

SETTLEMENT AGREEMENT
SS-253-2023-APFA-1 APFA Logo Shirts

This document (the "Settlement") will confirm the settlement of the above-referenced grievance (the "Grievance").

The Company and the APFA (the "Parties") 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 the Grievance:

1. The Parties agree that a t-shirt with nothing more on it than the logo for the Association of Professional Flight Attendants is not a t-shirt with a slogan as that term is used in Section 16.E of the Joint Collective Bargaining Agreement between the Company and the APFA.
2. APFA agrees to withdraw with prejudice all grievances, protests or appeals and waive and release any and all claims against the Company relating to the Grievance. Acceptance of these terms and conditions shall constitute such withdrawal, waiver, and release as well as acknowledgment that this agreement constitutes a complete, final and binding settlement of all matters relating to the Grievance.

The terms and conditions of the Joint Collective Bargaining Agreement and all other agreements between the Company and the APFA remain in full force and effect. This Settlement Agreement is the entire agreement regarding the Grievance, and there are no other effective agreements or understandings between the Parties related to the Grievance.



Cindi Simone
MD, Labor Relations
American Airlines, Inc.



Larry Salas
Vice President
APFA

Date: March 11, 2024

Date: 3/11/2024