

May 05, 2017

Bob Ross, National President  
Association of Professional  
Flight Attendants  
1004 West Euless Boulevard  
Euless, TX 76040-5018

**RE: Settlement Agreement – SS-114-2016-APFA-3**

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 the required layover rest for International Premium Destination (IPD) duty periods.

**Section 14.1.2 states:**

*A Flight Attendant on an IPD duty period shall be provided no less than fourteen (14) hours layover rest (calculated from release from duty to report). A Flight Attendant on an duty period which exceeds six (6) hours block with a layover in Hawaii shall be provided fourteen (14) hours layover, calculated from release to report.*

The Parties agree Flight Attendants will be provided no less than fourteen (14) hours layover rest (scheduled or in actual operations) following an IPD duty period. Additionally, if a Flight Attendant reports for duty and fails to depart the station, the Flight Attendant will be provided no less than ten (10) hours layover rest.

It is understood that the provisions of the current 2001/2003 LAA/APFA Collective Bargaining Agreement and the AA/APFA Joint Collective Bargaining Agreements, except as specifically modified or exempted by this letter, shall apply in all respects.

It is also understood this settlement is made on a non-precedent setting basis and will not be cited by the Union or Company in any grievance or future arbitration.

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Cindi Simone  
Managing Director  
Labor Relations

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Bob Ross  
National President  
APFA

Date: \_\_\_\_\_

Date: \_\_\_\_\_

cc: Jill Surdek  
Nena Martin  
Sam Mendenhall  
Vince Heyer