

APA Proposal

Agreed 2/15/11
AA: [Signature]
AA: [Signature]

APA Proposal

Date: 02/15/2010

Time:

Subject: Lock-ins

Version: 4

Proposal Reference(s): APA 06/23/2009; AA 02/03/2011

Contract Reference(s): 17.L

APA proposes to close out Lock-ins, Section 17.L, at current book.

For APA: *[Signature]* 10-27-2011

For AA: *[Signature]* 10/27/11

Tentative Agreement

Date: 10/27/2011

Time: 16:15

Subject(s): Lock-Ins, Withholding from a Bid Status

Contract Reference(s): Section 17.L. and 17.M.

Section 17.L. Lock-Ins:

- New hires Lock-In – maintain current book.
- A new hire bidding another aircraft within the first two (2) years will incur a 36-month lock-in (does not apply for lateral transfers or bidding to a different bid status operated with a common type rating)
- No lock-in to a different bid status for aircraft operated with a common type rating (e.g., A319 to A321)
- 36-month lock-in for moves inside any Equipment Grouping (excludes current book for initial category upgrade, i.e. bidding from 777 FO to A319 CA)

Section 17.M. – Withholding From a Bid Status Position:

- Modify Section 17.M.2.a.(3) – “the elimination of a fleet type”, as follows:
 - Ability to increase withholds from 6 to 12 months begins one year prior to the month in which the last aircraft in a fleet is scheduled to be eliminated (e.g., the last S80 is scheduled to be retired in August 2020, withholds can increase from 6 to 12 months beginning in July of 2019)
 - In no case can a pilot be withheld greater than 12 months (e.g., using the example above, the Company subsequently elects to defer the scheduled retirement of the last S80 until December 2020. The pilots that have been withheld since July 2019 must be released from the withhold by the end of June 2020).