

October 14, 2024,

Andre Sutton
International Vice President
Air Division Director
Transport Workers Union of America

Tom Regan
Airline Coordinator
Transportation Department IAMAW

Dear Andre & Tom:

The Company recognizes that some team members represented by the TWU/IAM Association (the “Association”) were impacted by Hurricane Milton. This letter confirms the measures the Company will provide to Association represented team members covered by the Fleet, M&R, and MLS JCBA’s who are based at the below stations and, during the following dates, were impacted by Hurricane Milton as the airport(s) closed and/or the Company ceased all operations:

TPA: October 8 – October 10
MCO: October 9 – October 10
PBI: October 9 (1950) – October 10 - Fleet Only

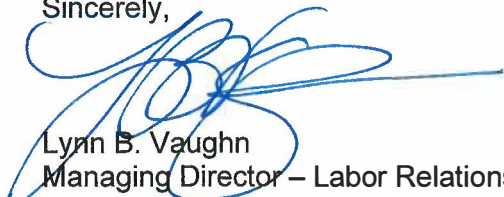
The Company will allow team members who were unable to report to work due to the airport closure and/or the Company ceasing all operations to make up for lost working time in the following manner:

- Use unbid vacation; or
- Make up time:
 - The employee will be eligible to work a like period of time on a scheduled shift, to be agreed on with local management and scheduled as far in advance as practical; and
 - The scheduled shift must be worked within 30 days of the date of this Letter of Agreement and will be paid at straight time rates.

This agreement is made on a non-precedent, non-referable basis. Please let me know if you have any questions.

Your signature below confirms the Association’s agreement to the above terms.

Sincerely,


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

Agreed to:



Andre Sutton
International Vice President
Air Division Director
Transport Workers Union of America



Tom Regan
Airline Coordinator
Transportation Department IAMAW

cc: Julie Rath
Lucretia Guia
Franco Tedeschi
Scott Clementi
Evie Garces
Mark Miner
Denise Jennings
Mark Nelson
Labor Managers