

IMPLEMENTATION AGREEMENT

American Airlines, Inc.
And
The CWA-IBT Association
Representing Passenger Service Employees

This Implementation Agreement (the "Agreement") is between American Airlines, Inc. (the "Company") and the CWA-IBT Association (the "Association") representing Passenger Service employees in the service of the Company. The Company and the Association are collectively referred to in this Agreement as the "Parties."

The Parties have reached a Tentative Agreement for a new Collective Bargaining Agreement ("CBA") covering Passenger Service employees in the service of the Company. The Parties wish to specify when and how certain provisions of the new CBA will be implemented and agree as follows, subject to ratification of the Tentative Agreement:

- 1) All CBA wage rates will be effective the first day of the first pay period following the date of signing ("DOS") inclusive of:
 - a. New Wage Rates
 - b. New Premiums
 - o CSC and PGSC premium \$2 to \$3
 - o Except Vacation at Specialty I premium (\$1), will be visible to employees on their pay statement with the updated name change within sixty (60) days from DOS, and is contingent on the resolution of all vacation scope grievances
 - c. Travel/Meal per diem (\$10 Breakfast / \$15 Lunch / \$25 Dinner)
- 2) Profit sharing for 2024 will be calculated on a pro-rated basis using the profit-sharing calculation currently in effect for employees represented by the Association up to the DOS, and using the profit-sharing calculation provided for under the CBA for the remainder of the year.
- 3) The sick bank and Sick Retirement balance payout rate (\$9.20) at retirement will be effective DOS.
- 4) The new 401(k) employer contribution and employer matching contributions will be effective DOS, but will appear on employees' wage and 401(k) statements no later than sixty (60) days from DOS.
- 5) The retiree Health Reimbursement Account (RHRA) option will be effective DOS. Employees who retire on or after May 1, 2024, must provide the four (4) months' advance notice required in the CBA once the Company has the process in place which will be no later than thirty (30) days from DOS.

The Association and Company recognize that other provisions of the Tentative Agreement may require programming or other work and thus agree to meet regarding the scheduling and implementation of provisions not set forth herein.

Agreed on this 20th day of December 2023.



American Airlines, Inc.



Marjorie Krueger
CWA-IBT Association

CWA-IBT Association