

February 17, 2016

Mr. Sean Doyle
Int'l Vice President
Transport Workers Union of America
1791 Hurstview Drive
Hurst, TX 76054

Dear Sean,

We write to confirm the agreement between American Airlines, Inc. ("American" or the "Company") and the Transport Workers Union (the "Union") to pay a wage rate differential to those employees represented by the Union, who work at stations in New York state and earn less than \$13.51 per hour under the terms of the September 12, 2012, collective bargaining agreement (the "CBA") between American and the Union (the "Eligible Employees").

Effective as soon as practicable after the effective date of this letter, the Company shall increase the hourly wage rate of the Eligible Employees to \$13.51 an hour, until such time as each Eligible Employee is entitled to an hourly wage rate higher than \$13.51 pursuant to the terms of the CBA (i.e., until the employee's pay seniority anniversary date or a chart rate increase takes them above \$13.51 per hour, whichever comes first). This pay differential is only applicable while the employee is working at a station in New York State, and will not apply if the employee transfers to a station outside of New York or transfers to a position outside the bargaining unit.

For example, a Fleet Service employee based in LGA earning \$12.17 per hour will receive a pay differential of \$1.34 per hour, for a total hourly wage rate of \$13.51. A Fleet Service employee earning \$13.43 per hour will receive a pay differential of \$0.08 per hour, for a total hourly wage rate of \$13.51. Once an employee's pay seniority anniversary date or a chart rate increase takes them above the \$13.51 per hour, the pay premium will no longer be applicable.

The Company shall have the discretion to eliminate the differential upon 30 days' written notice to the Union. Your signature below confirms your agreement.

Sincerely,



Robert L. Jones, Jr.
Managing Director – Labor Relations

Agreed to:

Sean Doyle
International Vice President
Transport Workers Union of America

cc: M. McKanna, MD, JFK
L. Bove, MD, LGA
M. Whittle, Dir HPBP
Labor Managers
Local 501

