

American Airlines

December 18, 2020

Marge Krueger **Administrative Director Communication Workers of America**
Bridgeville, PA 15017

Kimberly Barboro **National Coordinator International Brotherhood of Teamsters,**
Local 104 **Phoenix, AZ**

Re: Limited One-Time Recall Election

Dear Marge and Kim:

We write to confirm the Agreement between American Airlines, Inc. (the "Company") and the CWA/IBT Passenger Service Association (the "Union") (collectively, the "Parties") to authorize a one-time election of the recall provisions contained in Article 13(D) versus Article 14 of the 2015 Joint Collective Bargaining Agreement ("ICBA").

The Company implemented a reduction in force beginning on October 1, 2020 ("2020 RIF"). The Company and the Union have been discussing the possibility of recalls in the event that Congress **passes** an additional Covid-19 relief package that includes payroll support for airline employees ("PSP"), including those covered by the JCBA. If that happens and PSP is passed, and up to March 31, 2021 only (the **Term of this Agreement**), **unless extended by mutual agreement**, the Parties **agree as follows:**

If the **Passenger Service employee was furloughed/displaced and is recalled to active service or offered a position through the recall process, the provisions of Article 14 apply. On a one-time basis during the Term of this Agreement only, an employee recalled to active service or offered a position through the recall process may elect to have Article 13(D) apply. This election must be made in writing and according to the same timeline and by the same means as required to accept a recall offer. Any Passenger Service employee electing the option of recall pursuant to Article 13(D) will be considered a "voluntary furlough" ineligible for any payments made as a result of PSP. The employee may elect to be reinstated to their rightful position on the seniority list according to the terms set forth in Article 13(D).**

This is a **one-time agreement**, shall not constitute precedent in any other case, and shall not be used or cited as such in **any arbitration, hearing or negotiation,**

except for the purposes of its **enforcement**. Furthermore, this LOA does not change, alter, or modify the provisions of the JCBA, **except as expressly** provided herein, or the application of Company policy. Any disputes which **arise between the parties in regard to the interpretation and/or application of this LOA shall be** subject to the **grievance and arbitration provisions** in Articles 25 and 26 of the JCBA.

In addition, the **terms or existence of the LOA will not be construed against** any party nor will it prejudice the parties' respective positions for purposes of any other matter. **If the Union agrees, please confirm by signing below.**

Sincerely,

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

Agreed to, on Behalf of the CWA-IBT Association:

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Administrative Director Communication Workers of America

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12/20/2020

Date

Kimberly Barboro National Coordinator International Brotherhood of Teamsters, Local 104