

## SETTLEMENT AGREEMENT

### SS-11-2015-APFA-1

This document (the "Settlement") will confirm the settlement of the above referenced dispute between the Association of Professional Flight Attendants (APFA) and American Airlines, Inc. (the "Company")

On March 6, 2015 APFA filed Base Case # 2015-APFA-1 with a submission to the System Board of Adjustment on April 9, 2015: SS-11-20150APFA-1. The Company and APFA have engaged in extensive discussions and while still preserving their respective positions, agree that the following terms and conditions are a reasonable and equitable method for resolving this dispute.

THEREFORE, the Company and APFA agree to settle the above captioned grievance as follows concurrent with the implementation of the following provision:

1. A flight Attendant required to travel to or from training on a day other than a training day shall be paid seventy-five dollars (\$75.00) pay.


The parties further agree to execute a Letter of Agreement pursuant to the terms of this Settlement Agreement.

APFA agrees to withdraw all grievances, protests or appeals and waive and release any and all claims against the Company with prejudice relating to this matter. ACCEPTANCE OF THE TERMS AND CONDITIONS OF THIS AGREEMENT SHALL CONSTITUTE SUCH WITHDRAWAL, WAIVER AND RELEASE AS WELL AS ADKNOWLEDGEMENT THAT THIS AGREEMENT CONSTITUTES A COMPLETE, FINAL AND BINDING SETTLEMENT OF ALL MATTERS RELATING TO THIS MATTER.

Agreed to and accepted by:

  
\_\_\_\_\_  
Cindi Simone  
Managing Director Labor Relations  
American Airlines

2/26/16  
Date

  
\_\_\_\_\_  
Rick Knuth  
National Vice President  
APFA

2/26/15  
Date

cc: Legal  
Hector Adler  
Marcus Gluth

February 26, 2016

Rick Knuth  
National Vice President  
Association of Professional Flight Attendants  
1004 W. Euless Blvd  
Euless, TX 76040

**RE JCBA Section 29.E Pay for Travel to and from Training.**

Dear Rick:

This letter will confirm our understanding and agreement regarding pay for travel to and from both Recurrent and non-Recurrent classroom training as specified in Section 29.E 1 – 2 on a day other than a training day.

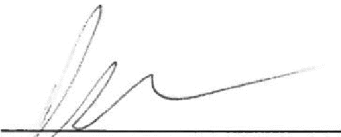
It is understood that the provisions of the Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:



Rick Knuth National Vice President  
Association of Professional Flight Attendants

Date: 2/26/16

cc: Rick Knuth  
Laurie Lofgren