

LETTER A  
Reference Article 22

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Orlando,

Procedures for Finalizing Awards: The following procedures are provided in order to standardize the arbitration process and avoid any controversy regarding the deliberations and discussions associated with the publication of System and Area Boards of Adjustment awards:

1. Executive Sessions for every case should take place at the conclusion of the hearing or at such time as agreed upon by a majority of the Board at the conclusion of the Hearing. This postponed session may be necessary due to the submission of briefs or other post-hearing issues, and should be the exception, not the rule.
2. An arbitrator's draft decision, distributed to the Board unsigned, may be changed to any extent agreeable to a majority of the Board. A written decision once executed and signed by the neutral arbitrator, will only be modified as to content by agreement of all Board members.
3. The Board members are not to discuss the decision of the Board with anyone other than the Board members prior to the publication of the award by the Administrator of the System Board.
4. No ex parte communication concerning the case (that is, discussion held without the presence of the full Board) is permitted at any time.
5. The details of the Board's deliberations must be held confidential by virtue of the Boards intended neutrality. No Board member should divulge the nature or content of the discussions held between the Board members in reaching their decision.

Sincerely,  
Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:  
John Orlando  
International Vice President  
Transport Workers Union

R3 AMT Tentative Agreement

LETTER B

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, Texas 76054

Dear Mr. Orlando,

This letter will confirm our understanding reached during negotiations, that if there is an investigation of sexual harassment and the charged employee is found to be exonerated of the charges, no entry regarding the charge or investigation will be made in the CR1. Any entry previously made will be deleted from the CR1.

In other cases, a CR1 entry, if any, will reflect the nature of the discussion with the employee. As always, the employee has the prerogative of reviewing the CR1 entry and providing any additional information desired.

This will in no way preclude the Company from discussing policy as related to investigations.

If the above accurately reflects your understanding of our agreement, please signify by signing below.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

LETTER C

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, Texas 76054

Dear Mr. Orlando,

This letter will confirm our understanding reached during negotiations, that when an employee hereunder is coached and counseled resulting in a CR1 entry, the employee can submit a separate rebuttal to the CR1 entry, sign and date it and it will be attached to the related CR1. The employee can request a photocopy of the related CR1 documentation.

If the above accurately reflects your understanding of our agreement, please signify by signing below.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

LETTER D  
Reference Article 14

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Orlando,

This will confirm our discussion during the negotiations leading up to the signing of the labor Agreement effective October 1, 2004.

This letter will clarify our understanding and intent of discussions during recent negotiations in regard to Article 14 - Transfers and Promotions C2F and C3F.

It is understood that an employee who accepts a transfer request will report to their new assignment within fourteen (14) days of acceptance. In the event that the Company, due to operational concerns, requires an employee to remain in his current position for a period of time beyond the fourteen days expressed by the collective bargaining Agreement, the employee's base rate of pay will be the greater of his current base rate of pay or the base rate of pay associated with the new assignment from the fifteenth day after acceptance of the transfer to the new assignment until the actual date of the transfer.

In no event will the employee be withheld from reporting to his new assignment for a period greater than 30 days. If the transfer to the new assignment causes the employee to incur a new occupation or classification seniority date, such seniority will accrue beginning with the earlier of the actual date of transfer or the fifteenth day following acceptance of the transfer to the new assignment.

If the above accurately reflects your understanding, please signify by signing below.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

R3 AMT Tentative Agreement

LETTER E  
Reference Article 14

DATE: \_\_\_\_\_

Jose Galarza  
International Representative  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Galarza,

This will confirm our discussion during negotiations leading up to the signing of the labor agreement effective\_\_\_\_\_.

We have mutually agreed that in the event an employee needs to fly into a location for a panel interview as outlined in Article 14, the Company will provide air transportation (non-revenue business travel).

The selection panel will make its best efforts to schedule the panel interview on the candidate's scheduled work day. The candidate will be compensated his regularly scheduled work day/hours. Local candidates, scheduled for an interview on a regularly scheduled work day and during their regular work hours, will be required to work any of their regularly scheduled shift before and/or after the panel interview.

A candidate who is scheduled for an interview on his scheduled day off will not be compensated for such time.

In the event that an employee is required to overnight, the Company will reimburse the employee for reasonable overnight accommodations (unless the hotel is direct billed) and actual reasonable expenses for meals. Un-receipted expenses will not exceed, without the approval of the Company, the maximums established by the Company.

The provisions of Article 18 do not apply to the candidates who participate in this process.

If the above accurately reflects your understanding, please signify by signing below.

Sincerely,  
Cathy McCann  
Vice President, People  
American Eagle Airlines, Inc.

Agreed to:  
Jose Galarza  
International Representative  
Transport Workers Union  
R3 AMT Tentative Agreement

LETTER F

April 28, 1998

Mr. James C. Little  
International Representative  
Transport Workers Union  
1848 Norwood  
Suite 112  
Hurst, TX 76054

Dear Mr. Little,

This letter will confirm our understanding reached during negotiations whereby the Company offers to continue to provide a Company contribution for employee savings deferred in a 401(k) plan.

The details are outlined in the employee's handbook.

Additionally, this letter will confirm our understanding reached in which the Company agrees that in the event it grants to other employees at American Eagle Airlines, Inc. any improved 401(k) plan, the Company will grant the same to those employees covered under this Agreement.

Sincerely,

Dan Garton  
President  
American Eagle Airlines, Inc

Agreed to:

James C. Little  
International Representative  
Transport Workers Union

LETTER G

April 28, 1998

Mr. James C. Little  
International Representative  
Transport Workers Union  
1848 Norwood  
Suite 112  
Hurst, TX 76054

Dear Mr. Little,

This will confirm our recently reached agreement with regards to COPE payroll deductions.

We agreed the Company will allow all TWU represented employees to authorize payroll deductions for this fund, on a voluntary basis only. It will be the employee's responsibility to obtain and submit an authorization card to the Company. The Company will transfer funds collected to the TWU on the same schedule used for dues transfer.

Sincerely,

Dan Garton  
President  
American Eagle Airlines, Inc

Agreed to:

James C. Little  
International Representative  
Transport Workers Union

LETTER H

April 28, 1998

Mr. James C. Little  
International Representative  
Transport Workers Union  
1848 Norwood  
Suite 112  
Hurst, TX 76054

Dear Mr. Little,

Changes have been announced to the Company's Nepotism Policy to be effective March 1, 1990. These revised rules will permit the employment of relative (defined as an employee's spouse, parent, brother, sister, brother-in-law, sister-in-law) provided that no first or second level supervisory relationship may be created at any time between such individual employees.

For purposes of first or second level supervisory relationships, crew chiefs and other bid positions under the American Eagle, Inc. / TWU Agreements will not be considered supervisory positions and therefore relatives in these positions and in non-bid position under their direction will not be in conflict with the new policy.

As outlined in the attached policy statement, each employee is responsible for ensuring he/she is in compliance with the applicable restriction of the policy. Therefore, it is agreed that no transfers or bids from incumbents of future hires, under the applicable contractual provisions, will be allowed if such transfer of bid would create a first or second level supervisory conflict as described above. It is further agreed that if any bid or transfer that would be in violation of the above policy is attempted or completed under any condition, such bid or transfer will be voided. If the above accurately reflects your understanding, please signify by signing below.

Sincerely,

Dan Garton  
President  
American Eagle Airlines, Inc

Agreed to:

James C. Little  
International Representative  
Transport Workers Union

LETTER I

April 28, 1998

Mr. James C. Little  
International Representative  
Transport Workers Union  
1848 Norwood  
Suite 112  
Hurst, TX 76054

Dear Mr. Little,

This letter will confirm our understanding reached during the recently concluded negotiations in which the Company agrees that in the event it grants to other employees at American Eagle Airlines Inc. any additional holiday(s), vacation(s) or improved medical plans, the Company will grant the same to those employees covered under this Agreement.

Sincerely,

Dan Garton  
President  
American Eagle Airlines, Inc

Agreed to:

James C. Little  
International Representative  
Transport Workers Union

## LETTER J

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Orlando,

### AMERICAN EAGLE/AMERICAN AIRLINES EMPLOYMENT PROGRAM

The purpose of this program is to increase the opportunities for qualified Eagle employees to be hired at American Airlines. Inc. for the positions of:

Aviation Maintenance Technician  
Overhaul Support Mechanic  
Parts Washer  
Aircraft Cleaner  
Plant Maintenance Mechanic  
Plant Maintenance Man  
Utility Man  
Cabin Cleaner  
Building Cleaner  
Stock Clerk  
Fleet Service Clerk  
Ground Serviceman  
Dispatcher

#### General Qualifications

1. Employees which are on any step of the PPC or ACP programs are not eligible.
2. Employee has passed all levels of training offered during this period.
3. Licenses as required by the position applied for.

#### Qualifications for M & E Employees

1. Employee has completed 36 months of service with Eagle.

#### Qualifications for Ramp Employees

1. Employee has completed 24 months of service with Eagle.

#### Qualifications for Dispatch Employees

#### R3 AMT Tentative Agreement

1. Employee has completed 36 months of service with Eagle.

#### General Rules

1. After completing the required length of service with American Eagle Airlines Inc. or its associated subsidiaries. American Eagle Airlines will accept applicants whom desire to be employed by American Airlines. This program will be administered by American Eagle Airlines and all documentation and requests for positions at American Airlines under this procedure will be handled by the American Eagle Coordinator.
2. Applicants meeting the above listed qualifications will be placed on a preferred hiring list.
3. American will afford qualified American Eagle employees on the preferred hiring list the opportunity for open positions prior to interviewing candidates from companies outside of AMR and in accordance with #4 below:
4. American will extend to qualified American Eagle Airlines employees at least one (1) out of four (4) vacancies that remain after American Airlines internal transfer procedures are complied with.
5. No more than ten (10) Ramp Service employees per classification per station per month will be permitted to leave American Eagle Airlines under this procedure. No more than ten (10) percent of Maintenance and Engineering employees per classification per station per quarter will be permitted to leave American Eagle Airlines under this procedure. No more than five (5) percent of the Dispatch employees per six months will be permitted to leave American Eagle Airlines under this procedure.
6. The preferred hiring list provided by American Eagle Airlines will be forwarded to American Airlines upon a request from American Airlines that a job vacancy exists under #3 above.
7. The employee is responsible for having his/her name on the list. (Which will include the location/s the employees wishes to be considered for), providing American with a fully completed application and resume and ensuring the Employee Information Record (EIR) is up to date.
8. Employee must pass any qualification tests administered by American Airlines.
9. Employee must pass any Drug and Alcohol tests as administered by American Airlines. Any failures of these tests are cause for immediate corrective action up to and including discharge from AMR.
10. Any refusal of a job offer from American Airlines will result in a permanent bar from transferring to American Airlines under this policy.
11. Lists will be forwarded quarterly to the Transport Workers Union International.

12. American may spread the hiring dates as required to meet its goals.

13. Employee will retain and carry Company seniority to their new position but other seniority and benefits will be as provided at the new position. Vacation accrued at the time of leaving American Eagle Airlines will be paid off at the appropriate rate and will not be carried over to the new position.

Any American Eagle Airlines employee who is hired at American Airlines will serve a new probationary period. Failure to complete the probationary period successfully will result in termination from American Airlines. The employee who fails to pass probation will not have any rights (including bumping back) to return to his/her former position at American Eagle Airlines, Inc.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

LETTER K  
Reference Article 4

DATE: \_\_\_\_\_

Jose Galarza  
International Representative  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Galarza,

Per our discussion and as a clarification to the application of Flexible Hiring rates with regards to an employees' classification seniority date, it has become necessary to establish this Bulletin for future references. This is a result of system board Case #'s AE-49-05, 50-05, 51-05. It became evident between the Company and the Union that it was necessary for the Company to adjust the Classification seniority date for incumbent employees and as you know the evidence demonstrated that this practice became effective January 1, 2001.

The applicable Articles are:  
Article 4 A (1,2) AMT's and related  
Article 4 A (1,2) Fleet Service clerks

In the event that a particular station utilizes the flexible hiring rates, Article 4 (A 1), and raises its starting rate of pay for a specific classification, then incumbent employees at that station and in that specific classification who were at a rate lower than the new flexible hiring rate, will have their base rate of pay raised, Article 4 (A 2). The effective date of the new base rate of pay will be the date the external candidate (hired at the flexible rate) commences employment within the station and classification.

Example:  
BOS hires an AMT at \$13.53 per hour (step 3).  
Date of hire 2/1/06

All Incumbent employees will be raised to the new higher rate effective 2/1/06.

In addition, the incumbent who has had their base rate of pay raised, will have their classification seniority date adjusted to reflect the effective date of the increase. Thereafter, the employee will receive step increases on an annual basis. No employee can exceed the maximum step for his or her classification.

Example:

<u>Current date</u>		<u>Base rate of pay</u>	<u>Occ date</u>	<u>Class date</u>
2/1/06	John Doe	12.63	11/5/04	11/5/04

Flex Rate to \$13.53 effective 2/1/06.

R3 AMT Tentative Agreement

<u>Current date</u>		<u>Base rate of pay</u>	<u>Occ date</u>	<u>Class date</u>
2/1/06	John Doe	13.53	11/5/04	2/1/04

If the above accurately reflects your understanding of our agreement, please signify by signing below.

Sincerely,  
Cathy McCann  
Vice President, People  
American Eagle Airlines, Inc.

Agreed to:  
Jose Galarza  
International Representative  
Transport Workers Union

LETTER L  
Reference Article 21

April 28, 1998

Mr. James C. Little  
International Representative  
Transport Workers Union  
1848 Norwood  
Suite 112  
Hurst, TX 76054

Dear Mr. Little,

This letter will confirm our understanding reached during negotiations whereby the Transport Workers Union agrees that the following specific procedures will be followed for all TWU employees based in SJU in regards to Article 21 of the American Eagle Airlines / TWU Labor Agreement:

If any decision made by the Company under the provisions of Article 21 is not appealed by the employee affected within the time prescribed herein for such appeals or if the grievance is not presented within the time specified in Article 21, the decision of the Company shall become final and binding.

Furthermore, if the decision to be made by the Company under the provisions of Article 21 is not made within the time limits prescribed herein for such decision, the grievance of the employee shall be granted.

All other provisions of Article 21 of the American Eagle Airlines / TWU Labor Agreement shall remain in effect and are not deemed to be altered or amended in any other way.

If the above accurately reflects your understanding of our agreement, please signify by signing below.

Sincerely,

Dan Garton  
President  
American Eagle Airlines, Inc

Agreed to:

James C. Little  
International Representative  
Transport Workers Union

LETTER M  
Reference Article 16

February 16, 2009

THIS LETTER OF AGREEMENT is made and entered in accordance with the provisions of the Railway Labor Act, as amended, by and between AMERICAN EAGLE AIRLINES, INC. AND EXECUTIVE AIRLINES, INC. (hereinafter the "Company") and the TRANSPORT WORKERS UNION OF AMERICA (hereinafter the "Union". The parties hereto have mutually agreed upon the following procedure for an Employee(s) performing Union business and being placed on an unpaid labor leave of absence.

1. In the case of an employee holding a position as an International Representative, an International Officer of the Transport Workers Union or an employee holding a full time position within the International Union, the written request must be submitted by the Director Air Transport Division of the Transport Workers Union to the Vice President - Employee Relations. During this leave for Union business, the employee will maintain his benefits.
  - a. An employee on a Union Leave of Absence shall retain and continue accrue Company, Occupational and Classification Seniority for the duration of the leave.
  - b. An employee on a Union Leave of Absence shall be is entitled to full reinstatement rights at the end of the leave.
  - c. An employee on a Union Leave of Absence shall have the option of continuing to participate in American Eagle's health plan or may waive it for the TWU health plan.

THIS LETTER OF AGREEMENT shall become effective on the date of execution and shall remain in full force and effect concurrent with the Employee's Basic Agreement

IN WITNESS WHEREOF; the parties have signed this Agreement effective as of the date first written above.

Sincerely,  
Cathy McCann  
Vice President, People  
American Eagle Airlines, Inc.

Agreed to:  
Jose Galarza  
International Representative  
Transport Workers Union

LETTER N  
Reference Article 1

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Orlando,

This will confirm our understanding reached during negotiations in which the Company agrees that the Vice President, Maintenance of American Eagle or his designee, will provide a quarterly report to the Director of the Air Transport Division, Transport Workers Union, listing the aircraft maintenance work that has been contracted out during the previous quarter.

If the above accurately reflects your understanding of our agreement, please signify by signing below.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

LETTER O  
Reference Article 22

April 28, 1998

Mr. James C. Little  
International Representative  
Transport Workers Union  
1848 Norwood  
Suite 112  
Hurst, TX 76054

Dear Mr. Little,

This will confirm our discussions during the negotiations leading up to the signing of labor Agreements effective April 28, 1998. During these discussions we discussed the Bureau of Arbitration and Conciliation of the Department of Labor of Puerto Rico. We have agreed on a trial basis to utilize this avenue to hear cases that are appealed in accordance with Article 22 of the collective bargaining Agreement from employees based in San Juan, Puerto Rico.

Both parties may terminate this trial upon written notice to the other party and all cases will thereafter be handled in accordance with the provisions of the labor Agreement. In addition, if either party does not wish a particular case to be heard by this tribunal, they can, upon written notice to the other party, schedule the case under the provision of the labor Agreement.

Sincerely,

Dan Garton  
President  
American Eagle Airlines, Inc

Agreed to:

James C. Little  
International Representative  
Transport Workers Union

LETTER P  
Reference Article 4

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Orlando,

Those grandfathered employees who are currently performing avionics duties and are receiving a \$0.75 / hr avionics premium will continue to receive this premium under the following conditions:

It is understood that the grandfathered avionics employees who possess A & P licenses will perform Aircraft Maintenance Technician duties that are associated with their job functions as an Avionics Technician.

It is understood that if a grandfathered Avionics Technician employee should leave his current position, he will relinquish the \$0.75 / hr premium.

It is also understood that if a grandfathered Avionics Technician employee returns to the avionics position, he will not be entitled to receive the \$0.75 / hr premium.

If the above accurately reflects your understanding, please signify by signing below.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

## LETTER Q

Date

Ms Cathy McCann  
Vice President People  
American Eagle Airlines  
4333 Amon Carter Blvd  
Ft Worth, TX 76155

Dear Ms McCann,

This will confirm our discussion during the negotiations leading up to the signing of the Labor Agreement effective \_\_\_\_\_

We have agreed to recognize JFK Airport (JFK) and LaGuardia Airport (LGA) as a one station complex under the following scenarios:

A. An employee based at JFK or LGA will:

1. Be given preference over employees located at other airports/stations with regards to Article 14 – Transfers and Promotions and be considered before any other candidates regardless of their seniority for JFK and LGA higher classification, transfer and reclassification positions/vacancies.
2. Be deemed to be based as one station in the event of:
  - a. A surplus of employees at one airport when vacancies exist at the other;
  - b. A reduction in force at either airport when there are no vacancies available at the other;
  - c. A reduction in force at both airports;
  - d. A recall of laid-off employees at both airports;
  - e. Temporary assignments between airports

B. Higher Classification positions:

1. A higher classification vacancy will be filled by honoring requests of qualified employees for reassignment from one airport to the other. To be considered qualified, an employee must hold, as a result of having been selected the successful bidder, a job in the same classification as the vacancy and involving the same requirements. The method to follow is outlined below in paragraph (D).
2. Vacancies remaining after such requests have been honored are to be awarded as outlined in Article 14 of this agreement.

3. If a reduction in force is exercised at either JFK or LGA an employee in a bid position affected by the RIF may exercise his seniority to first fill a non-bid vacancy at his current airport, if one exists. If no vacancy exists he may then exercise his seniority to displace a non-bid position at his current airport.

#### C. Non-Bid Vacancies - Transfers:

1. If a vacancy occurs (non-bid) within the one station complex, requests for lateral reassignment between JFK and LGA will be honored before transfer requests from other stations in the system are considered, and before new employees are hired. An employee interested in being reassigned to the other station (JFK to LGA or LGA to JFK) must file a request for such reassignment not less than fifteen (15) calendar days prior to reassignment date. All requests will be valid until the following January 1<sup>st</sup> and July 1<sup>st</sup>. Each January 1<sup>st</sup> and July 1<sup>st</sup>, a request for reassignment not submitted within the preceding thirty (30) calendar days will be voided and it will be necessary for a new request to be submitted.
2. Under this procedure, the Company will not require, as a condition of being eligible to request reassignment, that an employee has completed six (6) months of service at his current airport. However, an employee on probation must have completed his probationary period before being eligible to request such reassignment from one airport to another.
3. Selection to fill a vacancy will be made on the basis of the most senior employee in the same status requesting the reassignment, unless medically restricted.
4. If there are no requests, or an insufficient number of requests to fill any such vacancies, requests for transfer on file from employees at other locations in the system will be honored.

#### D. Reclassification:

1. If an employee is eligible for upgrading from one classification to another, this will be done on a one-station basis, subject to the requirements of Article 14 as outlined in the AMT & related agreement and Article 14 of the Fleet Service Agreement.

#### E. Surplus Employees At One Airport, Shortage At The Other Airport:

1. When there is a surplus of employees at one airport and corresponding vacancies at the other airport, the number of employees involved at the airport with the surplus will be equalized through reassignment of volunteers, if any.
2. Selection of volunteers will be made on the basis of the most senior volunteers. If no employee volunteers or an insufficient number volunteer, then the selection will be made on the basis of the most junior employee from the airport with the surplus to the airport with the shortage.
3. If a surplus still exists, such employees who refuse reassignment will be subject

to a reduction in force.

- a. Such surplus employee may accept layoff with recall rights to the original airport of surplus.
  - b. If such employee accepts layoff and a vacancy occurs in the city from where he was laid off, he will be blended in seniority order with active transfers in the same classification within the one station complex. Such vacancy will be filled with the most senior employee.
  - c. An employee who accepts layoff as described above will not be afforded the provisions outlined in paragraph (G) below or the provisions of Article 15 of this Agreement.
4. No Transfer Requests (C) or Reassignments (D) will be processed until the equalization process has been finalized.

F. Reduction In Force:

1. If a reduction in force is exercised at one of the stations in the one-station complex, the two stations will be combined for the purposes of the reduction in force.
2. In the event that there is not a vacancy at the other airport, in the one-station complex then the most junior employee will be affected by the reduction in force and may accept layoff or exercise his seniority in accordance with the provisions of Article 15 of this agreement.

G. Recall:

1. An active employee involuntarily moved from one airport to the other (JFK to LGA or LGA to JFK), as a result of a reassignment, surplus or reduction in force will maintain recall rights back to the original airport.
2. This recall will not be applicable to any higher classification position that was affected by a reduction in force.
3. Vacancy(s) that occurs in the city where there was a reduction in force:
  - a. Will first be offered to active employees within the one-station complex who hold recall.
  - b. Remaining vacancies will be processed as outlined in Article 15 of this agreement.

H. Expenses:

1. An employee reassigned from one airport to another within the one-station complex, whether by employee request or by direction of the Company, will not be eligible for the Company moving reimbursement/expense.

I. Temporary Assignments Between Airports:

1. When an employee, regularly assigned to one airport is assigned to duty at another airport, the provisions of Article 17 will apply.
2. When such assignments are made, employees will be regarded as working and will be paid their regular hourly rate while traveling from one airport to another within the one-station complex.

- J. The Company agrees to meet and confer with the Union on other stations that may need to be added to this One Station Agreement.

If the above accurately reflects your understanding, please signify by signing below.

Sincerely,

Name  
Transport Workers Union

Agreed,

Name  
American Eagle Airlines, Inc

LETTER R  
Reference Article 17

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Orlando,

This will confirm our understanding reached during negotiations in which the parties agree due to Marquette's unique work environment, the provisions of Article 17D3 will not apply to those employees covered by this Agreement who are employed at the Marquette Maintenance base.

In the event of an emergency or when there are insufficient or no volunteers for a field trip, the procedures set forth in the local field trip agreement between the Company and the Union will apply at the Marquette Maintenance base.

If the above accurately reflects your understanding of our agreement, please signify by signing below.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

LETTERS  
Reference Article 22

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Orlando,

This will confirm our understanding reached during negotiations in which the parties agree that all area grievances docketed for System Boards hearings from the Marquette Maintenance base, specifically involving discipline and discharge cases, are to be held in Gwinn, Michigan.

If the above accurately reflects your understanding of our agreement, please signify by signing below.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

LETTER T

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Orlando,

This will confirm our discussion during the negotiations leading up to the signing of the labor Agreement effective October 1, 2004.

The Company agrees that it will provide to its employees in Puerto Rico who are represented by the Union those entitlements which it is legally required to provide to them under the laws of the Commonwealth of Puerto Rico, as properly amended from time to time by the Commonwealth.

If the above accurately reflects your understanding, please signify by signing below.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

LETTER U  
Reference Article 4

October 15, 2004

Mr. John Orlando  
International Vice President  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr. Orlando,

During negotiations, the Transport Workers Union raised an issue concerning the Ground Support mechanics that are required to operate Company vehicles that require a Commercial Drivers License (CDL).

It is agreed that, in those locations where such vehicles exist, those employees that obtain their CDL and maintain it, will be paid a \$1.00 / hr higher capacity pay rate for all hours worked. This higher capacity pay is to include accruals for sick pay, vacation pay and holiday pay. It will not be compounded for overtime rates. Additionally, the higher capacity rate of pay will remain in effect only as long as the employee remains in that job classification/title group in that location. It is understood that if the employee should leave the job classification/title group or location, he will relinquish the higher capacity pay.

Should the Company discontinue or eliminate the use of the vehicle that requires the CDL the Company reserves the right to eliminate the higher capacity pay for that location.

Nothing will preclude the parties from negotiating a skill premium in lieu of the higher capacity rate of pay.

If the above accurately reflects your understanding, please signify by signing below.

Sincerely,

Rose Doria  
Vice President, Employee Relations  
American Eagle Airlines, Inc

Agreed to:

John Orlando  
International Vice President  
Transport Workers Union

R3 AMT Tentative Agreement

LETTER V

Date: \_\_\_\_\_

Mr.  
International Representative  
Transport Workers Union  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Mr.

This will confirm our discussion during the negotiations leading up to the signing of the labor Agreement effective \_\_\_\_\_.

In recognition of the ratification of this Agreement, the parties have agreed upon a lump sum payments. All members currently on payroll and those members who are an inactive status qualify for a lump sum payment as outlined below upon return to active payroll.

DOS Lump Sums

Employees with classification seniority noted as follows:

6 months – 3 years	\$250.00
4 – 11 years	\$500.00
12 + years	\$1000.00

DOS +12 Lump Sums

12 or more years Classification Seniority	\$750.00
Or	
12 or more years Occupational Seniority	\$1040.00

DOS +24 Lump Sums

12 or more years Classification Seniority	\$750.00
Or	
12 or more years Occupational Seniority	\$1040.00

If a negotiated tentative agreement has not been reached within 24 months of the amendable date of this agreement, all employees with more than 12 years occupational seniority will receive a one-time, \$1040 lump sum at that time (DOS of this agreement +48 months).

Sincerely,

Vice President, People  
R3 AMT Tentative Agreement

American Eagle Airlines, Inc

Agreed to:

International Representative  
Transport Workers Union

Letter W  
Reference Article 6

October 28, 2008

Mr. Jose Galarza  
American Eagle Coordinator  
Transport Workers Union of America  
1791 Hurstview Drive  
Hurst, Texas 76054

Dear Jose,

Over the course of the past several weeks, the Company and the TWU have engaged in discussions regarding the application of the floating holiday for probationary Aircraft Maintenance Technicians, Inspectors, Tool and Die Mechanics, Ground Support Technicians, Repairman, Aircraft Cleaners, Inventory Control Specialists and Fleet Service Clerk employees.

As a result of those discussions, we have agreed to settle one grievance concerning that application. As you know, this grievance protests the practice of denying the floating holiday outlined in Article 6A for employees currently on probation, less than 6 months of Company service. Under this settlement agreement, effective October 28, 2008, any employee in Title Groups I, II, III, IV and V and currently on probation will be entitled to one personal holiday, within the current calendar year and as outlined in Article 6A. This agreement does not provide for retroactive awards, none will be granted as a result of this settlement agreement.

If the above accurately reflects your understanding of our agreement, please signify by signing below.

Agreed to:

Dianne Taber  
Counsel, Employee Relations  
American Eagle Airlines

Jose Galarza  
American Eagle Coordinator  
Transport Workers Union