

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

RE: Supplemental Letter of Agreement to the February 3, 2021 Extended Voluntary Leaves of Absence 2 (“EVLOA-2”) Letter of Agreement

Dear Julie:

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

On February 3, 2021, the Parties agreed to the terms set forth in the letter of agreement titled *Extended Voluntary Leaves of Absence 2 (“EVLOA-2”)* (hereinafter, “EVLOA-2 Letter”). The Parties now agree to supplement the EVLOA-2 Letter to add the following options for Flight Attendants on an EVLOA as of the date of this Supplemental Letter of Agreement.

Options for Flight Attendants on EVLOA as of the Date of this Supplemental Letter of Agreement

- If a Flight Attendant is on a 15-month EVLOA as of the date of this Supplemental Letter of Agreement, the Flight Attendant may elect to convert her/his 15-month EVLOA to an EVLOA-2 for 12 or 18 months.
- If a Flight Attendant is on an 18-month EVLOA as of the date of this Supplemental Letter of Agreement, the Flight Attendant may elect to convert her/his 18-month EVLOA to an EVLOA-2 for 18 months.
- Flight Attendants on a 24-month EVLOA as of the date of this Supplemental Letter of Agreement or Flight Attendants scheduled to convert to an EVLOA on a future date are not eligible to elect to convert their EVLOA to an EVLOA-2.

No other changes to the EVLOA-2 Letter are contemplated by this Supplemental Letter of Agreement, nor does this Supplemental Letter of Agreement change, alter, or modify the provisions of any AA/APFA Joint Collective Bargaining Agreement, except as expressly provided herein. The terms or existence of this Supplemental Letter of Agreement will not be construed against any Party.

IN WITNESS WHEREOF, the Parties have signed this Letter this 13th day of February 2021.

FOR THE ASSOCIATION OF
PROFESSIONAL FLIGHT ATTENDANTS



JULIE HEDRICK
NATIONAL PRESIDENT

FOR THE COMPANY



CINDI SIMONE
MANAGING DIRECTOR, LABOR
RELATIONS