

**SETTLEMENT AGREEMENT**  
**SS-280-2023-APFA-3 Jury Duty**

This document (the "Settlement") will confirm the settlement of the above-referenced grievance (the "Grievance") and all related grievances, whether known or unknown, regarding this subject matter.

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 the following clarifies the procedures applicable to Section 3.H of the 2024 Collective Bargaining Agreement:
  - a. If a Jury Duty summons, is submitted to the Company before the PBS awards are final, a planned absence will be added for the day the Flight Attendant must appear/call in for jury duty and the following day.
  - b. If a Flight Attendant submits a Jury Duty summons after the PBS award for the applicable month, the Flight Attendant will receive planned absence(s) and jury duty pay for scheduled sequences (including sequences picked up on ETB, TTS), unless clear and convincing evidence exists to demonstrate that the Flight Attendant picked up trips on ETB/TTS after having received knowledge of the Jury Duty summons.
  - c. The Company will draft a communication regarding the procedures applicable to Section 3.H Jury Duty, and the APFA will be permitted to preview the communication and provide feedback.
  
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 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.



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Cindi Simone  
MD, Labor Relations  
American Airlines, Inc.

Date: 9/26/24



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Larry Salas  
National Vice President  
APFA

Date: 10/10/24