AA PROPOSAL – LETTER A

AmericanAirlines®

May 14, 2008

Captain Lloyd Hill, President
Allied Pilots Association
14600 Trinity Blvd. Suite 500
Ft. Worth, TX 76155-2512

Re: Recording of Telephone Calls with Crew Schedule

Dear Lloyd:

This Letter supercedes the original Letter A dated April 2, 1973 and confirms our understanding concerning the use of audio recordings in Crew Schedule/Tracking. Given our desire to improve relationships, these audio recordings will be used to continuously monitor the telephone conversations between Crew Schedule/Tracking and pilots. The guidelines below will be followed to ensure consistent handling in the use of Crew Schedule/Tracking audio recordings:

- Crew Schedule/Tracking audio recordings will be used for the purpose of educating and guiding behavior of the parties in appropriate interactions.
- The master recording will be retained for no longer than 90 days.
- Audio recordings will be listened to only when a complaint is lodged by either party.
- The conversation in question will be reproduced for the employee(s) to hear.
- A discussion between the employee and manager will occur as soon as possible.
- The only entry that will be made in a PEH is: “phone etiquette was discussed”.
- 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, and there will be a message prior to Crew Schedule/Tracking answering that all conversations are being recorded.

Sincerely,

Denny Newgren
Director, Employee Relations, Flight

Agreed to:

Captain Lloyd Hill, President
Allied Pilots Association