

American Airlines, Inc.

November 13, 2008

Re: Worker Adjustment & Retraining Notification (WARN) Notice

Bobby Gless
AA System Coordinator
Assistant ATD Director
Transport Workers Union of America AFL-CIO
1791 Hurstview Drive
Hurst, Texas 76055

Dear Bobby:

As you know, American Airlines and the airline industry continue to suffer losses due to the challenges with which our airline is contending. Soaring fuel costs combined with a weakening economy require that we review every aspect of our network and service infrastructure.

It is quite clear that we can no longer operate our airline at its current levels. This reality has forced us to make some very tough, but immediate, decisions to secure American's future. We must quickly reduce our operating schedule for the coming months, and as a result, will need fewer people to operate the airline.

In some cases, the federal Worker Adjustment and Retraining Notification (WARN) Act and/or state law, require a company to give employees who may be affected by involuntary job reductions advance notice that they may experience an employment loss.

WARN Act

- WARN is the federal *Worker Adjustment and Retraining Notification Act*.
- Requirement to notify employees about a possible change in employment.
- Advance notice to employees who *may* be affected by an involuntary job reduction and who *may* experience an employment loss.

Attached is the list of 659 TWU employees broken out by classification and work location. This number includes the actual reduction at the Kansas City Maintenance Base, as well as the number of employees that may be impacted by the subsequent bump and roll.

Within the 659 TWU employees identified above, approximately 93 total employees (63 Title I, 3 Title II, 3 Title III, and 24 Title V employees) may be affected by a job reduction on January 16, 2009 as a potential bump and roll in the states of CA, IL, PR, and WA . These employees will receive individual WARN letters due to the statutes that govern WARN in CA, IL, PR, and WA.

Involuntary reductions that affect your membership will be governed by the applicable terms of your Collective Bargaining Agreement. It is difficult to determine right now whether the reductions will be temporary or permanent – that will depend on the economy and how soon we are able to get ourselves back to financial stability.

In an effort to mitigate involuntary reductions, American has offered several voluntary option programs to employees who may be affected by this reduction in force.

If you have any questions about this letter please contact Jim Weel at (817)967-1447.

In closing, I hope that you will express to your membership, especially those who are directly affected by this, how much I regret that this has become necessary.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Burdette", written in a cursive style.

Mark Burdette
Vice President
Employee Relations