

# American Airlines®

October 9, 2012

Donald M. Videtich  
International Representative  
Transport Workers Union of America  
1791 Hurstview Dr.  
Hurst, Texas 76054

Re: Flex Vacation

Don,

As you are aware, Article 8(c) (1) is new language to the agreement that provides for a timeframe in which the Company will post and bid Flex Vacation weeks for the upcoming year.

With the upcoming medical plan changes for 2013, the Company felt it was best not to implement this provision of the agreement until 2013 for flex vacation weeks to be taken in 2014.

The Company will follow the existing practice in 2012 for 2013 flex vacation selection. This will include both the M & R agreement and the Stores agreement.

If you have any questions please feel free to give me a call.

Sincerely,



James B. Weel  
Managing Director  
Employee Relations

cc: Ken Durst  
Bill Collins  
Maintenance Managing Directors  
David Vance  
Cathy Stukel  
Tricia Herschell  
Tom Rock  
Mark Nelson  
Marianne Coplin