

Extension of the Agreement
between American Airlines, Inc.
and
TWU/IAM Airline Mechanic & Related Employee Association
covering
Aviation Maintenance Technicians, Plant Maintenance Employees, Planners, Quality Assurance and
Technical Document Specialists
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 TWU/IAM Airline Mechanic & Related Employee Association (the “Union” or “Association”) as the representative of Aviation Maintenance Technicians, Plant Maintenance Employees, Planners, Quality Assurance and Technical Document Specialists in the service of the Company. The Company and the Union are jointly referred to in this Agreement as the “Parties.”

WHEREAS, the Company and the Union 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 classifications of work covered will be in accordance with the Wage Schedules shown in this Article 16, which are incorporated and made a part of this Agreement.

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

- A. An employee, who holds a position in a Crew Chief, Technical Crew Chief, Inspector, or Senior classification, will receive his basic classification chart rate plus a Premium of \$3.40 per hour. An employee who receives this Premium will continue to receive that Premium, provided that he continues to hold a position entitling him to a Premium position.
 - 1. This Premium is added to his basic classification chart hourly rate of pay and will be considered as part of his base hourly rate for the accrual of all pay related benefits. Length of service increases will be based upon the basic classification date.
 - 2. 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 applications, vacation pay, holiday pay, sick leave pay, travel pay, field trips, furlough or severance pay, sick leave conversion to an HRA and pay for occupational illness or injury (OJI).
- B. During the period of this agreement, the chart rates of pay for the basic classifications of work will be as specified on the appropriate pay charts below:

YOS	AMT		
	Effective Date	Effective Date +12	Effective Date +24
0-1	34.56	35.59	36.66
1-2	37.49	38.61	39.77
2-3	39.87	41.07	42.30
3-4	42.44	43.71	45.02
4-5	45.37	46.73	48.13
5-6	57.45	59.17	60.95
6-7	57.55	59.28	61.06
7-8	57.65	59.38	61.16
8-9	58.95	60.72	62.54

Inspector

YOS	Effective Date	Effective Date +12	Effective Date +24
0-1	34.56	35.59	36.66
1-2	37.49	38.61	39.77
2-3	39.87	41.07	42.30
3-4	42.44	43.71	45.02
4-5	45.37	46.73	48.13
5-6	57.47	59.19	60.97
6-7	57.58	59.31	61.09
7-8	57.74	59.47	61.25
8-9	58.97	60.74	62.56

Plant Mx

YOS	Effective Date	Effective Date +12	Effective Date +24
0-1	34.56	35.59	36.66
1-2	37.49	38.61	39.77
2-3	39.87	41.07	42.30
3-4	42.44	43.71	45.02
4-5	45.37	46.73	48.13
5-6	57.45	59.17	60.95
6-7	57.55	59.28	61.06
7-8	57.65	59.38	61.16
8-9	58.95	60.72	62.54

Cleaners

YOS	Effective Date	Effective Date +12	Effective Date +24
0-1	20.54	21.16	21.79
1-2	22.90	23.59	24.30
2-3	24.51	25.25	26.01
3-4	26.29	27.08	27.89
4-5	28.16	29.00	29.87
5-6	30.45	31.36	32.30
6-7	32.55	33.53	34.54
7-8	32.72	33.70	34.71
8-9	33.72	34.73	35.77
9-10	34.47	35.50	36.57

Planners

YOS	Effective Date	Effective Date +12	Effective Date +24
0-1	25.36	26.12	26.90
1-2	30.57	31.49	32.43
2-3	34.20	35.23	36.29

3-4	37.83	38.96	40.13
4-5	41.61	42.86	44.15
5-6	44.70	46.04	47.42
6-7	46.56	47.96	49.40
7-8	49.83	51.32	52.86

QA Auditors

YOS	Effective Date	Effective Date +12	Effective Date +24
0-1	40.22	41.43	42.67
1-2	43.23	44.53	45.87
2-3	45.74	47.11	48.52
3-4	48.32	49.77	51.26
4-5	51.28	52.82	54.40
5-6	62.88	64.77	66.71
6-7	63.65	65.56	67.53
7-8	64.47	66.40	68.39
8-9	66.19	68.18	70.23

Tech Docs

YOS	Effective Date	Effective Date +12	Effective Date +24
0-1	38.25	39.40	40.58
1-2	41.34	42.58	43.86
2-3	43.83	45.14	46.49
3-4	46.52	47.92	49.36
4-5	49.58	51.07	52.60
5-6	62.15	64.01	65.93
6-7	62.28	64.15	66.07
7-8	62.40	64.27	66.20
8-9	63.78	65.69	67.66

OSM

YOS	Effective Date	Effective Date +12	Effective Date +24
0-1	25.22	25.98	26.76
1-2	26.65	27.45	28.27
2-3	28.50	29.36	30.24
3-4	30.21	31.12	32.05
4-5	37.27	38.39	39.54
5-6	42.37	43.64	44.95
6-7	42.76	44.04	45.36

MSP			
YOS	Effective Date	Effective Date +12	Effective Date +24
0-1	25.22	25.98	26.76
1-2	26.65	27.45	28.27
2-3	28.50	29.36	30.24
3-4	30.21	31.12	32.05
4-5	37.27	38.39	39.54
5-6	42.37	43.64	44.95
6-7	42.76	44.04	45.36

E. License and Skill Premiums

1. An employee in the classification of Inspector, Crew Chief – Aviation Maintenance Technician, Technical Crew Chief – Aviation Maintenance Technician, or Aviation Maintenance Technician, regularly assigned to perform aircraft maintenance work, will receive the following License Premium, if he holds both FAA Airframe and FAA Power plant Licenses, FAA Airframe and FCC General Radiotelephone Operator Licenses, or FAA Powerplant and FCC General Radiotelephone Operator Licenses, in line avionics only FCC General 30 Radiotelephone Operator license will be considered two (2) licenses:
 - a. The employee will receive eight dollars and fifty cents \$8.50 per hour.

2. An employee in the classification of Inspector, Crew Chief – Aviation Maintenance Technician, Technical Crew Chief – Aviation Maintenance Technician, or Aviation Maintenance Technician regularly assigned to perform aircraft maintenance work, excluding work in the skill areas described in Article 16 (E)(3), will receive a License Premium of four dollars and twenty-five cents \$4.25 per hour, if he holds only one FAA/FCC License – FAA Airframe, FAA Power plant, or FCC General Radiotelephone Operator License.

4. An employee in the classification of Inspector, Crew Chief – Aviation Maintenance Technician, Technical Crew Chief – Aviation Maintenance Technician, or Aviation Maintenance Technician, regularly assigned to perform work as an Aviation Maintenance Technician – Machinist/Toolmaker, Aviation Maintenance Technician – Plater, Aviation Maintenance Technician – Welder, Aviation Maintenance Technician – Bench Avionics, and not receiving a License Premium as provided in Article 16 (E)(1), will receive a Skill Premium as shown below.
 - a. The employee will receive five dollars and sixty cents \$5.60 per hour.

6. An employee in the classification of Inspector, Crew Chief – Aviation Maintenance Technician, Technical Crew Chief – Aviation Maintenance Technician, or Aviation Maintenance Technician, regularly assigned to aircraft maintenance work, and not receiving the License or

Skill Premium of \$8.50 per hour as provided in Article 16 (E)(1) through (E)(5), will receive a Skill Premium of one dollar and sixty-five cents (\$1.65) per hour.

8. An employee in the classification of Crew Chief – GSE/Facilities Mechanic, Technical Crew Chief – GSE/Facilities Mechanic, or GSE/Facilities Mechanic, regularly assigned to automotive and/or facility maintenance work, (and an employee in the classification of Maintenance Support Person who is regularly assigned to the hazardous waste function) and who is not receiving a License Premium as provided in Article 16 (E)(8) above, will receive a Skill Premium of three dollars (\$3.00) per hour.
9. Technical Documentation Specialist and Senior Line Maintenance Planners who hold and thereafter continue to hold any of the following licenses shall be paid as follows:
 - a. Four dollars and twenty-five cents (\$4.25) per hour for one license and eight dollars and fifty cents (\$8.50) for two licenses (A&P only). Employees will be paid a maximum of two (2) licenses.

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.

AGREED to this 19 day of September, 2024.

**FOR TWU/IAM Airline Mechanic & Related
Employee Association**

FOR AMERICAN AIRLINES, INC.

Rollie Reaves
International M&R Rep
Transport Workers Union

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

John Coveny
President and Directing General Chairman
IAMAW District Lodge 142

Mark Nelson
Senior Manager, Labor Relations

Jonathan W. Oliff
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