

The Association.



THE TWU-IAM ASSOCIATION

October 22, 2021

RE: AA Vaccine Mandate

Dear Sisters and Brothers:

The Association conducted a follow-up call today with American Airlines regarding the vaccine mandate. The Company continues to work through the religious and medical accommodations submitted by the membership. Two items that we were informed of today include those members who have had Covid-19 recently and how they should handle being accommodated since they cannot get the vaccination at this time. Those members should put in for a medical exemption and request for a Covid-19 vaccine deferral until such time they can get vaccinated. The second question answered was if there would be an exception for the 4-month requirement for the HCRA. The answer was no, the 4 months will not be waived and those members who may consider retiring within 4 months and want to utilize the HCRA option should put in for that as soon as possible.

On a secondary point, not pertaining to vaccinations, the Association has notified the Company of our intent to arbitrate those areas of the attendance control policy that we believe are in conflict with the CBA. We were not sent a copy of all the information members have been provided and have requested a meeting to discuss the policy in an effort to resolve the conflicts, where possible, in advance of arbitration.

As we learn any additional information, we will provide it accordingly.

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