



February 23, 2021

Tim Klima
Airline Coordinator
Transportation Department IAMAW

Mike Mayes
Administrative Executive Vice President
Transport Workers Union of America

Tim/Mike,

This letter sets forth the agreement between American Airlines, Inc. ("American") and the TWU/IAM Airline Mechanic and Related, the TWU/IAM Stores Employee Association (collectively referred to herein as "The Associations") regarding a one-time payment for any 2020 unused block vacation to eligible employees represented by the Associations, i.e., those employees covered by the M&R, MLS, and MCT JCBA's.

Notwithstanding any other provisions of the Joint Collective Bargaining Agreement (JCBA) or any provision of any VLOA, this letter constitutes the entire agreement between the Parties with respect to the subject matter of this Letter of Agreement and the Parties agree that this one-time payment for any unused 2020 block vacation provided for herein is made on a non-precedent non-referral basis. Any future unused block vacation will be governed by the language provided in the JCBA's.

Such payment for any unused 2020 block vacation will be made within thirty (30) days of the signing of this agreement.

If the above accurately reflects your understanding of our agreement, please indicate by signing below.

If you have any questions, please let me know.

Sincerely,

James B. Weel
Managing Director – Labor Relations
American Airlines, Inc.

Agreed to:

Tim Klima
Airline Coordinator
Transportation Department IAMAW

Mike Mayes
Administrative Vice President
Transport Workers Union

cc: L. Guia
G. Peterson
T. Regan
D. Supplee

