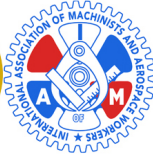


The Association.



THE TWU-IAM ASSOCIATION

November 30, 2015

Brothers and Sisters:

As previously announced, on December 3rd, 2015, the TWU-IAM Association will officially open negotiations with American Airlines and begin bargaining a joint contract for the 30,000 ground workers at the world's largest airline. We understand that many of you are anxious to get to the table and we thank you for your patience. Your representatives have worked tirelessly and carefully to ensure that we enter into joint bargaining from a position of strength. We're prepared and we're ready to fight to secure the best possible contracts for Association members, including better wages, benefits, working conditions and retirement security.

The Association will communicate transparently with you throughout this process, and we will work together, as one united organization, to put the members' needs first and to change the way the airline industry does business once and for all.

To that end, we'd like you to know that we've put the best, strongest negotiating team in place to represent you. Below, you'll find the names and locations for all of the bargaining team members, whose expertise and experience will be critical as we begin working through proposals with the company.

Mechanic and Related/Stores Negotiating Committee:

Jason Best, Local 514

Mike Bush, Local 591

Ken Coley, CLT

John Coveny, PIT

Dale Danker, Local 514

Mark Huffman, CLT

Bennie Martino, PHL

Gary Peterson, Local 591

Larry Pike, Local 567

Sean Ryan, CLT

Jay Sleeman, Local 513

Mark Strength, PHX

Fleet Service Negotiating Committee:

Mark Baskett, CLT	Mike Fairbanks, CLT	Pete Hogan, Local 510
Tim Hughes, Local 507	Mike Mayes, Local 505	Steve Miller, BOS
Brian Oyer, Local 513	Pat Rezler, PHX	Art Risley, Local 529
Andre Sutton, Local 502	Rodney Walker, BDL	Bill Wilson, PHL

This team will be supported by the skills, knowledge and resources of two of the most experienced and successful airline unions in North America, the TWU and the IAM.

In the coming weeks, we'll continue to provide updates on negotiations and other important information. We'd appreciate your continued feedback and look forward to moving forward with this dedicated and experienced team in place.

In solidarity,

The image shows two handwritten signatures in black ink. The signature on the left is 'Sito Pantoja' and the signature on the right is 'Harry Lombardo'. Both are written in a cursive, flowing style.

Sito Pantoja and Harry Lombardo
TWU-IAM Association Chairman and Vice Chairman