



Joint Union Summit on Company Performance and Strategic Collaboration

Dear Union Members,

We are writing to inform you that leadership representatives from the unions representing American Airlines employees — APA, APFA, the CWA-IBT Association, PAFCA, and the TWU/IAM Association —convened this week to discuss concerns regarding the company’s trailing financial performance relative to our competitors. The summit participants also explored ways to strengthen our collective position.

This landmark union leadership summit reflects our unified commitment to protecting our members, improving working conditions, and securing a more prosperous future for us and for American Airlines while demanding increased management accountability. We are committed to maintaining a cohesive, coordinated labor coalition to address the opportunities and challenges ahead.

Topics discussed include:

- The impact of management’s peer-trailing financial performance on employees and other stakeholders and on American Airlines’ operational performance.
- Cross-union solidarity and coordinated advocacy.
- Increased labor inclusion and increased management transparency and accountability.
- Joint proposals for operational and service improvements that include greater employee empowerment and enhanced employee protections.

This collaboration marks a significant step toward a more unified, impactful labor movement.

CALL TO ACTION: We urge all members to stay engaged, informed, and united. Attend upcoming union meetings, and share your experiences, concerns, and ideas with your elected representatives. Your voice is essential in shaping the future of our workplace and our airline.

The unions will reconvene on Oct. 23 at APA headquarters in Fort Worth to continue this critical dialogue.

In Solidarity,

A handwritten signature in black ink, appearing to read "Nick Silva".

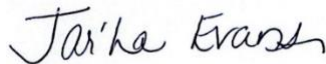
First Officer Nick Silva
President
Allied Pilots Association

A handwritten signature in blue ink, appearing to read "Julie Hedrick".

Julie Hedrick
National President
Association of Professional Flight Attendants

A handwritten signature in black ink, appearing to read "Kimberly Barboro".

Kimberly Barboro
Co-Chair
Communications Workers of America-International Brotherhood of Teamsters Association

A handwritten signature in black ink, appearing to read "Jar'la Evans".

Jar'la Evans
D3 Staff Representative
Communications Workers of America

A handwritten signature in black ink, appearing to read "Alex Hart".

Alex Hart
President
Professional Airline Flight Control Association – American

A handwritten signature in black ink, appearing to read "Greg Cosey".

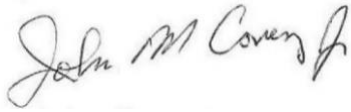
Greg Cosey
International Representative / AA Fleet
Transport Workers Union Air Division



Rollie Reaves
International Representative / M&R
Transport Workers Union Air Division



Michael G. Klemm
President and Directing General Chair
International Association of Machinists & Aerospace Workers District 141



John M. Coveny Jr.
President and Directing General Chair
International Association of Machinists & Aerospace Workers District 142