

Congress of the United States

Washington, D.C. 20515

February 8, 2018

Doug Parker, CEO
American Airlines Group
4333 Amon Carter Boulevard
Fort Worth, TX 76155

Dear Mr. Parker:

As members of Congress, we are committed to ensuring the rights of our constituents to bargain collectively for good wages and benefits. We hope that you share our commitment and, in that light, encourage you to achieve that result in ongoing negotiations with passenger service employees at your wholly-owned subsidiaries, Envoy and Piedmont.

We have been informed by passenger service employees of Envoy and Piedmont that American Airlines is currently negotiating collective bargaining agreements with their union, the Communications Workers of America. We were pleased to hear about significant progress in negotiating a successor agreement at Piedmont, and we hope for a similar result in the case of the first contract at Envoy. We understand that together, the affected workers comprise more than 9,000 of American Airlines' frontline staff.

As a leader in the aviation industry, you have recognized the importance to the flying public of these employees. They are on the frontlines for American Airlines serving the public in airports big and small, staying late when there are weather-related or other disruptions to make sure passengers reach their destination and performing important pre-flight security and safety checks to ensure that your passengers can travel safely. In some cases, they check in passengers, load their bags and help aircraft depart. They truly help keep the airline running in many challenging situations.

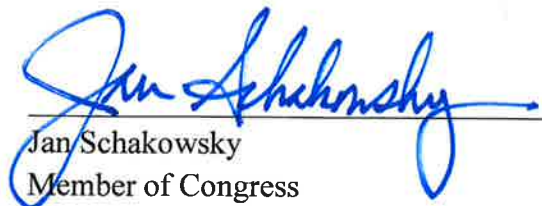
We were surprised to learn that many of these agents earn less than \$11 an hour and, as a result, must deal with constant churn at work and struggle at home to make ends meet. In September, you pointed out that the industry has become more reliably profitable and that, in fact, the company would never lose money again. In light of those strong assurances, we believe that passenger service employees who have played a major role in achieving continued company profitability share in its benefits.

Throughout 2017, and especially during the recent tax debate, members of both parties stressed the importance of raising wages for workers in the United States. While American Airlines recently announced that employees, including these Envoy and Piedmont workers, would be receiving a one-time \$1,000 bonus due to the recent passage of tax legislation, a next step would

be working to ensure that these workers' salaries provide for the ability to support themselves and their families. We believe that a successful American Airlines must support living wages for its frontline employees.


We hope that you will conclude your collective bargaining negotiations and ensure that all of your employees can earn a living wage. There is no stronger investment that American Airlines can make for its future, the future of the traveling public and the future of our communities. We thank you for giving our request your full, fair and prompt consideration.

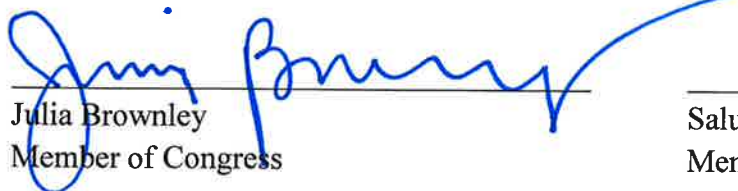
Sincerely,



Jan Schakowsky
Member of Congress

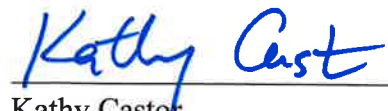

Pete Aguilar
Member of Congress

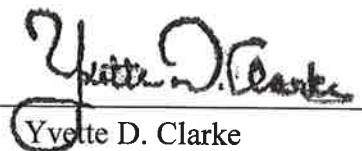

Nanette Diaz Barragán
Member of Congress

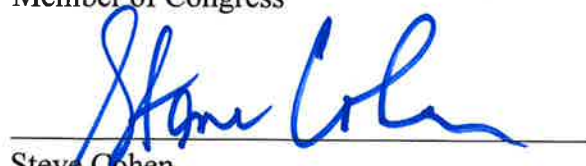

Robert A. Brady
Member of Congress


Julia Brownley
Member of Congress


Salud O. Carbajal
Member of Congress


Kathy Castor
Member of Congress


Yvette D. Clarke
Member of Congress


Steve Cohen
Member of Congress


Joe Courtney
Member of Congress



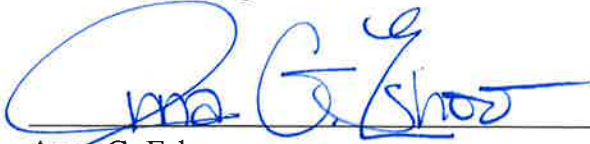
Peter A. DeFazio
Member of Congress



Mark DeSaulnier
Member of Congress



Keith Ellison
Member of Congress



Anna G. Eshoo
Member of Congress



Bill Foster
Member of Congress



John Garamendi
Member of Congress



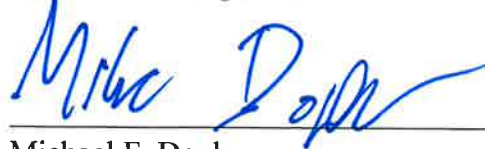
Gene Green
Member of Congress



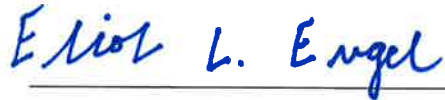
Brian Higgins
Member of Congress



Rosa DeLauro
Member of Congress



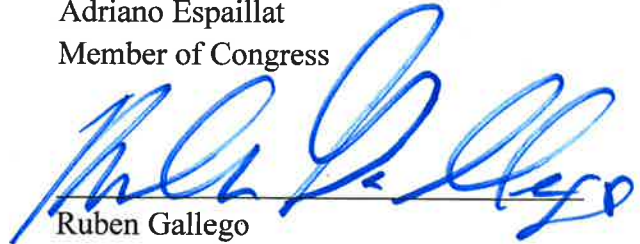
Michael F. Doyle
Member of Congress



Eliot L. Engel
Member of Congress



Adriano Espaillat
Member of Congress



Ruben Gallego
Member of Congress



Al Green
Member of Congress



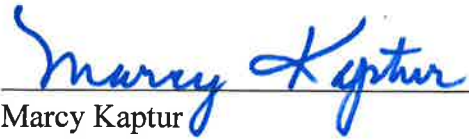
Luis V. Gutiérrez
Member of Congress



Sheila Jackson Lee
Member of Congress



Hakeem S. Jeffries
Member of Congress



Marcy Kaptur
Member of Congress



William R. Keating
Member of Congress



Ro Khanna
Member of Congress



Daniel T. Kildee
Member of Congress



Raja Krishnamoorthi
Member of Congress



Ann McLane Kuster
Member of Congress



John B. Larson
Member of Congress



Brenda L. Lawrence
Member of Congress



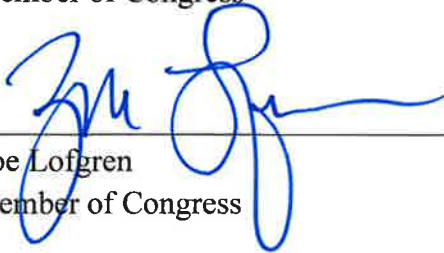
Al Lawson, Jr.
Member of Congress



Barbara Lee
Member of Congress



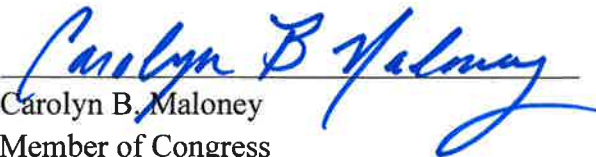
Nita M. Lowey
Member of Congress



Zoe Lofgren
Member of Congress



Alan Lowenthal
Member of Congress



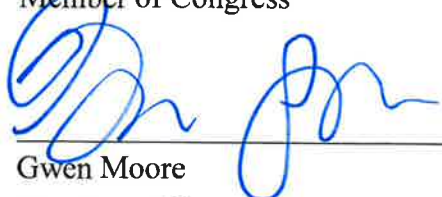
Carolyn B. Maloney
Member of Congress



Doris Matsui
Member of Congress



A. Donald McEachin
Member of Congress



Gwen Moore
Member of Congress



Grace F. Napolitano
Member of Congress



Donald Norcross
Member of Congress



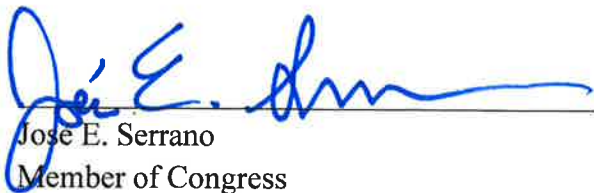
Mark Pocan
Member of Congress



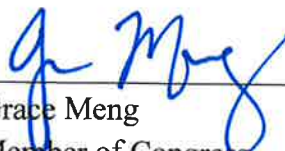
Bobby L. Rush
Member of Congress



Linda T. Sánchez
Member of Congress



José E. Serrano
Member of Congress



Grace Meng
Member of Congress




Jerrold Nadler
Member of Congress



Richard M. Nolan
Member of Congress



Chellie Pingree
Member of Congress



David E. Price
Member of Congress



Lucille Roybal-Allard
Member of Congress



Bradley S. Schneider
Member of Congress



Brad Sherman
Member of Congress



Louise M. Slaughter
Member of Congress



Darren Soto
Member of Congress



Jackie Speier
Member of Congress



Thomas R. Suozzi
Member of Congress



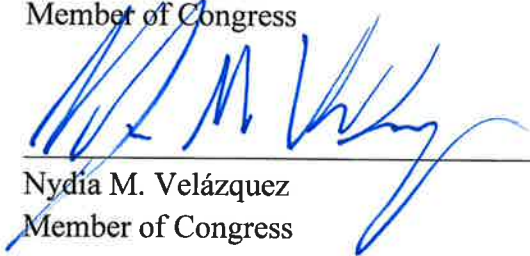
Mark Takano
Member of Congress



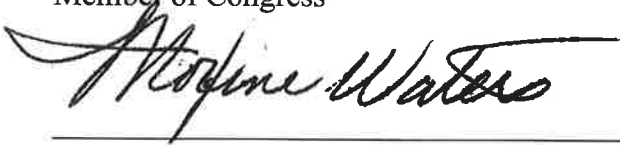
Paul Tonko
Member of Congress




Norma J. Torres
Member of Congress



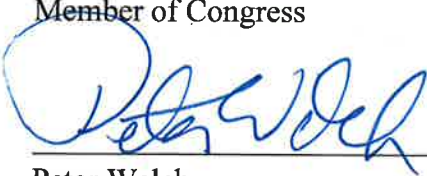
Nydia M. Velázquez
Member of Congress



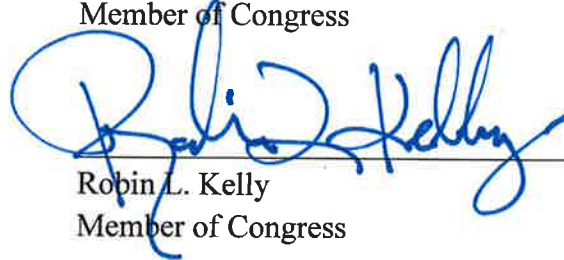
Maxine Waters
Member of Congress



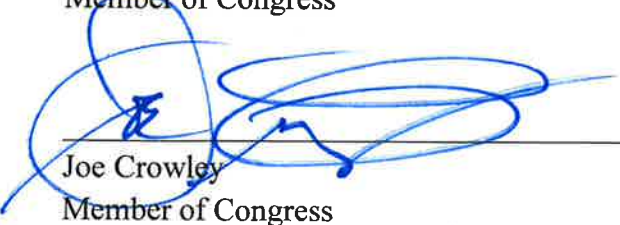
Bonnie Watson Coleman
Member of Congress



Peter Welch
Member of Congress



Robin L. Kelly
Member of Congress



Joe Crowley
Member of Congress



Lloyd Doggett
Member of Congress



Donald M. Payne, Jr.
Member of Congress



Sean Patrick Maloney
Member of Congress



Ted W. Lieu
Member of Congress



Raul Ruiz, M.D.
Member of Congress



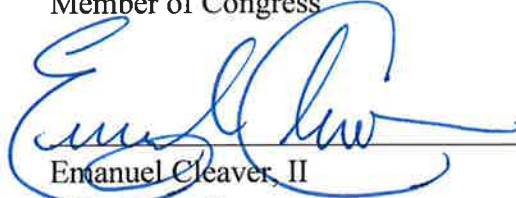
Judy Chu
Member of Congress



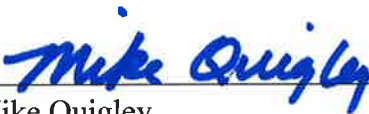
Debbie Wasserman Schultz
Member of Congress



Marcia L. Fudge
Member of Congress



Emanuel Cleaver, II
Member of Congress



Mike Quigley
Member of Congress



Cedric L. Richmond
Member of Congress