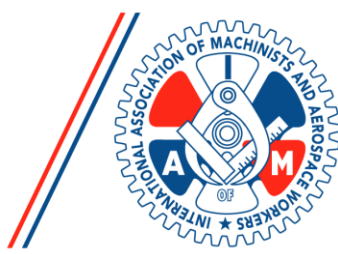


International
Association of
Machinists and
Aerospace Workers



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Office of the General Vice President

June 17, 2019

Subj: Compliance With Federal Court Order

TO ALL IAM REPRESENTATIVES AT AMERICAN AIRLINES

As you have been previously advised, on June 14, 2019 the United States District Court for the Northern District of Texas issued a Temporary Restraining Order requiring the TWU, the IAM, the TWU-IAM Association, the local unions that represent employees at American Airlines, and their members, to resume normal working schedules and practices. The Order requires that no employee should engage in any concerted refusal to perform normal operations.

Each of you should read the full text of the Order, which has been posted on bulletin boards and online. Most importantly, it must be emphasized that compliance with the Court's Order is absolutely required.

The Federal Court Order forbids the TWU, the IAM and the Association, their members, agents, and employees from engaging in, encouraging, or participating in any form of interference with American Airlines airline operations.

In addition, union members shall not:

- Refuse to accept overtime or field trip requests as they would in the normal course;
- Fail to complete maintenance repairs as they would in the normal course;
- Slowdown in the performance of their job duties; or
- Take any other action intended to cause aircraft to be out of service (including specifically aircraft out of service at 7:00 a.m.) or otherwise cause flight delays or cancellations or interfere with American's operations.

No one shall threaten or intimidate any employee for accepting overtime or field trips or otherwise performing their job duties as they would in the normal course.

This document together with the previously furnished bulletin and Court Order must be posted on bulletin boards and to the fullest extent possible, distributed to the membership.

In Solidarity,

Sito Pantoja
GENERAL VICE PRESIDENT