

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)

Implementation Timeline Letter of 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” 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 have reached a Tentative Agreement on items in the collective bargaining agreement (“CBA”) pursuant to Section 6 of the Railway Labor Act. If ratified, the Tentative Agreement will become the 2024 CBA. The Parties desire to specify when certain provisions of the 2024 CBA will be implemented and to identify a timeline and process for the implementation of the 2024 CBA.

The Parties recognize the 2024 CBA includes numerous significant changes which require programming modifications to American’s current systems, particularly in the areas of scheduling, work rules, and compensation. The Parties mutually desire the timely implementation of the 2024 CBA with targeted completion dates as set forth herein and agree to work collaboratively and in good faith to achieve that result.

The Parties thus agree as follows:

A. Targeted Timelines

The Parties have established target dates for implementation of the provisions of the agreement as listed below. All provisions of the 2024 Agreement shall be implemented the 1st day of the bid month following Date of Ratification (hereinafter “DOS”) except as provided in Appendix A to this side letter, as otherwise set forth herein, or as otherwise mutually agreed upon between the Parties.

B. Contract Implementation Committee

To help ensure a timely and successful complete implementation, the Parties will create a Contract Implementation Committee (CIC) upon ratification of the 2024 CBA. The CIC will work closely together to assist in the prioritization of implementation items, consistent with this Letter of Agreement, and ensure

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programming is completed in an expeditious manner in accordance with the Parties' implementation target dates. The CIC shall consist of three (3) Company members and three (3) Union members. At least one member of each team shall have participated in the negotiations for the 2024 CBA. The Union members of the CIC will be considered full-time CIC related work for eighteen (18) months beginning DOS of the 2024 CBA and shall be available for CIC related work and/or to meet with the Company during normal business hours. The Company will pay flight loss pay for the duration of the eighteen (18) months. The CIC will meet within fifteen (15) days of DOS and thereafter will determine its meeting schedule and meet as necessary during implementation.

The Company will commit resources to the extent necessary to ensure the 2024 CBA is timely implemented and the Union commits to providing support through the CIC.

C. Implementation Status Review

At six (6) and twelve (12) months after DOS, the Parties will convene an implementation status review meeting to review and discuss the implementation process relative to the targeted implementation dates. The implementation status review meetings will include a cross functional team of Labor, Operations, and IT from the Company and APFA participants familiar and involved with the implementation process. The Chief Operating Officer shall attend as part of the Company team and the APFA National President shall attend as part of the APFA team. These meetings do not replace and are not a substitute for regular and consistent CIC meetings.

If implementation is objectively behind the targeted implementation schedule at the implementation status review meetings, the Parties will discuss any additional resources or other measures that may be necessary to accelerate implementation.

Nothing in this paragraph shall limit or prevent either Party from filing a grievance pursuant to the CBA related to the interpretation or application of this Letter of Agreement.

D. Scheduling and Reserve Provisions

The targeted timelines for implementation of Scheduling, Reserve and related sections will be as established in Appendix A. Items which require programming will include specified Target Implementation Dates.

The Parties have agreed to certain provisions identified below which require programming of TTS, UBL and other systems. These provisions, either separately or when combined, involve significant complexity. The CIC, within ninety (90) days of DOS, will evaluate programming requirements and establish realistic target timelines for such provisions. The features of these provisions, among other complexities, may

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increase the run time of TTS beyond the times specified in the CBA. In that event, or in the event other implementation challenges arise, the Parties shall meet to resolve the issues by making necessary changes to run times and/or other necessary modifications to allow for implementation of these provisions and may need to adjust the target timeline(s) established by the CIC. In the event implementation is infeasible, the Parties shall meet to discuss solutions. The provisions identified as requiring significant complexity are:

- A provision allowing a Flight Attendant to add multiple sequences (2) in a transaction conditional on dropping a sequence in TTS.
- An exception to the TTS daily limit for transactions which improves a more negative day.
- TTS/UBL will provide an electronic means for Reserves to conduct TTS/UBL transactions on days off
- Out of Base UBL for Lineholders and Reserves
- Less than Minimum Call-Out UBL for Lineholders
- UBL Trip Improvement (originating same day)

E. General

Until the implementation of the provisions identified above, the applicable provisions of the prior collective bargaining agreement will remain in effect. Those provisions shall only remain in effect until the implementation of the respective provisions, at which point the contract provisions in the 2024 CBA will apply.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement.

FOR AMERICAN AIRLINES



Cindi Simone
Managing Director, Labor Relations

FOR THE ASSOCIATION OF
PROFESSIONAL FLIGHT ATTENDANTS
(APFA)

 08/06/2024

Julie Hedrick
APFA National President

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Attachment A: Implementation Timeline Letter of Agreement

Non-exclusive list of items in effect upon Date of Signing (DOS) DOS is 1 st day of the bid month following Date of Ratification		
Contract Reference	Description	Effective Date
3.A.	Pay Rates	Date of Signing
3.C.	A321/737 Lead Premium and Galley Pay increase for International	Date of Signing
3.K.	If either the departure time or the arrival of the flight (based on local station time) touches or was scheduled to touch the actual holiday, Holiday/Incentive Day pay would apply for the entire flight segment flown	Date of Signing
3.P.	Pay Discrepancies	Date of Signing
3.R.	Profit Sharing (Pro-rated as of Date of Signing)	Date of Signing
4.A.1.	Per Diem	Date of Signing
6.A.2.b.	10-day notification changing to 15-days for site visits	Date of Signing
6.A.4.	Improved travel for Hotel Committee to assist with union participation for site visits	Date of Signing
6.B.3.d. & e.	Added amenities to preference list for selecting hotels	Date of Signing
6.B.5.	Compensation for hotel delays	Date of Signing
6.B.6.	Improved process for APFA to address assignments or transportation issues	Date of Signing
7.A.	Uniform List - Updated with new items	Date of Signing
7.H.	Maternity Uniforms - Provide vs loan	Date of Signing
8.F.2.	Eliminate 80% LH/20% RSV for vacation buyback	Date of Signing
10.C.2.j.	Add projected standby shifts including start time, length, location to the bid packet	Date of Signing
10.C.7.	If cancelled sequence within the bidding period in PBS is awarded to FA, it will be treated as a PBS misaward	Date of Signing
10.D.11. d.	Company must offer VC buyback on flex months	Date of Signing
10.J.1. b.	Pay Protection for Lineholder who loses 3 or more full sequences not already pay protected	Date of Signing
10.T.	Crew Scheduling Error/Misawards	Date of Signing
10.U.1.a & c.	Satellite Bases - open/close a satellite base	Date of Signing
10.V.1.	FA misuse of scheduling systems language	Date of Signing
11.D.2. b.	If aircraft returns to gate after takeoff for "any" reason and does no other flying, FA will receive pay and credit for a completed trip	Date of Signing
12.A.4.	RSV will not receive RSV rotation credit if on Voluntary Leave of Absence (VLOA)	Date of Signing
12.D.1.	Moving GD/FD (if not mutually agreed to move, will be moved to end of current block of days off)	Date of Signing

Non-exclusive list of items in effect upon Date of Signing (DOS) DOS is 1 st day of the bid month following Date of Ratification		
Contract Reference	Description	Effective Date
12.F.4 & 9. a.	Ability to extend standby shifts to 6 or 8 hours	Date of Signing
12.G.1.	RAP D 1400-0200 and once all departures are airborne and there are no known diversions or returning flights, RAP will be modified to end at that time.	Date of Signing
12.J.1.	Redistribution of known open time by noon HBT	Date of Signing
12.K.3.c.	Aggressive RSV awarded prior to Standby for LMCO	Date of Signing
12.M.	RSV Sequence Cancellation/Removal procedures	Date of Signing
12.N.	Company may elect not to flex RSV max on a flex month	Date of Signing
12.O.	Priority of Trip Assignment (POTA)	Date of Signing
14.L.2.c	Annual Purser training class change from a minimum of 80 to a minimum of 100 FAs	Date of Signing
14.L.5.b.iii.(a).	Non-qualified Purser required to work Purser position will receive Purser Pay	Date of Signing
15.H. & I.	Language Assessment/Proficiency/Education	Date of Signing
15.L.	Resignation Proffer (reduced from 10 years to 7 years)	Date of Ratification
16.G.12.	Request to DH to different co-terminal from ROTA assignment must be made by <u>2230</u> HBT or time of award if ROTD assignment	Date of Signing
16.G.15.	No trading 48 hour prior to report for new seasonal start up DH offline (add to bid sheet and need to communicate to FAs)	Date of Signing
16.G.17.	FA option to split on if originating alternate DH is delayed or cancelled	Date of Signing
19.B.	CRAF Improved Compensation	Date of Signing
19.C, E, F, G, & J.	CRAF Streamlined Procedures	Date of Signing
22.A & D.	Vacancy Transfer Procedures & Awards (new information to be included on posting and no longer have to be active on date of award <u>and</u> effective transfer date)	Date of Signing
22.H.	Displacement Notification (FA to be sent electronic notification along with priority of return preference form)	Date of Signing
22.L.	Mutual Transfer Procedures (probationary FA can be awarded one vacancy transfer <u>or</u> one mutual transfer while on probation)	Date of Signing
23.B.1. a.	Voluntary Furlough (Occupational and Longevity Seniority continue to accrue)	Date of Signing
23.B.1. c.	Leave in Lieu of Furlough unpaid (Occupational and Longevity Seniority continue to accrue)	Date of Signing
23.C.13.	Expanded look back window when active less than 12 consecutive months when determining furlough pay	Date of Signing
23.D.	Leave in Lieu of Crew Base Displacement	Date of Signing

Non-exclusive list of items in effect upon Date of Signing (DOS) DOS is 1 st day of the bid month following Date of Ratification		
Contract Reference	Description	Effective Date
25.N.	Unpaid LOA Chart (IOD Medical Leave)	Date of Signing
25.K.5. a.	Other Employment While on Leave	Date of Signing
25.L.1. b.	Individuals eligible for BR	Date of Signing
25.L.1. e.	May use VC for additional BR days	Date of Signing
27.J.	Class/VC Seniority Accrual on Unpaid IOD/Medical Leave of Absence	Date of Signing
29.E.	Training Pay	Date of Signing
29.F.4.	Hotel for Training for DFW commuters >50 miles away	Date of Signing
33.B.7.	Drug & Alcohol Procedures on FA Tablet	Date of Signing
37.G.9.	Inop Jumpseat qualifier for Commuting	Date of Signing
37.I.	Commuter Policy	Date of Signing
37.O.4.b.	Removal of letters after 1-year active	Date of Signing
38	Crew Rest Procedures	Date of Signing
38.I.	Significant Malfunction to Crew Bunk Procedures	Date of Signing

Contract Reference	Description	Targeted Implementation Date
Letter of Agreement	Ratification Bonus	Ratification + 60 days
3.D.	Boarding Pay - 50% pay of scheduled boarding time based on actual equipment	Date of Signing + 6 months
6.B.9.	Hotel Gainsharing Discussion	Parties to discuss within 90 days of ratification
7.Q.	Uniform payroll deductions	Date of Signing + 2 months
8.E	Max increased from 6 to 7 Filler Days	2025-26 VC fiscal year (May 2, 2025)
8.B.1	Value of VC Day: ≥ 7 days = 4 hrs. pay & credit < 7 days = 3.5 hrs. pay & credit and .5 hrs. no credit	2025-26 VC fiscal year (May 2, 2025)
10.D.2.	APFA National Contract and Scheduling Chairs view-only access to reports upon request in TTS/UBL/ETB/ROTA/ROTD	Date of Signing + 24 months
10.D.13.d.	1) Speaker required pairings by language and 2) prefer position order per aircraft 3) generic double up 4) bidding the greatest numbers of off days	Date of Signing + 24 months
10.D.17.	FA returning from LOA bidding requirements	Date of Signing + 4 months
10.F.2.c.	UBL run report (add time trip opened, trips not awarded, and transferred sequences)	Date of Signing + 12 months

Contract Reference	Description	Targeted Implementation Date
10.G.2. j.	ETB pickup outside of protected sequence footprint	Date of Signing + 12 months
10.G.4. e.	RSV ETB HBR rest changed from 1800 to 1600	Date of Signing + 12 months
10.H.7. & 8.	FA may bid specific Red Flag sequence in TTS	Date of Signing + 6 months
10.L.6.	Reserve Last Trip of the Month pay protection	Date of Signing + 12 months, except full sequence cancellations under the 10.L.1 will be paid effective Date of Signing
10.W.	All Electronic Communication System (ECS) Implementation <i>NOTE: Phase 1 & Phase 2 items will be based on programming requirements. The CIC will work closely together to assist in prioritization of the ECS items.</i>	Phase 1: Date of Signing + 12 months Phase 2: Date of Signing + 24 months
11.D.6.	1:2 Sit RIG	Date of Signing + 6 months
11.G.	Standby RSV Duty Limitations now based on Dom Duty Chart 11. F.	Date of Signing + 6 months
11.M.	Domestic On-Board Requirements	Date of Signing +6 months
11.O.	Voluntary Waiver/Pay	Date of Signing + 12 months
12.A.3.b..	Reserve Rotation (applicable only to new FAs hired after implementation)	Implemented within the duration of contract
12.C.2.c.	RSV trading days off with company using ballot	Date of Signing + 12 months
12.F.9.b.	Standby pay and credit based on departure time at time of assignment of the standby sequence	Date of Signing + 12 months
12.G.2.	A Reserve with a Flex Day following their RAP may only be assigned a sequence with a sign-in on or before 2359 HBT on the last day of Reserve	Date of Signing + 12 months
12.I.1. c.	Specifics for standby bidding; attributes of bidding in ROTA (each standby shift will be given a specific identifier (similar to sequence numbers) with set start, end times, required days of RSV availability, crew base, and terminal)	Date of Signing + 12 months
12.K.1. c.	Trips opening 0001-0500 and depart after 1100 can be held out of UBL until 0700	Date of Signing + 6 months
12.K.1. g.	Processing of RAPs	Date of Signing + 12 months
12.K.4.	Above 40 hours on aggressive RSV do not count toward COT	Date of Signing + 18 months
12.L.	ASG code will apply to <u>awarded/assigned</u> sequences in ROTA/D	Date of Signing + 6 months
12.P.	Sequence verification and RSV assignment acknowledge	Date of Signing + 12 months
12.Q.	Assignment/Report Info (# of RSVs by RAP, # speakers by RAP, RSV on standby details) (any reference to section paragraphs will need to be looked at)	Date of Signing + 12 months
14.D.1.,3.	Voluntary waiver/pay	Date of Signing + 12 months

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Contract Reference	Description	Targeted Implementation Date
14.F.	International On-Board Requirements	Date of Signing +6 months
15.A	Speaker Position on Aircraft Requirement Changes	Date of Signing + 24 months
16.H.3.4.	Alternative DH Options (including the waiver of legalities)	Date of Signing + 6 months
16.L.	If Deadheading FA is rescheduled to work, FA will be provided pay protections	Date of Signing + 6 months
26.F.3.	401k Increases	January 1, 2025
26.G.	Retirement SK bank/RHRA	Date of Signing (FAs who retire on or after Feb 1, 2025. must provide the required 4 months' notice)
30	Grievance Procedure Process Changes	January 1, 2025
31	System Board Process Changes	January 1, 2025

NOTE:

The descriptions in the charts above may include additional contract references that are not specifically noted.

Pay-related provisions will apply to sequences originating in the contract month of the effective date of the change.