



August 7, 2026

Robert Isom
Chief Executive Officer
American Airlines, Inc.
1 Skyview Drive
Fort Worth, TX 76155

Dear Robert,

In accordance with Letter of Agreement (“LOA”) 23-004, paragraph 7.h., of the 2023 Collective Bargaining Agreement (“CBA”), we are at the point when the Parties are required to review the sufficiency of implementation. The Allied Pilots Association (“APA”) “cannot agree that implementation is sufficient.” Therefore, in accordance with LOA 23-004, paragraph 7.h.2., “negotiations for a new CBA will commence immediately.”

In 2023, our pilots ratified a CBA that took steps towards repairing a post-bankruptcy contract. During the last three years, implementation teams from APA and American worked collaboratively to implement the CBA as it was negotiated. The lack of sufficient implementation does not ignore or discount those efforts, though it does highlight a few of the Company’s decisions made during the implementation process.

Now that we have entered “Section 6” bargaining, I expect APA will soon deliver its openers. This round of bargaining provides us both a new opportunity to raise the standard of our airline, profession, and industry. APA’s proposals will address shared interests, such as improving scheduling rules. Proposals will focus on these mutually beneficial issues:

- How can our agreements ensure pilots contribute to and benefit from American’s strategic plan and direction?
- How can the CBA be a tool to attract and retain exceptional aviators?
- How can we improve scheduling and work rules to increase operational integrity and resilience while maintaining a safe work environment and promoting fulfilling careers?
- How can we improve CBA provisions to streamline processes and better administer the agreement?

While I recognize there is a 12-month backstop prior to jointly petitioning the National Mediation Board for mediation services, I appreciate your commitment, during our recent meeting, to ensure that your team will be available and serve as productive resources for these negotiations. I encourage our teams to fully discuss American’s strategic vision. A shared understanding of the direction of our airline will allow APA to better address the above interests. Additionally, information and data sharing invites a data-driven bargaining process and allows both sides to properly research and propose potential CBA changes.

On behalf of all American’s pilots, I look forward to working with you and your teams in raising the standard and building the next agreement and the future of American Airlines.

Sincerely,

Captain Nick Silva
President