

October 13, 2017

Chris Turner
President – Local 548
Transport Workers Union of America, AFL-CIO
1201 Airport Freeway Suite 386
Euless, TX 76040

Letter of Agreement – Clarification of Article 7 (E) - Holidays Language

This Letter of Agreement (“LOA”) is entered between American Airlines, Inc. (hereinafter referred to as the “Company”) and the Transport Workers Union of America, AFL/CIO (hereinafter referred to as the “Union”) as the representative of the Flight Crew Training Instructors and Simulator Pilot Instructor in the service of the Company.

The parties have agreed that clarification of certain provisions of the JCBA, entered into by the parties on November 21, 2016, regarding Holidays is necessary. It is the intent of the parties to clarify these JCBA provisions, based on this LOA.

Article 7 – Holidays provides:

- (E) If a holiday falls within an Employee's vacation period, he may elect to have an additional day of pay, in lieu of the holiday, or an additional day of vacation will be added to the beginning or end of his paid vacation period. Whichever option is selected he must so indicate when selecting his vacation.

The Company and the Union mutually agree that the JCBA language regarding holidays that fall within an employee's vacation period is clarified as follows:

If a holiday falls within an employee's vacation period, instead of electing an additional day of pay or to have an additional day of vacation added to the beginning or end of his paid vacation period, an Employee may elect to receive a day of Compensatory Time under Article 6 (J).

Consistent with Article 7 (E), an Employee must select one of these three options when selecting his vacation.

Option 1: An Employee may elect to have an additional day of pay, in lieu of the holiday.

Example: 18 day bidder: Employee would receive 19 days of pay for the month, and with protected days (P) have 9 consecutive days off. He would bid 13 days of work and be charged for 5 days of vacation.

Option 2: An Employee may elect to have an additional day vacation added to the beginning or end of his paid vacation period, consistent with the provisions of Article 8 (F).

Example: 18 day bidder: Employee adds a day of vacation to the end of his vacation period. Employee would receive 18 days of pay for the month. He bids 12 days of work and is charged for 5 days of vacation.

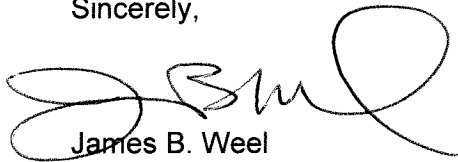
Option 3: An Employee may elect to receive a compensatory day consistent with the provisions of Article 6 (J).

Example: 18 day bidder: Employee would receive 18 days of pay for the month and receive 1 day of Compensatory Time added to his bank, which may be used as permitted under Article 6 (J).

If the above is an accurate understanding of the terms and conditions as discussed and agreed to, please indicate by signing below.

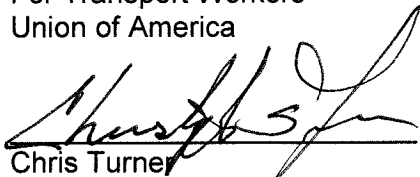
If you should have any questions please call me at 817-967-1447.

Sincerely,



James B. Weel
Managing Director – Labor Relations

For Transport Workers
Union of America



Chris Turner
President -Local 548

Transport Workers Union of America

cc: J. Thomas E. Helms
J. Duncan A. Russell
C. Turner T.C. Cohen