sequence in order to cover the Sequence as Temporary Duty- One Trip Sequence Only [Section 15.M.5. of the AA/APA Basic Agreement]).
 - a. SR and RRV reserves and regular pilots who are awarded a SAN Sequence shall be treated as if based at SAN.
 - b. For other LAX-based pilots, SAN shall be treated as a separate base.
2. Pick-Up Flying
 - a. All LAX and SAN Flying open Sequences shall be proffered to all LAX-based regularly scheduled pilots regardless of whether they were awarded SAN Sequences as part of their monthly PBS line. Upon implementation of DOTC / RAS, all LAX ballots, including ballots from pilots with previously-awarded SAN Sequences, will be processed at the same time.
 - b. Pilots who pick up SAN open flying shall be responsible for their own transportation to and from SAN. The deadheads to and from SAN as referenced in 3. below shall not apply.
3. Inverse Assignment

For the purpose of Inverse Assignments (per 15.L.4.i of the AA/APA Basic Agreement), there shall be no distinction among LAX-based pilots. Regularly scheduled pilots assigned a Sequence that includes deadheads to and from SAN at the beginning and end of the Sequence may elect, at their option, to provide their own transportation to and from SAN but shall, in any case, be paid and credited for the entire Sequence.

4. a. SR and RRV reserves who are not used to cover SAN open Sequences shall be eligible and may be used, in accordance with Section 15.L of the AA/APA Basic Agreement, to cover LAX open trip Sequences based on their seniority within their LAX bid status.
- b. All regularly scheduled LAX pilots, including those pilots awarded SAN Sequences, shall be eligible and may be used, in accordance with Section 15.L of the AA/APA Basic Agreement, to cover LAX open trip Sequences based on their seniority within their LAX bid status.
- c. SR, RRV and regularly scheduled pilots awarded SAN Sequences who cover LAX trip Sequences shall be responsible for their own transportation.

I. Trip Trade System

1. Any LAX based pilot may use all the provisions of the Trip Trade System (or replacement), or trip trade with another pilot, including trades involving SAN Sequences, subject to programming of such systems.
2. Pilots who trade for SAN Sequences shall be responsible for their own transportation to and from SAN.

J. Administrative Support/ Parking

All aspects of administrative support shall be provided in accordance with Section 24.P. (Satellite Crew Base Support) of the AA/APA Basic Agreement.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this XX day of XXXXX, 2017.

FOR AMERICAN AIRLINES, INC.

/signed/

Beth Holdren, Managing Director Labor Relations, Flight

FOR THE PILOTS IN THE SERVICE OF AMERICAN AIRLINES, INC.

AS REPRESENTED BY THE ALLIED PILOTS ASSOCIATION

/signed/

Captain Daniel Carey, President

SUPPLEMENT Y

SUPPLEMENTAL AGREEMENT
between
AMERICAN AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
AMERICAN AIRLINES, INC.
as represented by
ALLIED PILOTS ASSOCIATION

The following statements constitute procedures which are part of the Flight Department policies with regard to Flight Crewmember training:

- A.** A pilot prior to being assigned as an aircraft Flight Instructor will have a minimum of 500 hours line experience as pilot in command on AAL. In addition such pilot shall have a minimum of 100 hours (reducible with landing credits to a minimum of seventy-five (75) hours) as pilot in command on the type of aircraft on which serving as a Flight Instructor. For a period of one year after the introduction into line service of a new aircraft type, either newly certificated or heretofore not operated by AAL, the 100 hour pilot in command provisions shall not apply.
- B.** Supervisory pilots who are assigned to conduct any portion of the aircraft Operating Experience (OE) program will have a minimum of 500 hours as pilot in command on American Airlines. Supervisory pilots with less than 500 hours as above may perform all other supervisory pilot functions including requalification requirements, line checks, navigation checks, division and route requirements, etc., providing that such pilots have advanced in category in accordance with [Sections 13](#) and [17.O](#) of the Basic Agreement. Supervisory flying, as contained in [Section 6.C](#), will be performed within category by pilots who have qualified in turn to such category.
- C.** Each pilot serving as an aircraft Flight Instructor shall be rotated to line flying for one calendar month during each twelve month period of service as a Flight Instructor. The Company may, at its option, substitute the documented equivalent of 73 displacement line flying hours - including pay and credit - in lieu of the one month of line rotation. The Association shall be advised, in writing, of the names of such personnel prior to their rotation.
- D.** A Flight Instructor rotating to flying at the base where a bid status was last held, shall be entitled to a trip selection award in seniority at such base, as though bid status was held.
- E.** The trips flown by such rotating Flight Instructors shall, irrespective of any other provisions of this Agreement, be selected on the basis of their own seniority or, if selected at a base other than the base where they last held a bid status, be selected on the basis of their own seniority or the seniority of the pilot who is to serve as their replacement during such month, whichever is the lesser.
- F.** The Company may replace such rotating Flight Instructors with regular line pilots from that crew base. The Association shall be advised, in writing, of the names of such pilots.
- G.** Rotating Flight Instructors may not be displaced from any assigned trips by supervisory pilots.
- H.** Except for the purpose of maintaining or re-establishing 90-day Takeoff/Landing Currency, an American Airlines cockpit crewmember will not be scheduled for simulator training (including briefing and debriefing) between the hours of 0045 and 0530. The scheduling of simulator time for 90 day Takeoff/Landing currency will only be scheduled when no other four (4) hour period outside of the hours of 0045 and 0530 is available for such purpose. For the purposes of Check Airman assignment, a maximum of two (2) sessions will be scheduled and will be considered as a single day of work for scheduling and pay purposes. No more than two (2) pilots will be scheduled for each of the two (2) sessions. In the event it becomes necessary to deviate from this Company policy it will only be done because of very unusual circumstances and the reasons therefore will be made known to the Association.

- I. 1. All aircraft flight training shall be scheduled during daylight hours (daylight hours as used herein shall be as defined in FAR), provided that FAR required night training and/or aircraft requalification which consists solely of normal take-offs/landings may be accomplished at night except during the hours of 2400 local to local daylight. When FAR night landings are required departure one hour prior to local daylight may be scheduled.
 - 1. Initial upgrade first officers will be scheduled to receive FAR required aircraft training maneuvers during daylight hours, except for FAR required night training.
 - 2. In the event it becomes necessary to deviate from this Company policy it will only be done because of very unusual circumstances and the reasons therefore will be made known to the Association.
- J. 1. In transition training no more than two breaks will be allowed wherein a crewmember can be returned to line flying. One break between ground school and simulator and one break between simulator and flight training.
 - 2. When, following simulator training, a rating ride must be taken in an aircraft and such rating ride constitutes the sole use of an aircraft in such training program, such rating ride will normally be considered a continuation of simulator training. However, a break between simulator training and the rating ride may occur as a result of the unavailability of an aircraft, simulator, check airman, or FAA examiner. Such break shall, however, not be permitted for the sole purpose of returning a pilot to line flying after the completion of simulator training but before the rating ride.
 - 3. In the event it becomes necessary to deviate from this Company policy it will only be done because of very unusual circumstances and the reasons therefore will be made known to the Association.
- K. AAL cockpit crewmembers training requirements will be given first priority and preference for training periods over outside contract training requirements.
- L. 1. Every effort will be made to promote and maintain the "crew concept" of training by AAL.
 - 2. During any simulator training period no contract training will be conducted simultaneously at any other crew position unless that trainee is being trained using AA procedures to AA standards and is fluent in the English language. FAA monitoring of training which is not meeting the "crew concept" objective in any crew position shall cause such simultaneous contract training period to cease.
 - 3. During any aircraft training period no contract training will be conducted in either pilot seat unless AA crewmembers aboard are afforded the opportunity to deplane. Contract training at the flight engineer panel will be permissible only when accomplished under the direct and constant supervision of a qualified AA instructor and the trainee is using AA procedures and is fluent in the English language.
- M. The Company will notify the training committee of APA whenever any major changes to the training programs are proposed that require FAA approval.
- N. 1. No more than two pilot trainees and two flight engineer/flight officer trainees will be assigned to aircraft training flights.
 - 2. Requalification flights conducted in a no hazard configuration with all engines operating to fulfill the three take-off/landing requirement may carry up to 4 pilot crewmembers. If there is a provision to deplane, and pilot crewmembers at their option decide to deplane, pilot crewmembers over a maximum of two will be deplaned.
 - 3. In the event it becomes necessary to deviate from this Company policy it will only be done because of very unusual circumstances and the reasons therefore will be made known to the Association.
- O. If the deadhead trip on which a pilot is scheduled to return to base terminates at a co-terminal other than the original airport of departure, there shall be added one (1) hour to the on-duty period for the purpose of allowing such pilot to return to the original airport of departure.

However, this hour shall not be construed to be a part of the on-duty period as specified in Section [6.D.6.k, l. or m.](#)

- P.** A crewmember who has completed training at CLT Training Center, GSW, or PHX Training Center will have a minimum of one hour (1:00) between the completion of the training period and scheduled departure of the deadhead trip to return to base. Crewmembers who, through no fault of their own, miss their scheduled trip to base will be pay protected on the basis of their actual arrival at their base.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 30th day of January, 2015.

FOR THE AIRLINE PILOTS IN THE
SERVICE OF AMERICAN AIRLINES, INC.
AS REPRESENTED BY THE
ALLIED PILOTS ASSOCIATION

FOR AMERICAN
AIRLINES, INC.

/signed/
Captain Keith Wilson
President

/signed/
Beth Holdren
Managing Director Labor Relations - Flight

SUPPLEMENT Z

SUPPLEMENTAL AGREEMENT
 between
 AMERICAN AIRLINES, INC.
 and
 THE AIR LINE PILOTS
 in the service of
 AMERICAN AIRLINES, INC.
 as represented by
 ALLIED PILOTS ASSOCIATION

**TERRORISM, SABOTAGE, MISSING, INTERNMENT, PRISONER OR HOSTAGE
 BENEFITS**

A. DEATH, PERMANENT TOTAL DISABILITY, AND DISMEMBERMENT BENEFITS

In the event of

- (i) the death of a pilot, or
- (ii) the permanent and total disability of a pilot, or
- (iii) the loss by a pilot of sight of both eyes, or the loss of both hands, or both feet, or one hand and one foot, or one hand and sight of one eye, or one foot and sight of one eye,

resulting from injury or illness incurred during acts of terrorism or sabotage or while interned, missing, or a prisoner or hostage, whether as a result of war, armed hostilities, rebellion, insurrection, hijacking, other terrorist act, hostile or military action of any government, or any other reason related to such hostilities:

the Company shall pay or cause to be paid, subject to the conditions set forth in C. and D. below, five hundred thousand dollars (\$500,000) to such pilot if he is alive, otherwise to his designated beneficiary under the Company's Group Insurance Plan. "Permanent total disability" shall mean the complete inability of the pilot to exercise his/her airmen certificate for at least one (1) year, and at the end of said period, the expectation to be that the disability shall continue for the remainder of the pilot's life. "Loss", with respect to hands and feet, shall mean actual severance through or above the wrist or ankle joints; with respect to eyes, shall mean entire and irrecoverable loss of sight. In the event the pilot becomes eligible for benefits under more than one (1) of the eventualities cited above, the maximum payment under this Section shall be five hundred thousand dollars (\$500,000), and such benefits shall be in addition to the benefits provided in other Company plans.

In addition to the death benefit provided above, the Company will subsidize up to 33 months of COBRA continuation of coverage at a Company-paid fifty percent (50%) subsidy of the cost of COBRA medical coverage for covered dependent(s). This period shall begin with the earlier of:

1. conclusion of 24 months of medical coverage provided in F. below; or
2. the establishment of death

Such coverage shall run consecutive, not concurrent, to the coverage provided in paragraph F, below. This COBRA continuation of coverage is subject to all rules and provisions of the Consolidated Omnibus Budget Reconciliation Act of 1986, as amended from time to time.

B. OCCUPATIONAL DISABILITY BENEFITS

In the event an illness or injury, which arises out of or is suffered in connection with acts of terrorism, sabotage, hostage, or a hostile or military action by any government while on flight duty or paid layover, results in the occupational disability of a pilot, the Company shall pay for the

period of disability, up to a maximum of twelve (12) months, the minimum guarantee for the pilot's bid status (no less than the average of Long Call and Short Call Reserve guarantee), subject to the conditions set forth in C. and D hereof. Such payments will be less weekly indemnity benefits received under applicable Workers Compensation Laws. Notwithstanding the provisions of [Section 14](#) of the Basic Agreement, such pilot will not be charged sick leave during such twelve (12) month period.

C. APPLICABILITY

The provisions of A. and B. above shall be applicable to a pilot only when such casualty occurs during the period of time that such pilot is on flight duty or paid layover.

D. EXCLUSIONS

1. The provisions of A. and B. above, and F. below shall not be applicable to a pilot when death or injury, as applicable:
 - a. is the result of or consists of addiction to drugs, or
 - b. is contracted, suffered or incurred while such pilot was engaged in a criminal enterprise or results from having engaged in a criminal enterprise, or
 - c. is intentionally self-inflicted.
2. The disability exclusion set forth in Section III.O.(5) of the 2012 Pilot Long Term Disability Plan, shall not apply to a pilot flying an International Sequence for a disability resulting from such assignment.

E. WORKERS COMPENSATION BENEFITS

A pilot will be covered for Workers Compensation benefits in amounts not less than those prescribed by the state in which such pilot's base is situated. These benefits shall be in addition to (i) any basic or optional life insurance benefits available under the Company's Group Insurance Plan, (ii) the death benefits provided under the Company's Pilot Retirement Benefit Plan and (iii) the death benefits provided under A., above.

F. MISSING, INTERNMENT, PRISONER OR HOSTAGE BENEFITS

1. A pilot who is missing, whether as a result of terrorism, sabotage, war, armed hostilities, rebellion, insurrection, hijacking, other terrorist act, or a hostile or military action of any government, or any other reason related to such hostilities while on flight duty or paid layover shall be paid, while missing, the average of Long Call and Short Call Reserve minimum guarantee for the pilot's bid status for a period of up to twenty-four (24) months after disappearance or until death is established, whichever first occurs. During the period the pilot is missing, such pilot(s) shall be deemed to be in active service for all purposes and accruals, including but not limited to seniority, longevity, sick leave, vacation, pension and all other benefit accruals for a period not to exceed twenty-four (24) months.

When such pilot has been missing for twenty-four (24) months, the Company will aid the beneficiary in obtaining legal proof in order that death benefits under A. above, and other Company plans (including the Pilot Retirement Benefit Plan) can be paid consistent with applicable state law.

2. A pilot who becomes or is reported to be interned or held prisoner or hostage whether as a result of terrorism, sabotage, war, armed hostilities, rebellion, insurrection, hijacking, other terrorist act or a hostile or military action by any government, or any other reason related to hostilities while on flight duty or paid layover shall be paid the average of Long Call and Short Call Reserve minimum guarantee for the pilot's bid status for the period during which the pilot is known by the Company to be interned or held prisoner or hostage. Such payments will cease, however, when death is established. In the absence of knowledge on the part of the Company as to whether the pilot is alive or dead, the pilot will be considered missing starting with the time last known to the Company to have been interned or held prisoner or hostage and will be covered under the provisions of 1., above.
3. When a pilot has been missing for a period of twenty-four (24) months, the death benefits provided under A. above shall be paid and/or provided. If such pilot is later found to be alive,

the average of Long Call and Short Call Reserve minimum guarantee for the pilot's bid status will be paid retroactively to the time such payments ceased, less any death benefits which were paid to the beneficiary. Any death benefits not recovered by this offset will be repaid by the beneficiary to the Company upon its demand.

- 4. In the event a pilot who has been interned, missing or a prisoner or hostage for twenty-four (24) months and is known to still be alive, that pilot shall be paid in accordance with paragraph 1. above. Then, for as long as the pilot continues in such status, he/she shall continue to be deemed in active service for all purposes and accruals, including but not limited to seniority, longevity, sick leave, vacation, pension and all other benefit accruals until death is established, or the pilot would otherwise be eligible for normal retirement.

G. COMPENSATION ASSIGNMENTS

- 1. The monthly compensation allowable under E. above to a pilot interned, held as a hostage or prisoner, or missing, shall be credited to such pilot on the books of the Company and shall be disbursed by the Company in accordance with written directions from him. The Company shall require each pilot to execute and deliver to the Company a written direction in the form hereinafter set forth. The Company shall, as soon as practicable, require all pilots to execute and deliver to the Company such a written direction. The direction referred to shall be in substantially the following form:

"To American Airlines, Inc.

"You are hereby directed to pay all monthly compensation allowable to me under the provisions of the Agreement between American Airlines, Inc. and the Air Line Pilots in the service of American Airlines, Inc., as represented by the Allied Pilots Association, while interned, held prisoner or hostage, or missing, or resulting from death or any other condition which causes direct payment to me to be impossible, as follows:

\$.....per month to.....
(Name)

.....
(Address)

as long as living, and thereafter to.....
(Name)

.....
(Address)

as long as living,

"The balance, if any, and any amounts accruing after the death of all persons named in the above designations shall be held for me, or in the event of my death before receipt thereof, shall be paid to the legal representative of my estate.

"The foregoing direction may be modified from time to time by letter signed by the undersigned and any such modification shall become effective upon receipt of such letter by you.

"Payments made by the Company pursuant to this direction shall fully release the Company from the obligation of making any further payment with respect thereto.

....."
(Pilot's Signature)

2. Any payments due to any pilot under this provision which are not covered by a written direction as above required, shall be held by the Company for such pilot and, in the event of death, shall be paid to the legal representative of his estate.
3. The monthly compensation allowable under this Section shall be in lieu of all compensation provided for by any law in respect to persons interned, held prisoner, or missing, and shall also be in lieu of all salary and subsistence during periods in which a pilot is interned, held hostage, held as prisoner, or missing.
4. Pilots shall maintain and continue to accrue seniority and longevity for pay purposes during periods in which they are interned, held hostage, held prisoner, or missing.

FOR THE AIR LINE PILOTS IN THE FOR AMERICAN AIRLINES, INC.
SERVICE OF AMERICAN AIRLINES, INC.
AS REPRESENTED BY THE
ALLIED PILOTS ASSOCIATION

/signed/
Captain Keith Wilson
President
Allied Pilots Association

/signed/
Beth Holdren
Managing Director
Labor Relations-Flight

LETTER A

April 2, 1973

Captain Nicholas J. O'Connell
President
Allied Pilots Association
2621 Avenue "E" East
Suite 208, P. O. Box 5524
Arlington, Texas 76010

Dear Captain O'Connell:

This will confirm my statements to you that any telephonic recording system installed at any crew base after April 2, 1973 shall be installed by mutual agreement between American Airlines and the Allied Pilots Association.

The domicile chairman at each base shall be afforded access to the tapes developed through such recording system. Such tapes may be heard during regular business hours by request to the Base Manager/Superintendent-Flying or the Area Manager Flight.

Very truly yours,

/signed/
C. A. Pasciuto
Vice President
Personnel

Agreed to:

/signed/
Nicholas J. O'Connell
President
Allied Pilots Association

Date: 44/2/73

LETTER B

May 1, 2003

Captain John E. Darrah
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Fort Worth, TX 76155-2512

Dear Captain Darrah:

In connection with provision [K.7.c.\(3\)](#) of Section 1 (Recognition and Scope) of the Basic Agreement, the Company and the Association have agreed to the attached examples, which demonstrate how to calculate proportionate decreases in block hours between the Company and a Foreign Carrier in cases where the Company reduces flying in a market and leaves its code behind on the Foreign Carrier.

Very truly yours,

/signed/
Jeffrey J. Brundage
Vice President
Employee Relations

Agreed:

/signed/
John E. Darrah
President
Allied Pilots Association

Letter B
Attachment

	-----BEFORE-----				-----AFTER-----			
	-----AA-----		-----OA-----		-----AA-----		-----OA-----	
	Daily <u>Freqs</u>	Hrs <u>per Mo</u>	Daily <u>Freqs</u>	Hrs <u>per Mo</u>	Daily <u>Freqs</u>	Hrs <u>per Mo</u>	Daily <u>Freqs</u>	Hrs <u>per Mo</u>
I.								
NO DECREASE IN AA								
DFW/FRA	1	600	1	600	2	1,200	0	0
JFK/FRA	<u>1</u>	<u>420</u>	<u>1</u>	<u>420</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>840</u>
Totals	2	1,020	2	1,020	2	1,200	2	840
% Change								-17.6%
Total Reduction						0		(180)
II.								
PROPORTIONATE DECREASE								
A. 17% Reduction in Hrs. (1 RT each)								
ORD/FRA	2	1,080	3	1,620	2	1,080	2	1,080
JFK/FRA	<u>3</u>	<u>1,260</u>	<u>4</u>	<u>1,680</u>	<u>2</u>	<u>840</u>	<u>4</u>	<u>1,680</u>
Totals	5	2,340	7	3,300	4	1,920	6	2,760
% Change						-17.9%		-16.4%
Total Reduction					(1)	(420)	(1)	(540)
B. 24% Reduction in Hrs. (1 RT each)								
JFK/FRA	2	840	1	420	2	840	0	0
DFW/FRA	1	600	1	600	0	0	2	1,200
ORD/FRA	<u>2</u>	<u>1,080</u>	<u>1</u>	<u>540</u>	<u>2</u>	<u>1,080</u>	<u>0</u>	<u>0</u>
Totals	5	2,520	3	1,560	4	1,920	2	1,200
% Change						-23.8%		-23.1%
Total Reduction					(1)	(600)	(1)	(360)
C. 25% Reduction in Hrs. (1 RT each)								
JFK/FRA	2	840	1	420	2	840	0	0
DFW/FRA	2	1,200	1	600	2	1,200	0	0
ORD/FRA	<u>1</u>	<u>540</u>	<u>1</u>	<u>540</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>1,080</u>
Totals	5	2,580	3	1,560	4	2,040	2	1,080
% Change						-20.9%		-30.8%
Total Reduction					(1)	(540)	(1)	(480)

Key: Hrs. assumptions for 1 RT frequency

DFW/FRA = 600 hrs/month
JFK/FRA = 420 hrs/month
ORD/FRA = 540 hrs/month

LETTER C (1)

September 18, 1979

Captain R. H. Malone
President
ALLIED PILOTS ASSOCIATION
P. O. Box 5524
Arlington, Texas 76011

Dear Captain Malone:

This will confirm our understanding regarding ARINC Communications Addressing and Reporting System, hereinafter known as ACARS.

- 1) The purpose of the ACARS data link system is to provide operating times and delay information on a real-time basis to American Airlines Dispatch, Passenger Service and Crew Schedule functions. Subject to paragraph 2) below, ACARS will not be used as a means to monitor pilot in-flight performance.
- 2) Prior to utilizing the ACARS System to transmit or record pilot or aircraft performance parameters, American Airlines agrees to meet with Allied Pilots Association representatives to discuss and agree upon such intended use.
- 3) Disclosure of ACARS derived data to third parties will be limited to those legally entitled to access to such information.

Very truly yours,

/signed/
D. E. Ehmann
Vice President
Flight

Agreed to:

/signed/
R. H. Malone, President
ALLIED PILOTS ASSOCIATION

Dated: 9/19/79

LETTER C (2)

June 19, 1990

Captain F. R. Vogel
President
Allied Pilots Association
P. O. Box 5524
Arlington, Texas 76005-5524

Re: Flight Data Recorders

Dear Captain Vogel:

This letter will confirm the agreement between American Airlines and the Allied Pilots Association describing the only circumstances under which a Flight Data Recorder may be removed from American Airlines aircraft.

1. Whenever a Flight Data Recorder is removed from an American Airlines aircraft in anticipation of or in compliance with a National Transportation Safety Board directive, APA will be notified as soon as practicable. If the data is to be read out or analyzed by American Airlines personnel, the APA will be afforded the opportunity to have a representative present.
2. Whenever a Flight Data Recorder is removed from an American Airlines aircraft for the purpose of aircraft maintenance or aircraft performance evaluation, the APA will be notified as soon as practicable and will be afforded the opportunity to have a representative present when the data is read out and analyzed.
3. Whenever a Flight Data Recorder is removed from an American Airlines aircraft for the purpose of investigating a non-NTSB occurrence involving aircraft damage or personal injury, the APA will be notified as soon as practicable and will be afforded the opportunity to have a representative present when the data is read out and analyzed.
4. Whenever a Flight Data Recorder is removed from an American Airlines aircraft for the purpose of maintenance on the unit or replacement of the unit, the Company will have no obligation to notify the APA.
5. The parties recognize that the information available from Flight Data Recorders is of a sensitive nature, and therefore the disclosure of such data should be limited. Except as may be required by statute, government regulation or legal process, the Company shall not release a read-out or analysis of data from a Flight Data Recorder to a third party without the agreement of APA; provided however, that discussions with APA will not be required where the Company desires to disclose a read-out or analysis of data from a Flight Data Recorder to a third party, such as a manufacturer, for purposes of discussing or evaluating airframe, engine or aircraft component performance. In the event of any third party disclosure, the Company will, to the extent permitted by its legal obligations, maintain the anonymity of the cockpit crewmembers operating the aircraft from which the Flight Data Recorder was removed. when the Company has made available to the APA, consistent with this agreement, the read-out or analysis of data from a Flight Data Recorder, the APA shall not release such read-out or analysis to a

third party without the consent of the Company.

In no case will the read-out or analysis of data from a Flight Data Recorder removed from an American Airlines aircraft be used by the Company to initiate or support any disciplinary action against a cockpit crewmember.

Very truly yours,

/signed/
G. A. Hof, Jr.
Vice President-Flight

Agreed:

/signed/
F. R. Vogel
President
Allied Pilots Association

LETTER C (3)

July 28, 1994

Captain James G. Sovich
President
Allied Pilots Association
P. O. Box 5524
Arlington, TX 76005-5524

Dear Jim:

This letter will confirm the agreement between American Airlines and the Allied Pilots Association regarding the use of data from any aircraft data recording and/or data transmitting device. It is agreed that American Airlines may use this data subject to the following conditions:

1. American Airlines will only release data from an aircraft data recording and/or data transmitting device, to an individual or entity outside of the company if required by law, or where the company desires to disclose de identified data or analysis of such data to a third party solely for the purpose of evaluating aircraft engine or component performance, weather data, or other operational analysis. Any party receiving such data shall agree in writing to abide by all terms and provisions of this letter, and,
2. The data from such devices shall not be utilized in any manner injurious to any member of the cockpit crew, including, but not limited to performance evaluations, contractual discipline, or discharge proceeding; and,
3. The data from such devices may be used to the extent required to comply with any mandatory government regulation provided, however, the data shall, to the extent possible, be used or given in a manner consistent with the preceding paragraphs of this letter.

Very truly yours,

/signed/
Captain C. D. Ewell
Chief Pilot
and Vice President-Flight

Agreed to this date:

/signed/
Captain James G. Sovich

LETTER D

October 23, 1979

Captain R. H. Malone
President
Allied Pilots Association
P. O. Box 5524
Arlington, Texas 76011

Dear Captain Malone:

Discussions during recent negotiating sessions have identified areas of pilot dissatisfaction with the operation of Central Crew Tracking. The incidents discussed indicate a need for a direct communications link so that scheduling problems associated with Crew Tracking function can be dealt with in a timely manner.

As stated to you in our discussions, it is the function of Central Crew Tracking to manage the crew resources of American Airlines in an efficient, cost effective manner, within the terms of the AA/APA working agreement, especially during periods of irregular operations, when crews are enroute away from home base(s). The overall costs and scheduling considerations associated with today's airline operation demand the efficiency provided by such a central controlling agency. It is our intention to continue to develop the Central Crew Tracking concept and to insure the benefits of its operation to American Airlines.

In order to succeed, the system must have the support of all involved. In the interest of both parties, pilot complaints should be investigated in the most expeditious manner possible. We are suggesting that a representative from your organization be appointed Central Crew Tracking Coordinator - and all complaints funneled directly to him. The designated contact for your Coordinator within American Airlines Flight Department will be the Vice President-Flight or Assistant Vice President-Flying.

Timely exchange of information between these individuals will result in prompt resolution of identified problem areas and a better understanding by the pilot group of the Central Crew Tracking concept.

Sincerely,

/signed/
D. E. Ehmann
Vice President-Flight

LETTER F

April 24, 2014

Captain Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

Captain Gary Hummel
President
US Airline Pilots Association
200 E. Woodlawn Road, Suite 250
Charlotte, NC 28217

Subject: Usage of Company issued tablet computers.

Dear Captain Wilson and Captain Hummel,

This letter will confirm the understanding between American Airlines/US Airways (hereinafter referred to collectively as "the Company"), and the Allied Pilots Association and the US Airline Pilots Association (hereinafter referred to collectively as "the Association").

The parties agree to the following definition and provisions regarding the use of the company issued tablet computer (an iPad or similar) used in Company flight operations:

A. Definition

The Definition of the tablet computer's intended use includes but is not limited to the following:

1. Use as an electronic replacement for certain flight operations documents including but not limited to the Company Operating Manuals, aeronautical charts, aircraft flight manuals, minimum equipment manuals, and other technical manuals necessary to conduct flight operations, or as required by the FAA.
2. Use as an Electronic Flight Bag – a device used to replace any paper required reference materials.

B. Provisions

Tablet computers distributed to flight crewmembers are considered to be Company property, and therefore, are subject to the applicable Company policies and regulations. The Company will make best efforts to post all Company policies, restrictions and regulations regarding crewmember use of any Company issued device or Company network to the EFB section of AAPilots.com and to Wings.usairways.com.

1. The Company shall have "loaner" tablet computers and charging cords available at all domiciles in the event a pilot does not have a working tablet computer available for use while flying a sequence. This equipment shall be available for loan to the pilot at all times and will have special markings designating it as a loaner.
2. If the Company enables cellular usage in the future, the Company will meet and confer with the Association prior to providing specific data usage guidelines and restrictions. At a minimum, the Company provided data plans shall be sufficient for accomplishing all Company required usage for the tablet computer. Personal use in excess of the specific data usage guidelines and restrictions may subject the pilot to overage charges.
3. The Company and the Association agree that the only Company-controlled remote tablet computer functionality enabled may be to:

- a. erase the tablet computer's memory and disable the tablet computer in case of theft, loss or damage, and
 - b. locate the tablet computer in the event it is reported as lost or stolen by the pilot pursuant to paragraph 6, and
 - c. push or stage both data and application updates to the tablet computer via a Mobile Device Management application.
4. Pilots will not tamper with, alter, remove or disable any software (including the operating system) or settings made on the tablet computer contrary to disseminated Company policy, nor will a pilot allow anyone else to do so.
 5. Pilots will allow the Company access to the Company's tablet computer at its request for any work-related reason, including inspection in connection with any internal, regulatory, or government inspection. The pilot will also furnish to the Company any work-related passwords, encryption keys or other information necessary, and otherwise cooperate in order for the Company to inspect the tablet computer and access Company data that is stored on, or accessible from it.
 6. Pilots will exercise reasonable care for the tablet computer. The pilot understands that if the pilot engages in gross negligence, or willful misconduct, the Company may hold the pilot responsible for the cost of any lost, damaged, or stolen tablet computer. If the tablet computer is damaged, the pilot will submit a written report to the pilot's Chief Pilot. If a pilot's tablet computer is lost or stolen, the pilot will immediately contact the Chief Pilot's Office or Chief Pilot on Duty, and submit a police report unless released of this requirement by the Chief Pilot or Chief Pilot on Duty. The Company can have the tablet computer disabled and wiped clean for security purposes in accordance with Paragraph 3.b. of this letter.
 7. Limited personal use of the tablet computer is permitted provided Company policies are followed. Provided Company policies are followed, no disciplinary action shall be taken against a pilot associated with personal use of the tablet computer. In the event a pilot uses his or her tablet computer for personal use, the Company will not be responsible for the loss of any personal information for any reason, including, without limitation, due to any negligence of the Company or any person acting on behalf of the Company.
 8. Pilots will return the tablet computer to the Company at its request and will not permanently delete or destroy any Company-related information that has been stored on the tablet computer. Unless the Company has reasonable cause to believe that a pilot's use of the tablet computer is in a violation of Company policies, the Company will afford the pilot the opportunity, along with a reasonable period of time, to secure or otherwise retrieve the pilot's personal data before exercising its rights provided in this paragraph.
 9. Except as may be required by law, the Company shall not use the tablet computer to monitor individual performance, location, or compliance with Company (and/or FAA) policy, directives, rules and/or regulations.
 10. Airline operations-related data or information from the tablet computer shall not be used in any manner to initiate, facilitate or support Company discipline or discharge.
 11. Recorded company data or information shall not be disclosed to any third party, including the FAA, except by mutual agreement of the pilot (or the Association on the pilot's behalf in the event of the pilot's incapacitation or death) and the Company, or as required by statute, government regulation, or judicial order.
 12. The Company will pay any duties, taxes, fines, surcharges or any expenses associated with, or deemed necessary for, entering or leaving any foreign jurisdiction while in possession of the Company-owned computer tablet, provided that such fees are not imposed as a result of the pilot's possession of other personal computer devices.
 13. Tablet computer training for and with the EFB device will be conducted in compliance with the Collective Bargaining Agreement.
 14. This agreement shall be consistent with the Company's bylaws which provide to pilots indemnification as described in FM Part 1 and US Airways FOM, as applicable.

/signed/

Captain John Hale
Vice President,
Flight

/signed/

Captain Keith Wilson
President,
Allied Pilots Association

/signed/

Captain Gary Hummel
President,
US Airline Pilots Association

LETTER J

March 28, 1995

Captain J. G. Sovich
 President
 Allied Pilots Association '
 P.O. Box 5524
 Arlington, TX 76005-5524

RE: Training Prohibit Days

Dear Captain Sovich:

This letter will confirm our understanding on the following procedures to be utilized to honor crewmember requests for specific calendar days in the following contractual bid month during which no assignment to recurrent training (training prohibit) will occur:

1. Pilots wishing to request training prohibit days will indicate their requests via HIEA personal mode entry. Accommodation of prohibit days will be done on a seniority basis when more requests for a specific time frame are made than can be accommodated. If a pilot is unable to get specific requested days off, such pilot may contact their base Chief Pilot for remedy.
2. Pilots may specify up to four calendar days for training prohibits that may be split in the following manner:

Number of Splits	Day Combinations
0	4
1*	3-1, 2-2
2*	2-1-1

*A pilot electing to request one (1) or two (2) splits authorizes the training scheduling department (not crew schedule) to move only those DFPs that are in direct conflict with the time frame that training scheduling will schedule such pilot's recurrent training. If it is necessary to move DFPs, the training scheduling department may move or combine the DFPs in any combination as long as there is no free standing twenty-four (24) and the total number remain at ten (10).

Very truly yours,

/signed/
 Captain C. D. Ewell
 Chief Pilot and Vice
 President-Flight

Agreed to this date:

/signed/
 James G. Sovich, President
 Allied Pilots Association

LETTER L

April 12, 1996

Richard C. Blase
Chairman - Negotiating Committee
Allied Pilots Association
P.O. Box 5524
Arlington, TX 76005-5524

Layovers Involving a Change of Airports
at Other Than Co-terminals

Dear Rich:

This is to confirm our understanding regarding layovers which involve a pilot arriving at one airport and departing from a different airport, when the airports serve the same city but are not co-terminals.

For those sequences which involve arriving at one airport and being scheduled, rescheduled, or reassigned to depart after a layover from another airport serving the same city, when the airports are not co-terminals, it is agreed that pilots shall:

1. Use the specific ground transportation and hotel accommodations which the Association and Company mutually agree are suitable for layovers between the airports; or
2. Be paid deadhead pay and credit for surface transportation between the airports in accordance with [Section 6.E.](#) of the Basic Agreement.

Sincerely,

/signed/
Captain C.D. Ewell
Vice President-Flight
and Chief Pilot

Agreed:

/signed/
Richard C. Blase
Chairman - Negotiating Committee
Allied Pilots Association

LETTER M

January 1, 2013

Airport Parking Permits

Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

This will confirm our understanding relative to the issuance of pilot parking permits.

1. All pilots shall receive a Company paid parking permit at:
 - a. such pilot's base, or
 - b. the AMR station of his/her choice if available (if insufficient permits are available to provide one for each pilot desiring it, permits will be assigned in system seniority order at each issuance date).
 - c. In the event commuter parking at an AMR station is not available at local employee parking rates, the Company will reimburse the pilot the actual monthly amount paid, up to the maximum monthly amount the Company pays for local employees at any airport at the pilot's domicile from which sequences in such pilot's bid status originate, plus fifty (50) dollars per month.
2. If no permit is issued as provided in 1. above, the pilot will be reimbursed the lesser of the cost of a permit at such pilot's base, or actual expenses.
3. If a pilot desires an additional parking permit, a second permit shall be provided, based upon availability. If a pilot exercises this option, the pilot will pay for the more expensive permit.
4. The Company will explore opportunities to simplify the attainment of parking permits. The Company will work with the Association, AA Corporate Real Estate and local airport authorities to encourage and facilitate equitable parking policies for commuting employees. At any domicile, satellite or co-terminal airport that requires more than one visit to obtain a parking permit, the Company will request a meeting with the local airport authorities and APA, with additional follow up meetings as necessary, to discuss and propose solutions for streamlining the parking process. If an APA representative(s) is unable to attend, the Company will provide APA with a summary of the meeting(s).

Sincerely,

/signed/
Dennis A. Newgren
Managing Director Employee Relations, Flight

Agreed to:
:

/signed/
Keith Wilson
President
Allied Pilots Association

LETTER N

May 5, 1997

Captain's Recommendation re: Hotels
During Off Schedule Operations

Dear Captain,

All of us do our best to provide schedule reliability. As the Captain, your role is vital to the ongoing success of our airline. You are the eyes, ears and heart of our daily operation and even more so when we run into off schedule operations.

As you know, we contract for layover hotels many months in advance and we pay for them whether we use them or not. My purpose in writing this letter is to advise you that during off schedule operations we want your recommendations as to changing from a long layover hotel to the short layover hotel. Our folks will evaluate your request as to the overall impact and make necessary and justified adjustments.

As always, your continued professionalism and help is appreciated.

/signed/
Captain C. D. Ewell
Chief Pilot and
Vice President Flight

LETTER Q

January 1, 2013

Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Fort Worth, Texas 76155

Re: Accommodation of Other Airline Jump Seat Riders

Dear President Wilson:

APA and the Company have reached the following understanding regarding accommodation of other airline jump seat riders:

1. The Captain's authority regarding accommodation of other airline jump seat riders is mandated by the FARs and supported by senior management of the Company;
2. The Company has entered into Reciprocal Jump Seat Agreements with various airlines;
3. Each Captain has authority to accommodate, for operational consideration, other airline cockpit jump seat riders in the passenger cabin provided their company has a reciprocal jump seat agreement in place with American Airlines; and
4. In the event of a strike on another carrier, the provisions of that reciprocal jump seat agreement shall remain in place for 30 calendar days. However, nothing in this agreement precludes the time frame from being extended past 30 calendar days with the mutual agreement of the Vice President of Flight and the President of the Allied Pilots Association.
5. APA and AA will work together to establish and review reciprocal jumpseat agreements with other carriers. The parties will meet promptly to resolve any issues that may arise from said agreements. The final determination regarding cockpit jumpseat agreements shall be made by the Vice-President, Flight.

Very truly yours,

/signed/
Dennis Newgren
Director, Employee Relations, Flight

Agreed:

/signed/
Keith Wilson
President
Allied Pilots Association

LETTER R

February 26, 1991

Captain F. R. Vogel
President
Allied Pilots Association
P. O. Box 5524
Arlington, Texas 76005-5524

Re: Crew Meals

Dear Captain Vogel:

This will confirm our understanding that the Company and the Association will each appoint representatives to serve as a committee to study and develop recommended changes to [Section 7.B.5](#) of the Agreement in order to provide the scheduling of crew meals to assure adequate and normal nutrition for pilots.

Very truly yours,

/signed/
R. P. Craviso
Vice President
Employee Relations

Agreed to this date:

/signed/
F. R. Vogel
President
Allied Pilots Association

LETTER T

AmericanAirlines®

May 1, 2003

Captain John Darrah, President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Fort Worth, TX 76155-2512

Captain John Darrah

As a result of the financial condition of the Company, an unprecedented number of furloughs are occurring. The parties agree to adopt the following during the period of furloughs:

1. A furloughed pilot may defer recall to American Airlines for three (3) years after the last pilot with recall rights is notified of recall. Pilots should keep their current contact information on file with the Company. For planning purposes, a pilot electing to defer recall shall notify the Company of the length of deferral desired. The pilot can notify the Company if the pilot's situation changes such that the pilot desires to end the recall deferral. In such case, the Company will recall the pilot in seniority order to the next available class date.
2. A pilot electing to take a leave of absence in anticipation of furlough or to mitigate furloughs does not need prior written permission of the Company to engage in aviation employment as required in [Section 11.B.7.](#)
3. Notwithstanding the provisions of [Section 13 F.](#) of the Agreement, the Company acknowledges that a furloughed pilot may not waive his or her re-employment preference without the Association's concurrence.

Sincerely,

/signed/
Mark Burdette
Director, Employee Relations, Flight

Agreed and Accepted:

/signed/
John Darrah, President
Allied Pilots Association

LETTER U

May 1, 2003

Captain John E. Darrah, President
Allied Pilots Association
14600 Trinity Boulevard, Suite 500
Fort Worth, TX 76155

Dear John:

This letter confirms an agreement between the Allied Pilots Association (“Association”) and American Airlines, Inc. (“Company”) regarding the formula and determination of the Weighted Average Cost of Capital (“WACC”) for AMR Corporation and the determination of route profitability for the Company for purposes of the Recognition and Scope Clause (“Scope Clause”). The parties agree as follows:

1. On January 30, 1997, the Company will provide to APA a recalculated WACC for AMR Corporation. Thereafter, the Company agrees to recalculate WACC at least every forty-eight (48) months. The Company may recalculate WACC more frequently in its discretion. Each time the Company recalculates WACC, the Company shall provide the Association with the underlying risk free interest rates, debt risk premium, equity risk premium, tax rate, beta, and target capital structure necessary to verify the calculation.

2. The Company agrees that, with respect to WACC and route profitability, it shall use the same formula and numbers for purposes of compliance with the Scope Clause that it uses internally for the purposes of route planning and aircraft acquisition.

3. At the times set forth in [Section 1.I](#) and [J](#), the Company shall provide the Association with a ranking of its international flights by route profitability. When the Company provides such ranking, it shall also provide the Association with the profit margin, yield, load factor, available seat miles, revenue passenger miles, revenue per available seat mile (“asm”), cost per asm, and upline and downline effects for each international route that is ranked for the period in question so that the Association can verify the calculation of route profitability. In the event that the Company cancels an international route that the Company intends to codeshare, the Company will also provide the Association with the internal analysis used to make that decision.

4. The WACC formula being used by the Company as of the date of this letter is attached hereto as [Exhibit “A”](#). In the event that the Company changes the WACC formula for its internal purposes, the Company shall notify the Association of such change, the relevant details and the reasons why it is being made.

5. The Association acknowledges that all data provided to the Association pursuant to this Letter Agreement is proprietary business information and is confidential. The Association, for itself and on behalf of all of its officers, directors, agents, employees, members and any person(s) acting on their behalf, at their request, or with their knowledge, agrees not to disclose any of this information to any person in the Association or to any other person except on a need-to-know basis, and then only in connection with the functions permitted under this Letter Agreement, and such person(s) shall be informed by the Association that s/he or they is/are bound by these same obligations of confidentiality. This confidentiality provision is not meant to protect data that is in the public domain or otherwise demonstrably known to the Association in advance of disclosure pursuant to this Letter Agreement (except if such knowledge is subject to another confidentiality obligation).

Very truly yours,

/signed/
Mark L. Burdette
Director, Employee Relations - Flight

Agreed:

/signed/
John E. Darrah
President
Allied Pilots Association

$$-2$$
$$WACC = (D/V * R_d) + (E/V * R_e)$$

D/V = 55%, representing AMR's target debt to total capital ratio, reflecting the ratio the Company would have to maintain to keep a solid "A" credit rating

E/V = 45%. See D/V explanation

R_d = Historical incremental after-tax cost of AMR 30 year unsecured debt

R_e = Historical incremental cost of AMR equity

$$R_d = (1-T) * D_p$$

T = AMR's projected tax rate (currently 33.75%)

D_p = Pre-tax historical average annualized cost of AMR 30 year unsecured debt (average thirty year treasury rate from 12/31/83 to present plus AMR historical average (1990-1995) thirty year unsecured borrowing spread of 205 basis points)

$$R_e = R_f + B(R_m - R_f)$$

R_f = Historical average annualized U.S. Government three month T-bill rate (from 12/31/83 to present)

B = AMR's adjusted beta (from 12/31/83-present)

$(R_m - R_f)$ = Market historical risk premium of 8.5% (S&P 500 annual return minus three month T-bill rate from 12/31/83-present)

AMR Weighted Average Cost of Capital

AMR Calculation

$$\begin{aligned} \text{WACC} &= (R_d * D/V) + (R_e * E/V) \\ &= (7.23\% * .55) + (16.60\% * .45) \\ &= 3.98\% + 7.47\% \\ &= 11.45\% \end{aligned}$$

$$\begin{aligned} R_d &= (1-T) * D_p \\ &= (1 - 33.75\%) * (8.575\% + 2.05\%) \\ &= .6625 * 10.625\% \\ &= .6625 * 10.91\% \text{ (Annualized)} \\ &= 7.23\% \end{aligned}$$

$$\begin{aligned} R_e &= R_f + B(R_m - R_f) \\ &= 6.40\% + 1.20(8.50\%) \\ &= 6.40\% + 10.20\% \\ &= 16.60\% \end{aligned}$$

LETTER V

May 5, 1997

James G. Sovich
President
Allied Pilots Association
P.O. Box 5524
Arlington, TX 76005-5524

Crew Rest Facilities

Dear Captain Sovich:

This will confirm our understanding that the Flight Department and APA will review on a regular basis those locations where our pilots have protracted sit around time to determine the need for crew rest facilities.

For those locations where the Flight Department and the APA agree a crew rest facility is required, the Fight Department and the APA will review possible locations as well as appropriate furnishings and support equipment.

Very truly yours,

/signed/
Captain C. D. Ewell
Chief Pilot &
Vice President Flight

Agreed:

/signed/
James G. Sovich
President
Allied Pilots Association

LETTER Z

AGREEMENT
between
AMERICAN AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
AMERICAN AIRLINES, INC.
as represented by the
ALLIED PILOTS ASSOCIATION

This will confirm our agreement concerning maintenance prior to take-off:

A pilot who has maintenance performed on the aircraft after departure from a gate but prior to take-off, and who thereafter performs a take-off without returning to a gate, shall have flight time pay and credit applied from the original time of departure from the gate, including the time spent while having maintenance performed.

A pilot who incurs a maintenance problem while at a gate and who taxis or is towed from such gate to have maintenance performed, and who thereafter performs a take-off without returning to a gate, shall have flight time pay and credit applied from the original time of taxi or tow from the gate, including time spent while having maintenance performed.

A pilot who has maintenance performed after departure from a gate (either under power or by tow), and who subsequent to such maintenance returns to a gate shall be covered under the provisions applicable to a ground interruption.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 20th day of October, 1989.

FOR AMERICAN AIRLINES, INC.

/signed/
R. P. Craviso
Vice President
Employee Relations

/signed/
G. A. Hof, Jr.
Vice President Flight

FOR THE AIRLINE PILOTS IN THE
SERVICE OF AMERICAN AIRLINES, INC
AS REPRESENTED BY THE
ALLIED PILOTS ASSOCIATION

/signed/
F. R. Vogel
President

LETTER AA

December 9, 2013

Captain Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Fort Worth, TX 76155-2512

Affiliation of American Airlines Group, Inc.

Dear Keith:

We write to confirm the following agreement made between the Allied Pilots Association (“APA”) and American Airlines Group, Inc. and between APA and American Airlines, Inc. (“American”) in the negotiations leading to the Merger Transition Agreement (the “Agreement”).

American Airlines Group, Inc. agrees that it is an Affiliate of American and that it is bound by Section 1 of the Agreement in the same manner as American. Any disputes among APA, American, and/or American Airlines Group, Inc. that arise out of grievances or that concern the interpretation of application of this letter or Section 1 of the Agreement will be determined through final and binding arbitration before the APA-American System Board of Adjustment pursuant to Section 1 (Q) of the Agreement. American Airlines Group, Inc. expressly agrees to be subject to Section 1 (Q) in all respects.

Very truly yours,

/signed/

Paul Jones
Senior Vice President and General Counsel
American Airlines Group, Inc.

Agreed to this date:

/signed/

Captain Keith Wilson
President
Allied Pilots Association

LETTER HH (1)

AmericanAirlines®

Via Email and Facsimile

April 12, 2004

Captain John Darrah, President
Allied Pilots Association
14600 Trinity Blvd. Suite 500
Ft. Worth, TX 76155-2512

Re: Displacement Flying While on Union Leave

Dear John:

This is to confirm our agreement that the provisions of Letter HH and the letter of agreement dated May 7, 1992, concerning displacement flying and qualifications for pilots on full time leaves of absence serving as National Officers of the Association (copy attached), are extended to cover any National Officer who is on a union leave of absence other than a full time leave, and designated Committee Chairs and Members by mutual agreement of the Association and the Company.

Sincerely,

/signed/
Mark Burdette
Director, Employee Relations

AGREED:

/signed/
John Darrah, President
Allied Pilots Association

Attachment
[Letter HH(2)]

LETTER HH (2)

May 7, 1992

Richard T. LaVoy
President
Allied Pilots Association
P. O. Box 5524
Arlington, Texas 76005-5524

Dear Captain LaVoy:

This is to confirm our understanding and agreement with respect to pilots on leaves of absence serving as national officers (President, vice President and Secretary/Treasurer) of the Association.

It is mutually agreed and understood that:

1. A national officer on leave of absence for Association business may, in order to maintain proficiency and knowledge of the operation, and with the approval of the Vice President Flight, fly specific trip sequence(s) or specific segment(s) of trip sequence(s) in any given month.
2. The national officer will advise the Vice President Flight, or his designee, of the desired trip sequence or segment(s) of a trip sequence that such pilot wishes to fly.
3. The national officer must be currently qualified for the flying selected and such selection will not trigger training, reassignment, deadheading, or any other penalty or pay liability on the Company.
4. The national officer will fly the entire sequence or segment(s) of a sequence which are selected based on normal reschedule/reassignment procedures.
5. The regular bid pilot displaced by the selected flying of a national officer will be paid and credited for the scheduled time of the selected sequence or segment(s) of a sequence.
6. While performing flying in accordance with this agreement, a national officer will be considered a regular American Airlines employee and governed by all rules and regulations applicable to regular line pilots, except such national officer will receive the sum of one dollar (\$1.00) as total remuneration for each sequence or segment(s) of a sequence, as appropriate, flown in accordance with this agreement in any contractual month and the pay and credit provisions of the Basic Agreement will not apply to such flying.
7. Each national officer will be responsible for remaining currently qualified. A national officer whose currency lapses will not be permitted to requalify until next scheduled for recurrent training. Such national officer whose currency lapses must remain on Association leave until requalified.
8. A national officer who is not on a leave of absence as a full time employee of the Association in accordance with the provisions of [Section 11.F](#) of the Basic Agreement may bid for other bid status; however, such national officer will normally be withheld from any bid status award which would require training. Such withholding will normally continue for the duration of the pilot's term(s) of office. An exception to such withholding

may be permitted by mutual agreement between the Company and the Association to permit a national officer to initially upgrade while still in office.

The above described flying will in no way affect or change vacation accrual per [Section 9](#), sick leave accrual per [Section 10](#) or contributions by the Association to the Pilot Retirement Plan and the Company Group Insurance Plan per [Supplement F](#) and the Employee Benefit Guide.

Nothing in the above obligates a pilot serving as a national officer of the Association to fly one or more trip sequences or one or more segment(s) of a sequence per contractual month. Such flying will be on a personal request basis from the national officers of the Association to the Vice President Flight or his designee.

Very truly yours,

R. P. Craviso
Vice President
Employee Relations

/signed/
W. A. James
Vice President Flight
and Chief Pilot

Agreed to:

/signed/
Richard T. LaVoy/ President
Allied Pilots Association

LETTER II

AmericanAirlines®

May 1, 2003

Captain John Darrah, President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Fort Worth, TX 76155-2512

Re: Union Leave If Needed (PU If Needed)

Dear John:

This letter will confirm our discussions regarding Union Leave (PU) if needed. The APA Leave Coordinator will notify the Company when a reserve pilot serving on a safety, training or aeromedical related committee (Safety, Security, or FOQA) is performing union business and intends to use union leave (PU) if needed for a flight assignment. APA will not be charged union leave until such pilot is needed to fly by assignment (not by proffer). When needed to fly, the APA Leave Coordinator will be notified and the pilot will be placed on union leave (PU) effective that day. This program will be implemented on May 1, 2003.

The intent of this program is to enhance support for safety related activities that benefit both AA and APA.

The following procedures will apply:

1. APA will maintain and provide to the Company a current list of pilots serving on safety related committees approved by APA to use PU if needed.
2. The APA Leave Coordinator will notify, (preferred order) as soon as possible of dates planned for union business:
 - ² Crew Schedule Project Coordinator (817 967-7942) or,
 - ² Senior On Duty (817 967-7069 or 7070) or,
 - ² On midnight shift, the Manager On Duty (817 967-7808)
3. The reserve pilot authorized Paid Union Leave if Needed that is needed for a flight assignment will have the paid union leave code (PU) placed on each day of availability that overlaps the trip sequence to be assigned. For example, a pilot is on PU if needed for the 1st, 2nd, and 3rd. If crew schedule calls the pilot for a three day trip sequence on the 2nd, PU shall be placed on the pilot's activity record for the 2nd and 3rd and the union shall be charged for two days of availability at the pilot's daily rate.
4. PU If Needed may not be used for removal from a scheduled training course.

Sincerely,

/signed/

Mark Burdette
Director, Employee Relations, Flight

Agreed and Accepted:

/signed/ _____
John Darrah, President
Allied Pilots Association

LETTER JJ (1)

December 11, 1997

Captain Richard LaVoy
 President
 Allied Pilots Association
 P. O. Box 5524
 Arlington, TX 75050-5524

Dear Captain LaVoy:

[Section 1 .D.\(8\)\(c\)](#) of the AA/APA Agreement effective May 5, 1997; provides as

[Section 1.D.(8)(c) updated to Section 1.D.7.c. May 5, 1997 updated to May 1, 2003. See [Letter QQ: "Summary of Updates"](#)]
 follows: "The Company shall discuss with the Association any plans to enter into new codesharing or ownership arrangements with any Commuter Air Carrier prior to the implementation of such arrangements."

[Section 1.D.\(8\)\(b\)](#) provides that the Company conduct quarterly reviews with the

[Section 1.D.(8)(b) updated to Section 1.D.7.b. See [Letter QQ: "Summary of Updates"](#)]
 Association to provide the data necessary to verify compliance with certain provisions of [Section 1](#) which apply to the Company's arrangements with Commuter Air Carriers.

It is agreed that, in order to comply with the provisions of [Section 1.D.\(8\)\(c\)](#), the

[Section 1.D.(8)(c) updated to Section 1.D.7.c. See [Letter QQ: "Summary of Updates"](#)]
 Company will at each quarterly review, as provided in [Section 1.D.\(8\)\(b\)](#), notify

[Section 1.D.(8)(b) updated to Section 1.D.7.b. See [Letter QQ: "Summary of Updates"](#)]
 and discuss with the Association any plans to enter into any new codesharing or ownership arrangements with any Commuter Air Carrier. However, if the Company plans to enter into such an arrangement, which has not been discussed with the Association, before the next scheduled quarterly review, the Company will promptly notify the Association and conduct discussions as provided in [Section 1 .D.\(8\)\(c\)](#). In

[Section 1.D.(8)(c) updated to Section 1.D.7.c. See [Letter QQ: "Summary of Updates"](#)]
 either circumstance, the Company will review with the Association the projected benefits to the Company from the planned arrangement.

In addition, although [Section 1](#) does not include a requirement for the Company to notify or conduct discussions with the Association prior to implementing a new codesharing agreement with an international carrier, it is agreed that the Company will at each quarterly review, as provided in [Section 1 .D.\(8\)\(b\)](#), notify

[Section 1.D.(8)(b) updated to Section 1.D.7.b. See [Letter QQ: "Summary of Updates"](#)]
 and discuss with the Association any plans to enter into any new codesharing agreement with any international carrier. Further, if the Company-- plans to enter into such an arrangement, which has not been discussed with the Association, before the next scheduled quarterly review, the Company will promptly notify the Association and conduct discussions concerning the planned international codesharing agreement. In either circumstance, the Company will review with the Association the projected benefits to the Company from the planned arrangement.

AMERICAN AIRLINES, INC.

/signed/
Susan M. Oliver
Vice President
Employee Relations

AGREED:

/signed/
Captain Rich Lavoy
Allied Pilots Association

Removing the AA Code from Other Airlines Flights

Dear Captain LaVoy:

This letter confirms an agreement between the Allied Pilots Association ("Association") and American Airlines, Inc. ("Company,") regarding those circumstances where, pursuant to [Section 1](#) of the AA/APA Agreement, it is necessary for American to remove its code from a flight or flights operated by another airline:

- A. Whenever the Company requires Association approval to place or maintain the code on a Canadian flight pursuant to Section 1 .G.(1)(b)(i), and the Association does not grant such approval:
 1. Within one business day after the January 1 on which such approval is required, the Company shall issue an Availability Status Message closing the AA* flight to future booking activity under the AA* code for the period from the following business day until and including the December 31 next succeeding the January 1 on which such approval is required.
 2. Within two business days after the January 1 on which such approval is required, the Company shall issue a schedule change resulting in the removal of the affected AA* flight activity from availability displays in the affected market to be effective for the period from ten business days after the Company issues such notice until and including the December 31 next succeeding the January 1 on which such approval is required.
 3. The Company shall exert its best efforts to ensure that within 14 business days after the above actions are taken, the affected AA* flight displays for the affected period are suppressed on airline, airport and travel agency reservation systems worldwide.
- B. Whenever the Company requires Association approval to place or maintain the AA* code on (1) a Canadian flight under circumstances other than those specified in Section 1.G.(1)(b)(i), or (2) a flight operated by an airline other than a Foreign Carrier, and the Association does not grant such approval, the Company shall take whatever actions are necessary to ensure that the affected AA* flight is closed to future booking activity, the affected AA* flight activity is removed from availability displays in the affected market, and the affected AA* flight displays are suppressed on airline, airport and travel agency reservation systems worldwide within 20 business days from the receipt of the Association's written notice of disapproval.
- C. Whenever the Company requires Association approval to place or maintain the AA* code on a flight operated by a Foreign Carrier, and the Association does not grant such approval, the Company shall take whatever actions are necessary to ensure that the affected AA* flight is closed to future booking activity, the affected AA* flight activity is removed from availability displays in the affected market, and the affected AA* flight displays are suppressed on airline, airport and travel agency reservation systems worldwide within 30 business days from receipt of the Association's written notice of disapproval.
- D. The parties further agree that the phrase "any flights scheduled by Canadian on which the Company did not have its code on the preceding January 1" as used in Section 1 .G.(1)(b)(i) includes frequencies added in a market after the preceding January 1, even though other frequencies flown in the market on the preceding January 1 may have carried the AA* code. The parties do not intend this provision "D" to create any implication as to other provisions in Section 1 of the Agreement.

It is understood and agreed that the above timelines shall not apply to any situation where Section 1 of the AA/APA Agreement requires the Company to withdraw entirely from an agreement with a codesharing partner, except that the time line in B.(2) above shall apply to removing the code from

the Hawaiian inter-island flying referenced in [Section 1.F.](#) of the Agreement if the Association withdraws its consent to such codesharing in accordance with that provision.

Sincerely,

/signed/
Sue Oliver
Vice President
Employee Relations

Agreed:

/signed/
Captain Rich LaVoy
President
Allied Pilots Association

LETTER JJ (3)

August 7, 1998

Captain Richard LaVoy
President
Allied Pilots Association
P. O. Box 5524
Arlington, TX 75050-5524

Route Profitability Analyses

Dear Captain LaVoy:

This will confirm our agreement regarding route profitability analyses.

1. At least ten calendar days before each quarterly Scope Review meeting scheduled by the parties, the Association will provide to the Company, in writing, up to five city pairs, whether transborder, international or domestic, in which the Company is currently codesharing but in which the Association believes the Company may be able to operate (a) flight(s) that would earn a return on invested capital at least equal to WACC. The Association will designate one city pair for a "microforecast" and up to four city pairs for "preliminary" route profitability analyses.
2. American will make appropriate Company personnel available at the Scope Review meeting to discuss route profitability analyses for each of the city pairs referred to in paragraph 1. During these discussions, the parties will reach a consensus regarding reasonable assumptions on schedules and aircraft types to be used in the analyses. The parties will agree on one such "mix" for the city pair designated for the microforecast, one such mix for each of two preliminary route profitability analyses and no more than two such mixes for each of the two remaining city pairs designated for preliminary route analyses. For domestic owned commuter partners, e.g. American Eagle, the assumptions may reflect changes in both AA and partner schedules. Otherwise, the assumptions will address only changes in AA's schedule and the parties hereby reserve their respective positions as to whether their Collective Bargaining Agreement may ever require the analyses to assume (a) change(s) in whether a non-owned codesharing partner carries the AA code on (a) particular frequenc(y/ies).
3. At least 20 days before the next respective quarterly Scope Review meeting, the Company will provide the route profitability analyses for each of the requested city pairs referred to in paragraph 1.
 - a. A "microforecast" will provide at least the same level of detail provided by the Company to the Association for the DFW-HOU city pair in June 1998 (attached at "A") and will include the onboard contributions of local and beyond market revenue from the top ten beyond markets, by market, to the projected revenue for the projected AA service.
 - b. Each "preliminary" route profitability analysis will provide at least the same level of detail shown on the template provided to the Association by the Company on July 8, 1998 (attached at "B"), and will include the underlying AA and competitive schedule assumptions, including any AA* codeshare schedules, and a data base date stamp.
 - c. At each quarterly Scope Review meeting, the Company will make appropriate personnel available to conduct a discussion of market overview and sensitivity to potential market changes for each route profitability analysis which it has provided to the Association.

4. In the event that any preliminary route profitability analysis requested in paragraph 1 above shows a negative WACC margin of 1.5% or less, the Company will also produce a microforecast for the requested mix in that city pair deliverable at the same time as the requested preliminary analysis without any additional request from the Association. In no case, however will this "automatic trigger" result in more than 3 additional microforecasts per quarter beyond the one requested by the Association. When requesting the preliminary analyses, and in order to determine the priority of additional microforecasts in the event that more than 3 preliminary analyses show a negative WACC margin of 1.5% or less, the Association will provide the Company with directions for determining which mixes in which city pairs the Company will use in performing the additional 3 microforecasts.

5. In addition to the profitability analyses referred to in paragraph 1, the Association may request a profitability analysis for a specific route on which the Company is codesharing which the Company has already performed as part of its route planning process within the 12 months prior to such request. The Company will provide the Association with such current profitability analysis.

The Association may also request a profitability analysis for a specific route on which the Company is not codesharing which the Company has already performed as part of its International route planning process within the 12 months prior to such request. The Company will provide the Association with such current profitability analysis provided there is a reasonable rationale for the Association's request.

6. No later than August 21, 1998, the Company will provide APA pilot members of the Association's Scope Compliance Committee with an expanded briefing regarding the system scheduling and route profitability models, including the items labeled "Schedule Process Decision Making" and "Constraints" on the Planning Process Overview document provided to the Association on July 7, 1998 (attached at "C"). In addition, if the Company makes any changes to the method used in this route planning process, the Company will conduct a follow up briefing on those changes for the APA pilot members of the Association's Scope Compliance Committee no later than the next quarterly Scope Review meeting.

7. No later than August 21, 1998, in order to facilitate the Association's selection of city pairs for which the Company will provide the analyses referenced in paragraph 1 above, the Company will provide the Association with a list of the top ten Eagle city pairs. The selection and ranking of the ten city pairs will be based on onboard and connecting revenue per asm, provided each market averaged at least 200 passengers per day each way over the most recent six months and is over 130 nautical miles.

Very Truly Yours,

/signed/
Sue Oliver
Vice President
Employee Relations

Agreed:

/signed/
Captain Rich LaVoy
President
Allied Pilots Association

ATTACHMENT A

DFW-HOU PROFITABILITY
8 Roundtrips Daily with F-100

<u>FINANCIALS:</u>	<u>PER DAY</u>
Passenger Revenue	74,595
All other Revenue	<u>4,545</u>
Total Onboard Revenue	79,140
Psgr. Var. Expenses	22,648
Direct Capacity Expenses	52,152
All other Expenses	<u>27,677</u>
Total Onboard Expenses	102,477
Onboard Pre-tax Earnings	(23,337)
Provision for taxes	<u>(8,635)</u>
After-tax onboard Earnings	(14,702)
After-tax beyond Earnings	3,008
Total Onboard + Beyond After-tax Earnings (WACC)	<u>(11,694)</u>
WACC Margin	(6.1%)

STATISTICS:

Daily ASMS	383,344
Daily RPMS	307,228
Load Factor	80.1%
Revenue/ASM	20.6¢
Cost/ASM	26.7¢
Yield	24.3

DFW-HOU (8 Roundtrips Daily with F-100)

<u>BREAKDOWN OF "ALL OTHER EXPENSES"</u>	<u>PER DAY</u>
Cargo Expenses	1,282
System/administration Expenses	8,122
Station-specific Expenses	10,742
Indirect Labor Expenses	5,442
Indirect Maintenance Expenses	<u>2,089</u>
All Other Expenses	27,174

Notes:

1. Cargo Expenses Include: freight services, freight agents, cargo fuel, cargo ramp services, cargo ramp overhead, freight administration, freight sales and advertising expenses,
2. System/administration Expenses include: psgr advertising, psgr sales, indirect ticketing, indirect reservations, misc psgr administration, tour marketing, operations administration, crew scheduling, system general administration, and system assets ownership expenses.
3. Station-specific Expenses include: ground equipment maintenance, Indirect ramp end cabin services, indirect load & clearance, indirect psgr services, station rent, station administration and station assets ownership expenses.
4. Indirect Labor Expenses include: pilots/flight attendants pay & credit, travel & incidental, training and non productive expenses.
5. Indirect Maintenance Expenses include: indirect maintenance and aircraft cleaning expenses.

WRS99SM1 User: a159694FLIGHT DISPLAYRun Date: 6/04/98 Pg: 1

Arln	Flt#	Eff Date	Disc Date	Freq	Departure Sta Time	Arrival Sta Time	Eqp TypCd	Blk Time
	2701	07/09/99	07/09/99	MTWTFSS	DFW.0635	HOU 0736	F110	01:01
	2703	07/09/99	07/09/99	MTWTFSS	DFW 0915	HOU 1022	F110	01:07
	2705	07/09/99	07/09/99	MTWTFSS	DFW 1037	HOU 1140	F110	01:03
	2707	07/09/99	07/09/99	MTWTFSS	DFW 1241	HOU 1345	F110	01:04
	2709	07/09/99	07/09/99	MTWTFSS	DFW 1416	HOU 1529	F110	01:13
	2711	07/09/99	07/09/99	MTWTFSS	DFW 1710	HOU 1824	F110	01:14
	2713	07/09/99	07/09/99	MTWTFSS	DFW 1837	HOU 1945	F110	01:08
	2715	07/09/99	07/09/99	MTWTFSS	DFW 2212	HOU 2308	F110	00:56
	2702	07/09/99	07/09/99	MTWTFSS	HOU 0626	DFW 0722	F110	00:56
	2704	07/09/99	07/09/99	MTWTFSS	HOU 0721	DFW 0824	F110	01:03
	2706	07/09/99	07/09/99	MTWTFSS	HOU 0847	DFW 0951	F110	01:04
	2708	07/09/99	07/09/99	MTWTFSS	HOU 1056	DFW1156	F110	01:00
	2710	07/09/99	07/09/99	MTWTFSS	HOU 1214	DFW 1319	F110	01:05
	2712	07/09/99	07/09/99	MTWTFSS	HOU 1523	DFW 1627	F110	01:04
	2714	07/09/99	07/09/99	MTWTFSS	HOU 1635	DFW 1743	F110	01:08
	2716	07/09/99	07/09/99	MTWTFSS	HOU 1935	DFW 2042	F110	01:07

ATTACHMENT B

Preliminary XXX-YYY Profitability
N Roundtrips Daily for Z Aircraft Type

Daily ASMs
Daily RPMs
Load Factor
Yield
Revenue per ASM
Cost per ASM

Estimated WACC Margin

ATTACHMENT C**Planning Process Overview****Planning Timetable**
18 Month Plan Process

Schedule Planning Timetable:

Oct-Dec	- Develop Summer Schedule
Jan	- Summer Schedule in SABRE
Feb	- Complete 18-Month Schedule with Summer as Base
Mar	- Issue 18-Month Plan and Final Summer in SABRE
Apr-Jun	- Develop Winter Schedule
Jul	- Winter Schedule in SABRE
Aug	- Complete 18-Month Schedule with Winter as Base
Sep	- Issue 18-Month Plan and Final Winter in SABRE

Process Flow**• Preparation**

- Industry Macro Forecast
- Industry Forecast by Market
- Competitive Schedules
- AA Input Schedules
- Constraints

• Decision Making

- Run Models
- Examine Output
- Make Corrections
- Re-run Models
- Make Decisions

• Implementation

- Finalize Schedule
- Publish Schedule

Schedule Process

Decision Making

InputsWorld Economics

Industry Capacity
 Industry Schedules
 O & D Passenger Prices

- Fare Proration

 O & D Price Elasticity
 O & D Market Sizes & Seasonality
 Market Override
 Cargo Capacity
 Cargo Price
 Cargo Volume
 Unit Costs
 Aircraft Ownership Costs
 Fleet Assumptions
 Schedule Parameters

- Block Times
- Ground Times
- Connect Times
- ATC Flow Rates
- Dependability Maps
- Maintenance
- Spare Aircraft
- Pilots/Flight Attendants
- Facilities
- Spare Gates
- A/C Operating Capability
- Slots, Curfews
- Gov't Regulation
- Field Manning Formulas

Overbuilt
 AA
 Schedule

AA
 Schedule
 and
 Fleet
 Plans

Outputs

Financial Plans
 Fleet Plans
 Sales Plans
 Pricing Plans
 Yield Management Plans
 Maintenance Plans
 Operations Plans
 Manning Plans
 Facility Plans
 Food & Beverage Plans
 Fuel Purchase
 Reservations Plans
 Communications
 OAG
 Timetable
 FOS
 FIDS
 Governmental Reporting

Constraints

- Access Plans/Slots
- Aircraft
- Airport
- Block Times
- Crews - Hours and Location
- Dependability
- Facilities/Gates
- Ground Equipment
- Lounge Isolations
- Maintenance Parameters
- Manning
- Marketing
- Minimum Revenue Guarantees
- Noise
- Other Airline Handling Agreements
- Payload Restrictions
- Seasonal Traffic Patterns
- Similar Call Signs
- Terminal Isolations

LETTER JJ (5)

June 14, 2001

Captain John E. Darrah
President
Allied Pilots Association
14600 Trinity Blvd., Ste. 500
Fort Worth, TX 76155

Baseline Correction

Dear Captain Darrah:

The baseline for any particular year is a function of a large number of calculations over a significant period of time. Most of the calculations for a given baseline involve data from the prior two years. However, because each year's baseline is calculated by adding and subtracting hours from the previous baseline, the accuracy of each year's baseline depends on the accuracy of those prior. There are also cases (e.g. when the "route bank account" is employed) where specific flying prior to the past two years is incorporated into the current year's baseline calculation.

In light of the interrelationship between prior and current baseline calculations, and in order to ensure that all baselines moving forward are as accurate as possible, the following is a general rule for addressing an error found in a previously agreed-to baseline:

If both parties agree that a calculation error or other mistake in applying the Baseline Rules was made in a previously agreed-to baseline, and if the mistake has an impact (or potential impact) on the number of hours in a future baseline, then the mistake will be corrected. The correction will be made on a moving-forward basis, with data specifying the correction shown on the cover page to the next baseline to be agreed to. In the event that only one party believes a calculation error or other mistake was made in a previously agreed-to baseline, the baseline will remain as previously established and shall not be subject to any modification on a moving-forward basis.

In any specific case, the parties may of course agree on an alternative correction measure if they believe circumstances warrant.

Sincerely,

/signed/
Jeff Brundage
Vice President Employee Relations

Agreed:

/signed/
Captain John Darrah
President
Allied Pilots Association

LETTER KK (1)

AmericanAirlines®

February 1, 2004

Captain John E. Darrah
President
Allied Pilots Association
14600 Trinity Boulevard, Ste 500
Fort Worth, TX 76155

Re: Pilot Long Term Disability Plan

Dear Captain Darrah:

This letter confirms the agreement to provide a new long-term disability plan for pilots ("Pilot LTD Plan") for disabilities incurred on or after February 1, 2004. Such Pilot LTD Plan shall provide the disability benefits required under Supplement F and be subject to all provisions of Supplement F and the Pilot Retirement Benefit Program (the "Program") relating to the disability retirement benefit, except for the requirement that the benefit be paid from the Program and the one year waiting period for participation. Furthermore, a disabled pilot who resumes duties as an active pilot, but returns to disability status due to the same cause within 31 days of the commencement of flight crewmember training shall resume his disability benefit under the Pilot LTD Plan or the Program, as applicable, following the last day paid as an active pilot. The monthly benefit will be the same amount as the pilot received prior to returning to work and the pilot will not be required to satisfy a new elimination period. Monthly benefit payments will be made on the same pay schedule as a line pilot's regular paycheck. All other provisions of Supplement F, including the continued accrual of Credited Service for periods that a pilot receives a disability benefit, shall continue in full force and effect.

The Program shall be amended to remove the Disability Retirement provisions for all disabilities incurred on or after February 1, 2004 and such disabilities shall be paid from the Pilot LTD Plan. Disabilities incurred prior to February 1, 2004 shall continue to be paid from the Program in accordance with provisions in effect on January 31, 2004.

With respect to the long term funding of the Pilot LTD Plan, American Airlines, Inc, ("Company") shall pay all benefits as they become payable and may establish a trust from which to fund and pay benefits.

The Company shall provide the Allied Pilots Association ("Association") with an annual accounting of all payment from the Pilot LTD Plan and, upon request by the Association, information necessary to independently audit the funded status or operation of the Pilot LTD Plan. In addition, the Company shall provide the Association with a copy of any annual report required to be filed with any governmental agency or required by any other regulatory organization within ten (10) days of filing such report.

All documentation regarding the establishment of this Pilot LTD Plan shall be established by mutual agreement between the Association and the Company. Any subsequent modification of the Pilot LTD Plan shall be subject to the provisions of Supplement F(4). Any disputes under this letter of agreement shall be handled in accordance with the provisions of Supplement F(4).

Pilots disabled after January 31, 2004 shall receive medical and dental coverage under the pilot active medical plan. The Company shall make every reasonable effort to ensure that such pilots are able to participate completely in all benefits, rights and features of the active medical and dental plan (e.g., the ability to make pretax contributions for medical coverage and flexible spending accounts, select among all benefit options provided to active participants, continue active dental coverage, among others). Any costs or savings resulting from disabled pilots participating in the active medical plan shall apply to the \$10,000,000 annual savings in active medical and dental costs.

Sincerely,

/signed/

Mark L. Burdette

Director of Employee Relations, Flight

Agreed and Accepted:

/signed/

Captain John E. Darrah

President, Allied Pilots Association

LETTER KK (2)

Captain Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

Re: Pilot Long Term Disability Plan On and After October 1, 2012

Dear Captain Wilson:

This letter confirms the agreement between American Airlines, Inc. ("Company") and the Allied Pilots Association ("Association") to provide a new long-term disability plan for pilots (the "2012 Pilot LTD Plan") whose dates of disability commence on and after October 1, 2012. Pilots whose dates of disability precede October 1, 2012 will receive disability benefits pursuant to the terms of the February 1, 2004 Pilot LTD Plan (the "2004 Pilot LTD Plan") or the Fixed Income Plan ("Pilot DB Plan") of the American Airlines, Inc. Pilot Retirement Benefit Program ("Program"), as applicable, subject to Paragraph 12 below.

The 2012 Pilot LTD Plan shall have the following provisions:

1. Benefit Amount. The 2012 Pilot LTD Plan shall provide a disability benefit amount equal to sixty percent (60%) of Average Monthly Compensation (as that term is defined in the 2004 Pilot LTD Plan) up to a maximum monthly benefit of \$8,000.
2. Benefit Offsets. Benefits under the 2012 Pilot LTD Plan ("LTD benefits") shall be offset by the following sources of income:
 - a. Social Security Disability benefits (both individual and family benefits) if due to the pilot's disability;
 - b. Workers' Compensation, if due to the pilot's disability;
 - c. State Disability benefits, if due to the pilot's disability; and,
 - d. Other earned income received more than forty-eight (48) months after the effective commencement date of LTD benefits.
3. Social Security Disability Benefits. Pilots who are eligible to receive Social Security Disability benefits must apply for them in order to be eligible for LTD benefits.
4. Duration of LTD Benefit Payments. LTD benefits shall be paid for up to twenty-four (24) months for disability from the occupation of an airline pilot due to a medical condition or treatment for that medical condition. After twenty-four (24) months of LTD benefit payments, the pilot will continue to be considered disabled if the pilot is unable to earn more than 80% of the pilot's pre-disability Compensation (as that term is defined in the 2004 Pilot LTD Plan) earned at the Company in the twelve (12) months prior to the pilot's date of disability.
5. Mental/Nervous and Chemical Dependency Diagnoses Limitation. Pilots shall be entitled to a cumulative lifetime maximum of up to twenty four (24) months of LTD benefits for chemical dependency and/or mental/nervous diagnoses under the 2012 Pilot LTD Plan. A chemical dependency and/or mental/nervous diagnosis under the 2004 Pilot LTD Plan and/or the Pilot DB plan will count toward the twenty-four (24) months lifetime maximum. For example, a pilot who received twelve (12) months of disability benefits under the 2004 Pilot LTD Plan as a result of a chemical dependency diagnosis shall be entitled to receive no more than twelve (12) additional months of disability benefits under the 2012 Pilot LTD Plan as a result of a subsequent chemical dependency and/or mental/nervous diagnosis. Pilots who are disabled for multiple reasons shall continue to receive disability benefits for as long as they otherwise qualify for payment due to a disability that is not limited by this paragraph 5.
6. Appropriate Care and Treatment. LTD benefits are payable only when the pilot is

- seeking appropriate care and treatment for the disabling condition.
7. Claims Filing Period. All claims under the 2012 Pilot LTD Plan must be filed within one (1) year after the pilot's date of disability in order to be eligible for benefits.
 8. Claim Filing Procedures and Verification of Disabilities. Claim filing procedures will be determined by the Company and/or the third party administrator. Pilot disabilities shall be verified by the third party administrator. Pilot disabilities may be subject to re-verification by the Company and/or third party administrator, when appropriate, but in no event more than once in any 90-day period.
 9. Administration. The 2012 Pilot LTD Plan shall be administered by a third party administrator to be mutually determined by the Company and the Association. The Association's consent to the selection of a third party administrator will not be unreasonably withheld.
 10. Independent Clinical Source. Any disputes arising as to the clinical validity of a claim or as to the continuation of disability once commenced will be referred to an independent clinical source to be mutually determined by the Company and the Association. The decision of the independent clinical source shall be final and binding upon the Company, the Association and the pilot in question. The cost involved in such proceeding shall be equally shared by the Association and the Company. The Association's consent to the selection of an independent clinical source will not be unreasonably withheld. This paragraph supersedes all letters and prior agreements related to the selection of an independent clinical source or independent clinical reviewer for the 2004 Pilot LTD Plan and the Pilot DB Plan.
 11. Eligibility for Pension Contributions and Service. Pilots who are receiving LTD benefits will not be eligible for contributions to any defined contribution or 401(k) plan sponsored by the Company, including the Variable Income Plan ("Pilot B Plan") of the Program. Further, effective as of the freeze date of the Pilot DB Plan, pilots who are receiving LTD benefits shall not earn credited service for the purpose of determining the amount of benefits under the Pilot DB Plan. However, such pilots shall continue to earn credited service after the freeze date of the Pilot DB Plan solely for the purpose of determining eligibility for vesting and Early Retirement under the Pilot DB Plan.
 12. Pilots Receiving Disability Benefits from Other Plans. The provisions of Paragraphs 8, 9, 10, 11 and 15 of this Letter KK(2) shall also apply to pilots receiving disability benefits under the 2004 Pilot LTD Plan and the Pilot DB Plan, notwithstanding any inconsistent contractual provisions, past practices, or arbitration awards between the parties.
 13. Plan Documentation. All documentation regarding the establishment of the 2012 Pilot LTD Plan shall be established by mutual agreement between the Association and the Company. Any subsequent modification of the 2012 Pilot LTD Plan shall be subject to the provisions of Supplement F(4). Any disputes under this letter of agreement shall be handled in accordance with the provisions of Supplement F(4). The Company will retain the right to amend any provision in the 2012 Pilot LTD Plan for the purpose of complying with applicable laws and regulations. The Company will provide the Association with advance notice of any amendment to the 2012 Pilot LTD Plan.
 14. Medical. Pilots disabled under the 2004 Pilot LTD Plan or the 2012 Pilot LTD Plan shall receive medical and dental coverage under the active medical plan in accordance with the provisions of Supplement (K).
 15. Recurring Disability. Effective January 30, 2015, in the event a disabled pilot resumes duties as an active pilot, but returns to disability status due to the same cause within ninety (90) days of the date the pilot commenced flight crewmember training, the disability will be treated as the same disability. The pilot will not have to satisfy a new elimination period and monthly disability benefits will resume immediately following the last paid day as an active pilot from the plan in which he was receiving disability payments immediately prior to resuming duties as an active pilot. The amount of the monthly disability benefit will be the same as the disabled pilot received prior to returning to work.

Very truly yours,

/signed/

Beth

Holdren

Managing Director Labor Relations - Flight

Agreed:

/signed/ _____ Captain Keith Wilson

President

Allied Pilots Association

**LETTER KK(3) [NEW]
Pilot Long Term Disability Plan**

Re: Pilot Long Term Disability Plan On or After [Date of Signing], 2023

Dear Captain Sicher ~~Wilson~~:

This letter confirms the agreement between American Airlines, Inc. ("Company") and the Allied Pilots Association ("Association") to provide a new long-term disability plan for pilots (the "~~2023~~ Pilot LTD Plan") whose dates of disability commence on and after ~~October 1, 2012~~ [Date of Signing]2023. Pilots whose dates of disability precede [Date of Signing]2023 ~~October 1, 2012~~ will receive disability benefits pursuant to the terms of the February 1, 2004 Pilot LTD Plan (the "2004 Pilot LTD Plan") or the October 1, 2012 Pilot LTD Plan (the "2012 Pilot LTD Plan") or the Fixed Income Plan ("Pilot DB Plan") of the American Airlines, Inc. Pilot Retirement Benefit Program ("Program"), as applicable, subject to Paragraph 12 below, or the applicable US Airways or America West Airlines pilot long-term disability plans, except as modified below.

The ~~2012~~ 2023 Pilot LTD Plan shall have the following provisions:

1. Benefit Amount. The ~~2012~~ 2023 Pilot LTD Plan shall provide a disability benefit amount equal to ~~sixty~~sixty percent (~~65~~60%) of Average Monthly Compensation (as that term is defined in the 2004 Pilot LTD Plan) ~~up to a maximum monthly benefit of \$8,000.~~
2. Option for Imputed Income. In order to provide pilot disability benefits under the 2023 Pilot LTD Plan ("LTD benefits") on a tax-free basis, pilots will have the option to have the Company's contribution be imputed as income to the pilot for tax purposes.
 - a. Pilots will have the opportunity to select the option for imputed income each year during open enrollment for the next calendar year.
 - b. If a pilot selects the option for imputed income for that annual enrollment year and the pilot becomes disabled during that same annual enrollment year, LTD benefits will not be treated as taxable income for the duration of that disability.
 - c. If a pilot does not select the option for imputed income for that annual enrollment year and the pilot becomes disabled during that same annual enrollment year, LTD benefits will be treated as taxable income for the duration of that disability.
3. ~~2.~~ Benefit Offsets. Benefits under the ~~2012~~ 2023 Pilot LTD Plan ("LTD benefits") are not subject to any offset. ~~shall be offset by the following sources of income:~~
 - a. ~~Social Security Disability benefits (both individual and family benefits) if due to the pilot's disability;~~
 - b. ~~Workers' Compensation, if due to the pilot's disability;~~
 - c. ~~State Disability benefits, if due to the pilot's disability; and,~~
 - d. ~~Other earned income received more than forty-eight (48) months after the effective commencement date of LTD benefits.~~

~~3. Social Security Disability Benefits.~~ Pilots who are eligible to receive Social Security Disability benefits must apply for them in order to be eligible for LTD benefits.

~~4. Duration of LTD Benefit Payments.~~ LTD benefits shall be paid for up to twenty-four (24) months for disability from the occupation of an airline pilot due to a medical condition or treatment for that medical condition. After twenty-four (24) months of LTD benefit payments, the pilot will continue to be considered disabled if the pilot is unable to earn more than 80% of the pilot's pre-disability Compensation (as that term is defined in the 2004 Pilot LTD Plan) earned at the Company in the twelve (12) months prior to the pilot's date of disability.

4. Mental/Nervous and Chemical Dependency Diagnoses Limitation. Pilots shall be entitled to a cumulative lifetime maximum of up to ~~twenty-four (24)~~sixty (60) months of LTD benefits for chemical dependency ~~and/or mental/nervous diagnoses~~ under the ~~2023~~ Pilot LTD Plan. A chemical dependency ~~and/or mental/nervous diagnosis~~ under the 2004 Pilot LTD Plan and/or the 2012 Pilot LTD Plan and/or the Pilot DB plan will count toward the ~~twenty-four (24)~~sixty (60) months lifetime maximum. For example, a pilot who received twelve (12) months

of disability benefits under the 2004 Pilot LTD Plan as a result of a chemical dependency diagnosis shall be entitled to receive no more than ~~twelve (12)~~ **forty-eight (48)** additional months of disability benefits under the ~~2012~~ **2023** Pilot LTD Plan as a result of a subsequent chemical dependency. ~~and/or mental/nervous diagnosis.~~ Pilots who are disabled for multiple reasons shall continue to receive disability benefits for as long as they otherwise qualify for payment due to a disability that is not limited by this paragraph 5.

5. Appropriate Care and Treatment. LTD benefits are payable only when the pilot is seeking appropriate care and treatment for the disabling condition.
6. Elimination Period. **Benefits shall commence sixty (60) days after the onset of the Disability or related Disability or on the expiration of paid sick leave and/or vacation, whichever occurs later.**
7. Claims Filing Period. All claims under the ~~2012~~ **2023** Pilot LTD Plan must be filed within one (1) year after the pilot's date of disability in order to be eligible for benefits.
8. Claim Filing Procedures and Verification of Disabilities. Claim filing procedures will be determined by the Company and/or the third-party administrator. Pilot disabilities shall be verified by the third-party administrator. Pilot disabilities may be subject to re-verification by the Company and/or third-party administrator, when appropriate, but in no event more than once in any 90-day period.
9. Administration. The ~~2012~~ **2023** Pilot LTD Plan shall be administered by a third-party administrator to be mutually determined by the Company and the Association. The Association's consent to the selection of a third party administrator will not be unreasonably withheld.
10. Independent Clinical Source. Any disputes arising as to the clinical validity of a claim or as to the continuation of disability once commenced will be referred to an independent clinical source to be mutually determined by the Company and the Association. The decision of the independent clinical source shall be final and binding upon the Company, the Association and the pilot in question. The cost involved in such proceeding shall be equally shared by the Association and the Company. The Association's consent to the selection of an independent clinical source will not be unreasonably withheld. This paragraph supersedes all letters and prior agreements related to the selection of an independent clinical source or independent clinical reviewer for the 2004 Pilot LTD Plan **and the 2012 Pilot LTD Plan** and the Pilot DB Plan.
11. Eligibility for Pension Contributions and Service. Pilots who are receiving LTD benefits will ~~not~~ be eligible for **nonelective employer** contributions to ~~any defined contribution or the~~ 401(k) plan sponsored by the Company, **per the terms of Supplement F(6) and based on the pilot's Average Monthly Compensation, including the Variable Income Plan ("Pilot B Plan") of the Program. Further, e** Effective as of the freeze date of the Pilot DB Plan, pilots who are receiving LTD benefits shall not earn credited service for the purpose of determining the amount of benefits under the Pilot DB Plan. However, such pilots shall continue to earn credited service after the freeze date of the Pilot DB Plan solely for the purpose of determining eligibility for vesting and Early Retirement under the Pilot DB Plan.
12. Pilots Receiving Disability Benefits from Other Plans. The provisions of Paragraphs 8, 9, 10, ~~11~~ and 15 of this Letter KK(~~32~~) shall also apply to pilots receiving disability benefits under the 2004 Pilot LTD Plan and **the 2012 Pilot LTD Plan and** the Pilot DB Plan, notwithstanding any inconsistent contractual provisions, past practices, or arbitration awards between the parties.
13. Plan Documentation. All documentation regarding the establishment of the ~~2012~~ **2023** Pilot LTD Plan shall be established by mutual agreement between the Association and the Company. Any subsequent modification of the ~~2012~~ **2023** Pilot LTD Plan shall be subject to the provisions of Supplement F(4). Any disputes under this letter of agreement shall be handled in accordance with the provisions of Supplement F(4). The Company will retain the right to amend any provision in the ~~2012~~ **2023** Pilot LTD Plan for the purpose of complying with applicable laws and regulations. The Company will provide the Association with advance notice of any amendment to the ~~2012~~ **2023** Pilot LTD Plan. **The Company shall provide the Association with an annual accounting of all payment from the Pilot LTD Plans and, upon request by the Association, information necessary to independently audit the funded status or operation of the Pilot LTD Plans. In addition, the Company shall provide the Association with a copy of any annual report required to be filed with any governmental agency or required by any other regulatory organization within ten (10) days of filing such report.**
14. Medical. Pilots disabled under the 2004 Pilot LTD Plan or the 2012 Pilot LTD Plan **or the 2023 Pilot LTD Plan** shall receive medical and dental coverage under the active medical plan in accordance with the provisions of Supplement (K).
15. Recurring Disability. Effective January 30, 2015, in the event a disabled pilot resumes duties as an active pilot, but returns to disability status due to the same cause within ninety (90) days of the date the pilot commenced flight crewmember training, the disability will be treated as the same disability. The pilot will not have to satisfy a new elimination period and monthly disability benefits will resume immediately following the last paid day as

an active pilot from the plan in which he was receiving disability payments immediately prior to resuming duties as an active pilot. The amount of the monthly disability benefit will be the same as the disabled pilot received prior to returning to work.

16. Modification to LTD Plans in effect prior to [Date of Signing] 2023. Existing pilot long-term disability plans, including the AA Pilot DB Plan, the 2004 Pilot LTD Plan, the 2012 Pilot LTD Plan, legacy U.S. Airways LTD plans, and legacy America West LTD plans shall be modified as follows beginning with the effective date of this Collective Bargaining Agreement (INSERT date of signing):
 - a. All remaining benefit offsets will be eliminated and removed. Offsets on benefits previously received under any of the existing plans prior to DOS shall not be refunded, reimbursed, or credited.
 - b. The monthly benefit for each pilot shall be increased by thirty percent (30%).
 - c. The 2012 Pilot LTD Plan twenty-four (24) month maximum for mental health/chemical dependency shall be changed to sixty (60) months for those pilots who have not exhausted their twenty-four (24) month limit and who remain disabled (i.e. have not returned to active flying status).
17. The Company will draft and adopt an amendment to the Pilot Pension Plan on a prospective basis, effective on or after the date of this Collective Bargaining Agreement, that will allow any pilot who retires from active pilot duty and is employed in a Simulator Pilot position on or after reaching "Normal Retirement Age" under the Plan (age 60) to be able to start and/or continue to receive pension benefits under the Pilot Pension Plan.

LETTER TT

December 17, 2003

Captain John Darrah, President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Fort Worth, TX 76155-2512

Re: Furlough Stand in Stead

Dear John:

In recognition that there exists within the AA pilot seniority list some pilots that would preference or proffer the opportunity to move from an active pilot to a furloughed pilot, the Company and the Association agree to establish a Furlough Stand in Stead Provision effective on December 20, 2003. The following provisions shall apply:

1. Eligibility

The Furlough Stand in Stead Provision shall be available to all pilots on the AA pilot seniority list (this includes PLOA, MDSB and MLOA, in addition to Active Flying Status).

2. Conditions

A pilot electing to utilize the Furlough Stand in Stead provision shall be entitled to all benefits and privileges that the pilot would otherwise be entitled to if he/she would have been involuntarily furloughed on that date except as follows:

- a. Furlough Pay Months: The furlough pay months shall be the lesser of what the individual Furlough Stand in Stead pilot would have been entitled to or the pay months applicable to the senior pilot being furloughed that the Furlough Stand in Stead pilot is replacing.
- b. Furlough Pay Rate: A pilot electing to Furlough Stand in Stead shall receive furlough pay based upon the lesser of:
 - (1) such pilot's earnings for the last full active month prior to the submission of the Furlough Stand in Stead request, or
 - (2) the earnings for the last full active month prior to the furlough announcement of the senior pilot being furloughed that he/she is replacing.
- c. The furlough pay in 2(B) above shall not be less than the average of Long Call and Short Call reserve guarantee for the bid status of the pilot who would otherwise have been furloughed. The provisions of [Section 17.V.5.](#) of the Collective Bargaining Agreement shall apply, except as modified by 2 (A) and (B) above. Comparisons for furlough pay purposes shall be made on a one for one basis matching the most senior pilot electing to Furlough Stand in Stead with the most senior pilot who would have otherwise been furloughed.
- d. The Company shall reduce the total number of future effective furloughs by the number of Furlough Stand in Stead pilots for each future effective furlough. This provision shall **not** apply in the event a Furlough Stand in Stead pilot is inactive at the time of furlough and/or has an extended LOA scheduled at a later date.
- e. Supplement W: Any pilot electing to Furlough Stand in Stead shall be excluded from participation in Supplement W until such time as the pilot would have been furloughed based on his/her seniority.
- f. A pilot electing to Furlough Stand in Stead shall provide a minimum of forty-five (45) days written notice to his/her Chief Pilot. However, in no case shall a pilot be provided with

less than seven (7) days after the date of a future furlough announcement to advise the Company of his/her intention to Furlough Stand in Stead. The minimum notice requirements of this paragraph may be waived at the Company's option. The Furlough Stand in Stead shall commence effective with the first day of the contractual month following the completion of the notification period, subject to Company approval based on operational requirements. In no case shall approval be withheld during a month in which furloughs are scheduled.

- g. A pilot that has been notified of a future effective furlough may also utilize the Furlough Stand in Stead provision to move up his/her furlough date to an earlier contractual month, subject to Company approval based on operational requirements. Such pilot must provide the Company with forty-five (45) days notification, in writing, requesting the earlier furlough date. The minimum notice requirements of this paragraph may be waived at the Company's option.
- h. A pilot who has their Furlough Pay months and/or Furlough Pay rate reduced by Sections 2(A) or 2(B) of this agreement shall have that reduction restored if subsequent to electing to Furlough Stand in Stead he/she has a pilot that is senior to him/her involuntarily furloughed.

Notwithstanding the above conditions, there shall be no further distinction between a Furlough Stand in Stead pilot and a pilot that was involuntarily furloughed under [Section 17](#) of the Collective Bargaining Agreement. Furloughed pilots shall be recalled in seniority order to American Airlines.

Sincerely,

/signed/

Mark Burdette

Director, Employee Relations, Flight

Agreed and Accepted:

/signed/

John Darrah, President

Allied Pilots Association

LOA 04-11



August 1, 2004

Captain Ralph Hunter, President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Fort Worth, TX 76155-2512

Re: National Officers and Union Leave If Needed (PU If Needed)

Dear Ralph:

This letter will confirm our discussions regarding the addition of the APA National Officers to Letter II of the Basic Agreement.

Effective August 1, 2004, the APA Leave Coordinator will notify the Company when a reserve pilot serving as a National Officer is performing union business and intends to use union leave (PU) if needed for a flight assignment. APA will not be charged union leave until such pilot is needed to fly by assignment (not by proffer). When needed to fly, the APA Leave Coordinator will be notified and the pilot will be placed on union leave (PU) effective that day.

The same procedures that apply to Letter II will be followed for the National Officers.

Sincerely,

/signed/

Mark Burdette

Vice President, Employee Relations

Agreed and Accepted:

/signed/

Ralph Hunter, President
Allied Pilots Association

LOA 05-01



February 9, 2005

Captain Ralph Hunter, President
Allied Pilots Association
14600 Trinity Boulevard, Suite 500
Fort Worth, Texas 76155

Re: Establishment of FOQA Program

Dear Ralph:

This letter reflects our agreement to establish a Flight Operations Quality Assurance ("FOQA") program at American Airlines. We share the goal of developing the best safety program in the airline industry, and we have a proven working relationship in mutually beneficial areas of safety, security and training programs.

The Company and the Association therefore agree to establish a FOQA program under the following terms:

1. The Company and the Association shall agree on the specific policies and procedures of a FOQA program through a "Memorandum of Understanding" ("MOU") before the program's implementation. Once implemented, changes may only be made to the program by written agreement. Additionally, the Company and the Association shall include in an acceptable Letter of Agreement the specific contractual protections afforded pilots before the implementation of the FOQA program.
2. The Company agrees to reimburse the Association's paid union leave ("PU") expense for all "mutually beneficial" activities. "Mutually Beneficial" activity reimbursement will include, but not be limited to:
 - A. All union leave (PU) granted to the Association's Safety Committee Chairman;
 - B. All union leave (PU) granted to pilots necessary to directly support the ASAP and

FOQA programs;

B. Twelve (12) Special Assignment (SA) days per year for use at the Association's sole discretion; and

C. Leave granted to the Association's Security, Training and Aeromedical Committee Chairmen while engaged in "mutually beneficial activities".

"Mutually beneficial activities" eligible for PU expense reimbursement (including, but not limited to items in 2. D. above) will be agreed upon in advance by the Chairmen of the applicable Association Committees and their Company counterparts (i.e. the Managing Director of Flight Operations, Training, Security, etc., or their designated delegates).

The decision as to whether any given activity is "mutually beneficial" or not shall be based on the standard of "Work done by the Association that is of equal or greater benefit to the Company". Should a dispute arise regarding whether an activity is "mutually beneficial" or not, it will be resolved by the Joint Flight Team (JFT) or its successor.

Sincerely,

/signed/

Rose M. Doria

Managing Director, Employee Relations

Agreed and Accepted:

/signed/

Ralph J. Hunter, President

Allied Pilots Association

LOA 05-02

American Airlines®

February 9, 2005

Captain Ralph Hunter, President
Allied Pilots Association
14600 Trinity Boulevard, Suite 500
Fort Worth, Texas 76155

Re: Paid Union Leave (PU) Administration

Dear Ralph:

This letter will confirm our agreement to establish new additional procedures to administer trip sequences dropped for Association Paid Union Leave (PU):

1. When a paid union leave sequence drop request is:
 - a. Submitted by the Association to Crew Schedule by close of business on the 22nd of the preceding month (or the first business day thereafter if the 22nd is not a business day); or
 - b. If submitted after the 22nd of the preceding month, with 14 or more calendar days' advance notice, or
 - c. Submitted at any time as a result of a Company request for Association presence at a meeting or other function; then,

Should such a sequence drop be granted, it will first be available to AA Flight Standards for OE training purposes. If Flight Standards elects to use all - or a portion of - such a dropped trip for a pilot's OE training, the Association will not be required to reimburse the Company for the value of the sequence. If the Company elects not to use such trip for OE training, it will be placed into open time as soon as practicable.

2. Each month, the Association will identify and document:
 - a. All paid union leave sequence drops submitted in compliance with the conditions in 1. above that are ultimately placed into open time for the previous month, and
 - b. The corresponding reserve pilots who flew such sequences (if any), and
 - c. The number of hours (on a pay and credit basis) that were paid to such reserve pilots in excess of such reserve pilot's guarantee.
3. The Association will then reimburse the Company on a monthly basis for hours identified in 2.c. above, but will not be required to reimburse PU-dropped hours flown by reserve pilots that did not break guarantee.

Sincerely,

/signed/
Rose M. Doria
Managing Director, Employee Relations

Agreed and Accepted:

/signed/
Ralph J. Hunter, President
Allied Pilots Association

LOA 05-03



February 9, 2005

Captain Ralph Hunter, President
Allied Pilots Association
14600 Trinity Boulevard, Suite 500
Fort Worth, Texas 76155

RE: APA Staff Pass Travel

Dear Ralph:

This letter reflects our agreement regarding cockpit jump seat authority and Priority Passes for APA staff members. This agreement supersedes and replaces Letter "Y" in the 2003 AA-APA Collective Bargaining Agreement.

Specifically, APA Legal, Safety, & Communications staff necessary to support aircraft accident investigations or related hearings will be provided with A-12 Priority Passes (or equivalent) on American Airlines to travel to the site of such accident or hearings.

Additionally, the Director of Safety, Training, Security & Aeromedical of the Allied Pilots Association will be granted cockpit jump seat authority (or an A-12 Priority Pass or equivalent) on American Airlines to travel to the site of a Company aircraft accident and/or related hearings, or for other agreed-upon activities that are "mutually beneficial" to the Association and the Company.

Finally, this will confirm that members of the APA Accident "Go Team" will be provided with A-12 Priority Passes (or equivalent) on American Airlines to travel to the site of a Company aircraft accident.

Sincerely,

/signed/

Rose M. Doria

Managing Director, Employee Relations

Agreed and Accepted:

/signed/

Ralph J. Hunter, President

Allied Pilots Association

LOA 05-10

American Airlines®

September 28, 2005

Captain Ralph Hunter, President
Allied Pilots Association
14600 Trinity Boulevard, Suite 500
Fort Worth, Texas 76155

RE: Military Charter Flights

Dear Ralph:

This agreement specifies procedures for conducting certain Military Charter Flights ("MCF") that cannot be operated under the AA-APA Basic Agreement and / or Supplement "H" ("CRAF Operations"). It replaces the "Military Charter Memorandum of Understanding" dated February 6, 2003. Any MCF accomplished under this LOA is hereby deemed equivalent to Supplement "H" CRAF flying with the following non-precedent exceptions:

1. A CRAF declaration is not required for flying done under this LOA;
2. Paragraph A.6. of Supplement "H" (tail number specification) is not applicable to flying done under this LOA;
3. For the purposes of this LOA, Paragraph B.4.f. of Supplement "H" is amended to read:

"The Company may post "Military Charter Lines" (deemed equivalent to "CRAF Lines" in Supplement "H") without limit in any four-part bid status of their choosing for each month in which a sufficient level of MCF missions is anticipated. Alternatively, if the known level of MCF missions is too low to publish "pure" Military Charter Lines, the Company may post and award known MCF sequences within the normal bidding process (honoring limits in the Basic Agreement), provided the sequence is clearly identified as containing MCF. Pilots who bid sequences containing any MCF missions operating into an Area of Interest ("AOI") will be deemed "volunteers" per Supplement "H", Section B.2. Should DOD qualification requirements outlined in 5. below be met by all pilots in a given four-part bid status to which MCF sequences have been allocated on the monthly bid sheet, such sequences may be placed into open time by pilots via the TTS and / or SEP systems."

4. MCF sequences will be proffered according to the procedures in Attachment 1 of this letter. The parties intend to allow regularly scheduled pilots who have to drop future flying to access MCF following the same manning constraints as the current SEP and TTS systems. These procedures may be amended by mutual agreement.
5. Pilots will only be eligible to be awarded / assigned MCF missions subject to DOD and / or Company qualification requirements. Current minimum DOD requirements are a minimum of 250 hours combined flight time in aircraft type per crew, 100 hours minimum aircraft time per pilot, and CAT III landing qualified. The Association shall be informed in a timely manner if any Company and / or DOD MCF qualification requirements are changed.
6. The Company and the Association share a commitment to quality crew rest on augmented MCF flights. In the event there is a change to the cabin configuration (from that existing on date of signing) of AA aircraft used for military charter flights that affects in-flight crew rest

facilities, we agree to meet and confer to determine if any changes to MCF crew rest provisions are necessary.

All other provisions of the Basic Agreement and the CRAF Supplemental Agreement (Supplement "H") shall remain in force unless excepted herein.

Sincerely,

/signed/

Rose M. Doria
Managing Director, Employee Relations

Agreed and Accepted:

/signed/

Ralph J. Hunter, President
Allied Pilots Association

Attachment 1- Proffer Procedures for Military Charter Flying (MCF)

1. As soon as practicable (preferably 36 hours prior to departure), MCF to an Area of Interest (AOI) will be assembled into sequences and placed into open time. The sequences will be "failing continuity", but will show the correct deadheads, pay, credit, departure and arrival times.
2. Regularly Scheduled pilots who desire to fly a given MCF mission - but who must drop future flying to do so - are required to submit a HISEND (or other mutually agreed-to electronic text) message to Crew Scheduled detailing their preferences (sequence number, seat desired, etc.). The HISEND / electronic message must be sent prior to the start of DOTC (1200 HBT) the day before sequence origination.
3. At 1200 HBT the day prior to MCF sequence origination, the Crew Schedule Senior on Duty (SOD) will begin the process of crewing the MCF mission(s). In order to be awarded MCF, pilots must satisfy all of the following qualification / experience requirements:
 - a. Each CA and F/O paired together must have 250 hours combined experience on the aircraft. No crewmember can be "restricted" on the aircraft (i.e. less than 100 hours for MCF purposes), and must be CAT III qualified.
 - b. Any awarded MCF cannot conflict with a DFP that has already begun.
 - c. If the MCF will over-project the pilot or conflict with other scheduled flying, any award of MCF will be handled according to then-current TTS transaction rules.
4. The MCF proffer will be in seniority order among all qualified, legal, and available regularly scheduled pilots in the bid status to which the MCF is assigned.
5. The SOD will make one (1) attempt to contact a regularly scheduled pilot who is qualified, legal, and available for an MCF sequence. Such pilot has one hour to return the call or he/she risks losing any claim to the MCF sequence. If the pilot is enroute (e.g. in the air) at the time of proffer, following accepted makeup flying proffer procedures he/she has until the end of trip debrief (plus some reasonable amount of time should delays be encountered clearing Customs and Immigration) to confirm any previously preferred MCF award. If the pilot is on mid-sequence or domicile rest during the proffer, he/she has until the earlier of:
 - a. The end of the rest period, or
 - b. Four (4) hours prior to departure to confirm the MCF award.
6. Following the MCF proffer to regularly scheduled pilots, any remaining open MCF will be covered through the normal open time proffer process.

LOA 13-02

American Airlines®

Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

January 1, 2013

Re: Third Party Administration

Dear President Wilson:

This letter confirms an agreement between American Airlines, Inc. ("Company") and the Allied Pilots Association ("Association") regarding the retention of a third party contractor to administer the sick leave program under Section 10 of the Agreement and/or a third party administrator to administer the 2012 Pilot LTD Plan, the 2004 Pilot LTD Plan and the disability retirement provisions of the Fixed Income Plan of the American Airlines, Inc. Pilot Retirement Benefit Program. If the Company decides to retain a third party contractor or administrator to perform such functions, the parties agree that Harvey Watt & Company would be an acceptable selection. If the Company decides to retain a different third party contractor(s) or administrator(s), it will be a contractor(s) or administrator(s) that is mutually acceptable to the Company and the Association. The Association's agreement to the contractor(s) or administrator(s) will not be unreasonably withheld.

This Letter of Agreement is effective January 1, 2013.

Very truly yours,

/signed/

Laura A. Einspanier
Vice President
Employee Relations

Agreed:

/signed/

Keith Wilson
President
Allied Pilots Association

LOA 13-09



August 2, 2013

Captain Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

RE: Implementation and Administration of the SFO Home Base

Dear Captain Wilson:

In accordance with Section 18 of the Collective Bargaining Agreement (CBA), this will confirm the parties' agreement to open a Home Base in SFO with an effective date of October 1, 2013. Additionally, per Sections 17.E. and 18.C.3, pilots with reinstatement rights to the applicable four-part SFO bid status will be awarded SFO Home Base vacancies prior to those with a preference bid (3P) to the SFO Home Base. Those pilots who decline an SFO Home Base reinstatement shall have that reinstatement right deleted from their standing bid list.

The Company and the Association shall jointly monitor the performance of the SFO Home Base operation to ensure a reliable and dependable operation is maintained. In accordance with Section 18.C.7., the SFO Home Base may be closed with six months' notice.

In addition to temporary vacancies described in Section 18.D.3., the Company and the Association shall explore the feasibility of offering secondary lines each month. Secondary lines, if awarded, would be on a voluntary basis. The Temporary Assignment/Temporary Duty provisions in Section 15.M.2.h. shall not apply.

The current trip trade system shall be available for SFO Home Base pilots. Open sequences will be awarded in accordance with the current Daily Open Time Coverage (DOTC) process and procedures.

The Company and the Association shall continue to explore practical solutions that would allow pilots the opportunity to pick up sequences inside / outside of SFO at the earliest opportunity.

Administrative support will be provided by the LAX Flight Office. The Company will notify the Association in the event administrative support is moved to a different location. Administrative support shall include the distribution of any operationally required paper revisions and a spare I-Pad(s)/charger(s). SFO parking will be provided through the LAX Flight Office in accordance with Letter M of the CBA.

Sincerely,

/signed/

Dennis A. Newgren
Managing Director
Employee Relations, Flight

Agreed and Accepted:

- 1

/signed/

Captain Keith Wilson
President
Allied Pilots Association

LOA 15-02



January 30, 2015

Captain Keith Wilson
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

RE: Benefits Excise Tax

Dear Captain Wilson:

In the event the Company determines the Standard or Core design options provided for in this Agreement (each an "Option") would be or become subject to an excise tax or other penalty included in The Patient Protection and Affordable Care Act (PPACA) or any excise tax or penalty which may replace the PPACA, under applicable law, (and thus become an "Affected Option"), the Company will meet and confer in good faith in order to reach an agreement with the Association concerning the minimum modification or modifications to the Affected Option necessary to avoid application of the excise tax or other penalty. The Company shall provide to the Association information the Association reasonably requests, including actuarial reports, necessary for the Association's design and consideration of such modifications. Unless otherwise agreed, any agreed modification shall become effective at the time the excise tax or penalty would become applicable in respect of the Affected Option (the "Affected Option Date").

If the Company and the Association are unable to agree on modifications necessary to avoid the application of the excise tax or other penalty on the Affected Option within ninety (90) days after the initial meeting, the parties will select Arbitrator Bloch who will determine the modifications to the design of the Affected Option that will become applicable. The authority of Arbitrator Bloch is expressly limited to establishing those modifications to the design of the Affected Option that will ensure no excise tax or other penalty will apply. If Arbitrator Bloch determines no reasonably practical modification to the Affected Option can guarantee no excise tax or other penalty will apply, the Company shall have the right to terminate the availability of the Affected Option to the Pilots. If, under the preceding sentence, the Company has terminated or would have the right to terminate the availability to the Pilots of the Standard and/or Core Option, the arbitrator will be empowered to designate an alternative Option design (a "New Option") that is available from the Company provider and that replicates the provisions of the Core Option to the greatest possible extent without causing the New Option to become subject to any excise tax or other penalty. In the event the arbitrator has not issued a determination prior to the excise tax or penalty becoming due or if such penalty or excise tax is otherwise owed for any reason, notwithstanding any contrary provision of law, the Company shall be permitted to implement such modifications to the design of the Affected Option as it considers to be necessary to avoid the excise tax or penalty. The Company shall have a reasonable period of time following the issuance of the arbitrator's determination to implement the New Option. Notwithstanding the foregoing, the provisions of this Paragraph shall not be effective if, after the effective date of this Agreement, the Company enters into any new or amended collective bargaining agreement having a term of three (3) years or more with any union group that does not contain a provision substantially similar to this Paragraph.

If any Option is modified or eliminated pursuant to this Paragraph, the parties will meet and confer to determine how the savings, if any, from such modifications will accrue to Pilots. The avoidance of any excise tax that would have otherwise been applied will not be considered in the calculation

of any savings. If the parties cannot agree on whether cost savings exist or how to distribute said savings, the matter may be referred to an arbitrator as specified by the process in this Paragraph.

The arbitrator's authority shall be limited to the issue of determining whether such savings exist and, if so, how such savings are to be distributed. The arbitrator shall have no other authority, and in no event shall the arbitrator order modifications to or reinstatement of a plan.

Sincerely,

/signed/

Beth Holdren
Managing Director
Labor Relations, Flight

Agreed and Accepted:

/signed/

Captain Keith Wilson
President
Allied Pilots Association

LOA 15-03



January 30, 2015

Keith Wilson
President
Allied Pilots Association 14600
Trinity Blvd., Suite 500 Ft. Worth,
TX 76155-2512

Re: Health Retirement Account Deposits

Dear President Wilson:

This letter confirms an agreement between American Airlines, Inc. ("Company") and the Allied Pilots Association ("Association") regarding the establishment of certain Health Retirement Accounts by the Company. This Letter of Agreement replaces LOA 13-01 and is effective January 30, 2015.

(1) Eligibility. The Company shall contribute a maximum value of \$25,000 (with the actual amount of contribution to be determined in accordance with the terms herein) to a Health Retirement Account ("HRA") a notional account, for each pilot who: (a) retires at age sixty (60) years or older between January 30, 2015 and December 31, 2019; and, (b) gives the Company at least four (4) months' notice of the pilot's intent to retire.

(2) HRA Amount. The amount of contribution to an HRA for any pilot so entitled shall be determined by multiplying \$25,000 by a fraction, the numerator of which is the pilot's total short and long-term sick leave bank hours as of the pilot's retirement date and the denominator of which is the pilot's maximum possible sick bank accrual of 1000 hours (940 hours from the long term sick leave bank and 60 hours from the short term sick leave bank). (E.g., a pilot who retires with short and long-term sick leave banks totaling 500 hours shall receive a HRA funded to \$12,500).

(3) The HRA contribution may be used to pay for premiums and unreimbursed expenses for medical, dental, vision and long term care purchased from the Company or a third party for the retiree and/or spouse of record as of the date of retirement.

(4) Pilots who retire prior to age 60 or after the amendable date of the January 1, 2013 collective bargaining agreement are not eligible to receive HRA contributions.

(5) Information about HRA Deposits (as contained in this letter agreement) will be posted on the AAPilots.com website and included as a seminar topic in any retirement seminars hosted jointly by the Company and the APA.

Very truly yours,

/signed/

Beth Holdren
Managing Director Labor Relations - Flight

Agreed:

/signed/

Captain Keith Wilson
President
Allied Pilots Association



October 19, 2016

Captain Dan Carey
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

Re: Elimination of limitations on retention and accrual of seniority for disabled pilots

Dear Captain Carey:

This will confirm the agreement between American Airlines, Inc. ("Company") and the Allied Pilots Association ("Association") (collectively the "Parties") regarding the elimination of the five (5) and eight (8) year limitations on the retention and accrual of seniority for LAA and LUS West pilots who have a medical disability as defined In Supplement F(1).5.a. The parties agree that these pilots (LAA and LUS) will continue to retain and accrue seniority while disabled,

The Parties agree to the following amendment to the Collective Bargaining Agreement ("CBA) to effect this agreement:


Supplement F(1).5.d

A pilot shall retain and continue to accrue his seniority for the purposes of this Supplement F while disabled. In the event such a pilot member recovers and returns to the Company as a pilot, his monthly disability pension shall cease. He will again become a participant in the Plan for the accrual of additional Basic and Variable Annuity benefits payable at Normal Retirement Date, subject to the eligibility provisions of the Plan. In the event such a pilot member works for the Company in a capacity other than as a pilot, his pilot benefits shall not be paid while he is employed in such a capacity. However, during such period he shall be eligible to participate in the pension programs applicable to his job category.

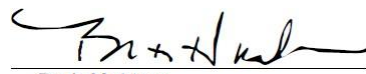
The parties agree that this amendment is prospective only. That is, this amendment has no application to pilots whose employment terminated prior to the effective date of this Agreement. The effective date of this agreement shall be September 30, 2016.

Please indicate your concurrence with the foregoing by execution in the space provided below.

Sincerely,

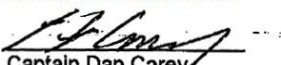


Captain Kimball Stone
Vice President, Flight Operations
Flight
American Airlines, Inc.



Beth Holdren
Managing Director Labor Relations,
American Airlines, Inc.

Allied Pilots Association:



Captain Dan Carey
President



April 12, 2017

Captain Dan Carey
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Ft. Worth, TX 76155-2512

Re: American Airlines, Inc. Post-Pregnancy Maternity Short-Term Disability Plan

This letter will confirm our understanding regarding the above referenced American Airlines, Inc. Post Pregnancy Maternity Short-Term Disability Plan for employees employed by American Airlines, Inc. and as represented by the Allied Pilots Association (the "APA").

American Airlines, Inc. will establish the American Airlines, Inc. Post-Pregnancy Maternity Short-Term Disability Plan (Maternity Disability Plan") that will allow eligible employees, including employees represented by the APA, the opportunity to receive Maternity Disability Benefits pursuant to the terms and conditions of the Plan. The Maternity Disability Plan shall be referred to as "the Plan."

The effective date of the Plan, as to APA's -represented employees covered by this letter, will be March 1, 2017, if this Letter of Agreement is signed on or before this date. If the APA signs this Letter of Agreement after March 1, 2017, then the Plans will be effective on such later date for the represented employees.

The terms and conditions set forth in the Plan shall apply and shall govern the participation of employees represented by the APA

Sincerely,

A handwritten signature in black ink, appearing to read "Beth Holdren", written over a horizontal line.

~~Beth Holdren~~

Managing Director Labor Relations, Flight
American Airlines, Inc.

Allied Pilots Association:

A handwritten signature in black ink, appearing to read "Dan Carey", written over a horizontal line.
Captain Daniel F. Carey
President



LOA 17-02

May 16, 2017

Captain Daniel F. Carey
President
Allied Pilots Association
14600 Trinity Blvd., Suite 500
Fort Worth, TX 76155

RE: ASAP Non-Punitive Enforcement-Related Incentives

Dear President Carey:

This letter confirms an agreement between American Airlines, Inc. (the "Company") and the Allied Pilots Association (the "Association") regarding non-punitive enforcement-related incentives presently set forth in the Aviation Safety Action Program ("ASAP") Memorandum of Understanding effective April 2, 2009 (the "ASAP MOU").

The Company and the Association are committed to fostering a successful safety culture through ASAP, based on the belief that the most effective approach to flight safety utilizes all available resources through integration and collective response. Recognizing that one of the goals of ASAP is to provide quality information and corrective action that would provide assistance to the FAA in fulfilling its statutory authority "in a way that best tends to reduce or eliminate the possibility or recurrence of accidents in air transportation," (Title 49, United States Code Section 44701 (c)) the FAA and the Company have established certain non-punitive enforcement-related incentives to encourage individuals to report incidents of inadvertent non-compliance with the Federal Aviation Regulations (FARs) or a general or specific flight safety concern. Those non-punitive enforcement-related incentives have been memorialized within the ASAP MOU.

In keeping with this commitment to aviation safety, the Company and the Association agree that, notwithstanding any future changes in the ASAP MOU or any future FAA guidance, rule or regulation regarding ASAP, the following non-punitive enforcement-related incentives shall remain in full force and effect:

1. An employee's ASAP report regarding an event will not be used to initiate, facilitate or support any Company disciplinary action, nor will the event be the basis for any Company disciplinary action, provided the event is accepted into ASAP by the Event Review Committee, sole-source or otherwise.
2. Data and information gathered by ASAP shall not be used to initiate, facilitate or support any Company disciplinary action.

3. For the purposes of this letter, "discipline" shall include any action beyond any corrective action directed by the Event Review Committee in accordance with the procedures contained in the ASAP MOU.

Sincerely,

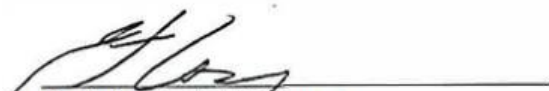


Captain Kimball Stone
Vice President – Flight



Kevin Brickner
Vice President – Safety, Regulatory Compliance
and Environmental Organization

Agreed and Accepted:



Captain Daniel F. Carey
President
Allied Pilots Association

Todd Jewett
Managing Director – Labor Relations



September 7, 2021

Captain Eric Ferguson President
Allied Pilots Association
14600 Trinity Boulevard
Suite 500
Fort Worth, TX 76155-2512

Re: LOA 21-004 Plus Plan

Dear Captain Ferguson:

This letter will confirm our understanding regarding the Company's ability to offer a new medical plan to eligible employees employed by American Airlines, Inc. and represented by the Allied Pilots Association (APA) as follows:

In addition to the healthcare coverage for eligible APA represented employees provided under Supplement K of the JCBA, the Company may offer eligible APA-represented employees healthcare coverage under a new medical plan ("Plus Plan"). If the Plus Plan is offered, employees will be eligible to enroll in the Plus Plan with the same plan design and cost share as offered to other represented workgroups. The Company reserves the right to amend or terminate the Plus Plan at its sole discretion.

If the above accurately reflects your understanding of our agreement, please indicate by signing below.

If you have any questions, please contact Todd at 682-278-0727.

Sincerely,

A handwritten signature in blue ink, appearing to read "Todd Jewett", written over a horizontal line.

Todd F. Jewett
Managing Director Labor Relations, Flight
American Airlines, Inc.

Accepted and Agreed by the Allied Pilots Association:

A handwritten signature in black ink, appearing to read "Eric Ferguson", written over a horizontal line.

Captain Eric Ferguson
President

9/13/2021
Date

RE: LOA 23-001 – One-Time Supplemental Payment

This Letter of Agreement (“Letter” or “LOA”) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between American Airlines, Inc. (“American,” “AA,” or the “Company”) and the Pilots in the service of American Airlines, Inc., as represented by the Allied Pilots Association (the “Association”), together referred to as the “Parties.”

The Parties acknowledge and agree they have reached a Tentative Agreement on all open items in the collective bargaining agreement (“CBA”) pursuant to Section 6 of the Railway Labor Act. The APA Board of Directors has approved the Tentative Agreement and will submit the Tentative Agreement to the membership for a ratification vote. In recognition of their mutual interest in ratification of the Tentative Agreement and of the timing of such Tentative Agreement, the Parties have agreed to a one-time supplemental payment for American pilots, expressly conditioned on ratification of the Tentative Agreement (“Supplemental One-Time Payment”) on the following terms:

1. “One-Time Supplemental Payment” as used herein means the ratification-contingent supplemental payment to an Eligible Pilot computed based on the terms contained in this LOA.
2. “Relevant Period” as used herein means any time during calendar years 2020, 2021 and 2022.
3. “Eligible Pilot” used herein means any pilot who was on the Pilot System Seniority List and who was subject to the terms and conditions of the JCBA at any point during the Relevant Period.
4. “Eligible Earnings” for purposes of this LOA shall have the same meaning as “Eligible Earnings” as defined in the American Airlines Group, Inc. Global Profit-Sharing Plan:
 - Compensation, as that term is defined for purposes of employer contributions, in the qualified defined contribution plan that is intended to comply with Section 401(k) of the Code that is sponsored by the Employee’s Participating Employer and in which such Employee is eligible to participate at the time the profit sharing award is paid; provided, however, that the annual limit on compensation under Code Section 401 (a)(17) shall not be applied for purposes of this Plan; and
 - In addition, Triple Play payouts and profit-sharing awards shall be excluded from Eligible Earnings.
5. The Supplemental One-Time Payment to Eligible Pilots who had Eligible Earnings during the Relevant Period will be computed as the sum of the following:
 - a. 4% of Eligible Earnings paid during all or any portion of calendar year 2020;
 - b. 4% of Eligible Earnings paid during all or any portion of calendar year 2021;
 - c. 14% of Eligible Earnings paid during all or any portion of calendar year 2022.
6. An Eligible Pilot who has separated their employment from American Airlines (i.e., removed from the Pilot System Seniority List), regardless of reason, will receive the Supplemental One-Time Payment for any Eligible Earnings received during the Relevant Period. A discharged pilot who has a grievance currently pending as of the Effective Date of the CBA will receive the Supplemental One-Time Payment for any backpay awarded if the pilot is reinstated by an award of the System Board of Adjustment.
7. Notwithstanding Paragraph 5, an Eligible Pilot who had Eligible Earnings during the Relevant Period and who became disabled and received or becomes entitled to receive disability benefits under JCBA Letter KK(2) during the Relevant Period shall receive a Supplemental One-Time Payment for any period of disability during the Relevant Period, in addition to any payment calculated under paragraph 5. For

the Supplemental One-Time Payment for a period of disability, the pilot's Average Monthly Compensation (as defined in the 2012 Pilot LTD Plan (Plan)) used to determine the pilot's actual long-term disability (LTD) benefit will be re-calculated to reflect the percentages in paragraph 5 for each respective year to create a projected LTD benefit. The difference between the actual LTD benefit and the projected LTD benefit will be the One-Time Payment amount for each respective year; however, the resulting difference amount, when added to the pilot's actual LTD benefit received, shall not exceed the maximum benefit amount allowed under the Plan. The Average Monthly Compensation re- calculation shall be used solely for the purpose of calculating the One-Time Payment under this Letter of Agreement; the pilot's LTD benefit shall not change as a result of this paragraph.

8. The Supplemental One-Time Payment under this LOA will not be considered as earnings or eligible compensation under the American Airlines, Inc. 401(k) Plan for Pilots, or any other qualified or non-qualified retirement benefit plans sponsored by American in which the Eligible Pilot participates or is eligible to participate to the extent consistent with applicable law.

9. The Supplemental One-time Payment under this LOA will be considered "Eligible Earnings" for purposes of the AAG Profit Sharing Plan for Plan Year 2023.

10. The Company will make the Supplemental One-Time payment to all Eligible Pilots who are employed on the Effective Date of the CBA as a single payment as soon as practicable following ratification, but not later than sixty (60) days after ratification. If the Company is unable to make payment to a pilot within the sixty (60) days due to unforeseen circumstances (e.g., pilot's current address is unknown), the payment will be made by the Company as soon thereafter as possible. Applicable federal, state, and local taxes as well as Association dues will be withheld from the single payment at the applicable withholding rates.

11. The parties recognize that payments to pilots who are not employed by the Company on the Effective Date of the CBA require confirmation of current residence address. The Company shall provide to the Association a list of Eligible Pilots with the last known address and contact information for the Eligible Pilot. The Association agrees to verify the last known address and provide any updated current residence addresses for separated pilots. The Company will make the Supplemental One-Time payment to these Eligible Pilots through a single payment as soon as practicable following ratification and receipt of the payment information, but no later than seventy-five (75) days after receipt of the payment information. Payments will be made by check mailed to the residence address provided. Applicable federal, state, and local taxes will be withheld from the single payment at the applicable tax withholding rates based on the last tax election make by the pilot prior to separation.

12. For an Eligible Pilot who died prior to payment of the Supplemental One-Time Payment, any Supplemental One-time Payment will be paid to the Eligible Pilot's estate provided that the Eligible Pilot's estate provides the following information: payroll or state specific affidavit; death certificate; and W9 or IRS documents with estate EIN. The Company shall provide to the Association a list of deceased Eligible Pilots of which it is aware, along with the last known address and contact information for the deceased Eligible Pilot or the Eligible Pilot's estate if known. The Association further agrees to provide the Company with any updates to the list and to assist in obtaining the necessary documentation. If the information is not provided by the deceased pilot's estate within twenty-four months after the Effective Date of the CBA, the Supplemental One-Time Payment is deemed forfeited. The Company will make the Supplemental One-Time payment to estates under this paragraph as soon as practicable after receipt of the required documentation, but no later than one- hundred and twenty (120) days after receipt of such documentation. Payments will be made by check mailed to the address provided. Applicable federal, state, and local taxes will be withheld from the single payment at the applicable tax withholding rates based on the last tax election make by the pilot prior to separation.

13. The parties agree to meet and confer regarding any matters that arise related to the payments or benefits to be paid under the terms of this LOA.

14. Duration: This Letter of Agreement will become effective on Effective Date of the CBA and will remain in effect concurrent with the CBA.

RE: LOA 23-002 – Ratification Bonus

This Letter of Agreement (“Letter” or “LOA”) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between American Airlines, Inc. (“American,” “AA,” or the “Company”) and the Pilots in the service of American Airlines, Inc., as represented by the Allied Pilots Association (the “Association”), together referred to as the “Parties.”

The Parties acknowledge and agree they have reached a Tentative Agreement on all open items in the collective bargaining agreement (“CBA”) pursuant to Section 6 of the Railway Labor Act. The APA Board of Directors has approved the Tentative Agreement and will submit the Tentative Agreement to the membership for a ratification vote. If ratified, the Tentative Agreement will become the 2023 CBA. In recognition of their mutual interest in ratification of the Tentative Agreement and of the timing of such Tentative Agreement, the Parties have agreed to an additional Ratification Bonus Payment, expressly conditioned on ratification of the Tentative Agreement (“Ratification Bonus”) on the following terms:

1. “Ratification Bonus Payment” as used herein means the ratification-contingent supplemental payment to an Eligible Pilot computed based on the terms contained in this LOA.
2. “Relevant Period” as used herein means any time during the three (3) Contractual Months immediately preceding ratification.
3. “Eligible Pilot” used herein means any pilot who was on the Pilot System Seniority List and who was subject to the terms and conditions of the JCBA at any point during the Relevant Period.
4. “Eligible Earnings” for purposes of this LOA shall have the same meaning as “Eligible Earnings” as defined in the American Airlines Group, Inc. Global Profit-Sharing Plan:
 - Compensation, as that term is defined for purposes of employer contributions, in the qualified defined contribution plan that is intended to comply with Section 401(k) of the Code that is sponsored by the Employee’s Participating Employer and in which such Employee is eligible to participate at the time the profit sharing award is paid; provided, however, that the annual limit on compensation under Code Section 401 (a)(17) shall not be applied for purposes of this Plan; and
 - In addition, Triple Play payouts and profit-sharing awards shall be excluded from Eligible Earnings.
5. The Ratification Bonus to Eligible Pilots who had Eligible Earnings during the Relevant Period will be computed as the sum of the following: the dollar value equal to a pilot’s Eligible Earnings accrued in the three (3) Contractual Months immediately preceding ratification, inclusive, recalculated using the pay rates under Section 3 of the 2023 CBA (i.e., as if those pay rates were in effect during those three Contractual Months) less the pilot’s actual pay for that same time period.
6. An Eligible Pilot who has separated their employment from American Airlines (i.e., removed from the Pilot System Seniority List), regardless of reason, will receive the Ratification Bonus for any Eligible Earnings accrued during the Relevant Period. A discharged pilot who has a grievance currently pending as of Ratification date will receive the Ratification Bonus for any backpay awarded for the Relevant Period if the pilot is reinstated by an award of the System Board of Adjustment.
7. Notwithstanding Paragraph 5, an Eligible Pilot who had Eligible Earnings during the Relevant Period and who became disabled and received or becomes entitled to receive disability benefits under JCBA Letter KK(2) during the Relevant Period shall receive a Ratification Bonus for

any period of disability during the Relevant Period, in addition to any payment calculated under paragraph 5. For the Ratification Bonus for a period of disability, the pilot's Average Monthly Compensation (as defined in the 2012 Pilot LTD Plan (Plan)) used to determine the pilot's actual long-term disability (LTD) benefit will be re-calculated to reflect the pay rates referenced in paragraph 5 above for each respective month to create a projected LTD benefit. The difference between the actual LTD benefit and the projected LTD benefit will be the Ratification Bonus amount for each respective month; however, the resulting difference amount, when added to the pilot's actual LTD benefit received, shall not exceed the maximum benefit amount allowed under the Plan. The Average Monthly Compensation re-calculation shall be used solely for the purpose of calculating the Ratification Bonus under this Letter of Agreement; the pilot's LTD benefit shall not change as a result of this paragraph.

8. The Ratification Bonus under this LOA shall be considered as earnings or eligible compensation under the American Airlines, Inc. 401(k) Plan for Pilots, or any other qualified or non-qualified retirement benefit plans sponsored by American in which the Eligible Pilot participates or is eligible to participate to the extent consistent with applicable law.

9. The Ratification Bonus under this LOA will be considered "Eligible Earnings" for purposes of the AAG Profit Sharing Plan for Plan Year 2023.

10. The Company will make the Ratification Bonus to all Eligible Pilots who are employed on the Effective Date of the 2023 CBA as a single payment as soon as practicable following ratification, but not later than sixty-days (60) days after ratification. If the Company is unable to make payment to a pilot within the sixty-days (60) days due to unforeseen circumstances (e.g., pilot's current address is unknown), the payment will be made by the Company as soon thereafter as possible. Applicable federal, state, and local taxes as well as Association dues will be withheld from the single payment at the applicable withholding rates.

11. The parties recognize that payments to pilots who are not employed by the Company on the Effective Date of the 2023 CBA require confirmation of current residence address. The Company shall provide to the Association a list of separated Eligible Pilots with the last known address and contact information for the Eligible Pilot. The Association agrees to verify the last known address and provide any updated current residence addresses for separated pilots. The Company will make the Ratification Bonus to these Eligible Pilots through a single payment as soon as practicable following ratification and receipt of the payment information, but no later than seventy-five (75) days after receipt of the payment information. Payments will be made by check mailed to the residence address provided. Applicable federal, state, and local taxes will be withheld from the single payment at the applicable tax withholding rates based on the last tax election make by the pilot prior to separation.

12. For an Eligible Pilot who died prior to payment of the Ratification Bonus, any Ratification Bonus will be paid to the Eligible Pilot's estate provided that the Eligible Pilot's estate provides the following information: payroll or state specific affidavit; death certificate; and W9 or IRS documents with estate EIN. The Company shall provide to the Association a list of deceased Eligible Pilots of which it is aware, along with the last known address and contact information for the deceased Eligible Pilot or the Eligible Pilot's estate if known. The Association further agrees to provide the Company with any updates to the list and to assist in obtaining the necessary documentation. If the information is not provided by the deceased pilot's estate within twenty-four (24) months after the ratification date, the Ratification Bonus is deemed forfeited. The Company will make the Ratification Bonus payment to estates under this paragraph as soon as practicable after receipt of the required documentation, but no later than one-hundred and twenty (120) days after receipt of such documentation. Payments will be made by check mailed to the address provided. Applicable federal, state, and local taxes will be withheld from the single payment at the applicable tax withholding rates based on the last tax election make by the pilot prior to separation.

13. The parties agree to meet and confer regarding any matters that arise related to the

payments or benefits to be paid under the terms of this LOA.

14. Duration: This Letter of Agreement will become effective on the Effective Date of the 2023 CBA and will remain in effect concurrent with the CBA.

RE: LOA 23-003 – Expiration of COVID Pay Protection (LOA 20-001)

This Letter of Agreement (“Letter” or “LOA”) is made and entered into by and between American Airlines, Inc. (“American” or the “Company”) and the Pilots in the service of American Airlines, Inc., as represented by the Allied Pilots Association (the “Association”), together referred to as the “Parties.”

The Parties acknowledge and agree they have reached a Tentative Agreement for a new collective bargaining agreement (“CBA”) pursuant to Section 6 of the Railway Labor Act. The Association’s Board of Directors has approved the Tentative Agreement and will submit the Tentative Agreement to the Association’s membership for a ratification vote. In recognition of the Parties’ mutual interest in ratification of the Tentative Agreement and in light of the World Health Organization declaring the COVID-19 pandemic ended, the Parties agree that the “Pay Protection” provision of Letter of Agreement 20-001 will expire and will no longer be in effect twelve (12) months after Date of Signing of the new CBA.

This Letter does not change, alter, or modify any provisions of the AA/APA Joint Collective Bargaining Agreement, or other agreement, including the new CBA, except as expressly provided herein. The terms or existence of this Letter will not be construed against any Party.

If the foregoing accurately reflects our agreement and understanding, please countersign below and return a fully executed copy to me.

RE: LOA 23-004 – Implementation Timeline and Joint Committee

1. This Letter of Agreement (“Letter” or “LOA”) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between American Airlines, Inc. (“American,” “AA,” or the “Company”) and the Pilots in the service of American Airlines, Inc., as represented by the Allied Pilots Association (the “Association”), together referred to as the “Parties.”

2. The Parties acknowledge and agree they have reached a Tentative Agreement on items in the collective bargaining agreement (“CBA”) pursuant to Section 6 of the Railway Labor Act. If ratified, the Tentative Agreement will become the 2023 CBA. In recognition of their mutual interest in ratification of the Tentative Agreement and of the timing of such Tentative Agreement, the Parties have agreed to specify when certain provisions of the Agreement will be implemented and to identify a timeline of the implementation of this Agreement. This Letter of Agreement will become effective on the Effective Date of the 2023 CBA.

3. In addition, the 2023 CBA includes numerous significant changes which require complex programming modifications to American's current systems, particularly in the areas of scheduling, work rules, and compensation. The Parties mutually desire the timely implementation of the 2023 CBA with targeted completion within thirty-six (36) months after Date of Signing, and agree to work collaboratively and in good faith to achieve that result. To help ensure a timely and successful complete implementation, the Parties will create a Joint Implementation Action Committee (JIAC) consisting of members from the Association and the Company, with at least one member from each Party who was a member of that Party's negotiating team for the 2023 CBA. The Parties agree that predicting exact implementation dates for the more complex contractual provisions is imprecise and recognize that technological and operational requirements can affect any projected target dates. Accordingly, the JIAC will first meet no later than fourteen (14) days after the Effective Date of the 2023 CBA. The JIAC will work closely together to assist in the prioritization of implementation items, consistent with this Letter of Agreement, and ensure programming is completed in an expeditious manner in accordance with the Parties' implementation target dates. The JIAC will meet as often as necessary during implementation. The Company will provide “UL” to up to four (4) Association JIAC members. Union leave days will not count against the days of union leave in Section 15.D. and such Association JIAC members will be required to Pre-Plot in accordance with Section 15.D. The Company will commit resources to the extent necessary to ensure the 2023 CBA is timely implemented and the Association commits to providing support through the JIAC.

4. Provisions of the 2023 CBA will be effective on Date of Signing, except as specified below or within the 2023 CBA. For provisions with a deferred implementation date, prior to its implementation, the subject matter of each such provision will be governed by and administered in accordance with the 2015 JCBA language and practice, if any. Such prior language of that particular subject matter will remain in force and effect and will remain a part of the 2023 CBA until implemented in accordance with the chart below, or until otherwise deleted or replaced by the Parties.

5. The Parties acknowledge and agree that there may be some delay in payment for economic items with a Date of Signing Implementation Date to account for administrative changes necessary for implementation. For these items, the Association recognizes that the Company may have to temporarily manually process this pay and as a result these items may not be paid within the normal payroll cycle. Beginning on the first day of the November 2023 Contractual Month, and until such time as payment in the normal payroll cycle is achieved, this temporary manual pay process will not exceed more than 90 days after the event.

6. Date of Signing within this Letter of Agreement means the Effective Date of the 2023 CBA.

7. Implementation Enforcement

a. At six (6), twelve (12), eighteen (18), twenty-four (24), and thirty (30) months after the Effective Date of the 2023 CBA, or as requested by all members of the JIAC, the Parties will convene an implementation enforcement meeting to review and discuss the implementation process relative to the targeted implementation dates herein. The Parties agree that the implementation enforcement meetings will include, among others, the Chief Operating Officer and Chief Digital & Information Officer as part of the Company team, and the Negotiating Chairman and the Director of Negotiations as part of the Association team. These meetings do not replace and are not a substitute for regular and consistent JIAC meetings.

b. If, at those respective implementation enforcement check points, implementation is objectively behind the targeted implementation schedule, the Parties will confer regarding any additional resources or other measures that may be necessary to accelerate implementation.

c. If the Parties cannot agree with respect to those additional resources or other measures, or if there has not been objectively satisfactory progress on the implementation schedule, the Parties recognize that it is mutually beneficial to resolve such dispute expeditiously. Thus, if either Party believes that a dispute is of sufficient importance, the dispute may be submitted to an accelerated System Board of Adjustment process pursuant to this Implementation LOA consisting of a single Neutral arbitrator.

d. The single Neutral arbitrator shall be selected from the list of four (4) arbitrators maintained as a standing list pursuant to this Implementation LOA. The standing list will be created within 30 days of Date of Signing. The standing list will be amended when and if any arbitrator on the list is no longer willing or able to serve on the standing list. Within seven (7) business days of the submission of the dispute, the Parties will survey the list of Arbitrators and select the Arbitrator with first availability to hear the dispute. If one or more arbitrators has equal earliest availability, the assignment shall be made through agreement of the Parties or random selection of the available arbitrators if the Parties cannot agree.

e. The Parties recognize the urgency of holding an expedited hearing and securing a decision and therefore commit to be available for a hearing within twenty (20) days after selection of the Neutral.

f. The decision of the Neutral is binding on the Parties and shall be rendered within twenty (20) days after the hearing. The original jurisdiction of such Neutral shall ~~include~~ be limited to resolving the discrete dispute regarding any additional resources or other measures, or objectively unsatisfactory progress, and the Neutral will have no authority to award any other remedy or penalty. The Neutral shall retain jurisdiction for purposes of enforcing the terms of an award. If, after at least sixty (60) days from the issuance of an award, a Party believes the award has not been complied with, that Party may resubmit the dispute to the Neutral for purposes of an expedited compliance hearing. The Company agrees that, should a claim of non-compliance with an award be submitted, the Company will not raise any argument that the Neutral lacks jurisdiction to issue damages for non-compliance with a previous award. However, both Parties reserve all rights with regard to the amount or appropriateness of any such damages given the circumstances.

g. The use of this dispute resolution process shall not detract from or interrupt the Parties' continued implementation efforts. Nothing in this paragraph shall limit or prevent either Party from filing a grievance pursuant to the JCBA related to the interpretation or application of this Letter of Agreement.

h. The Parties recognize that the duration of the 2023 CBA is forty-eight (48) months from the Effective Date. If, at the thirty (30) month implementation enforcement meeting outlined in paragraph a. above, either party determines that the following provisions of the 2023 CBA may not be fully implemented by thirty-six (36) months after Date of Signing, then either party can provide written notice of the intent to amend the section 26.D "Early Opener" to commence negotiations on August 01, 2026 (36 months after the effective date).

- 1) If, by thirty-six (36) months after Date of Signing, the Parties agree implementation is sufficient, there will be no amendment to the "Early Opener" provision in Section 26.D

- 2) If, by thirty-six (36) months after Date of Signing, the Parties cannot agree that implementation is sufficient, negotiations for a new CBA will commence immediately, and
- 3) if, by forty-eight (48) months after the Date of Signing (2023 CBA amendable date), the Parties have not reached a new proposed Tentative Agreement (TA), the Parties agree to jointly petition the National Mediation Board for mediation services, unless the Parties jointly agree otherwise.

Non-exclusive list of items in effect upon Date of Signing

Item	Contract Reference	Description	Effective Date
<u>1</u>	<u>3.A.</u>	<u>Pay Bands</u>	<u>Date of Signing</u>
<u>2</u>	<u>3.B.</u>	<u>Pay Rates</u>	<u>Date of Signing: ~21%</u> <u>May 2, 2024: 5%</u> <u>May 2, 2025: 4%</u> <u>May 2, 2026: 4%</u> <u>May 2, 2027: 3%</u>
<u>3</u>	<u>3.D.</u>	<u>International Override</u>	<u>Date of Signing</u>
<u>4</u>	<u>3.E.</u>	<u>Narrowbody Long Haul Override</u>	<u>Date of Signing</u>
<u>5</u>	<u>3.G.</u>	<u>Profit Sharing Improvements</u>	<u>Date of Signing (Pro-rated for 2023 calendar year)</u>
<u>6</u>	<u>LOA</u>	<u>One-Time Payment</u>	<u>Date of Signing, with payments made as set forth in the One-Time Payment LOA 23-xx</u>
<u>7</u>	<u>LOA</u>	<u>Ratification Bonus</u>	<u>Date of Signing, with payments made as set forth in the Ratification Bonus LOA 23-xx</u>
<u>8</u>	<u>5.xx</u>	<u>RHRA Option</u>	<u>Date of Signing</u>
<u>9</u>	<u>10.B.2.</u>	<u>Retiree Sick Payout Option</u>	<u>Date of Signing (Pilots who retire on or after January 1, 2024 must provide the required 4 months' notice)</u>
<u>10</u>	<u>5.xx</u>	<u>Life Insurance Increase</u>	<u>Date of Signing</u>
<u>11</u>	<u>5.xx</u>	<u>MBCBP</u>	<u>Date of Signing, implementation as set forth in the MBCBP Section</u>
<u>12</u>	<u>6.A</u>	<u>Training Working Group (TWG)</u>	<u>Date of Signing</u>
<u>13</u>	<u>6.E.9</u>	<u>Distance Learning (1:1.5)</u>	<u>Date of Signing</u>

<u>Non-exclusive list of items in effect upon Date of Signing</u>			
<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Effective Date</u>
<u>14</u>	<u>6.B.1.b.(1)</u>	<u>Training Pay Short-Course (5:00/day)</u>	<u>Date of Signing</u>
<u>15</u>	<u>6.B.1.b.(2)</u>	<u>Training Credit Short-Course</u>	<u>Date of Signing: 2:45</u> <u>Date of Signing +12 months: 3:05</u> <u>Date of Signing +36 months: 4:00</u>
<u>16</u>	<u>6.B.1.c(1)</u>	<u>Training Pay Long-Course (Upgrade and Transition) (3:05/day)</u>	<u>Date of Signing</u>
<u>17</u>	<u>6.B.1.d</u>	<u>New-Hire Initial Training (excluding OE)</u>	<u>Date of Signing</u>
<u>18</u>	<u>6.B.10</u>	<u>Withdrawal from Training Option</u>	<u>Date of Signing</u>
<u>19</u>	<u>6.B.6.c(1)</u>	<u>Training Notification of 5 Days</u>	<u>Date of Signing</u>
<u>20</u>	<u>6.B.9.b</u>	<u>Training Removal (LH) Pay/Credit</u>	<u>Date of Signing</u>
<u>21</u>	<u>6.B.9.c</u>	<u>Training Removal (RSV) Pay/Credit</u>	<u>Date of Signing</u>
<u>22</u>	<u>6.F.1(a-c)</u>	<u>A1 Travel to/from Training</u>	<u>Date of Signing</u>
<u>23</u>	<u>7.A.1.</u>	<u>Hotel Working Group (HWG)</u>	<u>Date of Signing</u>
<u>24</u>	<u>7.A.</u>	<u>Hotel Selections</u>	<u>Date of Signing</u>
<u>25</u>	<u>7.A.4.-5.</u>	<u>Hotel during Sit Time</u>	<u>Date of Signing</u>
<u>26</u>	<u>7.A.7.</u>	<u>Hotel Selection</u>	<u>Date of Signing</u>
<u>27</u>	<u>7.A.7.b.</u>	<u>Hotel Requirements Table</u>	<u>Date of Signing</u>
<u>28</u>	<u>7.B.1</u>	<u>Per Diem</u>	<u>Date of Signing</u>
<u>29</u>	<u>7.B.2.</u>	<u>TDY Flat Rate Per Diem and Lodging</u>	<u>Date of Signing</u>

<u>Non-exclusive list of items in effect upon Date of Signing</u>			
<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Effective Date</u>
<u>30</u>	<u>7.B.4.e</u>	<u>Allocated Meals not Boarded</u>	<u>Date of Signing</u>
<u>31</u>	<u>7.F.1-6</u>	<u>FAA Medical Reimbursement and Reimbursement for EKG</u>	<u>Date of Signing</u>
<u>32</u>	<u>8</u>	<u>Moving Expenses Improvements</u>	<u>Date of Signing</u>
<u>33</u>	<u>9.A.</u>	<u>Vacation year change from March through February to April through March</u>	<u>Vacation year 2024/2025</u>
<u>34</u>	<u>9.B.</u>	<u>Vacation accrual increase to 35 days at 19 years</u>	<u>Vacation year 2026/2027</u>
<u>35</u>	<u>9.C.4.c.</u>	<u>Vacation allocation increase to 5.5%/3.25%</u>	<u>Vacation year 2026/2027</u>
<u>36</u>	<u>9.C.5.a.</u>	<u>Vacation bid in 4 individual rounds</u>	<u>Vacation year 2024/2025</u>
<u>37</u>	<u>9.F.1.b.</u>	<u>Vacation pay increase to 4:35, credit increase to 4:00</u>	<u>Vacation year 2024/2025</u>
<u>38</u>	<u>9.F.1.e</u>	<u>Monthly vacation payout increases from 5:00 to 10:30</u>	<u>Date of Signing</u>
<u>39</u>	<u>10.B.</u>	<u>Elimination of split sick banks</u>	<u>Date of Signing</u>
<u>40</u>	<u>11</u>	<u>Leaves of Absence Changes</u>	<u>Date of Signing</u>
<u>41</u>	<u>12.C.1.</u>	<u>X-Type/L-Type CKP Pay</u>	<u>Date of Signing</u>
<u>42</u>	<u>12.C.1.c.</u>	<u>LCP Pay</u>	<u>Date of Signing</u>
<u>43</u>	<u>12.C.2.</u>	<u>CKP Expenses</u>	<u>Date of Signing</u>

<u>Non-exclusive list of items in effect upon Date of Signing</u>			
<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Effective Date</u>
<u>44</u>	<u>12.C.3.</u>	<u>CKP Vacation</u>	<u>Date of Signing</u>
<u>45</u>	<u>12.C.4.</u>	<u>CKP Sick</u>	<u>Date of Signing</u>
<u>46</u>	<u>12.D.</u>	<u>Instructor Pilots</u>	<u>Date of Signing</u>
<u>47</u>	<u>15.C.5.a.(9)</u>	<u>Regularly Scheduled Layovers 11 hours</u>	<u>Date of Signing</u>
<u>48</u>	<u>15.D.7.g</u>	<u>Pick-up lines - Blank Lines with no pay (zero lines)</u>	<u>Date of Signing</u>
<u>49</u>	<u>15.D.7.h</u>	<u>Blank Line with a Guarantee (similar to VSTLOA)</u>	<u>Date of Signing</u>
<u>50</u>	<u>15.E.2.</u>	<u>Pay for Actual Sit Time Over 2:30</u>	<u>Date of Signing</u>
<u>51</u>	<u>15.G.2.</u>	<u>2 hours pay, no credit for Flights that have a release time between 0000 and 0159</u>	<u>Date of Signing</u>
<u>52</u>	<u>15.I.1</u>	<u>Additional Premium Tiers of 75% and 100%</u>	<u>Date of Signing</u>
<u>53</u>	<u>15.I.6.</u>	<u>Premium Days</u>	<u>Date of Signing</u>
<u>54</u>	<u>15.I.7.</u>	<u>Holiday Pay</u>	<u>Date of Signing</u>
<u>55</u>	<u>15.J.2.c.(3)(a)</u>	<u>Reserve responsible for checking schedule at end of debrief</u>	<u>Date of Signing</u>
<u>56</u>	<u>New 15.J.4.a.(6)-(7)</u>	<u>LC/SC Conversion Pay</u>	<u>Date of Signing</u>
<u>57</u>	<u>15.J.11.e</u>	<u>5:15 Premium for Reserve scheduled into a DFP</u>	<u>Date of Signing</u>
<u>58</u>	<u>15.J.12.</u>	<u>DFP Trades</u>	<u>Date of Signing</u>

<u>Non-exclusive list of items in effect upon Date of Signing</u>			
<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Effective Date</u>
<u>59</u>	<u>15.L.4.i-j</u>	<u>Inverse assign pays 100% premium</u>	<u>Date of Signing</u>
<u>60</u>	<u>15.L.5.</u>	<u>Premium to pilot who operates a segment which can't be crewed by means of DH</u>	<u>Date of Signing</u>
<u>61</u>	<u>15.M.</u>	<u>Flat rate for TDY with hotel reimbursement</u>	<u>Date of Signing</u>
<u>62</u>	<u>15.N.1.</u>	<u>Pilot may not be reassigned more than 1 calendar day beyond original sequence footprint</u>	<u>Date of Signing</u>
<u>63</u>	<u>15.N.3</u>	<u>Reserves reassigned receive greater of original sequence or reassignment sequence towards guarantee</u>	<u>Date of Signing</u>
<u>64</u>	<u>15.R.</u>	<u>Sequence Construction Limits and Split Duties</u>	<u>Date of Signing</u>
<u>65</u>	<u>17.L.2.</u>	<u>New Hire Lock-in</u>	<u>Date of Signing</u>
<u>66</u>	<u>17.V.2.a</u>	<u>Pick-Up Lines proffered as Furlough Mitigation</u>	<u>Date of Signing</u>
<u>67</u>	<u>17.V.5</u>	<u>Furlough Pay at 1st day of service</u>	<u>Date of Signing</u>
<u>68</u>	<u>17.V.6.</u>	<u>Furlough Stand in Stead</u>	<u>Date of Signing</u>
<u>69</u>	<u>17.V.7.</u>	<u>Prohibitions During Furlough</u>	<u>Date of Signing</u>
<u>70</u>	<u>19.C.1</u>	<u>Consideration of Fuel Burn to accommodate Flight Deck JS</u>	<u>Date of Signing</u>

Non-exclusive list of items in effect upon Date of Signing

<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Effective Date</u>
<u>71</u>	<u>19.D.1.a</u>	<u>Deadhead paid greater of scheduled or actual</u>	<u>Date of Signing</u>
<u>72</u>	<u>20.D-E</u>	<u>Appeal and Review process for FFD exams</u>	<u>Date of Signing</u>
<u>73</u>	<u>20.F.</u>	<u>Physical Exam Pay and Credit</u>	<u>Date of Signing</u>
<u>74</u>	<u>20.G.</u>	<u>Return to Work Process</u>	<u>Date of Signing</u>
<u>75</u>	<u>23.P.</u>	<u>“Rocket Docket”</u>	<u>Date of Signing</u>
<u>76</u>	<u>24.I.</u>	<u>Uniform Working Group (UWG)</u>	<u>Date of Signing</u>
<u>77</u>	<u>Supp. F(8)</u>	<u>401(k) contribution increases</u>	<u>Date of Signing: Pilot eligibility at one day of service</u> <u>May 2, 2024: 17%</u> <u>May 2, 2026: 18%</u>

<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Target Implementation Date</u>
<u>78</u>	<u>4.C</u>	<u>Sequence Protection / Recovery Obligation</u>	<u>DOS:</u> <ul style="list-style-type: none"> • <u>Recovery Flying Window for Full Sequence Recovery Obligation Assignments</u> • <u>Unilateral Decline of Future RO (phone contact with a scheduler)</u> • <u>Repair of Future RO within 24 hours for MIC for current month or next month flying after TTS opens</u> <u>All other:</u> <ul style="list-style-type: none"> • <u>Subject to JIAC Prioritization and Scheduling</u>
<u>79</u>	<u>5.xx.</u>	<u>2023 LTD Plan: All provisions</u>	<u>Date of Signing, except as noted below</u>
<u>80</u>	<u>5.xx.</u>	<u>2023 LTD Plan as imputed income</u>	<u>January 2024 (Special Enrollment)</u>

<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Target Implementation Date</u>
<u>81</u>	<u>5.xx</u>	<u>2023 LTD Plan: 401(k) contributions</u>	<u>Date of Signing +60 days</u>
<u>82</u>	<u>5.xx</u>	<u>Prior LTD Plans: Remove all offsets</u>	<u>Date of Signing +30 days</u>
<u>83</u>	<u>5.xx</u>	<u>Prior LTD Plans: MNCD increase to 60 months</u>	<u>Date of Signing +30 days (anyone who hits 24 months during those 30 days still included)</u>
<u>84</u>	<u>5.xx</u>	<u>Prior LTD Plans: 30% Increase to Current LTD Participants</u>	<u>Date of Signing, administrative processing time required</u>
<u>85</u>	<u>6.B.1.c(2)</u>	<u>Training Credit Long-Course (Upgrade and Transition) (3:05 for LC Purposes)</u>	<u>Date of Signing +3 months</u>
<u>86</u>	<u>6.B.7.H</u>	<u>DFPs prior to Long Course (TEX Days)</u>	<u>January 2024</u>
<u>87</u>	<u>6.D.8.c</u>	<u>OE Block – No OE Flying Days</u>	<u>Date of Signing +3 months</u>
<u>88</u>	<u>6.D.6</u>	<u>Min. 24-hours' notice for OE trip assignment</u>	<u>Date of Signing +3 months</u>
<u>89</u>	<u>6.B.14.c.</u>	<u>Option to Train During Vacation</u>	<u>Date of Signing +3 months</u>
<u>90</u>	<u>6.B.1.e.(1)</u>	<u>Option to Train on DFPs</u>	<u>Date of Signing +3 months</u>
<u>91</u>	<u>6.B.1.e.(2)</u>	<u>Voluntary Short-Notice Training for Premium</u>	<u>Date of Signing +3 months</u>
<u>92</u>	<u>7.A.6.c.</u>	<u>Unused layover hotel</u>	<u>Date of Signing +3 months</u>
<u>93</u>	<u>7.B.4.a(5)</u>	<u>Crew Meals</u>	<u>Date of Signing +3 months</u>
<u>94</u>	<u>7.B.4.c(3) and (4)</u>	<u>Minimum Crew Meal Allocation</u>	<u>Date of Signing +3 months</u>
<u>95</u>	<u>9</u>	<u>Process to bid March 2024 vacation</u>	<u>November 2023</u>
<u>96</u>	<u>9.F.1.h.</u>	<u>Option to remove unpaid VC if</u>	<u>Date of Signing +6 months</u>

<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Target Implementation Date</u>
		<u>exhausted VC bank for FMLA</u>	
<u>97</u>	<u>10.B.1.a.(1)</u>	<u>Optional annual SK payout</u>	<u>January 2024</u>
<u>98</u>	<u>10.B.4.</u>	<u>New hires preloaded with 22:30 SK hours</u>	<u>January 2024</u>
<u>99</u>	<u>10.C.3.b.(2)</u>	<u>Minimum SK Charge</u>	<u>Date of Signing +3 months</u>
<u>100</u>	<u>10.C.3.c.(1-2)</u>	<u>Credit for SK Leave</u>	<u>Date of Signing +3 months</u>
<u>101</u>	<u>10.C.6.</u>	<u>Automated system for pilots to report/clear sick</u>	<u>Subject to JIAC Prioritization and Scheduling</u>
<u>102</u>	<u>10.C.8.a.</u>	<u>Pilot access to accrued hours for LTD</u>	<u>Date of Signing +3 months</u>
<u>103</u>	<u>11.J.</u>	<u>Parental Leave</u>	<u>Date of Signing +3 months</u>
<u>104</u>	<u>12.C.5.</u>	<u>CKP Scheduling (15/16/17 day month)</u>	<u>Date of Signing +60 days</u>
<u>105</u>	<u>12.C.5.</u>	<u>Delete CKP Blank Days</u>	<u>January 2024</u>
<u>106</u>	<u>12.C.5.</u>	<u>W Days assigned by 1630 CT</u>	<u>Date of Signing +30 days</u>
<u>107</u>	<u>12.C.5.e.</u>	<u>Students assigned to LCP</u>	<u>Subject to JIAC Prioritization and Scheduling</u>
<u>108</u>	<u>2.A.15.</u>	<u>Pay level anniversary based on Date of Hire</u>	<u>Date of Signing for New Hires</u> <u>Within Date of Signing +18 months for current pilots who are not at 12th year pay level</u>
<u>109</u>	<u>15.B.</u>	<u>Electronic Communication (ECS)</u>	<u>Initial implementation Date of Signing +12 months</u> <u>Further iterations subject to JIAC Prioritization and Scheduling</u>
<u>110</u>	<u>15.C.5.a.(8)</u>	<u>No DH prior to Redeye in Same Duty Period</u>	<u>Subject to JIAC Prioritization and Scheduling</u>

<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Target Implementation Date</u>
<u>111</u>	<u>15.D.1.b.(1).</u> <u>15.D.1.c.</u> <u>15.D.1.c.</u> <u>15.D.5</u> <u>4.A.</u> <u>15.D.</u> <u>15.D.1.b (2)</u>	<u>MALV reduced to 74-82</u> <u>Widebody LCW +/- 10</u> <u>Bid High/Bid Low Option</u> <u>Deletion of Hybrid Lines</u> <u>Min. line value 65</u> <u>Reserve block min. range 3 days</u> <u>Company can flex to 86 hours</u>	<u>Subject to JIAC Prioritization and Scheduling, however these items to occur simultaneously prior to RALV sunseting</u>
<u>112</u>	<u>15.D.4.f.</u>	<u>Deleting M2 (Reserve movable days)</u>	<u>Implemented with new RAS</u>
<u>113</u>	<u>15.D.6.</u>	<u>Pre-plotted absences</u>	<u>Subject to JIAC Prioritization and Scheduling</u>
<u>114</u>	<u>15.J.</u>	<u>Elimination of Reserve searches into Lineholder DFP</u>	<u>Implemented with new RAS - 2015 JCBA Item</u>
<u>115</u>	<u>15.J.2.c(3)(e)</u>	<u>Post WOCL Reserve assignments</u>	<u>Implemented with new RAS - 2015 JCBA Item</u>
<u>116</u>	<u>15.J.3.</u>	<u>New Reserve Assignment System (RAS)</u>	<u>Date of Signing +12 months</u>
<u>117</u>	<u>15.J.4.a.(2).</u>	<u>LC/SC Notice for RAP Conversions (12 inside of DOTC/14 outside DOTC)</u>	<u>Subject to JIAC Prioritization and Scheduling</u>
<u>118</u>	<u>15.J.11.b.</u>	<u>Must have DFPs</u>	<u>Subject to JIAC Prioritization and Scheduling</u> <u>2015 JCBA Item</u>
<u>119</u>	<u>15.L.3.d.</u>	<u>Open Time open for 15 minutes before being filled</u>	<u>Non-binding Manual Process Date of Signing. (no bypass claim if company fills before 15 minutes in manual process)</u> <u>Full implementation Subject to JIAC Prioritization and Scheduling</u>

<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Target Implementation Date</u>
<u>120</u>	<u>15.L.3.e</u>	<u>Reserve 30-minute Buffer</u>	<u>Subject to JIAC Prioritization and Scheduling but no later than implementation of RAS</u> <u>2015 JCBA Item</u>
<u>121</u>	<u>15.L.4.c.</u>	<u>Aggressive Pick-up</u>	<u>Subject to JIAC Prioritization and Scheduling</u> <u>2015 JCBA Item</u>
<u>122</u>	<u>15.L.4.d.(4)</u>	<u>Pick-up in Base with conflict, greater of</u>	<u>Subject to JIAC Prioritization and Scheduling</u> <u>2015 JCBA Item</u>
<u>123</u>	<u>15.L.4.e.(4)</u>	<u>Pick-up out of Base, with conflict, greater of</u>	<u>Subject to JIAC Prioritization and Scheduling</u> <u>2015 JCBA Item</u>
<u>124</u>	<u>15.N.4.</u>	<u>Reassignment Pay for Lineholders and Reserves</u>	<u>Date of Signing</u> <u>Until 15.N.4. is fully programmed, reassigned sequences will pay 50% premium for all reassigned portions of a sequence regardless of whether it is inside or outside the original footprint.</u> <u>Full provisions of 15.N.4 (50% of first reassigned duty period, 100% on subsequent duty periods) NLT Date of Signing +6 months.</u>
<u>125</u>	<u>15.N.7.</u>	<u>Reassignment Modification Period</u>	<u>Subject to JIAC prioritization and scheduling</u>
<u>126</u>	<u>15.N.8.</u>	<u>Retimes paid as reassignments</u>	<u>Subject to JIAC Prioritization and implemented with 4.C</u>
<u>127</u>	<u>15.Q.1</u>	<u>Pilot Shared Sequences</u>	<u>Date of Signing-</u>
<u>128</u>		<u>Last Live Leg Swaps</u>	<u>Date of Signing +4 months</u>
<u>129</u>	<u>15.Q.2</u>	<u>Company split trips</u>	<u>Date of Signing</u> <u>Exception: Section 4.C. splits implemented with overall remaining 4.C. items</u>
<u>130</u>	<u>17.E.3</u>	<u>Reinstatement rights for furloughed pilots</u>	<u>First Vacancy Posted following Date of Signing</u>

<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Target Implementation Date</u>
<u>131</u>	<u>17.F.1.d</u>	<u>All forecasts used in vacancy provided to APA</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>132</u>	<u>17.G.1</u>	<u>Increase vacancy runs to 4 per year</u>	<u>January 2024</u>
<u>133</u>	<u>17.G.2.a</u>	<u>Entitlements to pilots and reasons report if under awarded</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>134</u>	<u>17.G.2.b</u>	<u>Reasons report if over awarded</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>135</u>	<u>17.G.3</u>	<u>Preliminary vacancy award provided at least 5 days prior to Final</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>136</u>	<u>17.H.1.d.(1)</u> <u>17.L.6</u>	<u>Pilot serving a lock-in awarded an entitlement</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>137</u>	<u>17.H.3</u>	<u>Provide APA with 3* data</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>138</u>	<u>17.L.1</u>	<u>New Lock-ins, including assignments</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>139</u>	<u>17.M.2.a.</u>	<u>Withhold Time Limits</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>140</u>	<u>17.R.5</u>	<u>Entitlement for new equipment if pilot in a lock-in</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>141</u>	<u>17.T.</u>	<u>MBE by 2-part</u>	<u>First Vacancy Posted following Date of Signing</u>
<u>142</u>	<u>19.C.2</u>	<u>Jumpseat Reservation System</u>	<u>Subject to JIAC prioritization and scheduling</u>
<u>143</u>	<u>19.D.2.a.(2)</u>	<u>Assigned seating priority</u>	<u>Date of Signing +3 months</u>
<u>144</u>	<u>19.D.2.b</u>	<u>Upgrade order</u>	<u>Date of Signing +3 months</u>
<u>145</u>	<u>19.D.2.c</u>	<u>Seat selection</u>	<u>Date of Signing +3 months</u>

<u>Item</u>	<u>Contract Reference</u>	<u>Description</u>	<u>Target Implementation Date</u>
<u>146</u>	<u>LOA 20-001</u>	<u>Sunset COVID pay protection provisions (PW)</u>	<u>Date of Signing + 12 months</u>

RE: LOA 23-005 – Post-Ratification Discussions

This Letter of Agreement (“Letter” or “LOA”) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between American Airlines, Inc. (“American,” “AA,” or the “Company”) and the Pilots in the service of American Airlines, Inc., as represented by the Allied Pilots Association (the “Association”), together referred to as the “Parties.”

During collective bargaining negotiations pursuant to Section 6 of the Railway Labor Act leading to the 2023 Tentative Agreement (“TA”), the Parties identified certain items which, because of complexity or other related reasons, were not well-suited for the current negotiations. The Parties recognize, however, that it is in their best interest to explore the feasibility of mutually beneficial changes to various items, including but not limited to:

- Pay by cabin door
- Separation of flight time and duty time
- Three-part bid status
- Voluntary Quick Launch.

Additionally, the Parties recognize an interest in continuing an administrative effort to improve the organization of the agreements between the Parties. These administrative efforts do not amend the collective bargaining agreement (“CBA”) and include, but are not limited to:

- Consolidation or grouping related provisions (e.g., further combine benefits-related provisions into Section 5)
- CBA formatting and layout (e.g., capitalization, grammar, pagination)
- Incorporation of ancillary letters and other agreements (e.g., PBS MOU into Section 16).

The Parties therefore agree to continue discussions regarding these items following ratification of the TA. Such discussions will be informal and will not implicitly or explicitly modify the Duration and early opener provisions of the CBA.