

The Process for a Presidential Grievance (JCBA Sections 30 and 31) :

- 1. Filing** - The APFA National President may protest, in writing, to the Vice President of Labor Relations, of the Company any action of the Company or any alleged misapplication or misinterpretation of the JCBA within forty five (45) days after such alleged action, misapplication or misinterpretation has been ascertained.
- 2. Decision** – The Vice President of Labor Relations shall evaluate such grievance and render a decision, in writing, within twenty (20) days after it has been received.
- 3. Appeal** – If the decision of the Vice President of Labor Relations is not satisfactory, an appeal may be made, in writing, within twenty (20) days to the (SBA) System Board of Adjustment.
- 4. Headquarters Pre Arbitration Conference** – Within forty five (45) days of the APFA's submission of a Presidential Grievance to the System Board, a Headquarters Pre Arbitration Conference shall be held with the APFA National President or her/his designee(s) and the Vice President of Labor Relations, or her/his designee(s). At such conference, the parties shall exchange all documents known to the parties at the time which are used in support of their respective positions. For confidentiality purposes, and, at the option of either party, all names and other identifying information may be expunged from any such documents exchanged.
- 5. Appointment of Arbitrator/Hearing Dates** – The Commissioner and the Deputy Commissioner shall, within forty five (45) days from the date of the APFA's request for arbitration, agree on the appointment of an arbitrator to chair the System Board and schedule the arbitration hearing date of the Presidential Grievance. The scheduled hearing date may be outside this forty five (45) day time limit.
- 6. Location of Arbitration Hearing** – The System Board shall meet in the city where the General Office of American Airlines Inc. are maintained, unless a different location is agreed upon by the Commissioner and Deputy.
- 7. Notice of Arbitration Hearing Docket** – Presidential Grievances shall be scheduled for an arbitration hearing at such place and time agreed upon by the Commissioner and the Deputy Commissioner. The Commissioner shall distribute the necessary dockets, in writing, with the time and place of such hearing, to the System Board members and to the parties to the dispute