

**Company Proposal – Flight Attendants
Dual Qualified Flight Attendant Letter of Agreement
Version 2.1
Date: 5/21/2010**

Note: High-lights removed from previous proposal

1. Definition of “Dual-qualified” (DQ)

A dual-qualified FA must be overwater trained and may be required to be trained on all equipment flown in both Operations and any/all service required in either/both Operations.

2. How a FA becomes dual qualified:

- a. An International Flight Attendant may voluntarily self identify as DQ.
- b. A Domestic Flight Attendant may voluntarily obtain the required training for the DQ qualification.
- c. A Domestic Flight Attendant who has maintained the overwater qualification may voluntarily self identify as DQ.
- d. A Flight Attendant returning from an extended Leave of Absence requiring the re-qualification training may choose to become DQ.
- e. Recalls and new hires will be DQ and will be trained accordingly.
- f. All newly awarded Domestic transfers will be designated dual qualified if reporting to a merged base
- g. All newly awarded International proffers will be designated dual qualified if reporting to a merged base

3. How a FA is paid for dual qualified flying:

- a. FA guaranteed hours will be paid based on division during Regular months
- b. International Reserves will be paid International rates for all Reserve trips flown during a Reserve month
- c. Domestic Reserves rate of pay will be determined by division of trip sequence flown

4. Dual qualified guidelines:

- a. Dual qualification is a permanent designation regardless of division
- b. Reserves are assigned to a division during their reserve month unless merged
- c. Domestic FAs not currently in reserve pool seniority will be unaffected by a combined reserve list
- d. No FA furloughs as a direct result of combining operations
- e. On-duty and rest limitations will be determined based on the division of the sequence flown

5. Transition Plan

- a. When 80% of the Domestic/International reserve pool at any base is dual qualified, the Company may require the remaining reserves to become dual qualified and will combine the reserve lists into one.
- b. Once the reserve list is combined for a particular base:
 - FAs not on reserve prior to combining the list will not be forced onto to reserve as a result of the combined list
 - New combined reserve list will be determined by seniority
 - Reserves can preference Domestic or International trips
 - Reserves can be bid/awarded/assigned Domestic or International trips
 - Reserves can fly Domestic or International trips on days off

During the interim, as we work toward 80% of dual qualified reserve FAs at a base, the Company may utilize those FAs who have already volunteered for the dual qualification in the following manner:

- Allow dual qualified FAs to voluntarily fly cross-division (TT/OE)
- Dual qualified FAs will be allowed to pick up cross-division flying only after the flying has been proffered to the division with the open time (MU, II/L2, SM)
- Only dual qualified FAs will be allowed out of base pick up
- Require dual qualified FAs who MIC to be assigned flying in either division (at origination, either a RS or airport availability option)
- Dual qualified Flight Attendants on stand by may be used in either division.
- Dual qualified Domestic reserve can be assigned International trip if needed using similar guidelines as International reserve on Domestic

6. Cross-Divisional Flying

- a. Dual-qualified FAs will be permitted to “pick-up” trip sequences in Open time from an adjacent Base (Cross Division). Rates of pay, on-duty limitations and rest provisions will be based on the Division from which the trip is obtained.
- b. Cross-Divisional “Pick-up” of sequences in Open Time will be permitted only after FAs at the adjacent Base have been offered the sequence.
- c. Provided adequate provisions protecting FA seniority at adjacent bases is developed, Trip Trading between Divisions will be permitted.

7. Use of International FAs on Domestic

Prior to the implementation of a combined reserve list, the following will apply:

- a. The ability of an International Reserve to fly Domestic Trip Sequences, including Supplemental Flying, will be expanded.
- b. A Dual-qualified International Reserve FA may be awarded/assigned to a domestic assignment in accordance with open time procedures if coverage requires it. (Similar to the current limitations for using INT’L on DOM).
- c. Dual-qualified International Reserves may be assigned unbid Dual-qualified Standby assignment in the Domestic Operation provided all such assignments in the Domestic Operation have been awarded/assigned to those Domestic Reserve FAs who are legal and available.

8. Use of Domestic FAs on International

Prior to the implementation of a combined reserve list, the following will apply:

- a. Following the implementation of Cross-Divisional Flying the ability of a Domestic Reserve to fly International Trip sequences, including Supplemental Flying, will be created.
- b. All International flying by Dual-qualified Domestic Reserves will be paid at International rates of pay.
- c. A Dual-qualified Domestic Reserve FA may be awarded/assigned to an international assignment in accordance with open time procedures if coverage requires it. (Similar to the current limitations for using INT’L on DOM).

- d. Dual-qualified Domestic Reserves may be assigned unbid Dual-qualified Standby assignments in the International Operation provided all such assignments in the International Operation have been awarded/assigned to those International Reserve FAs who are legal and available.

9. Implementation of Combined International & Domestic Reserve Pool

- a. All FAs in a combined reserve pool will be given the ability to indicate a preference for Domestic or International flying.
- b. Absent preferences, the combined reserve pool will function without regard to a FA's bid status.

10. Training:

TBD in Training Subcommittee

11. Oversight:

The AA/APFA Joint Scheduling Committee will monitor the transition and make recommendations as necessary