

AA Proposal

AA Proposal - Updated

Date: 09/16/2008

Time:

Subject: Scheduling

Version: 3

Proposal Reference(s): AA proposals 9/25/2007, 1/9/2008

Contract Reference(s): Sections 15, 18, 19

The Company proposes to amend the January 9, 2008 Scheduling: Hours of Service and Trip Selections proposal as follows:

- For a calendar year:
 - The monthly average of bidlines for regularly scheduled pilots in any bid status shall not exceed an annual average of eighty-two (82) scheduled hours
- For an individual month:
 - The maximum bidline in any month shall not exceed eighty-seven (87) hours
 - On a voluntary basis, a regularly scheduled pilot in any bid status may be scheduled to fly above the monthly bidline average. The number of hours a pilot may volunteer to pick up will be designated by the Company for each contractual month. In no case will the minimum hours available be less than five (5) hours above the monthly bidline average for the bid status, and the maximum hours available shall not exceed ninety-two (92) hours in any contractual month.
 - Within a contractual month, the Company may increase the voluntary pick up maximum by up to five (5) hours; however, in no case shall it exceed an absolute limit of ninety-two (92) hours. Such adjustment may only be made once in any contractual month, and shall be limited to two (2) consecutive months.

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- Exception: In the event the number of pilots vacating a bid status in any category in a month exceeds 5% of the total pilots in such bid status, the voluntary pick-up maximum and/or the monthly bidline maximum for regularly scheduled pilots may be increased up to a combined total of five (5) hours in the first three (3) months following the event.
- In addition to the Trip Trade with Open Time (TTOT) system, the Company shall implement a daily Schedule Enhancement Period (SEP) run to facilitate seniority preferences in the awarding of open time.
- To provide greater flexibility in the line construction process, the Company proposes to remove all limitations on Domestic sequences in International lines contained in Supplement I.1.D. All such Domestic sequences that are part of International lines shall be paid at International rates.
- Align Supplement I with the current AA Operations Specifications for Domestic Operations to Certain Airports with the definitions of International Operations.
- The Company proposes, on a test basis and for X months only, to add an additional line construction step to cover open time with reserve pilots, as follows:
 - At the start of the month, and again mid-month, reserve pilots may be afforded an opportunity to build a line from open time remaining for the month.
 - The number of reserves awarded lines will be at the Company's discretion, and based on the number of reserves in the bid status and the amount of open time remaining.
 - Any line awarded must meet or exceed reserve guarantee for the month.
 - Lines shall be awarded prior to the start of a contractual month, and/or mid- month.
 - The Company and the Association shall agree on a method to develop and award such lines.