

December 19, 2023

Marge Krueger
Director of Airline Passenger Service
Communication Workers of America
1370 Washington Pike, Suite 407
Bridgeville, PA 15017

Kimberly Barboro
National Coordinator
International Brotherhood of Teamsters, Local 104

Dear Marge & Kim:

This letter of agreement (“LOA”) will serve to memorialize our discussion in negotiations on December 6, 2023, regarding a Signing Bonus. The Parties acknowledge and agree they have reached a Tentative Agreement on all open items in the collective bargaining agreement (“CBA”) pursuant to Section 6 of the Railway Labor Act. The CWA-IBT has agreed to submit the Tentative Agreement to the membership for a ratification vote. In recognition of their mutual interest in ratification of the Tentative Agreement and of the timing of such Tentative Agreement, the Parties have agreed to a one-time supplemental payment (“Signing Bonus”), expressly conditioned on ratification of the Tentative Agreement on the following terms:

As soon as practicable, but no later than 75 days of signing, the Company will pay a Signing Bonus to active employees covered by the collective bargaining agreement who are on the Seniority List at date of signing (“DOS”) inclusive of those on Union Leave. The Signing Bonus amount will be the greater of \$1,000 or \$200 for every complete year of Passenger Service. Applicable federal, state, and local taxes will be withheld from the one-time supplemental payment at the applicable withholding rates.

Inactive employees who are otherwise eligible for a Signing Bonus and who return from a leave of absence within a year of DOS and remain employed through the date of the payment will be paid the Signing Bonus within 60 days after they return from the leave of absence. To the extent applicable law requires the Company to waive any of these requirements for an individual employee, it will do so.

The Signing Bonus will not be considered as earnings or eligible compensation under the American Airlines, Inc. 401(k) Plan, or any other qualified or non-qualified retirement benefit plans sponsored by American. The Signing Bonus amounts are not eligible for company match or profit sharing.

Lynn B. Vaughn
Managing Director – Labor Relations



Your signature below confirms the Association's agreement to the above terms.

Sincerely,

A handwritten signature in black ink, appearing to read "Lynn B. Vaughn", with a long horizontal flourish extending to the right.

Lynn B. Vaughn
Managing Director – Labor Relations
American Airlines, Inc.

Agreed to:

A handwritten signature in blue ink, appearing to read "Marge Krueger", with a long horizontal flourish extending to the right.

Marge Krueger
Director of Airline Passenger Service
Communication Workers of America

A handwritten signature in black ink, appearing to read "Kimberly Barboro", with a long horizontal flourish extending to the right.

Kimberly Barboro
Co-Chair, CWA-IBT Association

cc:

Lucretia Guia
Labor Managers