

July 30, 2009

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

Re: Settlement Agreement – Base Grievance #2008-APFA-001

This Letter of Agreement confirms our understanding of the full, final and binding settlement of the above referenced dispute between the Association of Professional Flight Attendants (APFA) and American Airlines, Inc. (the Company) regarding Appendix I, Article 9.N. – Holding of Flight Attendants noticed of a delayed trip assignment with no rescheduled report time or flight departure time available to the Company for an indefinite period.

## **Appendix I, Article 9.N. – Notification of Delay**

1. When a Flight Attendant's originating trip of the day is delayed and Crew Schedule notifies the Flight Attendant prior to the originally scheduled report time in accordance with Appendix I, Article 9.N., Crew Schedule will provide a rescheduled/estimated departure time, if known, during the initial call, otherwise Crew Schedule will call the FA back with a 2<sup>nd</sup> update no later than four (4) hours following the originally scheduled departure time.
2. If no rescheduled/estimated departure time known at the time of 2<sup>nd</sup> update, FA will have 2 options:
  - 1) Removal from trip and follow MIC procedures
  - 2) Remain on trip and wait for rescheduled/estimated departure time from Crew Schedule. If Flight Attendant chooses to remain on trip and the trip later cancels, such Flight Attendant will be paid three (3) hours call out time.

### Example:

```
SEQ 232   BASE IDF SEL 5083   INT 777
FA1 MCNEICE JM       EMP NBR 345474
  DT EQ FLT STA DEP M STA ARR AC FLY  GTR GRD  ACT
SKD 24 AE  50 DFW 1645  LHR 0750  9.05
D/P SKD 9.05   P/C 0.00 TL 9.05
HALF DAY COUNT LHR 5
SKD ONDUTY 10.35 ODL 25.05
SKD 26 AE  51 LHR 1025  DFW 1425  10.00
D/P SKD 10.00   P/C 0.00 TL 10.00
SKD ONDUTY 11.30
U/S 0.00
SEQ SKD 19.05   P/C 0.00 TL 19.05 TAFB 47.10
```

### Scenario 1:

Crew Schedule calls FA McNeice at 1100 to notify that Flt 50 DFW-LHR will be delayed and advises they will call back when there is a rescheduled departure time.

# American Airlines®

Approximately 2045, Crew Schedule calls FA McNeice to advise that maintenance is still working on aircraft and still no rescheduled/estimated departure time. FA McNeice now has option to wait for another call from Crew Schedule with a rescheduled/estimated departure time or be removed due to MIC and follow MIC rules.

FA McNeice chooses to remain on trip, Crew Schedule calls her back at 2200 to advise trip has been cancelled and FA McNeice is paid 3:00 hours call-out pay.

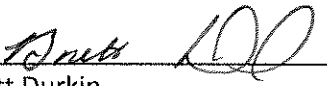
## Scenario 2:

Using the same example above, Crew Schedule calls FA McNeice at 1100 to notify that Flt 50 DFW-LHR will be delayed and advises they will call back when they have a rescheduled/estimated departure time.


Approximately 1815, Crew Schedule calls FA McNeice to advise that the rescheduled/estimated departure time will be 2045, FA remains on trip and reports to airport.

3. APFA agrees to withdraw the grievance with prejudice.

It is understood that this settlement is made on a non-precedent setting basis and will not be cited by the APFA or the Company in any grievance or future arbitration, or in any other dispute resolution process.

  
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Brett Durkin  
Vice President  
APFA

Date: 12/21/09

  
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Vince Heyer  
Sr. Principal – Employee Relations  
American Airlines

Date: 12/3/09

Cc: Mark Burdette  
Lauri Curtis  
Taylor Vaughn  
Doug Brown  
Mark Moscicki  
APFA SBA Department