

July 18, 2024

LETTER OF AGREEMENT
Between
AMERICAN AIRLINES, INC.
And the
FLIGHT ATTENDANTS
In the service of
AMERICAN AIRLINES, INC.
As represented by the
ASSOCIATION OF PROFESSIONAL FLIGHT ATTENDANTS (APFA)

Grievance Withdrawal Agreement

This Letter of Agreement ("Letter" or "LOA") is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between American Airlines, Inc. ("American," "AA," or the "Company") and the Flight Attendants in the service of American Airlines, Inc., as represented by the Association of Professional Flight Attendants (the "APFA" or "Union"), together referred to as the "Parties."

The Parties acknowledge and agree they have reached a Tentative Agreement on all open items in the Collective Bargaining Agreement ("CBA") pursuant to Section 6 of the Railway Labor Act. The APFA Board of Directors has approved the Tentative Agreement and will submit the Tentative Agreement to the membership for a ratification vote. If ratified, the Tentative Agreement will become the 2024 CBA. In recognition of their mutual interest in moving forward and resolving open disputes, the Parties have agreed to withdraw with prejudice all grievances, protests or appeals and waive and release any and all claims relating to the grievances identified below. Acceptance of these terms and conditions shall constitute such withdrawal, waiver, and release.

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| • SS-173-2022-PHL-52 | Kim Kaswinkel, et al |
| • SS-104-2022-AAL-1 | Management Grievance |
| • SS-76-2021-APFA-1 | Crew Accommodations and Transportation |
| • SS-16-2019-APFA-1 | Programming of Contractual Language |
| • SS-188-2018-APFA-9 | Implementation of ETB/TTS/UBL |



Cindi Simone, Managing Director
American Airlines, Inc.



Larry Salas, National Vice President
Association of Professional Flight Attendants

Date: 7/18/24

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