

August 27, 2021

Julie Hedrick
National President, Association of Professional Flight Attendants
1004 West Eules Boulevard
Eules, TX 76040-5018

Re: Plus Plan Medical Benefit

Dear Julie:

This letter will confirm our understanding regarding the Company's ability to offer a new medical plan to eligible employees employed by American Airlines, Inc. and represented by the Association of Professional Flight Attendants (APFA) as follows:

In addition to the healthcare coverage for eligible APFA-represented employees provided under Section 26 – Insurance, Retirement, and Other Benefits, the Company may offer eligible APFA-represented employees healthcare coverage under a new medical plan ("Plus Plan"). If the Plus Plan is offered, employees will be eligible to enroll in the Plus Plan with the same plan design and cost share as offered to other represented workgroups. The Company reserves the right to amend or terminate the Plus Plan at its sole discretion.

The provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

 Date 9/3/2021
Julie Hedrick, National President
Association of Professional Flight Attendants

cc: Brady Byrnes
Misty Hambright
Larry Salas
Vince Heyer