

LETTER OF AGREEMENT  
between  
AMERICAN AIRLINES, INC.  
and the  
EMPLOYEES  
in the service AMERICAN AIRLINES, INC.  
as represented by the  
TWU/IAM FLEET ASSOCIATION, TWU/IAM  
MECHANIC & RELATED ASSOCIATION &  
THE TWU/IAM STORES ASSOCIATION

This Letter of Agreement ("LOA") is made and entered into this \_\_\_ day of May, 2019, by and between American Airlines, Inc., ("American" or the "Company"), and the TWU/IAM Fleet Association, TWU/IAM Stores Association & the TWU/IAM Mechanic & Related Association (collectively "Associations").

The Parties recognize a disparity among Association represented members with respect to compensation and recognized holidays and application related to Memorial Day. Specifically, the collective bargaining agreements ("CBAs") between American and the TWU, except the CBA covering Maintenance Control Technicians, do not include Memorial Day as a holiday and thus employees covered by those TWU CBAs do not receive holiday pay for Memorial Day. In comparison, the CBAs between American and the IAM designate Memorial Day as a holiday and therefore employees covered by those IAM CBAs receive enhanced pay for Memorial Day. Although, the IAM CBAs partially cover certain employees in classifications accreted into the Association, i.e. Central Load Planners, Hub Control Coordinators, Maintenance Training Specialist, Technical Document Specialists, and Quality Assurance Auditors, the IAM CBAs do not cover these employees for Holidays, and they are instead covered by Company policy, which provides additional pay for those who work on Memorial Day, but not at the same rate as the IAM CBA.

To eliminate any disparity for any Association covered employees, and to enhance compensation for all Association covered employees for Memorial Day 2019 to that which they would receive had the Parties achieved a JCBA, the Parties agree as follows:

1. Memorial Day, Monday May 27, 2019 will be designated as a paid Holiday for all Association represented employees and employees will be compensated in the following manner:
  - a. For employees who regularly work an eight (8) hour schedule, in addition to the eight (8) hours straight time pay for the holiday, employees who are scheduled to work Monday, May 27, 2019 - Memorial Day shall be paid at the rate of one and a half (1.5X) times for the first eight (8) paid hours worked.

- b. For employees who regularly work a ten (10) hour schedule, in addition to the ten (10) hours straight time pay for the holiday, employees who are scheduled to work Monday, May 27, 2019 - Memorial Day shall be paid at the rate of one and a half (1.5X) times for the first ten (10) paid hours worked.
- c. For employees who regularly work a twelve (12) hour schedule, in addition to the twelve (12) hours straight time pay for the holiday, employees who are scheduled to work Monday, May 27, 2019 - Memorial Day shall be paid at the rate of one and a half (1.5X) times for the first twelve (12) paid hours worked.
- d. Full time employees on a scheduled day off on Monday, May 27, 2019 - Memorial Day will be paid for the day equal to the number of regularly scheduled hours at their straight time rate of pay.
- e. Full time employees that are scheduled to work, but not required to work (i.e., provided the day off) on Monday, May 27, 2019 - Memorial Day will be paid for the day equal to the number of regularly scheduled hours at their straight time rate of pay.
- f. Part Time employees that are scheduled to work on Monday, May 27, 2019 - Memorial Day, holiday pay will be equal to the number of straight time hours they are scheduled to work on that day. In addition to the straight time pay for Monday, May 27, 2019 - Memorial Day, employees shall be paid at the rate of one and one half times (1 ½) for the scheduled hours worked.
- g. Part time employees that are scheduled to work, but not required to work (i.e., provided the day off) on Monday, May 27, 2019 - Memorial Day are compensated for the day equal to the number of hours regularly scheduled.
- h. Part time employees on a scheduled day off on Monday, May 27, 2019 - Memorial Day are compensated for the day equal to the average number of regularly scheduled hours for that week.
- i. Employees working a shift swap on Monday, May 27, 2019 - Memorial Day will be paid the rate of one and a half (1.5X) times their regular rate of pay while working the holiday swap.
- j. Employees who work more than their scheduled hours (overtime) on Monday, May 27, 2019 - Memorial Day will be paid at the applicable overtime rate as described in the Overtime Articles in the current IAM and TWU collective bargaining agreements, plus straight time pay for the holiday for all additional hours worked on such holiday.

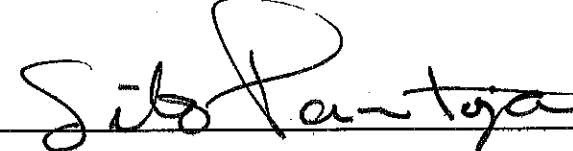
2. The practice of "rolling the holiday" for any Association represented employees, that currently have that option, as provided for in any current CBA or Company policy, will not be applied to the Memorial Day holiday, Monday May 27, 2019.
3. This LOA applies only to Memorial Day 2019, does not modify any provision of the TWU or IAM CBAs covering employees represented by the Association, and is made on a non-precedent and non-referable basis.

The Parties have executed this Letter of Agreement effective this \_\_\_ day of May, 2019.

For American Airlines, Inc.

By: 

For TWU/IAM Associations

By: 

For TWU/IAM Associations

By: 