

Settlement Agreement

SS-192-2018-PHL-59 Kimberly Kaswinkel, et al.

Prefer/Avoid Aircraft in PBS

This document (the "Settlement") will confirm the settlement of the above referenced dispute and all similar claims, grievances, or charges, whether known or unknown, between the Association of Professional Flight Attendants ("APFA") and American Airlines, Inc. (the "Company").

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 with respect to Prefer/Avoid Aircraft types in PBS bidding system.

Although the Prefer/Avoid preference was contractually required and outlined in the LUS 2013 Flight Attendant and the current 2014 Flight Attendant Collective Bargaining Agreement, it was not programmed in the current Preferential Bidding System (PBS) as a result of system constraints. The parties agreed to expedite the programming and implementation of the Pref/Avoid preference in PBS.

The Pref/Avoid preference has been successfully deployed for the January 2020 bidding and both the APFA and the Company have issued communications to all Flight Attendants detailing this new preference.

APFA agrees to withdraw with prejudice all grievances, protests, or appeals and waive and release any and all claims, grievances, or charges, whether known or unknown, against the Company relating to this matter. Acceptance of the terms and conditions of this Agreement shall constitute such withdrawal, waiver and release as well as acknowledgement that this Agreement constitutes a complete, final and binding settlement of all matters relating to this dispute.

This Settlement, any conditions contained in it, as well as the underlying facts, are confidential, made on a no cite, no precedent basis and shall not be used by the Company or APFA in any notice of dispute, arbitration, hearing or negotiation for any purpose.

Agreed to and accepted by:

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Date 12/13/14

Cindi Simone
Managing Director Labor Relations
American Airlines

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Date 12-14-19

Liz Geiss
National Vice President
APFA

cc: AA Legal