

May 19, 2022

Chris Turner
President – Local 548
Transport Workers Union of America

Gary Peterson
International Vice President
Air Division Director
Transport Workers Union of America

2022, 2023 Profit Sharing Years

Dear Chris/Gary:

In January 2022 American Airlines, Inc. (“American”) and the Transport Workers Union of America, AFL-CIO (“TWU”) entered into an extension of the Joint Collective Bargaining Agreement covering Flight Crew Training Instructors (“FCTIs”) and Simulator Pilot Instructors (“SIMPs”) (the “JCBA”) dated November 21, 2016. Article 5 of the JCBA, as amended by the January 2022 extension, sets forth profit sharing benefits for TWU represented FCTIs and SIMPs, which are calculated based on a calendar profit sharing year.

This letter sets forth the agreement between American and the TWU to define the profit sharing year under Article 5 for the years 2022 and 2023 as follows:

- The 2022 profit sharing year will be defined as the 12-month period beginning on April 1, 2022 and ending on March 31, 2023. Profit sharing award payments for the 2022 profit sharing year shall be made by June 30, 2023.
- There is no change to 2023 profit sharing calculation, i.e., the 2023 profit sharing year will continue to be defined as the 12-month period beginning January 1, 2023 and ending on December 31, 2023.

This agreement does not modify the terms of profit sharing benefits contained in Article 5 – Profit Sharing, except as specifically identified herein. The parties have agreed to enter into this agreement on a one-time non-precedent setting basis.

If the above accurately reflects your understanding of our agreement, please indicate by signing below.

If you have any questions, please contact me at 817-673-0582.

Sincerely,



Scott Gregory
Senior Manager – Labor Relations
American Airlines, Inc.

Agreed to:



Chris Turner
President – Local 548
Transport Workers Union



Gary Peterson
International Vice President
Air Division Director
Transport Workers Union

cc: