

March 28, 2020

Tim Klima
Airline Coordinator
Transportation Department IAMAW

Mike Mayes
International Administrative Vice President
Transport Workers Union of America

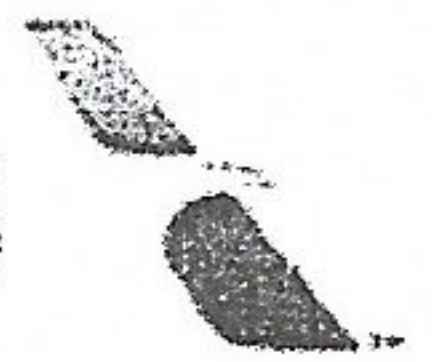
Special Paid Voluntary Leave of Absence Options for 2020

Dear Tim and Mike:

We are pleased the Company and the Association have been able to come to an agreement regarding special paid voluntary leave of absence (VLOA) options for eligible Association represented employees for 2020. As a result of the novel coronavirus (COVID-19), the Company is experiencing unprecedented reductions in demand and operational requirements. The special voluntary leaves of absence are not being provided going forward but have been agreed to by the Company and the Association on a one-time basis to address the unique circumstances caused by the COVID-19 pandemic. The parties thus recognize that the special voluntary leaves of absence being offered are not comparable to any existing leaves provided pursuant to the TWU/IAM Association Joint Collective Bargaining Agreements or any other leave currently provided by the Company and agree that the time period to request any of the below options is limited as provided in this agreement.

The following represents the terms and conditions of the special paid VLOA:

1. **Eligibility:** Absent exceptions required by law, employees that are in an "active status" as of March 30, 2020 shall be eligible to bid for this VLOA option. Active status for purposes of the VLOA is defined as an employee on payroll receiving pay from the Company. An employee who previously applied for the unpaid VLOA offered on March 17, 2020 shall also be eligible to bid for this paid VLOA option.
2. The Company will determine the duration and total number of VLOAs, as well as the work groups and locations where the VLOAs will be offered. VLOAs will be awarded by seniority order within workgroups and by location where the



VLOAs are offered. The starting dates of the VLOAs will be determined by the Company.

3. Once granted, the VLOA must be accepted by the employee. Based on operational needs the Company may cancel or reduce the duration of a VLOA, with at least 30 days' notice to the Association and the impacted employee(s). If the Company cancels or reduces a VLOA(s), the employee(s) will be brought back to work in reverse seniority order.
4. An employee on a VLOA shall receive pay during a VLOA, for a period of up to twelve (12) months, for twenty-five percent (25%) of the hours the employee would have been regularly scheduled to work, at their chart rate of pay, which shall be paid at successive payroll periods following the starting date of the employee's VLOA.
5. An employee on a VLOA shall be treated as if on active status for all Occupational, Classification, Company, and pay seniority and shall continue to accrue sick or vacation time. A probationary employee's probationary period will be extended by the number of calendar days or work days required to complete the probationary period, upon the employee's return from a VLOA.
6. Any accrued vacation for use in 2020, not used as a result of an employee's VLOA, will be paid out the following year under the terms of the applicable collective bargaining agreement.
7. An employee on a VLOA shall continue to be eligible for non-revenue travel privileges provided to active team members.
8. An employee on a VLOA shall be eligible for medical, dental & vision coverage, life insurance or AD&D benefits at active team member rates. During a VLOA, an employee will be responsible for payment of the employee portion of all premiums, which will be payroll deducted. An employee's failure to make timely premium payments may result in the loss of coverage, subject to the Company's regular premium collection process.
9. An employee will return to the employee's classification and location at the conclusion of the VLOA. The employee will not be eligible to bid for transfers while on the VLOA.



10. If the Company receives a request for information from a state or local agency with responsibility for unemployment compensation claims, the Company will respond by providing factually accurate information regarding an employee's status. However, the Company will not actively contest an employee's claim for benefits.
11. The terms of this agreement shall supersede the terms of the parties' Voluntary Leave of Absence Option for 2020 agreement, dated March 13, 2020 (the "March 13, 2020 Agreement"). For any employee who has been awarded a voluntary leave of absence under the March 13, 2020 Agreement, the employee shall retroactively and prospectively receive any benefits provided in this agreement that are not provided in the March 13, 2020 Agreement. For any employee that has applied for but not yet been awarded a voluntary leave of absence under the March 13, 2020 Agreement, the employee will be entitled to the benefits provided in this agreement.
12. For up to one year following the effective date of this agreement, the Company may offer additional VLOAs under the terms of this agreement.

This is a one-time limited agreement and shall not constitute precedent for any purpose. Furthermore, it does not change, alter, or modify the provisions of any of the TWU/IAM Association Joint Collective Bargaining Agreements, except as provided herein. If the Association agrees, please confirm by signing below.

Sincerely

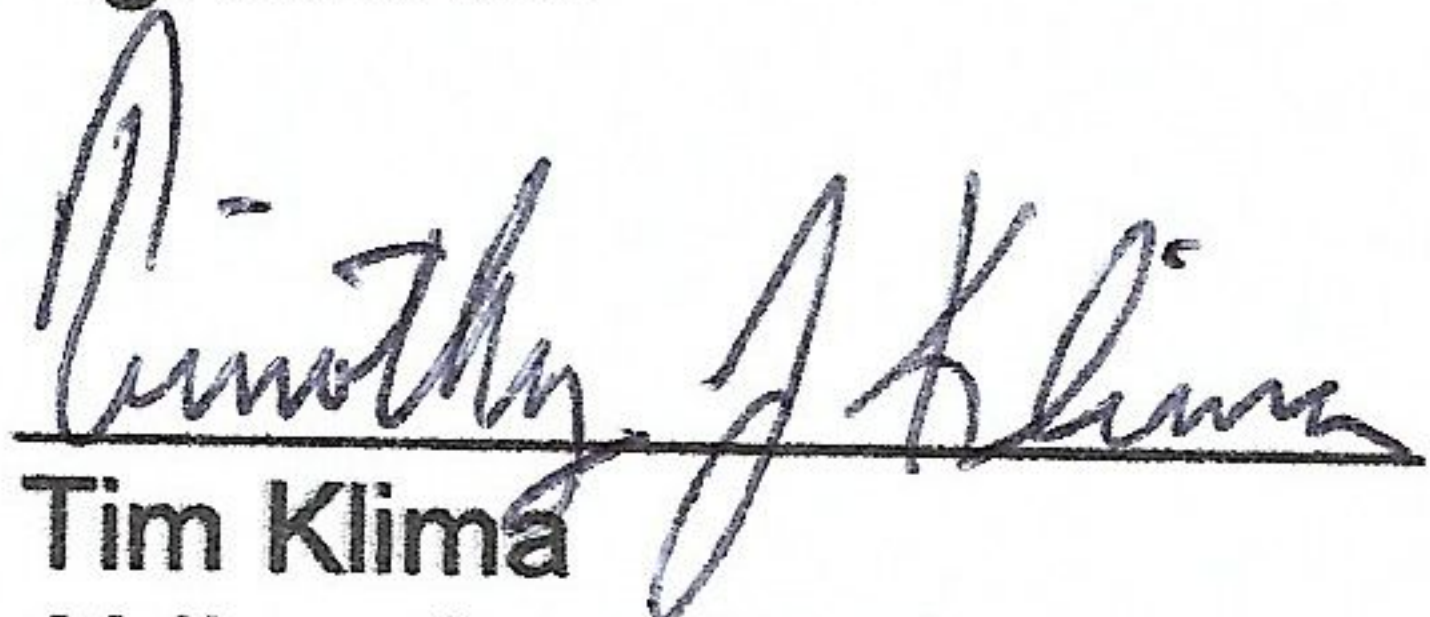
Jim Weel
Managing Director – Labor Relations
American Airlines, Inc.

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

Jim Weel
Managing Director - Labor Relations

American Airlines

Agreed to:



Tim Klima
Airline Coordinator
Transportation Department IAMAW



Mike Mayes
Administrative Vice President
Transport Workers Union

cc: L. Gula
J. Glass
S. Pantoja
A. Garcia
G. Peterson
T. Regan
A. Sutton