

Julie Hedrick, National President
Association of Professional
Flight Attendants
1004 West Eules Boulevard
Eules, TX 76040-5018

RE: 2021 Employee Contributions for Core Option of the Medical Plan

Dear Julie:

This letter will confirm our understanding regarding the American Airlines, Inc. Health and Welfare Plan for Active Employees ("Medical Plan") offered to eligible employees employed by American Airlines, Inc. and represented by the Association of Professional Flight Attendants (APFA).

American Airlines will reduce the employee contributions for the Core Option of the Medical Plan for plan year 2021 by 30% ("Core Option Reduction"). Specifically, American Airlines will apply this "Core Option Reduction" to the 2021 employee contribution after such contribution is calculated pursuant to Section 26.B.4 of the 2014 AA/APFA Joint Collective Bargaining Agreement. Employees represented by the APFA will be eligible for this reduction provided: (1) they enroll in or are enrolled in the Core Option for the 2021 plan year; and (2) this Letter of Agreement is signed on behalf of APFA on or before COB on August 10, 2020.

The Parties' agreement that the Company will reduce the Core Option employee contribution for 2021 is non-precedent and non-referable.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 07/24/2020
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Larry Salas
Vince Heyer