

September 9, 2025

Rollie Reaves
International M&R Rep
TWU

John Coveny
President and Directing General Chairman
IAM

Re: Article 9-Filling of Vacancies

Rollie & John:

With the implementation of the JCBA extension, and in awarding transfers for certain positions, we have seen an issue that the parties did not intend to happen.

Seniority accrual in classification groups; Aviation Maintenance Group (which include OSM), Ground Support Equipment (GSE)/Facilities Maintenance Group (which include MSP) and Operations Maintenance Group (which include Planners and Tech Docs), provide for OSM, MSP, Planners and Tech Docs to accrue seniority in those groups' basic classifications.

One aspect of the JCBA extension that was agreed to is that basic classification positions will be awarded using basic classification seniority for that position. Example: an AMT position would be awarded to the employee with the higher basic classification (AMT) seniority, regardless of what position the employee currently held.

In the example, an OSM would not be awarded the AMT position, if they had never worked as an AMT, they would compete for the position with other classifications that also never worked as an AMT, such as Fleet or MLS, even though they have seniority in the Aviation Maintenance Group.

To correct this, we have agreed that going forward, OSM, MSP, Planners and Tech Docs will be considered for positions in basic classification vacancies, in their group, using their basic seniority, behind an employee who has worked in that basic position, but ahead of any other classification group.

Your signature below indicates the Association's agreement.



Sincerely,

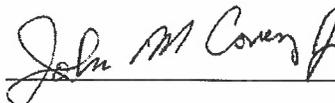


Mark Nelson
Director, Labor Relations
American Airlines, Inc.

Agreed to:



Rollie Reaves
International M&R Rep
TWU



John Coveny
President and Directing General Chairman
IAM

cc: L. Guia
J. Voss
C. Scozzari
D. Jennings