

AmericanAirlines®

September 7, 2012

Mr. Robert Gless
Deputy Director - ATD
AA System Coordinator
Transport Workers Union of America, AFL-CIO
1791 Hurstview Drive
Hurst, TX 76054

Personal Vacation Days (PVD)

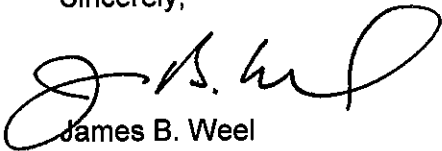
Dear Bobby,

During the negotiations that led to the seven (7) agreements between American Airlines, Inc. ("AA" or "the Company") and the Transport Workers Union of America, AFL-CIO ("TWU"), one of the common changes amongst all seven (7) of the agreements was the discontinuation of personal vacation days or PVDs. Assuming court approval on September 12, 2012, whereby all seven (7) TWU agreements become effective, it will be as of that date that PVDs will no longer be available for covered employees to request. If the court does not approve, then PVDs will continue to be available until such time the new agreements are approved.

However, the Company recognizes that there may be PVDs that have already been granted or will be granted prior to September 12, 2012 for dates in 2012 beyond the effective date. The Company will honor those PVDs that have or will be granted on or before September 12, 2012. As such, those PVDs will be deducted from the employee's 2013 vacation accrual.

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

Sincerely,



James B. Weel
Director
Employee Relations

cc: L. Einspanier
G. Drummond
Vice Presidents – M&E
Vice Presidents – Customer
J. Snook
J. Hale
D. Videtich
T. Gillespie
T. Herschell
D. Taber
M. Nelson
ER Operations Support Managers