

CONFIDENTIAL

**Company Counter Proposal – Flight Attendants
Article 18 – Moving Expenses
Version 4.0
Date: 12/16/2008**

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PROPOSAL:

- A.1. – Increase furniture insurance to conform with company policy (currently - \$42,000)
- A.2. – Reimburse mileage to conform with company policy (currently - \$ 0.245)
- A.2.a.b. – Hotel / Meal expenses for the Flight Attendant and family members equal to allowable expenses to conform with company policy (currently - Hotel and meal expenses for you and your dependents are reimbursable at actual and reasonable cost. When driving to your new location, you must drive at least 350 miles per day to qualify for overnight hotel expenses. Original receipts are required for reimbursement of hotel and meal expenses)
- B. – Change title of “Additional Direct Moving Expenses” to “Miscellaneous Moving Allowance” (currently - a miscellaneous moving allowance in the amount of \$600.00 will be provided for expenses not covered elsewhere)
- B. – Delete reference to “American Airlines Regulations, Section 145-4”
- C. – Change to reflect Company policy; all moves must be completed and expenses submitted for reimbursement within one (1) year of the transfer date
- F. – Delete Honolulu moving allowance

New Language:

- The Company and APFA shall negotiate reasonable moving expense provisions when Flight Attendants are to be transferred at Company request to any new base outside of the contiguous 48 states

12/16/08 AA to APFA