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February 8, 2016

Mr. Robert Isom, Jr.
Executive Vice President and COO
American Airlines, Inc.
4333 Amon Carter Boulevard, MD 5608
Fort Worth, TX 76155

Dear Mr. Isom:

On behalf of the Transport Workers Union members recently impacted by Winter Storm Jonas, the purpose of this correspondence is to convey our collective dismay and frustration on the part of senior management at American Airlines/Envoy over decisions made to deny compensation for time not worked. As you know, this particular storm, which impacted much of the northeast, created travel hazards never seen before over such a large territorial area. In some instances, our members were forbidden by state-issued mandates to operate their vehicles on roads leading to their worksites. Coupled with complete shutdowns of public transportation systems across many municipalities, TWU members did not choose to remain at home during the storm; they simply could not legally and safely reach their workplaces.

The decision to withhold pay from our members has many of us questioning the sincerity of senior leadership and their concerns for the safety and well-being of their employees. We are deeply troubled that in the future our members will defy travel bans and legitimate travel emergencies in order to best provide for their families and not incur financial shortcomings in their pay. Going forward, it would be difficult for both Union leadership and operation-based management to advise employees to choose their safety over financial concerns. Is this the message those who made this decision wish to convey?

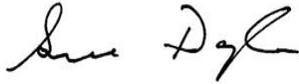
During discussions on this issue with field management, one of the arguments brought forward was that the company is seeking to establish a “consistent path” with regards to travel emergencies going forward. We would be the first to argue the exact opposite of that need. There must remain a level of corporate compassion for a storm that involves a complete shutdown of air and road travel to a particular geographical area versus one that disrupts air travel systems.

Our membership is baffled over the company's lack of compassion and concern in this matter. Many believe, as do we, that the leadership's approach in this recent event is simply one whereby the company will not pay our employees because they are not obligated to. Other major corporations do, in fact, pay their employees when such natural disasters/emergencies occur.

Therefore, we are asking that the issue of pay related to Winter Storm Jonas be reevaluated. Let us not also forget that in the period pre and post blizzard, it was these same affected employees who went above and beyond to restore air travel in almost record time.

We would like to see an approach going forward that truly exemplifies a company that cares for its employees and will not hurt them financially when their safety and security, as was with Jonas, is truly at risk.

Respectfully,



Sean Doyle
International Vice President



Jose Galarza
International Representative

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C: Pedro Fabregas/ Envoy Air
IAC
Air Staff