

AmericanAirlines®

July 22, 2011

Brett Durkin
Vice President
Association of Professional Flight Attendants
1004 West Eules Blvd.
Eules, TX 76040

Re: Settlement Agreement – Presidential Grievance #2009-APFA-005

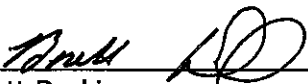
This letter will confirm our understanding and agreement that the parties have resolved all issues in the above referenced dispute between the Association of Professional Flight Attendants (APFA) and American Airlines, Inc. (the Company) regarding Personal Vacation Days (PVDs) for Flight Attendants.

1. The Company will award PVDs in accordance with Article 6.O. of the Collective Bargaining Agreement.
2. Following the completion of each contractual month, the Company will provide the following information to APFA:
 - Monthly summary including # of PVDs requested, # of PVDs granted, and % of PVDs granted
 - Monthly summary backup excel file data displayed by employee #, date, base, seniority #, name, and duration of trip
 - Monthly data, reports and files prepared and/or compiled in connection with the Bluebook
3. The Company will continue to provide the following operational information to the APFA Scheduling Department:
 - Final planned FA manning (prior to start of month)
 - PVD award summary (daily)
4. The Company will add the 4HA/ entry to the DECS61 profile to allow APFA daily access to the PVD Request Lists in DECS.
5. The Company will continue to provide DECS61, per the annual AA/APFA SABRE Agreement, to APFA personnel that includes SABRE access to the following information:
 - Daily Reserve List, includes # of reserves available and reserve hours
 - Daily Replacement List, includes # of replacements available and replacement hours
 - Daily Open Trips
 - Daily Sick trips

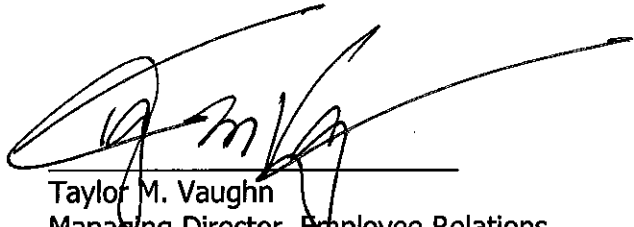
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6. The APFA Scheduling Department will monitor compliance of the above requirements for a trial period of four (4) months (August, September, October, November 2011) and if there are no significant issues, this agreement is in full, final, and binding settlement of all matters relating to this grievance. The AA/APFA Joint Scheduling Committee will be responsible for monitoring and ensuring ongoing compliance and APFA agrees to withdraw this grievance without prejudice.
7. However, if APFA has significant issues that are unable to be resolved during the trial period, the original grievance will be scheduled for arbitration as soon as possible following the completion of the trial period.
8. The following grievances will be withdrawn in accordance with this settlement:

SS-25-2008-MIA-7
SS-42-2007-JFK-10
SS-43-2007-JFK-9
SS-85-2009-JFK-16



Brett Durkin
Vice President
APFA



Taylor M. Vaughn
Managing Director, Employee Relations
American Airlines

Date: 7/27/11

Date: 7/27 _____ 11

cc: Mark Burdette
Denise Lynn
Laura Glading
Bob Dansby
Mark Moscicki
Suzanne Edwards