

**Company Proposal – Flight Attendants**  
**Article 3 – Compensation**  
**Version 1.0**  
**Date: 1/5/2011**

The following represents the Company's partial proposal on compensation in effort to close some of the open items in Article 3

**ARTICLE 3 – COMPENSATION**

- Pay all Training - \$9.50 / hour except New Hire and LOA Training
  - Includes Recurrent Training, Computer-Based Training and Recall Training for those currently on furlough list
- Pay Customer Service training - \$20.00 / hour
- Pay for actual training time only - eliminate current three (3) hour minimum

In exchange for the above, APFA will withdraw the following proposals:

- Dual Qualified Pay Override
- Restoration of Foreign Language Pay
- Narrow-Body lead Pay
- AMR Event Reporting

In addition, APFA will accept the Company's following proposals as previously proposed on 5/21/10:

- Galley Pay
- Purser Pay