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APA Proposal (Version 9) – 6/17/2011

Section XX – Flight Test

A. Flight Test Pilot Filling of Vacancies

1. All Flight Test pilots shall be domiciled at Tulsa, Oklahoma (TUL). In the event the Company desires to create a new Flight Test pilot domicile at another location, representatives of the Allied Pilots Association and American Airlines, Inc. shall meet to discuss and agree upon the provisions under which such flying shall be performed.
2. Bid vacancies at any Flight Test pilot domicile shall be proffered to pilots on the seniority list on a system-wide basis and shall be published and awarded separately from the bid procedures in Section 17.
3. A Flight Test pilot bid vacancy will be proffered when the total number of additional days worked by all Flight Test pilots exceeds 1.6 times the number of pilots times 12, in any twelve calendar months. If additional days used in this calculation were the result of an unusual short term circumstance (such as an unplanned absence, fleet retirement, or rapid factory delivery schedule) which would result in a displacement following its conclusion, the Company and the Association will meet and agree as to whether an additional vacancy should be proffered.
4. Notice of vacancies for Flight Test pilots shall be posted system-wide and shall include:
 - a. The number of vacancies to be filled.
 - b. A brief, clear description of the reason for the vacancy or vacancies, i.e., new flying time, resignation, vacated bids, etc.
 - c. A deadline date after which bids will not be accepted, provided that such date shall be not less than ten (10) calendar days after the posting of a vacancy at any base.
 - d. A job description.
 - e. Minimum qualifications
5. All bids shall be submitted so as to arrive not later than the deadline date.
6. Pilots bidding Flight Test pilot vacancies, who have completed their probationary period, will be interviewed by the Chief Pilot Flight Test, or designee, and Maintenance Management to review the bidders' equipment, technical and personal qualifications to fulfill the job requirements. The senior pilots of those bidders best qualifying for the position, as determined by the Chief Pilot Flight Test, shall be selected.

7. Any pilot awarded a vacancy at a Flight Test pilot domicile will normally be required to serve in this capacity for not less than three (3) years, during which time such pilot shall be restricted from bidding any pilot vacancy which may arise anywhere in the system.

8. A Flight Test pilot who does not qualify for, or is released from Flight Test flying within (12) months of the bid award shall be returned to the domicile and bid status which was held immediately preceding the Flight Test pilot bid award.

9. A Flight Test pilot who elects to return to a line pilot bid status, except as provided in paragraph 8 above, shall assume any bid status to which they are entitled by seniority; and will incur no lock-in unless the pilot requires a long training course or displaces a line pilot. In such case, a lock-in of twenty-four (24) months will be incurred.

B. Scope of Work

1. The following flying shall be performed by a Flight Test pilot as pilot-in-command (PIC). A Flight Test pilot shall normally serve as a First Officer on these flights. However, at the discretion of the Chief Pilot Flight Test, a Management pilot or a Check Airman may serve as First Officer on such flights. In the event a Management pilot (excluding the Chief Pilot Flight Test) serves as a First Officer, and for which no other Flight Test pilot is being paid, the pay for that day of work will be apportioned among pilots at the DFW domicile, unless notified by the Association prior to the first business day of the following month. Apportionment pay shall be paid at the daily rate for a Flight Test pilot in accordance with Section X.G. of the Basic Agreement. Line pilots shall not serve as a crewmember for flying outlined in Section X.B.1.a. through e., and g. through h. below.

- a. Functional Check Flights associated with buying, selling and leasing aircraft.
- b. New aircraft factory acceptance test flights.
- c. Supplement Type Certificate (STC) flights.
- d. Engine-out ferry flights.
- e. First maintenance check flight following a heavy maintenance check.
- f. Any "Non-Routine Flight Operations" classified as NRFO Group 2, as defined in FAA inFO (information for operators) bulletin 08032, dated May 16, 2008, or as amended by the FAA.

g. Prototype modifications if a flight is required and affects the aircraft systems.

h. Research & Development and Experimental flights.

2. Functional Check Flights (FCF) that require the use of an abnormal or alternate procedure(s) (excluding the use of emergency procedures), classified as NRFO Group 2 (as referenced in Section X.B.1.f above), may be flown with a line pilot serving as First Officer under the following conditions:

a. The pilot must concur and accept the assignment. The pilot may not be involuntarily assigned to serve as a First Officer on a FCF classified as NRFO Group 2.

b. The pilot must be informed the flight requires the use of abnormal or alternate procedure(s).

c. The pilot will be provided the contact information of the Flight Test Captain who will be acting as PIC. At the discretion of the pilot, the Flight Test Captain will provide the line pilot with a full briefing to include the planned flight profile, prior to the pilot's acceptance of the FCF.

3. The following flying may be performed by Flight Test pilots at the discretion of the Chief Pilot Flight Test:

a. "Non-Routine Flight Operations" classified as NRFO Group 1, as defined in FAA inFO (information for operators) bulletin 08032, dated May 16, 2008, or as amended by the FAA.

b. Special visit modifications.

c. Special Flight Permit flights.

d. Aircraft ferry to/from storage to a maintenance base.

e. Return of leased aircraft.

f. Aircraft system checks after maintenance has been performed.

g. Revenue flights.

C. Equipment Qualifications

A Flight Test pilot shall hold the minimum and maximum number of aircraft qualifications as follows:

1. A minimum of two (2) aircraft qualifications. In unique circumstances, the Chief Pilot Flight Test may approve a temporary qualification of one (1) aircraft.
2. A Flight Test pilot may be qualified on a maximum of three (3) aircraft, at pilot option, when approved by the Chief Pilot Flight Test.
3. Flight Test pilots with two (2) aircraft qualifications shall be proffered vacancies for a third aircraft qualification in the Flight Test pilot domicile seniority order.
4. In the event an aircraft fleet type is retired, the Chief Pilot Flight Test may assign a replacement aircraft qualification to a pilot holding a qualification on the retired fleet type.
 - a. If more than one (1) Flight Test pilot is affected by C.4. above, the replacement aircraft qualification vacancies shall be proffered in Flight Test pilot domicile seniority order, if a replacement aircraft qualification is available for more than one (1) fleet type.
5. Flight Test pilots shall be qualified as both Captain and First Officer for each aircraft qualification.

D. Days of Work

1. Flight Test pilots may be scheduled a maximum of sixteen (16) days on duty each contractual bid month. A Flight Test pilot may volunteer to be scheduled for fifteen (15) days, with a corresponding reduction of one (1) day of pay.
2. A Flight Test pilot may volunteer to work an additional four (4) days per month, which may be added at any time during the contractual month.
 - a. An additional day is any day in which paid work is scheduled and/or accomplished (i.e., excludes commute to/from the Flight Test domicile).
 - b. An additional day will be paid at one sixteenth (1/16) of such pilot's monthly salary.
 - c. Additional days shall be proffered in system seniority order to pilots qualified for the specific assignment being proffered, as follows:
 - (1) An additional day assignment for one (1) day of work shall be proffered in system seniority order in accordance with D.2.c.(3) below.

(2) An additional day assignment for greater than one (1) day of work shall first be proffered in system seniority order (in accordance with D.2.c.(3) below) to the Flight Test pilot(s) that will result in the fewest number of additional days.

(a) For example, an additional day assignment of two (2) days is made available for Flight Test pilots qualified on the B-777. The assignment will first be proffered in system seniority order (in accordance with D.2.c.(3) below) to B-777 qualified Flight Test pilots that are scheduled for an on-duty day of work immediately preceding or following the first additional day, resulting in one additional day of work.

(3) A pilot who is proffered and accepts an additional day shall move to the bottom of the rotation for subsequent additional days in the contractual bid month.

(4) The process for proffering additional days shall reset at the beginning of each contractual bid month.

3. A Flight Test pilot may be paid for up to thirty-six (36) training days annually. At pilot option, training days may be accomplished on scheduled days off and paid above and beyond the scheduled sixteen (16) days on duty each contractual bid month.

4. A Flight Test pilot shall be paid for training for courses of five (5) days or less in accordance with paragraph G.4., below. Pay for training courses of six (6) days or more, will be in accordance with the table below:

Calendar Days in Training During a Contractual Month	Credited Days of Work During Training
6-9	4
10 - 11	5
12 - 13	7
14 - 16	8
17 - 18	9
19 - 20	11

21 - 23	15
24 - 25	16
26 or more	19

5. A Flight Test pilot not reasonably available to the Flight Test domicile by surface transportation, shall be obligated to be in position to accept an assignment on the first scheduled day of duty through the last scheduled day of duty.

(a) This requirement may be waived at the discretion of the Chief Pilot Flight Test based on the planned flight test flying.

E. Monthly & Vacation Bidding Procedures

The following shall cover the monthly bidding and vacation procedures for Flight Test pilots:

1. Flight Test pilots shall submit their requested days off/days on duty for the next bid month to the Chief Pilot Flight Test.

(a) Days off shall be awarded in system seniority order.

2. The Chief Pilot Flight Test shall publish the preliminary schedule for the next bid month, giving the Flight Test pilots an opportunity to try and trade day's off/days on duty for the next bid month.

3. The Chief Pilot Flight Test shall publish the final schedule for the next bid month by the twenty-fifth (25th) calendar day of the current bid month.

4. Flight Test pilots shall bid and be awarded vacation in accordance with Section 12.B.4. of the Basic Agreement.

F. Duty Limits

The following duty limits shall apply to Flight Test pilots:

1. Local (Flight Test domicile flights) and Non-Local (Domestic Operations) Flights – For all duty periods encompassing local or non-local (Domestic Operations) flights, the on-duty limits of Section 15.C. shall apply from the required report time.

2. Non-Local Flights (International Operations) – For all duty periods encompassing non-local flights (International Operations), the on-duty

limits of Supplement I., Section 7.C. and LOA 05-08 shall apply from the required report time.

G. Compensation and Expenses

The following shall cover the monthly compensation and expense provisions for Flight Test pilots:

1. Each Flight Test pilot shall be paid a monthly salary based on seventy-eight (78) hours (eighty-two (82) hours if qualified on three (3) equipment types), at day rates, as applicable to the individual pilot's longevity, for the highest paying bid status in the system, which the pilot could hold, or be withheld from.

2. Any work assigned by the Chief Pilot Flight Test, other than flying (i.e., to attend standardization meetings, Flight Test meetings, etc.), shall be paid as a day of work, provided the Flight Test pilot is not already being compensated for a day of work.

3. The monthly salaries for all Flight Test pilots will be recalculated semi-annually in accordance with X.G.1. above, based on the months of January and July as follows:

(a.) The salary calculated for January will be paid for the months of January through June. The salary calculated for July will be paid for the months of July through December.

(b.) A Flight Test pilot's salary may increase or decrease as a result of each semi-annual recalculation, as described in X.G.1. above.

(c.) When a pilot assumes a bid status at a Flight Test pilot domicile, the pilot's initial salary will be calculated, as described in X.G.1. above, based on the month in which the pilot's Flight Test bid status is effective.

4. Each Flight Test pilot's salary will also be recalculated for longevity increases, if applicable, and general increases in the rates of pay on which the pilot's salary is based as specified in the current Basic Agreement. Those recalculations will be made effective on the appropriate longevity or general increase dates.

5. A Flight Test pilot who does not reside in the local domicile area shall be provided a hotel room while working in such domicile, at Company expense, from the day before through the day after a block of scheduled on duty days.

(a) For example, a non-local Flight Test pilot scheduled for duty from Monday through Friday shall be provided a hotel room from Sunday night through Friday night, if needed.

H. Reporting Requirements

1. The Company shall provide APA a monthly report, no later than the 20th of the following month, showing for each Flight Test pilot:

- a. The monthly schedule
- b. Additional days worked
- c. All training days
- d. Each Flight Test pilot's total paid days for the month

2. The Company shall provide APA a monthly report, no later than the 20th of the following month, showing the number of flights (including date(s), flight number(s), sequence number(s) and aircraft type(s)) involving the use of a line pilot as a First Officer for a FCF.

I. Displacement Procedures

The following procedures shall apply to displacement of Flight Test pilots:

1. The Company will proffer a return to the line to all Flight Test pilots.
2. If there are insufficient proffers for a return to the line, the surplus Flight Test pilot(s) will be displaced in reverse order of Flight Test domicile longevity.
3. Displaced Flight Test pilots will assume any bid status to which they are entitled by seniority and shall not incur a lock-in.
4. Displaced pilots shall have a reinstatement right to the Flight Test pilot domicile subject to the provisions in Section 17.

Pilots displaced from their Flight Test domicile shall have their moving expenses paid by the Company in accordance with the provisions of Section 8.

J. Chief Pilot Flight Test

Flight Test shall have a Chief Pilot Flight Test who shall serve in a supervisory role for the management of the Flight Test pilots.

1. The Chief Pilot Flight Test position must be filled by a pilot on the American Airlines Pilots' System Seniority List.

2. When the Chief Pilot Flight Test flies a non-revenue producing flight, either as a Captain or First Officer, and for which no other Flight Test pilot is being paid, the pay for that day of work will be apportioned among pilots at the DFW domicile, unless notified by the Association prior to the first business day of the following month. Apportionment pay shall be paid at the daily rate for a Flight Test pilot in accordance with Section ~~X~~.G. of the Basic Agreement. All days of work in this Section ~~X~~.J.2. shall be excluded from the staffing formula as outlined in Section ~~X~~.A.3.

3. When the Chief Pilot Flight Test flies any revenue producing flight, it will be treated in accordance with Section 6.C. of the Basic Agreement and excluded from the staffing formula requirements contained in Section ~~X~~.A.3.