

November 4, 2021

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

**RE: Holiday Peak Day and Perfect Attendance Payments**

Dear Julie:

This Letter will confirm the agreement of the Association of Professional Flight Attendants (“APFA”) and American Airlines, Inc. (“Company”) regarding 2021 peak holiday periods. Accordingly, the Company will offer the following:

Holiday Peak Day Payment

Lineholders will receive 150% pay (100% credit, 50% pay no credit for sequences; greater of scheduled or actual time flown) that the Lineholder actually flies on any day during the Holiday Peak Period (November 23, 2021 through November 29, 2021 AND December 22, 2021 through January 2, 2022). E.g., For Lineholders and Reserves, if a 4-day sequence originates on November 21, only the days of the sequence that operate on November 23 and November 24 will be paid at the Holiday Peak Period rate.

Reserves will receive 150% pay for any sequence (greater of scheduled or actual time flown) and/or for Standby shifts that Reserves actually fly or work (e.g., Standby) on any day during the Holiday Peak Period (November 23, 2021 through November 29, 2021 AND December 22, 2021 through January 2, 2022). For flying on qualifying Reserve Days, Reserves will receive 100% credit, 50% pay no credit. For flying on qualifying Off Days, Reserves will receive 150% pay no credit.

A Lineholder or Reserve holding a sequence already designated as Red Flag will receive Red Flag pay and will be not eligible for the Holiday Peak Day payment.

For Lineholders and Reserves, any sequence flown on a Holiday Peak Day will retain its Holiday Peak Day Payment for any applicable pay protection provided within Section 10 of the JCBA, however the Holiday Peak Day Payment will not apply to any associated sequence premiums (e.g., Lead, Galley).

### Holiday Peak Day and Perfect Attendance Payment

Lineholders and Reserves with a schedule who have no absences/removals from November 15 through January 2, 2022, will receive 300% pay (100% pay and credit, 200% pay no credit) for time flown (including Standby) on any day during the Holiday Peak Period (November 23, 2021 through November 29, 2021 AND December 22, 2021 through January 2, 2022). I.e., 150% for the Holiday Peak Day flying plus 150% for having no absences/removals during November 15 through January 2.

In addition to actually flying the particular sequences, the following absence/removal codes shall be considered work/available time for purposes of eligibility for the Perfect Attendance Period Payment: Vacation. Unless otherwise required by law, any other absence/removal code that appears on any given day in the Perfect Attendance Period Payment shall render a flight attendant ineligible for the Perfect Attendance Period Payment (e.g., a SK or LOA day on November 16, 2021 shall render the flight attendant ineligible for the Perfect Attendance Period Payment for any sequence, though she/he may still qualify for the Holiday Peak Day Period Payment if she/he meets the applicable criteria).

All qualifying payments, whether for Holiday Peak Day or Perfect Attendance, shall be paid as soon as practicable.

### Application of October 30, 2021 Red Flag Premium Exception Letter of Agreement

All provisions of the Red Flag Premium Exception Letter of Agreement, dated October 30, 2021, shall apply for the entire month of November and December 2021. Holiday Peak Day Payment will not apply for the sequences eligible for Red Flag premium under the Red Flag Premium Exception Letter of Agreement, but such sequence will be eligible for Perfect Attendance Payments if applicable.

### Limited Duration Positive Space Commuting

For sequences that originate during the Holiday Peak Day Period, the Company will provide in-bound Positive Space (A12) travel on American Airlines to Commuters scheduled to operate such sequence from the Commuter's home to the Commuter's Base for the purpose of operating the awarded/assigned sequence.

For sequences that terminate during the Holiday Peak Day Period, the Company will provide out-bound Positive Space (A12) travel on American Airlines to Commuters scheduled to operate such sequence from the Commuter's Base to the Commuter's home for the purpose of returning home after operating the awarded/assigned sequence. Such commuting time to or from base shall not be paid or credited. Commuting flight attendants

utilizing Positive Space during the Holiday Peak Day Period must pre-book travel as far in advance as possible.

The provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this Letter, shall apply in all respects.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

 Date 11/04/2021  
Julie Hedrick, National President  
Association of Professional Flight Attendants

cc: Brady Byrnes

Larry Salas  
Jeff Petersen  
Vince Heyer