

September 15, 2025

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

RE: 2026 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 2026 by 30% (“Core Option Reduction”). Specifically, American Airlines will apply this “Core Option Reduction” to the 2026 employee contribution after such contribution is calculated pursuant to Section 26.B. of the 2024 AA/APFA Collective Bargaining Agreement (CBA). 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 2026 plan year; and (2) this Letter of Agreement is signed on behalf of APFA on or before September 30, 2025.


This agreement is non-precedent setting and non-referable. Also, it is understood that the provisions of the 2024 AA/APFA 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 09/16/2025
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Bobbi Wells
Jae Kullar
Larry Salas
Vince Heyer