

James B. Weel  
Managing Director – Labor Relations



August 10, 2015

Mr. David Virella  
International Representative  
AA System Coordinator  
Transport Workers Union of America, AFL-CIO  
1791 Hurstview Drive  
Hurst, TX 76054

Re: Industry Comparable Pay Rate Adjustments – Title I/II/III/IV, MCT and Dispatch

Dear David,

The attached documents reflect the base pay rates that will be effective September 12, 2015 for the applicable AA/TWU classifications and labor agreements as a result of the Industry Comparable Pay Rate calculation.

The Company and the TWU met to review and confirm that the calculations and resulting rates of pay were compliant with the terms and conditions of the Industry Comparison letters of agreement contained in the various AA/TWU agreements.

If the rates in the attached documents accurately reflect your understanding of the agreed upon results, please indicate by signing below.

In the event any of the data points that are part of the calculation are modified so as to impact the value(s) between the time we provide payroll the new rates and the effective date of the increase (9/12/2015), the Company will provide that incremental difference as a retroactive payment to those employees affected.

If the Company and the TWU still have an outstanding issue that was identified prior to the signing of this letter and is still unresolved beyond 9/12/2015, the Company commits to continue to meet and discuss with the TWU with the interest to resolve. If the issue is resolved after 9/12/2015 and results in an increase to any of the calculations, the company will provide that incremental difference as a retroactive payment to those employees affected.

If you have any questions, please contact me at 817-967-1447.

Sincerely,

  
James B. Weel  
Managing Director  
Labor Relations – Tech/Air Operations

Agreed to:

  
David J. Virella  
International Representative  
AA System Coordinator  
Transport Workers Union of America, AFL-CIO

cc: P. Jones  
D. Seymour  
K. Philopovitch  
G. Drummond  
T. Vaughn  
T. Herschell  
M. Dobberstein  
C. Ducey  
S. Doyle  
T. McCoy  
Labor Relations Managers