

August 10, 2016

Cindi Simone
Managing Director
Labor Relations
American Airlines

Re: Settlement Agreement
SS-66-2015-APFA-5 LUS Jump Seat Weight and Balance

Dear Cindi,

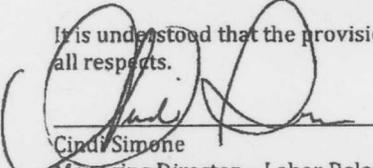
This letter confirms our understanding concerning the resolution of the Presidential Grievance, which concerns a dispute regarding the timing of the elimination of Section 37.H.7 of the LUS collective bargaining agreement.

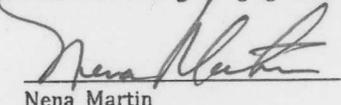
Prior to Full Operational Integration, if a LUS Flight Attendant is denied jumpseat travel on a LUS aircraft, as a direct result of a weight and balance restriction and to which she/he would otherwise be entitled based on normal processing of the jumpseat, the following shall be applicable:

1. If commuting to work, the Flight Attendant holding a line, at the Company's discretion, (1) shall be released from her/his trip with full pay protection or (2) shall be provided a deadhead into position in order to split back onto her/his scheduled pairing and shall be paid for the missed portion of the pairing but not the deadhead.
2. If commuting to work, a Reserve Flight Attendant's guarantee shall not be reduced for missing either part or all of her/his assigned reserve availability period (RAP). Alternatively, the provisions in paragraph one (1) above shall apply to a Reserve who is scheduled to work a pairing that originates on an available day or day off.
3. If not commuting to work and the Flight Attendant is denied jumpseat travel or denied jumpseat boarding due to a weight and balance restriction, the appropriate resolution shall be agreed to by the APFA and the Company.
4. A Flight Attendant eligible under the terms of this agreement is a Flight Attendant who would have otherwise been accommodated on the jumpseat based on the order of assignment and time of check-in. The affected Flight Attendant must contact Daily Ops at 682-315-7070 - or toll free at 1-888-222-4737 within (30) thirty minutes of the denied boarding to be eligible for the protections provided for in this Settlement.
5. The terms of this agreement and remedy set forth are prospective.

Notwithstanding the provision of Sec.37.I.4. of the Joint Collective Bargaining Agreement, a Flight Attendant shall not incur a dependability infraction for missing part or all of the scheduled pairing or RAP, so long as she/he follows both the Crew Schedule notification procedure in Sec.37.I.3 and supervisor notification procedure in Sec.37.I.4.

It is understood that the provisions of the AA/APFA Collective Bargaining agreement shall apply in all respects.


Cindi Simone
Managing Director - Labor Relations
Date: 8/10/16


Nena Martin
APFA Vice President
Date: 8/10/16