

EXTENSION OF THE AGREEMENT

between

AMERICAN AIRLINES, INC.

and

TWU/IAM FLEET EMPLOYEE ASSOCIATION

covering

FLEET SERVICE EMPLOYEES

of

AMERICAN AIRLINES, INC.

THIS EXTENSION AGREEMENT (the "Agreement") is entered into under the provisions of the Railway Labor Act, as amended, by and between American Airlines, Inc. (the Company) and the Transport Workers Union of America, AFL-CIO and International Association of Machinists and Aerospace Workers, AFL-CIO (the "Association" or "TWU/IAM") as the representative of Fleet Service Employees in the service of the Company. The Company and the Association are jointly referred to in this Agreement as the "Parties."

WHEREAS, the Company and the Association are parties to a collective bargaining agreement with a duration of March 26, 2020 through March 26, 2025 (the "CBA");

WHEREAS, Article 3 of the CBA provides that the CBA may be amended March 26, 2025, with written notice of intended change is served in accordance with Section 6, Title I, of the Railway Labor Act, as amended by either party at least (6) months prior to March 26, 2025;

WHEREAS, the Parties agree that it would be to their mutual benefit to amend the CBA;

NOW THEREFORE, the Parties agree as follows:

The provisions of this Extension Agreement will become effective on January 1, 2025 (the "Effective Date") except as otherwise agreed to by the parties.

Article 3 – Effective Date and Duration will be amended as follows:

B. Amendable Date

This Agreement will continue in full force and effect through and including June 26, 2027 and will thereafter renew itself without change each succeeding June 26th, unless written notice of intended change is served in accordance with Section 6, Title I, of the Railway Labor Act, as amended (the "Act"), by either party hereto at least three (3) months prior to the Amendable Date, or successive renewal periods for any subsequent year thereafter. If written notice is provided by either party on or before March 26, 2027, the parties agree to commence

negotiations in April 2027, in accordance with Section 6, Title I, of the Railway Labor Act, as amended.

Article 16 – Compensation will be amended as follows:

During the period of this Agreement, the rates of pay for the workgroups covered by this Agreement will be in accordance with the Wage Schedules as specified below:

The chart hourly rates of pay as set forth in this Article shall be effective on the first Monday after the Effective Date.

An employee’s base pay will mean the chart rate plus any applicable premiums and/or differentials and will apply to the calculation of pay for any overtime application, vacation pay, holiday pay, sick leave pay, travel pay, field work, furlough or severance pay, sick leave conversion to an HRA and pay for occupational illness or injury (OJI).

A. Ramp Service Agent

<u>YOS</u>	<u>Effective Date</u>	<u>Effective Date +12</u>	<u>Effective Date +24</u>
0-1	\$20.03	\$20.63	\$21.25
1-2	\$20.72	\$21.34	\$21.98
2-3	\$21.71	\$22.36	\$23.03
3-4	\$22.60	\$23.28	\$23.98
4-5	\$23.81	\$24.52	\$25.26
5-6	\$25.59	\$26.36	\$27.15
6-7	\$26.81	\$27.61	\$28.44
7-8	\$28.03	\$28.87	\$29.74
8-9	\$29.61	\$30.50	\$31.42
9-10	\$31.70	\$32.65	\$33.63
10-11	\$39.14	\$40.31	\$41.52
11-12	\$39.14	\$40.31	\$41.52

B. Central Load Planner

<u>YOS</u>	<u>Effective Date</u>	<u>Effective Date +12</u>	<u>Effective Date +24</u>
0-1	\$23.58	\$24.29	\$25.02
1-2	\$24.66	\$25.40	\$26.16
2-3	\$26.85	\$27.66	\$28.49
3-4	\$27.73	\$28.56	\$29.42
4-5	\$28.78	\$29.64	\$30.53
5-6	\$30.37	\$31.28	\$32.22
6-7	\$31.46	\$32.40	\$33.37
7-8	\$32.68	\$33.66	\$34.67
8-9	\$35.00	\$36.05	\$37.13
9-10	\$37.36	\$38.48	\$39.63
10-11	\$47.70	\$49.13	\$50.60

E. Crew Chiefs will receive \$3.00 per hour premium above the applicable chart rates listed above.

Article 30 – Retirement will be amended as follows:

B. IAM National Pension Fund

1. All IAM Designated Employees will be eligible to participate in the IAM National Pension Fund. For each IAM Employee participating in the IAM National Pension Fund, the Company will contribute the following Contribution Rate for each hour for which employees in all job classifications covered by this Agreement are entitled to receive pay under this Agreement:

Effective Date Pension Rates, 3% in out years rounded to nearest 0.05	Effective Date	Effective Date +12	Effective Date +24
AMT/Mechanics and higher classifications, Quality Assurance Auditors, Planners, and Tech Doc (U50A) Grouping	\$3.50	\$3.60	\$3.70
Maintenance Control Technician (MCT) (A20C)	\$3.50	\$3.60	\$3.70
Utility / Cleaner (U52A)	\$1.80	\$1.85	\$1.90
MTS (U19A)	\$3.60	\$3.70	\$3.80
Stock Clerk / MLS (U51A)	\$2.05	\$2.10	\$2.15
Full Time Fleet (U17A)	\$1.85	\$1.90	\$1.95
Part Time Fleet (18A)	\$1.40	\$1.45	\$1.50

Unless expressly modified or amended herein, all other provisions of the CBA in effect as of the Effective Date of this Extension Agreement will remain in full force and effect through the new Amendable Date above. Any provisions in the CBA which have a defined expiration date linked to the original CBA Amendable Date will be linked to the new Amendable Date above.

[SIGNATURE BLOCK ON NEXT PAGE]

AGREED to this 23 day of September, 2024.

FOR TWU/IAM Fleet Employee Association

FOR AMERICAN AIRLINES, INC.

Greg Cosey
TWU International Representative
Transport Workers Union

Lucretia D. Guia
Senior Vice President, Labor Relations and
Deputy General Counsel

Mike Klemm
President and Directing General Chairman
IAMAW District 141

Lynn B. Vaughn
Managing Director, Labor Relations

Maranda W. Rosenthal
Managing Director, Assoc. General Counsel