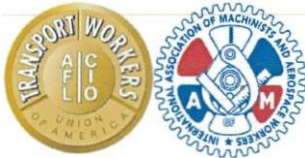


The Association.



THE TWU-IAM ASSOCIATION

9/12/16

Dear Association member,

As you know, in May, 2013, following the merger of American Airlines and US Airways, the International Association of Machinists and Aerospace Workers (IAM) and the Transport Workers Union (TWU) formed the TWU-IAM Associations. The Associations were subsequently certified as the bargaining representatives at American Airlines by the National Mediation Board (NMB) in May, 2015 after the NMB determined that American Airlines was a single transportation system.

The representation structure of the Associations is based on the relative active membership size of the IAM and TWU at specific locations. For example, since the TWU has a larger membership in Dallas, the TWU will assume representation responsibilities for all Association members at that location once a joint contract is ratified by all Association members. The same is true for the IAM in Charlotte, since the IAM has more active members at that particular location.

Boston, however, has presented a very unique issue. Active membership size for both the IAM and TWU in all covered classifications at that location is essentially equal. Initially, representation at BOS was assigned to the IAM. However, due to the long traditions, strong fraternal bonds and unique history of the TWU and IAM locals in that city, the Association leadership-as required by Association agreement language-engaged in discussions regarding modifying the representation structure in Boston.

The Association Chair and Vice Chair have voluntarily resolved this issue without the need for third party adjudication. Effective on membership ratification of joint collective bargaining agreements, representation responsibilities for all Association classifications at the Boston location will remain the same, with the IAM maintaining representation of the pre-merger US Airways workforce and the TWU maintaining representation of the

pre-merger American workforce. New members will be split one for one.

Further, it has been agreed that for efficiency of representation that the IAM will assume principal representation responsibilities for all Tower Planners throughout the American Airlines system, including those previously unrepresented Tower Planners at pre-merger American Airlines.

This agreement is yet another example of the mutual respect that permeates our Association and our commitment to fostering a collaborative and strong partnership so we can maintain our focus on our only goal: bettering the lives of all Association members and their families.

Sincerely and fraternally,

Handwritten signature of Timothy J. Klima in blue ink.

Timothy J. Klima
Airline Coordinator—
IAM

Handwritten signature of Mike Mayes in blue ink.

Mike Mayes
Air Division Director-TWU