

The Association.



THE TWU-IAM ASSOCIATION

October 4, 2021

Association Response to American's Vaccine Mandate

Dear Sisters and Brothers,

American Airlines Labor Relations contacted the TWU-IAM Association on Friday afternoon to inform us that the carrier would announce some changes to the Covid-19 vaccination protocol and how these changes will affect American Airlines employees, including those represented by the TWU/IAM Association.

American's communication was open ended and vague. The Association Leadership will engage American's senior leadership to discuss what exactly is management's plan. We want to discuss what options management is proposing for those Association members who chose or are unable to comply with the Company's vaccine mandate.

We certainly understand the frustration some members are experiencing as a result of the Company's recent notice. Although we encourage those who can receive the vaccination do so, we also believe it is an individual choice and we DO NOT SUPPORT the company making any unilateral demands of those members who may choose to request alternative options.

In solidarity,

A handwritten signature in black ink, appearing to read 'Mike Klemm'.

Mike Klemm
President Directing General Chairman
District 141

A handwritten signature in blue ink, appearing to read 'Dave Supplee'.

Dave Supplee
President & Directing General Chairman
IAMAW District Lodge 142

A handwritten signature in black ink, appearing to read 'Andre Sutton'.

Andre Sutton
TWU International Vice President

A handwritten signature in black ink, appearing to read 'Gary Peterson'.

Gary Peterson
TWU International Vice President
& Air Division Director