

CONFIDENTIAL

Company Packaged Proposal
Articles 11, I.11, 20, 30, I.30, 32, 34, I.34
Date: 4/2/2009

JA 170
4.2.09
mm
4/2-09
STHEI

Article 11 and I.11 – Language

- Accept Company's 3/26/09, version 4.0 proposal with the following additions:
 - 11.D. and I.11.D. – APFA bid denial vacation pay protection*

Article 20 – Medical Appeals / Arbitration

- Accept Company's 3/31/09, version 7.0 proposal

Article 30 – General

- Accept Company's 3/31/09, version 2.0 proposal
 - TA article with the understanding that the parties preserve their right to bargain with respect to 30.K.

Article I.30 – General

- Accept Company's 3/31/09, version 1.0 proposal
 - TA article with the understanding that the parties preserve their right to bargain with respect to I.30.K.
 - Remove inoculations from I.30.N.

Article 32 – Health and Safety Committees

- Accept APFA's 4/1/09 proposal

Article 34 and I.34 – Purser

- Accept APFA's 3/31/09 proposal including:
 - 34.E. – APFA bid denial vacation pay protection*
 - I.34. – Purser Flex Test

But not:

- I.34.A. – Delete proposed language

*Vacation pay protection may be affected by changes in Article 6 – Vacation

ARTICLE 32 HEALTH AND WELFARE/SAFETY AND SECURITY

<p>A. SAFETY COMMITTEE The Company agrees to meet with the Flight Attendant Safety Committee. The Committee shall consist of not more than five (5) members designated by the APFA and not more than five (5) members designated by the Company. Additional participants may attend such meetings when mutually agreed upon by the Vice President of Flight Service and the President of APFA. The Safety Committee will meet once every six (6) months to study and evaluate matters relating to Flight Attendant safety. Recommendations of the APFA members will be considered in relation to all matters affecting Flight Attendant safety.</p>	<p>No change from current Article 32 A.</p>
<p>B. HEALTH COMMITTEE The Company agrees to meet with the Flight Attendant Health Committee. The Committee will consist of not more than five (5) members designated by the APFA and not more than five (5) members designated by the Company. Additional participants may attend such meetings when mutually agreed upon by the Corporate Medical Director and the President of APFA. The Health Committee will meet once every six (6) months to study and evaluate matters relating to Flight Attendant health. Recommendations of the APFA members will be considered in relation to all matters affecting Flight Attendant health.</p>	<p>No change from current Article 32 B</p>
<p>C. NOTIFICATION OF ACCIDENT OR INCIDENT The Company will notify the APFA National Safety Coordinator or their designee of accidents/incidents involving APFA Flight Attendants. The Manager Flight Service or his/her designee shall contact the local APFA Chairperson when Flight Attendant(s) assigned to his/her respective base are involved in an aircraft accident, emergency evacuation, hijacking, or when a Flight Attendant is injured. If the local APFA Chairperson is unavailable, the Base Manager Flight Service or his/her designee shall contact APFA Headquarters.</p>	<p>Previously Article 30 J. Notification of Accident or Incident (No substantive change)</p>
<p>D. INOCULATIONS/IMMUNIZATIONS AA Medical will consult regularly with the Centers for Disease Control to determine inoculations/immunizations that are medically necessary for Flight Attendants flying to destinations served by American Airlines. The Company will provide inoculations/immunizations which the Company, after consultation with the APFA, determines are medically necessary for Flight Attendants flying to these destinations served by American Airlines.</p>	<p>Current Article 32 D. Immunizations with additions of inoculations - Intended to incorporate the provisions of current Appendix I, Article 30, N for both Domestic and International</p>
<p>E. CABIN AIR QUALITY The Company will continue to meet or exceed all Federal Aviation Regulations pertaining to cabin air quality. Designated Representatives from the APFA, Flight Service, Maintenance and AA Medical will meet as needed to discuss any areas of concern relative to cabin air quality.</p>	<p>No change from current Article 32 E. Cabin Air Quality</p>
<p>F. PASSENGERS WITH COMMUNICABLE DISEASES The Company, in consultation with the APFA Health C Committee will create procedures for notifying Flight Attendants working as crewmembers on a flight that a passenger <u>and/or crew member</u> has been found to have a communicable disease as determined by the</p>	<p>New adopt AA language, version 3.0 with underlined addition</p>

3/31/09 APFA - AA

<p>CDC or Public Health Officials. In addition, the Company will provide appropriate testing at AA Medical facilities, or provide re-imbusement for any occupationally required testing not available at those facilities, for Flight Attendants working as crew members on a flight that a passenger <u>and/or crew</u> member has been found to have a communicable disease.</p>	
<p>G. PERSONAL RESUSCITATION MASKS The Company will provide each Flight Attendant with an individual Personal Resuscitation Mask. It is agreed that this mask will become part of a Flight Attendant's required equipment. If a Flight Attendant uses the mask as part of an emergency while on duty, a replacement mask will be supplied to the Flight Attendant at no cost. If the mask is stolen or damaged, then a replacement mask will be supplied to the Flight Attendant in accordance with Article 5.D of the AA/APFA Agreement. If the mask is lost by the Flight Attendant, then the Flight Attendant will be responsible for the cost of replacing the mask. Personal Resuscitation Masks will continue to be provisioned on the aircraft as part of emergency equipment.</p>	<p>Previously 32-LETTER-I in 2001 Agreement and Appendix AAA in Foundation Document (No substantive change)</p>
<p>H. COMPANY PAID UNION LEAVE The Company agrees to reimburse the APFA's paid Union Leave (UJ) expense for all "mutually beneficial" activities pertaining to Flight Attendant Safety and Security, including but not limited to Cabin ASAP, and Flight Attendant Health, Employee Assistance Programs (EAP).</p>	<p>New</p>