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Dear Brothers and Sisters:

Today, we join thousands of AMTs at American Airlines and American Eagle in celebrating National AMT Day. We have tremendous pride in your professionalism, and the skills and knowledge you apply to keep the flying public safe.

At both American Airlines and American Eagle, AMTs along with all work groups have faced unprecedented challenges. We have struggled through a decade of mismanagement and a bankruptcy that was unfairly used to force concessions from all unionized employee groups.

Last year, we took extraordinary action to change the future course of our Company. The TWU, along with the pilots and flight attendants unions became a driving force supporting the US Airways merger, and replacing Tom Horton as American's CEO. With new leadership and a labor agreement that guarantees that we return to industry standard pay rates, we believe we are back on the right track.

At American-

- This year, TWU AMT's will receive two base pay increases. On September 12, 2013, you will receive a 3% pay increase that will amount to .82/hr. for the average AMT. In addition, when the U.S. Airways merger closes (which may be before or slightly after the September 12th pay increase), AMTs will also receive a 4.3% increase, or \$1.20/hr.

- This year, in addition to pay hikes, TWU AMT's will receive an equity distribution payment. We cannot yet place a value on the equity, but it will amount to a very significant payment to members of all AA workgroups. The TWU Equity Committee is completing a draft plan for distributing equity payments. Next month, the Committee will be communicating with our membership to obtain feedback on our draft distribution plan.

- TWU AMT's will receive 3% increases on September 12, 2014 and again on September 12, 2015.

- Also in September 2015, you will receive a further wage increase from an automatic wage adjustment provision built in to the contract that will close any gap between our pay rates and those at Delta and United. This adjustment is expected to amount to at least an additional fifteen percent pay increase, although it is likely to be more due to almost certain increases at UAL after integration of the UAL and CAL workforces.

These improvements do not make up for the sacrifices we have made to keep American Airlines in business. But in the past year, we have taken major steps to take control of our future. We are forcing out a failing management team, and negotiated wage increases that guarantee that our pay rates return to the industry standard by September 2015. In the interim we will work with our IAM partners to ensure we capitalize on achieving a joint agreement that improves job protections and overall compensation such as medical benefits, vacation, holidays and holiday pay rates etc.

At American Eagle, our AMTs faced divestiture as well as bankruptcy, but do have an agreement in place that includes 1.5% increases in 2015 and 2016, as well as an amendment process after 4 years. We appreciate your continued dedication and professionalism in the face of such adversity.

We know that we have more work to do, and we will get it done. On this National AMT Day I want to acknowledge again the professional jobs all of our AMTs perform on a daily basis while maintaining the safest aircraft fleets in the world. Thank you.

Fraternally,



Garry Drummond
TWU International Vice President
Director, Air Transport Division

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C: ATD Staff