

SCHEDULING

| AA | APA | CONSIDERATIONS |
|---|---|---|
| <p><i>Highlights</i></p> <ul style="list-style-type: none"> • Provide lineholders sequence pay protection for all trip sequences for loss of flying not caused by the pilot, with some make-up obligations • Pay time-and-a-half for flying assigned outside a pilot’s original sequence footprint • Increase the monthly scheduling maximum to up to 87 hours a month for a particular bid status, while meeting an 82 hour average on the high end for the year as a whole • Adopt a preferential bidding system to give pilots more personal control over monthly schedule • Introduce a daily SEP run to enhance pilots’ abilities to pick up open time and/or modify their monthly schedules • Provide online training options | <p><i>Highlights</i></p> <ul style="list-style-type: none"> • Provide lineholders sequence pay protection for all trip sequences for loss of flying not caused by the pilot, with very limited make-up obligation • No change to current monthly limit of 83 hours • Provide different mechanisms for covering open time, at premium pay • Reduce the number of reserve available days • Limit ability to schedule pilots on “reserve list” • Increase/decrease reserve guarantee pay according to number of days available • Company to provide \$150 monthly “computer stipend” for pilots to manage their scheduling tasks online | <ul style="list-style-type: none"> • The current scheduling system limits flexibility, penalizes pilots for schedule disruptions and carries high administrative costs. • More efficient scheduling will limit the company’s reliance on the reserve system, allowing more pilots greater control over their schedules. • The current contract sets monthly maximum flying times well below the FAA limit of 100 hours per month and gives the company less scheduling flexibility than other airlines: <ul style="list-style-type: none"> US Airways: 95 hours Southwest: 92 hours United: 89 hours Delta: 89.5 hours Continental: 87.5 hours American: 78 hours • AA line pilots, as a whole, flew fewer block hours in 2007 than other carriers: <ul style="list-style-type: none"> Southwest: 64.0 hours Continental: 59.9 hours United: 55.4 hours Delta: 53.9 hours US Airways: 53.4 hours American: 51.6 hours • Many airlines have adopted preferential bidding systems with sophisticated software that gives pilots far greater control over their schedules than AA’s current bidline system. |