

TENTATIVE AGREEMENT

between

AMERICAN AIRLINES

and

TWU/IAM AIRLINE MECHANIC & RELATED EMPLOYEE ASSOCIATION

covering

MAINTENANCE CONTROL TECHNICIANS

of

AMERICAN AIRLINES, INC.

Effective date – XX



THE TWU-IAM ASSOCIATION

The Association.



THE TWU-IAM ASSOCIATION

March 2020

Sisters and Brothers,

This package contains the tentative agreements submitted to you for your ratification vote. As you know very well, the process of negotiating this agreement has been a long and tough fight. Two proud unions came together to form an Association that married our strength and solidarity to deal with the world's largest airline. The end result proves that the effort has been well worth your support.

The agreements to be voted on are the best in the industry. We reached parity and improvements on important benefits like sick-time, vacation and holidays. Retirement accruals will be second to none for our classifications and we preserved the pre-merger healthcare benefits as they applied to each pre-merger group.

Seniority applications have been merged into a single system that protects your seniority in the classification of your work and, for the first time, allows you to have seniority rights across the entire new American Airlines system. Your jobs are protected on the system and at your station and, more importantly, the work you do is protected in a way that ensures good union jobs will exist at American Airlines for generations to come.

Pay rates, overtime, holiday pay and profit sharing, taken all together, will lead the industry by any measure. Significantly, the formulas for that compensation are locked-in with iron clad language in these agreements.

We urge you to review this material, visit the Association website at twu-iam.org and the TWU and IAM websites to see the highlights, and make an educated vote – a vote that will guarantee an improved future for you and your family for a long time to come. Your negotiators are proud of these tentative agreements and so are we. Everyone involved in negotiating these contracts recommend a YES vote and encourage you to do your part by voting in the ratification.

Specific details of voting locations, the date of the vote and times are available from your local representatives, on the Association website and on the TWU and IAM websites.

A handwritten signature in black ink that reads "Sito Pantoja".

Sito Pantoja
Director, TWU-IAM Association
General Vice President
International Association of Machinists
and Aerospace Workers

A handwritten signature in black ink that reads "Alex Garcia".

Alex Garcia
Vice Director, TWU-IAM Association
International Executive Vice President
Transport Workers Union of America

INDEX

PREAMBLE	
ARTICLE 1 - PURPOSE OF AGREEMENT	1
ARTICLE 2 - STATUS OF AGREEMENT	2
ARTICLE 3 – EFFECTIVE DATE AND DURATION	3
ARTICLE 4 - EFFECT ON PRIOR AGREEMENTS	4
ARTICLE 5 - TRANSPORTATION	5
ARTICLE 6 - SCOPE	6
ARTICLE 7 – CLASSIFICATIONS	11
ARTICLE 8 - QUALIFICATIONS	13
ARTICLE 9 – FILLING OF VACANCIES	14
ARTICLE 10 – PROBATION	19
ARTICLE 11 - SENIORITY	20
ARTICLE 12 - REDUCTION IN FORCE / RECALL/VOLUNTARY SEPARATION	22
ARTICLE 13 - FURLOUGH BENEFITS	26
ARTICLE 14- HOURS OF SERVICE	28
ARTICLE 14.1 – ABSENCE FROM DUTY	32
ARTICLE 15 - SHIFT SWAPS	33
ARTICLE 16 - COMPENSATION	36
ARTICLE 17 –PROFIT SHARING	39
ARTICLE 18 - OVERTIME	41
ARTICLE 19 - FIELD TRIP/TRAVEL PAY	48
ARTICLE 20 - TRAINING	51
ARTICLE 21 - ISSUANCE OF SIDA BADGE	55
ARTICLE 21.1 – BACKGROUND CHECK LOA	57
ARTICLE 22 - HOLIDAYS	58
ARTICLE 23 - VACATIONS	60
ARTICLE 24 - SICK LEAVE	66
ARTICLE 25 - LEAVES OF ABSENCE	68
ARTICLE 26 - LIMITED DUTY	74
ARTICLE 26.1 - LIMITED DUTY LOA	75
ARTICLE 27 - FITNESS FOR DUTY	76
ARTICLE 28 - SAFETY AND HEALTH	78
ARTICLE 29 – BENEFITS	81
ARTICLE 30 - RETIREMENT BENEFITS	92
ARTICLE 31 - UNION SECURITY AND DUES CHECK-OFF	96
ARTICLE 32 - REPRESENTATION	101
ARTICLE 33 - GRIEVANCE PROCEDURE	104
ARTICLE 34 - SYSTEM BOARD OF ADJUSTMENT	109
ARTICLE 35 – GENERAL	116
ARTICLE 36 - UNIFORMS	115
ARTICLE 37 - BULLETIN BOARDS	116
ARTICLE 38 - NO STRIKE – NO LOCKOUT	117
ARTICLE 39 - RECOGNITION OF RIGHTS AND COMPLIANCE	118
ARTICLE 40 – RETIREMENT BENEFITS	119

INDEX

LETTER OF MEMOEANDUM (LOM)	
LOM 1 – PAYROLL SYSTEM TRANSITION	122
LOM 2 – NEW HIRE CONSIDERATION	123
LOM 3 – VOLUNTARY EARLY OUT	124
LOM 4 – VACATION LUMP SUM	125
LOM 5 - RETIREMENT FROM INACTIVE STATUS	126

PREAMBLE

1 This Agreement is made and entered into this [INSERT DATE], in accordance with the
2 provisions of Title II of the Railway Labor Act, as amended, by and between American
3 Airlines, Inc., ("American" or the "Company"), and the Transport Workers Union of
4 America AFL-CIO and the International Association of Machinists and Aerospace
5 Workers AFL-CIO, certified by NMB case #R-7422 as the TWU/IAM Mechanics
6 Association, ("Association" or "Union").

7

8

ARTICLE 1 - PURPOSE OF AGREEMENT

- 1 A. The purpose of this Agreement is, in the mutual interest of the Company and the
2 employees, to provide for operation of the services of the Company under methods,
3 which will further, to the fullest extent possible, the safety of air transportation, the
4 efficiency and economy of operations, and to provide orderly collective bargaining
5 relations between the Company and its employees, a method for the prompt and
6 equitable disposition of grievances, and for the establishment of fair wages, hours and
7 working conditions for the employees covered hereunder. In making this Agreement,
8 both the Company and the employees hereunder recognize their duty to comply with
9 the terms hereof and to cooperate fully, both individually and collectively, for the
10 accomplishment of the intent and purpose of this Agreement. To further these
11 purposes, the Company or an International Representative of the Union may request
12 a conference at any time to discuss and deal with any general condition that may arise
13 under the application of this Agreement.
14
- 15 B. No employee covered by this Agreement will be interfered with, restrained, coerced,
16 or discriminated against by the Company, its officers or agents, because of
17 membership in or lawful activity on behalf of the Union.
18
- 19 The Company and the Union recognize the important safety sensitive role of the
20 Quality Assurance Auditors and of the importance of assuring that their duties are
21 accomplished in a fair and unbiased fashion, free from outside interference, pressure
22 or coercion. To that end, the Company and the Union agree that Quality Assurance
23 Auditors covered by this Agreement will not be interfered with, restrained, coerced, or
24 discriminated against by the Company, its officers/agents; the Union, its
25 officers/agents or by fellow employees.
26
- 27 C. It is understood wherever in this Agreement employees are referred to in the
28 masculine gender, it shall be recognized as referring to both male and female
29 employees.
30
- 31 D. There shall be no discrimination between employees covered by this Agreement
32 because of race, creed, color, national origin, or gender.
33
- 34 E. Should any part or provision of this Agreement be rendered invalid by reason of any
35 existing or subsequently enacted legislation, such invalidation of any part or provision
36 of this Agreement shall not invalidate the remaining portions thereof, and they shall
37 remain in full force and effect.
38
- 39 F. The Company and the Union agree to comply fully with all applicable Federal and
40 State statutes and regulations prohibiting discrimination with respect to all aspects of
41 employment with the Company. Further, the Company and Union agree that neither
42 shall discriminate against employees covered by this Agreement on the basis of race,
43 color, religion, sex, national origin, age, sexual orientation, disability, membership in
44 a uniformed service, or status as a disabled veteran.

ARTICLE 2 - STATUS OF AGREEMENT

- 1 A. It is expressly understood and agreed that when this Agreement is accepted by the
2 parties and signed by their authorized representatives, it will supersede any and all
3 agreements existing or previously executed between US Airways, Inc. or American
4 Airlines, Inc. (the "Company") and any Union or individual affecting the crafts or
5 classes of employees covered by this Agreement.
6
- 7 B. It is understood and agreed that this Agreement will be binding upon any successors
8 to the present Corporation insofar as it is legally possible. In the event this is not legally
9 possible, the Company and the Union will meet prior to any change and negotiate all
10 possible protection for the employees.
11
- 12 C. The Agreement shall be binding upon the Company and any Successor, defined as a
13 purchaser, assignee or transferee of all or substantially all of the assets or stock of the
14 Company or American Airlines Group Inc., whether in a single transaction or multi-
15 step transaction. Neither the Company nor American Airlines Group Inc. shall enter
16 into an agreement with a Successor which creates a Successor transaction unless the
17 Successor agrees, in writing, as a prior irrevocable condition of the Successorship
18 transaction, that the Successor, the Company and American Airlines Group Inc., and
19 any operating airline which obtains the assets of the Company will: (1) recognize and
20 treat with the Association as the representative of the crafts or classes of employees
21 covered by this Agreement consistent with the Railway Labor Act; (2) be bound by the
22 Agreement, as it may be amended pursuant to the provisions of applicable law; and
23 (3) to employ employees on the system seniority list in accordance with the provisions
24 of this Agreement.
25
- 26 D. If a successor is an air carrier, and the Successor conducts an operational merger
27 between the Company and the Successor or another air carrier, then the Successor
28 will provide the Company employees covered by this Agreement with a seniority
29 integration in accordance with the McCaskill-Bond Amendment, Pub. L. 110-161, Div.
30 K, Title I, § 117, Dec. 26, 2007, 121 Stat. 2383, codified at § 42112, note.

ARTICLE 3 - EFFECTIVE DATE AND DURATION

- 1 A . Effective Date
2 The provisions of this Agreement will become effective on [INSERT DOR] (the
3 “Effective Date”) except as otherwise specifically stated in this Agreement.
4
- 5 B. Amendable Date
6 This Agreement will continue in full force and effect through and including
7 [INSERT DOR + 5 YEARS] and will thereafter renew itself without change each
8 succeeding [INSERT ANNIVERSARY OF DOR], unless written notice of
9 intended change is served in accordance with Section 6, Title I, of the Railway
10 Labor Act, as amended (the “Act”) by either party at least (6) months prior to
11 [DOR+5 years] or on any [ANNIVERSARY OF DOR] thereafter.
12
- 13 C. Complete Agreement
14 The parties agree this is the complete Agreement negotiated between American
15 Airlines and the TWU-IAM Mechanic and related Association. No amendments to
16 this Agreement will be valid unless signed by the Vice President of Labor
17 Relations (or his/her designee) and the Director of the Association (or his/her
18 designee). Letters of Agreement (LOA), Letters of Understanding (LOU) and
19 Memoranda of Understanding (MOU) that have not specifically been agreed to in
20 the negotiation of this Agreement shall become null, void and not enforceable as
21 of the effective date of this Agreement.

ARTICLE 4 – EFFECT ON PRIOR AGREEMENTS

- 1 This Agreement will supersede and take precedence over prior Agreements, Letters, local
- 2 side agreements, practices, and exceptions whether written or unwritten and similarly
- 3 related documents executed between the Company and the Association prior to the
- 4 signing of this Agreement.

ARTICLE 5-TRANSPORTATION

- A. Employees covered by this Agreement and their immediate families will be granted the same transportation privileges on the Company's system as may be established by Company regulations for all personnel.
- B. Union business travel will be provided pursuant to Company policy

ARTICLE 6 - RECOGNITION AND SCOPE

- 1 A. Pursuant to the National Mediation Board’s certification in NMB Case No. R-7422
2 (May 19, 2015), the Company recognizes the Airline Mechanic and Related
3 Employees Association TWU/IAM (“TWU/IAM Mechanics Association” or the “Union”
4 or the “Association”) as the exclusive and sole collective bargaining agent with respect
5 to rates of pay, rules, and working conditions for all employees of American Airlines,
6 Inc. within the United States or its territories and possessions, covered under this
7 Agreement as set forth in this Article, and as described in the classification
8 descriptions in Article 7.
9
- 10 B. The work of a Maintenance Control Technician (“MCT”) shall consist of any and all
11 work generally recognized as Maintenance Control Technician’s work in or about the
12 maintenance control area that is set forth in the job descriptions in Classifications
13 Article 7 and as set forth in this Paragraph B, inclusive of Paragraphs B.1. to B.11
14 below. The Maintenance Control Technician provides the central point of contact to
15 coordinate aircraft maintenance for all locations and supports the minute-to-minute
16 operation of the fleet to which he is assigned. He surveys and analyzes mechanical
17 and operational performance of assigned fleet(s) or system(s). He provides technical
18 evaluation and recommendations for resolution of maintenance problems including
19 but not limited to: oversight and coordination, and communication with employees
20 and/or vendors both inside and outside the Company.
21
- 22 1. Provides technical direction to the Technical Operations Organization. Analyzes
23 aircraft structural, mechanical, electrical, electronic, avionics, and power plant
24 system problems, and makes recommendations for corrective actions according
25 to FAA and Company regulations and complies with procedures in all applicable
26 manuals by providing oral and written instructions using the applicable
27 maintenance information technology (IT) systems.
28
 - 29 2. Interprets, issues, closes, and authorizes the application of the Minimum
30 Equipment List (MEL), Configuration Deviation List (CDL), Nonessential
31 Equipment Furnishings (NEF) and Tracking and Control (TAC). Monitors these
32 deferral items to ensure compliance with maintenance procedures prior to the
33 dispatch of an aircraft.
34
 - 35 3. Validates corrective actions, if required, when closing MEL, NEF, CDL, and TAC
36 items, and also validates that all re-inspection item requirements are satisfied prior
37 to aircraft release into service or dispatch.
38
 - 39 4. Debriefs flight crews and maintenance on in-flight and post-flight discrepancies.
40 Coordinates distribution of technical information to flight crews during in-flight
41 operations utilizing ARINC, SATCOM, ACARS, Company Frequency, or other
42 approved means. Reviews aircraft records and analyzes all available information
43 for the performance/condition of an aircraft system component, or the On Wing
44 management programs or Engines and Auxiliary Power Plant Units (APU).
45 Recommends functional tests for indications and causes of equipment
46 malfunctions.

ARTICLE 6 - RECOGNITION AND SCOPE

- 1
2 5. Coordinates findings with appropriate personnel to resolve maintenance problems.
3 Coordinates with AOG/MCU Planners regarding the movement of parts and the
4 utilization of assigned manpower required for field trips to facilitate the timely repair
5 of out-of-service aircraft. When necessary, travels to the aircraft or station to
6 provide on-site assistance and guidance in the detection and recommended repair
7 action to be taken to return the aircraft to service.
8
- 9 6. Continuously monitors fleet reliability through computerized (or manual)
10 maintenance programs and any automatic (or manual) aircraft data acquisition
11 systems designed and/or implemented by the Company or any third-party
12 providers including but not limited to SABRE, SCEPTRE, AHM, Airman Web, and
13 AHEAD. Continuously monitors aircraft engine performance through any
14 automatic (or manual) engine performance or fault monitoring systems designed
15 and/or implemented by the Company, engine manufacturer, or any third-party
16 providers including but not limited to GE CWC, RR CDS, P&W ADEM, and OSP.
17 Processes and creates the appropriate maintenance instructions, such as TII or
18 TSI, in response to notifications from subject providers to ensure compliance with
19 policies and procedures developed under F.A.R. Part 121.
20
- 21 7. Monitors and updates engine oil consumption data through the Oil Service
22 Program (OSP) or any similar oil consumption monitoring system and is
23 responsible for all OSP overrides.
24
- 25 8. Identifies and eliminates chronic/repeat aircraft discrepancies and issues oral and
26 written instructions as defined in the appropriate manuals.
27
- 28 9. Makes parts determinations for units entered in the SOS system or equivalent
29 system.
30
- 31 10. Writes and updates troubleshooting guidance/direction for deferral items (i.e.,
32 MEL, CDL, TAC, MON, and NEF) and maintenance instructions (i.e., TSIs and
33 TIIs). Other departments may write and update other types of items, e.g., ESIs for
34 EO prototypes, RSI and records specific TII/MON for borrowed parts and time-
35 controlled items.
36
- 37 11. Serves as the liaison between field maintenance and engineering. Is the primary
38 point of contact for Engineering Authorization requests and discussions involving
39 the repair and troubleshooting of OTS aircraft and facilitates subsequent
40 communication and coordination to provide the required support and
41 documentation to the line station to correct the OTS condition. However, nothing
42 in this Article prevents local Aircraft Maintenance Technicians, including Crew
43 Chiefs and Tech Crew Chiefs from discussing aircraft condition and possible repair
44 options with local on-site Engineering personnel or conferring directly with the ESC
45 or other engineering personnel on general aircraft reliability concerns. Once any
46 determination is recommended involving the repair of an OTS aircraft by local on-

ARTICLE 6 - RECOGNITION AND SCOPE

1 site engineering, MCTs will be notified and they will coordinate with local Aircraft
2 Maintenance Technicians, including Crew Chiefs, Tech Crew Chiefs and
3 Engineering to facilitate the proper troubleshooting and or repair.
4

- 5 C. It is agreed that the Company will not contract out work of the type that is currently
6 being performed by the MCT classification as described in the job descriptions in
7 Classifications Article (7) and as set forth in Paragraph B above, inclusive of
8 Paragraphs B.1 to B.11 above.
9

Job Protection

D. System Job Protection

- 10
11
12
13
14 1. For the life of this Agreement, no active employee or employee on a Company
15 approved leave of absence who is covered by this Agreement and whose name
16 appears on the Association master seniority list(s) on the date of ratification of
17 this Agreement will be laid off to the street provided the employee exercises his
18 seniority to the fullest extent in accordance with Article 12.
19
20 2. System job protection shall not apply in circumstances where the Company's non-
21 compliance is caused in substantial part by conditions beyond the Company's
22 control. Conditions beyond the Company's control shall include, but not be limited
23 to: (1) an act of God; (2) a strike by any other Company employee group or the
24 employees of a commuter air carrier operating pursuant to an authorized
25 codeshare arrangement with the Company; (3) a national emergency; (4)
26 involuntary revocation of the Company's operating certificate(s); (5) grounding of
27 a substantial number of the Company's aircraft; (6) a reduction in the Company's
28 operation resulting from a decrease in available fuel supply caused by either
29 governmental action or by commercial suppliers being unable to meet the
30 Company's demands; and (7) the unavailability of aircraft scheduled for delivery.
31 Item number 7 may only be triggered if the delay of delivery of aircraft adversely
32 impacts the operation such that the Company is required to reduce flying,
33 necessitating a reduction in force. The duration of any reduction in flying will be a
34 consideration before any reduction in force under this section.
35

E. Station Job Protection

- 36
37
38 1. For the life of this Agreement, the Company will provide station job protection to
39 all employees covered by this Agreement whose name appears on the Association
40 master seniority list(s) and who are active or on a Company approved leave of
41 absence as of the date of ratification of this Agreement. Station job protection will
42 apply to the station and basic classification that the employee holds on the date of
43 ratification of the Agreement or in a station where an employee transfers, bids or
44 bumps into and there is a more junior station protected employee, in the same
45 classification, working in an active position on the station seniority list.
46

ARTICLE 6 - RECOGNITION AND SCOPE

1 2. Station job protection will not apply in the event that all scheduled American
2 Airlines, Inc. flight operations cease at a station for a period of not less than one
3 year from the cessation of flights. Station job protection shall also not apply in
4 circumstances where the Company's non-compliance is caused in substantial part
5 by conditions beyond the Company's control as set forth above in Section D (2)
6 above.
7

8 Station Closing Due to Ceasing All Flight Operations
9

10 F. If a station is closed due to cessation of all flight operations that is not due to
11 circumstances beyond the Company's control as defined in Paragraph D (2) above,
12 and during the one-year period thereafter, the Company re-commences flight
13 operations it shall re-staff such station with employees covered by this Agreement,
14 and the following process will apply. Employees who had station protection at that
15 station at the time of closing shall be offered on a one-time basis, the first opportunity
16 to fill covered positions in classification seniority order. If an employee offered such a
17 position accepts and is returned to work at that station during the one-year period,
18 such employee shall have his original station protection reinstated. If an employee
19 offered such a position declines, such employee will remain in the status and location
20 the employee occupies at that time and any future openings at the station will be filled
21 using the Recall and Filling of Vacancies articles in this Agreement (Articles 12 and
22 9). If a station is re-opened more than one year after cessation of operations, all
23 positions at such station will be filled using the Recall and Filling of Vacancies articles
24 in this Agreement (Articles 12 and 9).
25

26 Station Closing or Reduction in Manpower Due to Circumstances Beyond Company
27 Control
28

29 G. If, due to conditions beyond the Company's control as defined in Paragraph D (2)
30 above, a station is closed or employees covered by this Agreement at the station are
31 reduced and, during the life of this Agreement, such station is subsequently re-opened
32 or manpower at such station is increased employees covered by this Agreement shall
33 be recalled and the following process will apply. Employees who had station
34 protection at that station at the time of closing or reduction shall be offered on a one-
35 time basis, the first opportunity to fill covered positions in classification seniority order.
36 If an employee offered such a position accepts and is returned to work at that station
37 during the duration of this Agreement, such employee shall have his original station
38 protection reinstated. If an employee offered such a position declines, such employee
39 will remain in the status and location the employee occupies at that time and any future
40 openings at such station will be filled using the Recall and Filling of Vacancies articles
41 in this Agreement (Articles 12 and 9).
42
43

ARTICLE 6 - RECOGNITION AND SCOPE

Parallel Operations

- 1
2
3 H. If the Company establishes any new airline or acquires a controlling interest in any
4 carrier, which operates jet aircraft, and mainline pilots on the American Airlines, Inc.
5 pilot seniority list perform revenue flying utilizing such aircraft, then all covered aircraft
6 maintenance work on such aircraft shall be performed by employees covered by this
7 Agreement in accordance with the provisions of this Article.
8
9 I. If the Company allows its code to be placed on any flight and the flight utilizes jet
10 aircraft and mainline pilots on the American Airlines, Inc. pilot seniority list perform
11 revenue flying utilizing such aircraft, then all covered aircraft maintenance work on
12 such aircraft shall be performed by employees covered by this Agreement in
13 accordance with the provisions of this Article.

ARTICLE 7 – CLASSIFICATIONS

- 1 A. Employees covered by this Agreement will be assigned to the classification of
2 Maintenance Control Technician. The Maintenance Control Technician provides the
3 central point of contact to coordinate aircraft maintenance for all locations and
4 supports the minute-to-minute operation of the fleet to which he is assigned. He
5 surveys and analyzes mechanical and operational performance of assigned fleet(s) or
6 system(s). He provides technical evaluation and recommendations for resolution of
7 maintenance problems including but not limited to: oversight and coordination;
8 communication with employees and/or vendors both inside and outside the Company.
9
- 10 B. The work of a Maintenance Control Technician includes but is not limited to:
- 11 1. Providing technical support for assigned fleets for Dispatchers, Pilots, Aviation
12 Maintenance Technician, and other personnel as required
 - 13 2. Utilizes aircraft manufacture manuals and other technical manuals, including but
14 not limited to, the Maintenance Operations Control Procedures Manual (MOCPM)
15 as required by FAR's and Operations Specifications for Operational Control
 - 16 3. Administering the MEL/CDL/NEF/TAC process in accordance with the MOCPM
 - 17 4. Coordinating parts and tooling movement and manpower requirements for field
18 trips to non-maintenance stations
 - 19 5. Requesting and remotely directing the work of contract maintenance personnel in
20 non- maintenance stations in accordance with the MOCPM
 - 21 6. Updating delay information and DMR entries for non-maintenance stations
 - 22 7. Reviewing open non-routine maintenance items on assigned fleet(s) or system(s);
23 assisting and researching and developing a plan to resolve chronic aircraft faults
 - 24 8. Monitoring the ALERT, ACMS, AMA, AHM, AIRMAN, GE CWC, RR CDS, P&W
25 ADEM, OSP and any future on wing monitoring system or engine
26 performance/fault monitoring system and writing follow up items utilizing the
27 applicable maintenance information technology (IT) systems following up to
28 ensure the effectiveness of corrective action to chronic faults
 - 29 9. Identifying chronic/rogue components and passing this information to the
30 Reliability Department
 - 31 10. For aircraft at non-staffed maintenance stations, maintain a current list of aircraft
32 status (ETR) and communicate ETR and MEL information to the appropriate IOC
33 personnel.
 - 34 11. Alerting the MOC Manager on Duty or MOC Manager when mechanical problems
35 arise which adversely affect systems operations
 - 36
 - 37
 - 38
 - 39
 - 40
 - 41
 - 42
 - 43
 - 44
 - 45
 - 46

ARTICLE 7 – CLASSIFICATIONS

- 1
- 2 12. Reviewing previous day's mechanical interruptions and following up to ensure a
- 3 positive final corrective action
- 4
- 5 13. Providing the point of contact for Engineering Authorization requests by Production
- 6
- 7 14. Maintaining and controlling CAT II/III aircraft certification and ensuring aircraft
- 8 remain in compliance
- 9
- 10 15. Maintaining the ETOPS Program and ensuring aircraft remain in compliance
- 11
- 12 16. Maintaining the compass card records
- 13
- 14 17. Where directed by the Company, MCTs may be assigned work associated with
- 15 developing and writing MELs
- 16
- 17 18. Performing any other MOC duties as assigned

ARTICLE 8 – QUALIFICATIONS

- 1 A. An applicant for the position of the “Maintenance Control Technician” will possess a
2 valid F.A.A. Airframe and Powerplant License, and will have worked for the Company
3 as an Inspector, AMT Technical Crew Chief, AMT Crew Chief, Aviation Maintenance
4 Technician, or Maintenance Training Specialist, for a minimum of five (5) years or
5 have worked on commercial or military aircraft as an Aviation Maintenance Technician
6 and/or a Maintenance Control Technician for a minimum of five (5) years.

ARTICLE 9 – FILLING OF VACANCIES

Maintenance Control Technician (MCT) Vacancies

- A. Candidates for Maintenance Control Technician (MCT) vacancies who do not hold MCT seniority will be required to meet the Qualifications listed in Article 8.
- B. Employees who do not hold MCT seniority at the time of a vacancy, who meet the qualifications in Article 8, shall advance to an interview by a panel interview committee that will be comprised of an equal number of members selected by the Association and the Company. The Association shall establish and maintain a list of members for each Company designated location to serve on the panel interview committee for each position sufficient to ensure that there are no delays in the panel interview process. The Company and Union will mutually agree to establish a standard minimum passing score which will be applied to all candidates seeking the position. Each member of the committee will score the candidate's interview results on a numerical scale. Each committee member's score will be totaled and averaged to establish the candidate's total score. Panel interview scores will remain valid for one (1) year. The senior candidate, utilizing basic classification seniority who meets the minimum passing score from the panel interview will be selected by the Company.
- C. Where there are ten (10) or more qualified candidates, who do not hold MCT seniority, the Company may limit the interviews to the ten (10) most senior candidates, utilizing basic classification seniority in the following order:
 1. Those employees bidding the position from the Mechanic and Related or Maintenance Training Specialist Collective Bargaining Agreement who meet the qualifications.
 2. Those employees bidding the position from any other Association Collective Bargaining Agreement who meet the qualifications.
 3. Those employees bidding the position from the Mechanic and Related or Maintenance Training Specialist collective bargaining agreement who meet the A&P License requirement, but not the five (5) year experience qualification.
 4. Those employees bidding the position from any Association Collective Bargaining Agreement who meet the A&P License requirement, but not the five (5) year experience qualification.
 5. Any other employee or new hire.
- D. Employees first awarded an MCT position shall hold the job on a trial basis for a period of ninety (90) work days, excluding all classroom training required for their position, in order to demonstrate their ability to perform the required work. Employees first

ARTICLE 9 – FILLING OF VACANCIES

1 awarded an MCT position as well as employees who have completed a voluntary
2 “desk to desk” transfer will be subject to a twelve (12) month stability period with the
3 following exceptions:
4

- 5 1. Employees in a stability period are not precluded from bidding on MCT positions
6 which did not exist before on a desk, shift, in a station or location.
7
- 8 2. Employees who are bumped or displaced will not be subject to a stability period
9 upon exercising seniority or being furloughed.
10

11 E. All employees first awarded an MCT position will have their performance evaluated
12 prior to the last day of their trial period. Employees who fail to meet performance
13 expectations will be returned to their previous bid area and shift.
14

Filling MCT vacancies

15
16
17 F. MCT vacancies shall be awarded in the following order.
18

- 19 1. The senior employee, locally, who files a request for a “desk to desk” transfer to
20 another MCT desk and is working as a MCT.
21
- 22 a. Each location will maintain a local “desk to desk” bid preference file. Employees
23 desiring a change to a different desk within the location must have a bid on file
24 prior to the time of the award. Vacancies, which the company decides to fill, will
25 first be filled by utilizing the local desk bid preference file. The maximum
26 number of “Desk to Desk” transfers created by an initial vacancy may be limited
27 to the number of desks at each station/location or after any move creates a
28 second transfer off of any one desk. Within ninety days of “Desk to Desk”
29 movement, the Company must perform realignment within the affected
30 Desk(s). Employees will be required to accept a bid that is awarded. Vacancies
31 not filled by the local bid preference process will be filled as described in
32 paragraph 2. below.
33
- 34 b. In the event that the filling of vacancies at new stations or new desks within a
35 station would result in more than three (3) Maintenance Control Technicians
36 from leaving any one (1) existing desk the Company and the IAM General
37 Chair/TWU Local President will mutually agree as to when additional affected
38 Maintenance Control Technician(s) will be allowed to assume the new
39 assignment.
40
- 41 2. The senior employee, who bids the position and is working as an MCT at another
42 location, which will also automatically include any MCT who have this location
43

ARTICLE 9 – FILLING OF VACANCIES

1 designated as their recall location if on furlough status Article 12 and any MCT on
2 furlough who bid the position from any other location.
3

- 4 3. The senior employee, who holds MCT seniority, including those in a stability period
5 bidding the position from any Association Collective Bargaining Agreement.
6
- 7 4. The senior of the Inspector, AMT Technical Crew Chief, AMT Crew Chief, AMT or
8 MTS bidding the position that meets the qualifications and is successful in the
9 interview process above. The earliest classification seniority date among those
10 above, will be used to determine who is senior for the purpose of awarding the
11 position.
12
- 13 5. The senior employee, other than those identified in paragraph 4. above, bidding
14 the position from any Association Collective Bargaining Agreement who meets the
15 qualifications and is successful in the interview process above. The earliest
16 Association classification seniority date will be used to determine who is senior for
17 the purpose of awarding the position.
18
- 19 6. The senior employee, bidding the position from the Mechanic and Related or
20 Maintenance Training Specialist Collective Bargaining Agreement who meets the
21 A&P License requirement, but not the 5 year experience qualification, but is
22 successful in the interview process above. Basic seniority will be used to determine
23 who is senior for the purpose of awarding the position.
24
- 25 7. The senior employee, bidding the position from any Association Collective
26 Bargaining Agreement who meets the A&P License requirement, but not the five
27 (5) year experience qualification, but is successful in the interview process above.
28 The earliest Association classification seniority date will be used to determine who
29 is senior for the purpose of awarding the position.
30
- 31 8. Any other employee or new hire.
32

33 **Temporary Transfer Provisions**

- 34 G. No employee will be forced into a permanent or temporary transfer outside of his
35 station. The Company shall solicit volunteers, in seniority order, to work another Desk
36 within their station for which they are qualified. In the event of insufficient volunteers,
37 the Company will assign employees in inverse seniority order. Such assignment can
38 only be to a shift with a start time within one hour of their scheduled start time and not
39 to exceed a period of twenty-eight (28) work days. The needs of the service shall
40 dictate when transfers shall be made, and no arbitrary transfers shall be affected. If
41 there is a need for an extension beyond the twenty-eight (28) work days the Company
42 and the IAM General Chair/TWU Local President must mutually agree on the terms of

ARTICLE 9 – FILLING OF VACANCIES

1 the extension. For transfers in excess of one (1) full shift employees shall receive
2 written notice of the expected duration of the transfer.
3
4

5 H. BID PROCESS 6

7 The process for identifying and awarding vacancies will be conducted on a weekly
8 cycle as follows for all applicable classifications:
9

- 10 1. On Saturday of each week at 00:01 CST, the Company will post an online
11 notification list of the stations/locations/shops declaring vacancies for that week.
12
13 a. The list will include the actual number of declared vacancies
14
15 b. The transfer list standing will be dynamic during the week and will be shown
16 via the online tool in seniority order
17
- 18 2. The transfer list for those listed vacancies will be closed on the following Tuesday
19 at 23:59 CST and a snapshot of the list will be taken at that time.
20
- 21 3. The employee may add or remove his standing transfer request or change the
22 order of preference anytime during the above timeframe (Sat. 00:01 CST to
23 Tuesday 23:59 CST).
24

25 All necessary paperwork (e.g. Work Experience Review form and supporting
26 documents) will be required to be complete online prior to the vacancy being
27 awarded;
28

- 29 a. Employees will have seven (7) days after the posting closes (Thursday at
30 23:59 CST) to provide the necessary paperwork. Note: Employees do not
31 have to wait until the posting closes; they may send the documents at the
32 time that they add their name to the transfer list.
33
- 34 b. Employees without paperwork will not be considered qualified, and will not be
35 awarded a vacancy.
36
- 37 c. Employees with incomplete paperwork, or who do not meet the experience
38 requirements will not be considered qualified and will not be awarded the
39 vacancy.
40
- 41 4. Any employee whose name appears on the list after Tuesday at 23:59 CST may
42 refuse the transfer by removing his name from the list by Thursday at 23:59 CST.
43 If the employee does not remove his name from the list during this forty-eight (48)

ARTICLE 9 – FILLING OF VACANCIES

1 hour period, and is awarded a vacancy, he will be considered to have accepted
2 the position.
3

- 4 5. The employee will be notified during JetNet sign-in of the final award.
5
6 a. Employees will also be sent an email notification to their aa.com email
7 address.
8
9 b. Once the final award has been posted and employee notified via JetNet, the
10 Company cannot subsequently rescind the award.
11
12 c. The employee must report to the station awarded on the specified date unless
13 mutually agreed to by the Company and the Union.

ARTICLE 10 – PROBATIONARY PERIOD

- 1 A. New employees shall be regarded as probationary employees for the first ninety (90)
2 work days of their employment, and there shall be no responsibility on the part of the
3 Company for the re-employment of probationary employees if they are discharged or
4 laid off during this period. The ninety (90) work day probation period excludes
5 classroom training. If retained in the service after the probationary period, the names
6 of such employees shall then be placed on the seniority list for their respective
7 classification in order of the date of their original hiring at the point and on the system
8 seniority roster. The Company will furnish the TWU Local President, IAM General
9 Chair, and Local Union Representative(s) with the names, classification, department,
10 and rate of pay of all new employees on the first (1st) of each month.
11
- 12 B. In the event a probationary employee is granted a leave of absence, upon the
13 employees return to work the probationary period will be extended by the number of
14 work days remaining to complete the probationary period.
15
- 16 C. Probationary employees may be released at the Company's discretion and no
17 probationary employee shall have the right to grieve any such action of the Company.
18
- 19 D. If a probationary employee is released and is rehired within a period not exceeding
20 his previous service, his previous time worked will count towards the completion of his
21 probationary period.

ARTICLE 11 - SENIORITY

1 All references in this Agreement to "Seniority" will mean Classification Seniority
2 (previously known as 'Occupational Seniority' at pre-merger American Airlines), except
3 where specific reference is made to Company or Pay seniority.
4

5 A. Company seniority is defined as continuous service in any department and shall begin
6 with the effective day of placement on payroll. Company seniority shall be applied to:
7 vacation accrual, bidding of vacations periods and service awards. Adjustments to
8 Company Seniority based on past seniority policies and/or Collective Bargaining
9 Agreements will remain in place. After the effective date of this Agreement, there will
10 be no adjustments to Company seniority.
11

12 B. Maintenance Control Technician classification seniority shall commence with the date
13 the employee enters into the classification. Classification seniority shall govern in the
14 case of displacement, filling bargaining unit vacancies, bidding shifts and days off
15 within the bid area, reductions in force and recalling after a layoff. If two or more
16 employees have the same classification seniority, the employee with the earlier
17 company date of hire seniority shall be senior. If two or more employees have the
18 same classification seniority and company date of hire seniority, the employee with
19 the lowest last four (4) digits of his social security account number shall be senior.
20

21 C. Seniority for pay purposes, pay date seniority, shall commence with the date of entry
22 into the Maintenance Control Technician classification. Seniority for pay purposes
23 shall be adjusted for time lost due to unpaid leaves, as referenced Article 25 Leaves
24 of Absence.
25

26 D. An employee shall lose all seniority and be removed from the seniority list when:
27

28 1. He quits, resigns or retires.
29

30 2. He is discharged for just cause.
31

32 3. He does not inform the Company of his intent to return to work, or the employee
33 fails to report to work in accordance with Article 12 Recall.
34

35 4. He fails to return from a leave of absence within the scheduled period.
36

37 5. Otherwise provided for in this Agreement.
38

39 E. Employees who are furloughed shall continue to accrue classification seniority for five
40 (5) years from date of furlough and thereafter shall only maintain their seniority status
41 while on furlough. Employees who refuse recall will have their names removed from
42 the seniority list and shall be deemed to have resigned.
43

44 F. The Company shall post a seniority list by the last day of January of each year, and
45 employees or the Association may protest any omission or error affecting any
46 employee's seniority within thirty (30) days of the current posting. Such lists, published

ARTICLE 11 - SENIORITY

1 by group or classification, will provide, at minimum, the name, employee number,
2 Classification Seniority date, Company seniority date, job classification, and station of
3 each employee, covered under this Agreement. Any employee on leave at the time of
4 posting will have a period of fifteen (15) days from his date of return to service to file
5 a protest.
6

7 G. An employee having Classification seniority who moves to a position in a classification
8 of work in another Association Agreement within the Company, will continue to accrue
9 Classification seniority in the classification and group from which he transferred.
10

11 H. Employees covered by this Agreement may be assigned to special projects in the
12 interest of the Company that are outside the normal scope of their duties. Employees
13 assigned to such projects shall continue to be covered by this Agreement during the
14 term of the assignment. The Company shall advise, meet and/or confer with the
15 Association prior to any such assignment of an employee or employees to discuss the
16 nature of the project and any conditions that may be associated with the assignment.
17 Employees on special assignments initiated under the conditions described in this
18 paragraph shall retain and continue to accrue all seniority while on the assignment.
19

20 I. Employees may be assigned on a voluntary basis to supervisory or managerial duties
21 (except the issuance of discipline) that are considered short term in nature. The
22 Company will not create a personnel documentation change for employees assigned
23 under these terms and the employees shall be considered to be part of the bargaining
24 unit during the term of the assignment. Employees assigned under the conditions
25 described in this paragraph shall retain and accrue seniority for a total of sixty (60)
26 work days measured over the duration of their career. Any employee who exceeds
27 sixty (60) work days in any supervisory or managerial assignment described in this
28 paragraph shall lose all seniority under this Collective Bargaining Agreement and any
29 other Association Collective Bargaining Agreement containing these same provisions.
30 The Company shall provide a monthly report to the Association that records all
31 persons assigned under this paragraph and the days of the assignment(s).
32

33 J. Employees who transfer to any position outside of the coverage of any Association
34 Collective Bargaining Agreement, other than those assignments described in
35 paragraphs H. and I.) above shall continue to retain and accrue seniority for a period
36 not to exceed 90 days measured over the duration of their career. Any such employee
37 who exceeds ninety (90) days, measured over their career, shall lose all seniority
38 under this Collective Bargaining Agreement and any other Association Collective
39 Bargaining Agreement containing these same provisions.

ARTICLE 12 - REDUCTION IN FORCE / RECALL / VOLUNTARY SEPARATION

REDUCTION IN FORCE

A. In the event of the geographical relocation in whole or in part of any of the work performed by employees covered by this Agreement, the employees affected will be given an opportunity to transfer to the new location. Affected employees transferring to the new location will be provided the American Airlines Level 1-2 employee relocation policy in effect as of DOR. In the event, the Company should enhance the relocation policy during the life of the agreement, such enhancements will apply to employees covered by this agreement. Employees so transferred shall suffer no loss of seniority or pay, nor any reduction in classification or hourly rate.

B. In the event of a reduction in force, Classification Seniority will govern. Affected employees working a five (5) day workweek will be given ten (10) work days notice and affected employees working any other schedule will be given eight (8) work days notice before any normal reduction is made and a list of those to be reduced will be furnished to the designated Local Union Representative, and IAM General Chair/TWU Local President prior to notifying the employees affected. However, this provision is not applicable where there is temporarily no work because of work stoppage or strikes by employees of the Company. During those circumstances the Company retains the right to reduce the working force at any facility with twenty-four (24) hours notice or eight (8) hours pay.

NOTE: The notice to the employee, described above, shall begin when the employee signs for their abolishment or bump paperwork.

C. Employees laid off in a reduction in force or displaced by senior employees may fill any available vacancy on the system or exercise their seniority as follows:

1. Displace the junior MCT employee at the location, if unable,
2. Displace the junior employee at any location within the MCT classification, or
3. Displace the junior employee on the system in a classification in which he holds seniority, or
4. Accept furlough.

D. Such rights must be exercised within three (3) working days after receipt of reduction or displacement notice.

Employees abolished or bumped will be absorbed in their current classification, in their bid area, at their station, on their shift, when the Company determines a position becomes available prior to their last day worked.

ARTICLE 12 - REDUCTION IN FORCE / RECALL / VOLUNTARY SEPARATION

1 NOTE: Time will start on the regularly scheduled work day following receipt of such
2 notice and will end at the close of the regular work shift on the third (3) scheduled work
3 day.
4

RECALL

5
6
7 E. Recall following a furlough shall be by classification. An employee, who accepts
8 furlough, may only have recall to one station at any given time and will have recall to
9 that station for all classifications for which he has seniority.

10
11 F. An employee's recall station shall be defined as that station an employee selects from
12 any station from which he was reduced. Employees will not be permitted to change
13 their recall station unless their existing recall station is closed.

14
15 G. An employee on furlough status will only be recalled to his recall station, unless he is
16 awarded a bid, via the automated bid / recall system for any other vacancy.
17

18 H. All employees electing furlough due to a reduction in force will maintain a current
19 address and phone number with the Company. Any change in address and/or phone
20 number must be updated on JetNet or by calling Team Member Services at 1-800-
21 447-2000.
22

23 I. In the event the Company no longer staffs employees covered by this Agreement at
24 an employee's recall station, all employees now and hereafter on furlough from such
25 station or who have selected such station as their recall station will be required to
26 select a new recall station, first from any other station from which he was reduced if
27 still active, and, if none, then from any other MCT location. This change of designated
28 recall station must be made in the Company's automated bid / recall system within
29 thirty (30) days of written notice from the Company. Notification to the employee will
30 be by certified or registered United States mail, return receipt requested, or by United
31 Parcel Service or equivalent, confirmation of delivery requested. Failure to comply
32 with the above will result in loss of employee's seniority and employment status.
33 Should the Company resume staffing of employees covered by this Agreement into
34 an inactive station, then the employee, if reduced from that station and still on furlough,
35 can elect through the notification procedures above to designate such station as his
36 recall station.
37

38 J. Any furloughed employee accepting recall or bidding a job will return to the step on
39 the pay scale occupied at the time of his furlough.
40

41 K. Employees recalled from a furlough to their former classification shall not be paid a
42 lower rate than they were receiving prior to the furlough unless a new contract with a
43 reduction in rates of pay shall at the time of recall be in effect between the Company
44 and the Union.

ARTICLE 12 - REDUCTION IN FORCE / RECALL / VOLUNTARY SEPARATION

1 L. Should an employee who has been recalled or awarded a bid from furlough, be
2 bumped again prior to reporting to work, such employee will be allowed to again
3 exercise his seniority subject to the provisions in this Agreement. Employees in this
4 situation who are allowed to re-exercise their seniority will continue to be considered
5 in an inactive furlough status until they return to work.
6

7 M. All notices of recall which include instructions and a required report date will be made
8 in writing (telephonic notifications are acceptable if confirmed in writing) by certified or
9 registered United States mail, return receipt requested, or by United Parcel Service
10 or equivalent, confirmation of delivery requested. All employees must, accept or
11 refuse using the on-line tool within fourteen (14) days of the date of the mailing
12 postmark on the recall letter. An employee who has accepted recall must initiate and
13 complete the employee portion of the background and fingerprint process via the on-
14 line tool within seventy-two (72) hours (exclusive of weekends and holidays) of
15 acceptance of the recall. Any additional information requested by the Company must
16 be provided within a reasonable specified time. The Company will furnish the IAM
17 General Chair/TWU Local President or designated Local Union Representative a copy
18 of all recall letters.
19

20 N. Any employee who has been furloughed and is off payroll who fails to notify the
21 Company of acceptance/refusal within the fourteen (14) days, fails to initiate their
22 portion of the background and fingerprint application process within the seventy-two
23 (72) hours (exclusive of weekends and holidays) of acceptance of recall, or who
24 fails to provide any additional information requested within the specified time, or
25 who fails to return to duty on the required report date, will be considered to have
26 refused recall and will be removed from that seniority list.
27

28 O. If the employee requires an extension to any of the above time limits due to
29 extenuating circumstances, it must be requested through the Company at the phone
30 number provided in the instruction packet prior to the original deadline. The Company
31 will furnish the IAM General Chair/TWU Local President or designated Local Union
32 Representative a copy of all extension requests. The Company will respond
33 to the employee within seven (7) days, with a copy to the IAM General
34 Chair/TWU Local President or designated Local Union Representative.
35

36 P. Accrual of seniority for pay purposes shall not exceed ninety (90) days for employees
37 who are furloughed.
38

Voluntary Separation in Lieu of Furlough

39
40

41 Q. In any location, classification and bid area where any employee will be involuntarily
42 reduced from the location, classification and bid area, another more senior employee
43 who would have otherwise been unaffected by the reduction may volunteer for
44 separation. Separation benefits will include the identical benefits as found in Article
45 13, except that such employee will be separated from the Company and will have no
46 further rights under the agreement. Employees who have less than fifteen (15) years

ARTICLE 12 - REDUCTION IN FORCE / RECALL / VOLUNTARY SEPARATION

1 of service and are not eligible for retiree benefits will receive online pass travel for
2 three (3) years on the airline and employees who have completed fifteen (15) years
3 of service and are not eligible for retiree benefits will receive lifetime online pass travel
4 on the airline.
5

ARTICLE 13 – FURLOUGH BENEFITS

1 A. Employees who are furloughed through no fault of their own will be given two (2)
2 weeks' notice in writing or, at the option of the Company, two (2) weeks of pay at his
3 base hourly rate.

4
5 1. The requirement of notice will not apply to a furlough caused by one of the
6 conditions listed in paragraph B (2) of this article.

7
8 2. Any employee with one (1) year or more of service who is furloughed will receive
9 furlough allowance. The amount of furlough allowance payable under this Article
10 to employees eligible is contained in the following table and will be based on length
11 of compensated service with the Company from date of employment and will be in
12 addition to all other benefits in this Agreement.

13
14 3. Full Time Computation and Method of Payment: A week of furlough allowance
15 shall be computed on the basis of the employee's base hourly rate at the time of
16 his employment interruption multiplied by forty (40) hours. Furlough allowance
17 shall be paid at the successive payroll periods immediately following the date
18 employment is interrupted and shall continue to be paid until the employee is
19 recalled or the furlough allowance entitlement is exhausted, whichever occurs
20 sooner.

21
22

<u>If employee has completed:</u>	<u>Furlough Allowance:</u>
1 year of service	1 weeks
2 years of service	2 weeks
3 years of service	3 weeks
4 years of service	4 weeks
5 years of service	5 weeks
6 years of service	6 weeks
7 years of service	7 weeks
8 years of service	8 weeks
9 years of service	9 weeks
10 years of service	10 weeks
11 years of service	12 weeks
12 years of service	13 weeks
13 years of service	14 weeks
14 years of service	15 weeks
15 years of service	17 weeks

23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38

39 B. Disallowances: Furlough allowance shall not be paid when the employee:

40
41 1. Is discharged for just cause, retires or resigns.

ARTICLE 13 – FURLOUGH BENEFITS

- 1 2. Furlough allowance will not be paid if the furlough is the result of an act of God; a
2 national war emergency, revocation of the Company's operating certificate or
3 certificates, grounding of a substantial number of the Company's aircraft for safety
4 reasons, or a strike or picketing causing a temporary cessation of work; however,
5 employees will be allowed to exercise all rights in Article 12.
6
- 7 3. Elects to exercise any seniority, bumping or transfer afforded him under this
8 Agreement to remain in active service with the carrier or accepts employment
9 offered by the carrier.
- 10
- 11 C. An employee returning to the service of the Company after being on furlough shall be
12 credited upon re-employment with any unused furlough allowance or, if it results in a
13 greater amount, up to a maximum of five (5) weeks of furlough allowance computed
14 as provided in paragraph A above and based on his prior period of service. In the
15 event he is again furloughed under conditions entitling him to furlough allowance, he
16 shall be entitled to an amount computed on his years of compensated service with the
17 Company after the date of such return to the Company's service, plus such amount
18 credited to him upon re-employment.
19
- 20 D. Employees who are on furlough and their dependents shall continue to participate in
21 the Company's group medical/dental and life insurance programs for a period of ninety
22 (90) days following their last compensable day under this Agreement provided the
23 employee continues to pay his/her portion of the costs at active employee rate.
24
- 25 E. Employees involuntarily furloughed on or after the effective date of this agreement will
26 receive on-line non-revenue travel privileges for themselves and eligible family
27 members while on furlough for a period not to exceed three (3) years following their
28 last compensable day under this Agreement. All other travel privileges will be
29 governed by the Company's non-revenue travel policy.
30
- 31 F. Employees who have been on furlough for more than five (5) years will not be eligible
32 for travel under the Company's sixty-five (65) Point Plan, unless the employee returns
33 to active service for a minimum of six (6) months.
34
- 35 G. Employees, with five (5) years or more of credited service, who are furloughed and
36 who reach age fifty-five (55), may retire from furlough status, provided recall rights
37 have not expired, and receive retirement benefits (e.g. medical, dental, and term pass
38 benefits).

ARTICLE 14 – HOURS OF SERVICE

1 A. The workday will consist of a twenty-four (24) hour period beginning at the start of
2 the employees shift and the work schedule will be based on the schedule options
3 in paragraph (B) below. The work week and the pay week will consist of seven (7)
4 consecutive days from midnight Sunday to midnight Sunday. On an annual basis,
5 employees within a work unit will select the schedule based on majority vote within
6 the work unit.

7
8 1. The shifts will be selected on a one (1) year basis.

9
10 2. An employee will select his shift within his work unit on an annual basis in
11 the month of September based on his classification seniority. The schedule
12 will become effective at the start of the first Monday in January.

13
14 B. The work schedule vote will be based on one of the following options:

15 1. A five (5) days on, two (2) days off, eight (8) hour day schedule or

16
17 2. A four (4) days on, four (4) days off, twelve (12) hour day schedule or

18
19 3. A three (3) days on, three (3) days off, twelve (12) hour day schedule or

20
21 4. A six (6) days on, three (3) days off, eight and one half (8.5) hour day
22 schedule.

23
24 MCT's will continue to be on pay leveling and the standard pay will be forty (40)
25 hours per workweek (2080 hours per year) for each MCT, excluding any
26 additional overtime hours worked.

27
28
29 C. Each employee will be scheduled for no less than two (2) consecutive days off during
30 each workweek. The Company will make every reasonable effort to arrange work
31 schedules so that, whenever practical, those days will be Saturday and Sunday. When
32 an employee's days off are other than Saturday and Sunday, nothing will prohibit the
33 Company from scheduling Sunday and Monday as the two (2) consecutive days off.

34
35 D. Employees will be given a date and time window, in which they will bid their shift
36 selection. Any employee who will be on vacation, days off, or otherwise unavailable
37 when his opportunity to select his shift arises, will be called or may call in the
38 designated time window, to make his selection. Employees may submit his shift bid
39 preference, in writing or electronically, to the appropriate supervisor in advance. If an
40 employee fails to answer or call in his designated time window or submit his
41 preference, he will be bypassed and must make a selection from the shift(s) available
42 when he returns or submits his selection.

43
44 E. All time worked in any continuous tour of duty, including overtime, will be considered
45 as work performed on the workday within which the tour of duty is started.

46

ARTICLE 14 – HOURS OF SERVICE

- 1 F. No employee will be called to work or be required to report to work for a shift of less
2 than his regularly assigned shift.
3
- 4 G. Adverse Condition Day - When a decision is made by Federal, State or Local
5 Government officials that prohibits an individual employee from reporting to work (i.e.
6 Travel Ban, Curfew, or State of Emergency), the employee will notify the Company as
7 soon as practical and the Company will approve the options listed below.
8
 - 9 1. An employee who is scheduled and reports to work on time will be entitled to full
10 pay for the day, unless the employee voluntarily agrees to either take the rest of
11 the day off without pay or to use any other compensated time off (excluding block
12 vacation and sick) to make up his wages for time missed when absent due to
13 adverse conditions.
14
 - 15 2. An employee arriving later than the beginning of the shift will be paid only for the
16 actual hours worked and may use HAT (paid in a minimum of one (1) hour
17 increments at straight time) to cover any time lost or take time missed without pay
18 at the employee's option.
19
 - 20 3. When an employee is absent due to adverse conditions and is unable to report to
21 work, he will not receive regular pay for that day. The employee at his option may
22 use any other compensated time off (excluding block vacation and sick) to make
23 up his wages for time missed when absent due to adverse conditions.
24
 - 25 4. If any of the above applies, an employee will not be charged with an
26 absence/tardiness under the attendance control policy.
27
- 28 H. Airport/Facility Closure - Employees will be notified by the Company of the closure
29 and shall receive a minimum of half of their regular scheduled hours pay at the regular
30 hourly rates, unless notified that there will be no work at the close of the last shift he
31 worked, or sixteen (16) hours before the start of his regular work shift, whichever
32 period is shorter. The employee at his option may use any other compensated time
33 off (excluding block vacation and sick) to make up his wages.
34
- 35 I. As a result of severe weather/natural disaster, the Company may in its discretion
36 provide hotel rooms, meal vouchers and transportation to and from the hotel to those
37 employees necessary to maintain the operation.
38
- 39 J. If, as a result of annual shift change, an employee is required to report for a
40 regular shift less than seven and one-half (7½) hours after the completion of the
41 previous regularly scheduled shift, including overtime, he will be paid at the applicable
42 overtime rate for all time worked during the second regular work period. The
43 Company may adjust his start/stop times to ensure the employee receives more than
44 seven and one-half (7½) hours rest after the completion of the previous regularly
45 scheduled shift.
46

ARTICLE 14 – HOURS OF SERVICE

- 1 K. An employee’s days off may only be changed to accommodate jury duty, Military
2 Leave, Reserve or Guard duty, or training of five (5) or more consecutive days.
3
- 4 L. Relief shift assignments will be permitted, provided no more than one third (1/3) of
5 the work unit is on a relief assignment. Relief employees will be assigned to a regular
6 shift when not being utilized in a relief capacity. It is understood that “relief capacity”
7 is to be utilized for coverage as a result of Vacation, Training, Military Leave or
8 Reserve or Guard duty, Desk Vacancy, Jury Duty of five (5) days or more, or to cover
9 for situations when an employee is on extended sick leave. Utilization of relief lines for
10 balancing scheduled manpower, other than the situations listed above, is not an
11 appropriate utilization of a relief position/line. No Maintenance Control Technicians
12 shall be required to work more than two (2) different shifts during a relief assignment.
13
- 14 M. Except in emergencies, employees will be given at least seven (7) days’ notice of all
15 scheduled shift changes. If such notice is not given, the employee will receive no less
16 than one and one-half (1.5X) times his regular rate of pay for the first day worked
17 (excluding shift swaps) after the schedule change.
18
- 19 N. Employees may be required to be available during breaks and lunch. Shift turnovers
20 will be accomplished at the end of each scheduled shift as necessary. Once the shift
21 turnover has been completed the off-going employee will be relieved from duty.
22
- 23 O. Employees who work in a location that changes to Daylight Saving Time will on the
24 date and shift that Daylight Saving Time goes into effect work their regularly scheduled
25 number of hours. Employees who work in a location that changes from Daylight
26 Saving Time will on the date and shift that Standard Time goes into effect be required
27 to work one hour in addition to their regularly scheduled workday, and will be
28 compensated for the additional hour at the applicable overtime rate. If the Company
29 determines that less than a full crew is required during the last hour of the shift, it may
30 offer employees the opportunity to leave early in classification seniority order.
31
- 32 1. Employees working under the provisions of a shift swap will be allowed to work
33 seventeen (17) hours on the day standard time goes into effect. (Fall back).
34
- 35 P. Scheduled Days Off (SDO)
36
- 37 1. If the twelve (12) hour schedule is selected, the MCT’s will be scheduled to work
38 above the standard 2080 hours, which will result in the need for additional
39 Scheduled Days Off (SDO) to each MCT working that schedule. Each MCT
40 working the twelve (12) hour days schedule will be provided the difference of those
41 scheduled hours as additional SDOs. Any additional hours that would result in a
42 fractional day of .5 or greater, will be considered as a full SDO. If the total number
43 of SDOs, established by the number of scheduled hours for the year equates to
44 one (1) to eight (8) days, then they will remain constant for the year and will not be
45 adjusted up or down based on actual hours worked and/or work schedule
46 fluctuations. If the total number of SDO’s equates to more than eight (8) days, they

ARTICLE 14 – HOURS OF SERVICE

1 will be adjusted up or down based on actual hours worked and/or work schedule
2 fluctuations, however they will not be adjusted below eight (8) days. SDO's will be
3 selected after the annual vacation selections are made, beginning on November
4 16th and will be completed by December 15th. SDO selections will be made in
5 Classification seniority order, and will be bid in either singular day or consecutive
6 day selections, and will be bid in rounds. SDO's may not exceed the normal
7 vacation complement
8

- 9 2. Employees will be given a date and time window in which they will bid their SDO
10 selection. Any employee who will be on vacation, days off, or otherwise unavailable
11 when his opportunity to select SDO dates arises, will be called or may call in the
12 designated time window, to make his selection. Employees may submit his SDO
13 bid, in writing, to the appropriate supervisor in advance. If an employee fails to
14 answer or call in his designated time window or submit a written bid, he will be
15 bypassed and must make a selection from the dates available when he returns or
16 submits his selection.
17
- 18 3. Unused SDOs will be paid out to the employee no later than the fourth (4th) pay
19 period of the following year.

ARTICLE 14.1 – ABSENCE FROM DUTY

- 1 A. An employee unable to report for duty will, unless prevented by reasons beyond his
- 2 control, notify his immediate supervisor or other central point set up for reporting
- 3 purposes by the Company as far in advance of the scheduled starting time of his shift
- 4 as possible. Notwithstanding the above, an employee may flex the starting time, up
- 5 to fifteen (15) minutes without pay or penalty to the attendance record, twice per
- 6 calendar year.

ARTICLE 15 - SHIFT SWAPS

- 1 A. An employee may authorize another qualified employee within the same work unit to
2 work his scheduled work day/shift in accordance with the following provisions:
3
- 4 B. The request must be in writing to the authorizing employee's immediate supervisor
5 using the appropriate form and signed by both employees involved or submitted
6 electronically where offered by the Company.
7
- 8 All swaps must have a reciprocal swap and must be agreed to at the time of the swap
9 request.
10
- 11 C. The request must be submitted not less than twenty-four (24) hours prior to the
12 scheduled start time of the shift to be worked for full day swaps and forty-eight (48)
13 hours prior to the shift start time for half day swaps, however, local management may
14 approve shift swap requests with less notice. Such approval shall not be unreasonable
15 withheld. Twelve (12) months after DOR, the Company shall meet with the Union to
16 discuss reducing these notice requirements.
17
- 18 1. An eight (8) hour schedule employee swapping half of his shift may only do so with
19 one (1) other employee, either the first or second half of the shift.
20
 - 21 2. A twelve (12) hour schedule employee swapping one third of his shift may only do
22 so with one (1) other employee, either the first third or last third of the shift.
23
 - 24 3. An employee who has agreed to work for another employee may trade the entire
25 obligation with one other employee.
26
- 27 D. Employees are personally responsible for work on the day/shift. However, they will be
28 considered normally assigned for all purposes.
29
- 30 E. An employee who fails to report or is tardy on the day/shift involved will not be charged
31 for the occurrence under the Company's Attendance Control Policy. However, they
32 may be restricted from utilizing these provisions as follows:
33
- 34 1. First offence –written warning
35
 - 36 2. Second offence – one hundred eighty (180) day suspension of privileges from the
37 date of the absence or tardiness.
38
 - 39 3. After a warning/suspension with no other violations for the next twelve (12) months,
40 the warning/suspension process will reset.
41
- 42 F. Employees working in probationary periods are not eligible to participate under these
43 provisions.
44
- 45 G. No overtime payment or premium payment will be paid to an employee as a result of
46 working another employee's day/shift under these provisions.

ARTICLE 15 – SHIFT SWAPS

- 1 H. No request under these provisions shall be honored in jurisdictions in which the laws
2 or regulations either preclude such as a result of hours restrictions or require the
3 compensation of such day/shift at overtime rates. This paragraph shall immediately
4 apply in any jurisdiction, which may hereafter impose such restrictions or require such
5 payment.
6
- 7 I. Employees participating under these provisions will be eligible for overtime on the shift
8 preceding and following the swap, but not on his regular shift (i.e., the shift he swapped
9 off) and will be paid and charged at the applicable rate of pay. These employees will
10 not be eligible for paid rest and will be responsible for disqualifying themselves from
11 any overtime that would result in paid rest.
12
- 13 J. Employees may work a maximum of seventeen (17) consecutive hours during a
14 twenty-four (24) hour period as a result of shift swaps.
15
- 16 1. Where employees swap and there is a duty-free period of at least fourteen (14)
17 hours between the end of one duty period and the start of a new duty period, such
18 swaps will not be considered as consecutive days for application of this provision.
19
- 20 2. Employees may shift swap to work back-to-back double shifts, once per work
21 week. (eight (8) or eight and one-half (8.5) hour shifts only).
22
- 23 3. There must be a minimum of seven (7) hours of rest between each of the double
24 shifts worked back-to-back.
25
- 26 K. Employees who have a swap to work scheduled within twenty-four (24) hours of a
27 field service trip are ineligible for that field service trip. If an employee is on a field
28 service trip and it becomes evident that the field service trip will extend into a
29 scheduled swap, the employee will notify management and the employee will be paid
30 at the straight time rate of pay during the swap period. If an employee is on a field
31 service trip and it becomes evident that the field service trip will extend into a
32 scheduled swap-off, the employee will notify management and the employee will be
33 paid at straight time rate of pay for any hours worked that fall within the employee's
34 originally scheduled shift(s). No overtime payment or paid rest will be paid as a result
35 of working the swap.
36
- 37 L. Employees are personally responsible to remain in compliance with Federal Air
38 Regulations and Company requirements at all times relative to personal duty time
39 regulations. The Company requirement will be no more than one (1) day above the
40 minimum Federal Air Regulations.
41
- 42 M. If an employee agrees to work a double shift as a result of a swap and later calls in
43 sick, he will be charged with sick leave for both shifts missed.

ARTICLE 15 – SHIFT SWAPS

- 1 N. If an employee is denied a requested DAT/comp day due to needs of service, and
2 subsequently arranges for another employee to work in his place, the employee shall
3 be paid for the day at his appropriate straight time rate and a DAT/comp day will be
4 deducted. This DAT/comp swap shall not count as a swap for purposes of the
5 limitations in this provision.
6
- 7 O. In circumstances where shift swaps have been approved (single shift or double shift)
8 and where the employee who is scheduled to work for another employee is unable to
9 do so (e.g., due to a leave of absence (paid or unpaid), transfer, termination, jury duty,
10 schedule re-bid, occupational injury), the Company reserves the right to cancel
11 approved shift swap provided seven (7) days' notice is given to the affected
12 employees.

ARTICLE 16 - COMPENSATION

- 1 A. During the period of this Agreement, the rates of pay for the classifications of work
 2 covered will be in accordance with the Wage Schedules shown in this Article which
 3 are incorporated and made a part of this Agreement.
 4
 5 B. An employee’s base pay will mean the chart rate plus any applicable premiums and/or
 6 differentials and will apply to the calculation of pay for any overtime applications,
 7 vacation pay, holiday pay, sick leave pay, travel pay, field trip, furlough or severance
 8 pay, sick leave conversion to an HRA and pay for occupational illness or injury (OJI).
 9
 10 C. The chart hourly rates of pay as set forth in this Article shall be effective on the first
 11 Monday after the date of ratification.

YOS	DOR	MCT/MOC			
		DOR+12	DOR+24	DOR+36	DOR+48
		2%	2%	2%	2%
0-1	34.39	35.08	35.78	36.50	37.23
1-2	37.66	38.41	39.18	39.96	40.76
2-3	40.33	41.14	41.96	42.80	43.66
3-4	43.24	44.10	44.98	45.88	46.80
4-5	46.50	47.43	48.38	49.35	50.34
5-6	59.59	60.78	62.00	63.24	64.50
6-7	59.69	60.88	62.10	63.34	64.61
7-8	59.79	60.99	62.21	63.45	64.72
8-9	59.89	61.09	62.31	63.56	64.83
9-10	60.84	62.06	63.30	64.57	65.86

- 12 D. For employees hired into the Maintenance Control Technician classification
 13 progression from one step to the next will be based on twelve (12) months of service
 14 in the classification in each step. These rates of pay and the progression are subject
 15 to the provision of paragraph D below.
 16
 17 E. Flexible Starting Rates
 18
 19 1. In the event that the Company, in its sole discretion, finds that any or all of its
 20 starting pay rates (Step 1) as specified in paragraph B above, are non-competitive
 21 with local market starting rates for similarly situated jobs, the Company may hire
 22 applicants in the classification at any station/base/location at rates of pay higher
 23 (Step 2 through the maximum hourly rate in the applicable pay scale) than those
 24 starting rates specified in paragraph B above. As market conditions change, the
 25 Company may, in its sole discretion, change its designated starting rate. The
 26 designated starting rate may be higher or lower than previous designated starting
 27 rates. The starting rate may not be lower than Step 1 nor higher than the maximum
 28 hourly rate in the applicable pay scale.
 29
 30 2. In those stations/base/locations where higher starting rates of pay are designated
 31 in accordance with paragraph D (1) above, all employees in that classification at

ARTICLE 16 - COMPENSATION

1 that station/base/location who are receiving less than the new designated starting
2 rate of pay will have their rate of pay concurrently increased to the new designated
3 higher starting rate for that classification in that station/base/location.
4

5 3. An employee receiving a flex rate of pay will remain at that pay step on the pay
6 scale until such time that his seniority reaches a point that would allow him to
7 advance to the next step.
8

9 4. An employee who transfers to or from a station/base/location which has an
10 adjusted starting rate of pay for his classification will have his rate of pay adjusted
11 upward or downward to conform to the rate of pay received by an employee with
12 the same pay seniority as his at his new station/base/location. The adjusted rate
13 may not be less than Step 1 nor higher than the maximum hourly rate in the
14 applicable pay scale.
15

16 5. It is understood and agreed that the effective dates of step increases and other
17 changes in pay rates are determined by the employee's pay seniority.
18

19 **F. LICENSE PREMIUM**
20

21 1. Employees in the Maintenance Control Technician classification will receive five
22 dollars and twenty-five cents (\$5.25) per hour license premium for holding both
23 FAA Airframe and FAA Power Plant Licenses:
24

25 2. License premium pay will be compounded in the computation of overtime rates
26 and for those employees retiring, license premium pay will be included in the
27 pensionable earnings of those employees.
28

29 **G. LINE PREMIUM**
30

31 All Maintenance Control Technicians will receive a line premium of two dollars and
32 fifty-five cents (\$2.55) per hour, which will be compounded in the computation of
33 overtime rates. The Line premium will also be included in the pensionable earnings of
34 retiring Maintenance Control Technicians.
35

36 **H. MAINTENANCE CONTROL TECHNICIAN (MCT) PREMIUM**
37

38 All Maintenance Control Technicians will receive a premium of one dollar and seventy
39 five cents (\$1.75) per hour, which will be compounded in the computation of overtime
40 rates. The Maintenance Control Technicians premium will also be included in the
41 pensionable earnings of retiring Maintenance Control Technicians.
42

43 **I. Shift Differential Premium will be paid as follows:**
44

45 1. An employee assigned to a shift, which begins at or after 9:00 a.m. and before
46 7:59 p.m. will receive a shift differential of fifty-one (.51¢) cents per hour.

ARTICLE 16 - COMPENSATION

- 2. An employee assigned to a shift, which begins at or after 8:00 p.m., and before 5:59 a.m. will receive a shift differential of fifty-eight (.58¢) cents per hour.
- 3. No shift differential will be received by an employee assigned to a shift which begins at or after 6:00 a.m. and before 8:59 a.m.
- 4. An employee whose assignment is to cover for shift relief or days off will be paid a premium of sixty-one (.61¢) cents for all hours worked during the week.

Example Start Times:

6:00 a.m.	to	8:59 a.m.	None
9:00 a.m.	to	7:59 p.m.	51¢
8:00 p.m.	to	5:59 a.m.	58¢
Relief shifts			61¢

- J. An employee will receive the shift differential applicable to the shift to which he is regularly assigned. The applicable shift differential will be included with the employee's hourly rate in the calculation of pay for overtime, vacation, holiday, sick leave benefit and benefits paid for absence due to an occupational illness or injury compensable under the applicable Workmen's Compensation law.
- K. An employee who is required by the Company to fly on a test hop will receive one (1) hour's pay at his base hourly rate in addition to the regular pay for each hour or fraction thereof spent on the test hop. The Company will provide a maximum of \$200,000 Test Flight and Observer Aviation Accident Insurance under the conditions outlined in the American Airlines liability policy for employees covered by this agreement
- L. An employee who permanently transfers at his own request to another classification of work as provided in any Association agreement will continue to receive his same chart hourly rate per hour but, in no event, will his chart hourly rate exceed the maximum rate for the classification to which he transferred.
- M. If his chart hourly rate at the time of such transfer is not the same as any regular chart rate per hour for the classification to which he transferred, he will immediately receive the nearest higher regular rate per hour for such classification. Thereafter, the employee shall progress on the normal progression scale in the new classification. In the case of a transfer from a higher to a lower classification caused by a reduction in force under this Agreement, the above rules will apply.

ARTICLE 17 – PROFIT SHARING

- 1 A. The terms of profit sharing benefits for TWU/IAM Association represented
2 employees (which replace and supersede any previous profit sharing provisions)
3 shall be as set forth in this Article 17.
4
- 5 B. TWU/IAM Association represented employees will be eligible for annual profit
6 sharing award payments if, for the year that the profit sharing award payment is
7 attributable, (i) the employee received eligible earnings (under the meaning used by
8 the current AAG profit sharing plan) from the Company for that profit sharing year
9 and (ii) remained employed on the last day of that profit sharing year, or whose
10 employment terminated during the profit sharing year by reason of the employee’s
11 retirement, involuntary furlough, disability, or death.
12
- 13 C. For each profit sharing year, the Company will calculate profit sharing award
14 payments as follows:
15
- 16 1. An amount equal to 10 percent (10%) of the dollar amount of American Airlines
17 Group Inc.’s (“AAG”) Pre-Tax Earnings up to \$2.5B for that year, and, an amount
18 equal to 20 percent (20%) of the dollar amount of AAG’s Pre-Tax Earnings above
19 \$2.5B for that year will be attributed to a profit sharing pool (“Total Profit Sharing
20 Pool”).
21
 - 22 2. A percentage of the Total Profit Sharing Pool will be allocated to the eligible
23 TWU/IAM Association represented employees by dividing the total eligible
24 earnings of the TWU/IAM Association represented employees by the total eligible
25 earnings of all participants in AAG’s profit sharing program(s) (“TWU/IAM Profit
26 Sharing Pool”).
27
 - 28 3. The TWU/IAM Profit Sharing Pool will be divided by the amount of all the
29 TWU/IAM Association represented employees’ eligible earnings, and the
30 resulting quotient shall be the “payout percentage.”
31
 - 32 4. The amount of the profit sharing award payment for each TWU/IAM represented
33 employee who is eligible for a profit sharing award for a profit sharing year shall
34 be the product of the payout percentage multiplied by such eligible employee’s
35 eligible earnings from the Company for the applicable profit sharing year.
36
- 37 D. “AAG’s Pre-Tax Earnings” means the earnings of AAG provided that such “earnings”
38 are determined (i) before any applicable income tax expense, and (ii) by excluding
39 all accruals under profit sharing plans and any other incentive compensation plan or
40 agreement, and all extraordinary, unusual, one-time, restructuring, reorganization,
41 integration, reduction in force, or other similar accounting adjustments as may be
42 determined by the compensation committee of the Board of Directors in its
43 discretion, after consultation with AAG’s independent auditors; and provided, further,
44 that AAG’s Pre-Tax Earnings remain positive after accruals under profit sharing
45 plans and all other incentive compensation plans or agreements are taken into
46 account.

ARTICLE 17 – PROFIT SHARING

- 1 E. Profit sharing award payments shall generally be made by March 15 of the
- 2 subsequent calendar year or other such date as required by applicable law.
- 3
- 4 F. The Company retains discretion over all profit sharing related matters not specifically
- 5 addressed in this Article.

ARTICLE 18 - OVERTIME

- 1 A. The applicable rate of pay computed on an actual minute basis, adjusted to the
2 nearest tenth (.1) of an hour with a minimum of one (1) hour overtime, shall be paid.
3
- 4 1. The rate of time and one half (1.5) shall be paid for the first four (4) hours worked
5 by an employee in advance of or after his regular scheduled hours on a regular
6 scheduled day, and for all hours worked by an employee on a regularly scheduled
7 day off up to his regular scheduled-hours, except as provided in paragraph A (2)
8 and (3).
9
- 10 2. The rate of double-time (2) shall be paid as follows:
11
- 12 a. For all hours in excess of the first eight (8) paid hours, on any one (1) of the
13 employee's regularly scheduled days off in each work week.
14
- 15 b. If shift coverage is required for a twelve (12) hour shift call, it will be paid as
16 follows, first eight (8) hours at time and one half (1.5) the remaining hours will
17 be paid at double time (2).
18
- 19 3. The rate of double-time (2) shall also be paid to an employee who in a twenty-four
20 (24) hour period, works in excess of twelve (12) hours if the employee is regularly
21 scheduled to work an eight (8) or twelve (12) hour schedule.
22
- 23 B. For overtime purposes, the twenty-four (24) hour period will begin with the starting
24 time of the employee's regularly assigned shift. Notwithstanding this twenty-four (24)
25 hour rule, the rate of double time shall be paid to an employee for all work in excess
26 of twelve (12) hours where the first twelve (12) hours worked have been consecutive.
27
- 28 C. When an employee works on his scheduled day(s) off he will be entitled to at least
29 eight (8) hours of work at the applicable overtime rate.
30
- 31 D. Employees who change shifts or days off due to the annual rebid, realignment or
32 bidding on another job shall not be paid overtime as a result of such change. However,
33 an employee shall be paid overtime when his shift, or days off are changed by the
34 Company and the work week provisions are thereby violated.
35
- 36 Example: Employees that do not have the seniority to remain on their shift during the
37 annual rebid, realignment or who are bumped or abolished and therefore required to
38 bid to a different shift will be paid at the overtime rate if the work week provisions are
39 violated.
40
- 41 E. After all employees within the desk have been proffered the overtime assignment and
42 additional manpower is still required, qualified personnel from another desk may be
43 requested to work overtime.

ARTICLE 18 – OVERTIME

- 1 F. No employee will be expected to work overtime against his wishes.
2
- 3 G. When an employee completes his shift and is recalled to work, not in conjunction with
4 his regularly scheduled shift, he will be paid no less than four (4) hours at the overtime
5 rate applicable for each call.
6
- 7 H. When an employee is contacted outside of work for a technical support related
8 question or problem not related to the employee's oversight, he will be paid not less
9 than one (1) hour at his base hourly rate. This provision does not apply to general
10 notice phone calls, offering overtime, or other administrative issues.
11
- 12 I. Employees who have been required to work sixteen (16) consecutive hours which
13 results in less than seven and one half (7 ½) hours rest prior to the employee's regular
14 shift in the succeeding workday, the employee will receive straight time rates until the
15 seven and one half (7 ½) hour rest period is achieved and will report for the remainder
16 of his scheduled shift.
17
- 18 J. If an employee has worked sixteen (16) consecutive hours at his home station, he
19 must have a rest period of seven and one half (7 ½) hours. At the end of the seven
20 and one half (7 ½) hour rest period he will again be governed by the overtime rules.
21
- 22 K. No overtime shall be worked except by direction of the proper supervisory personnel
23 of the Company, except in cases where prior authority cannot be obtained.
24
- 25 L. If the Company bypasses any employee(s) in violation of this Article, excluding the
26 application of paragraph A. above, the Company will pay the equivalent number of
27 eligible employee(s) with the lowest hours on the Overtime List. The award will be the
28 number of hours missed on that overtime opportunity at the applicable overtime rate.
29 The employee(s) will be charged the appropriate hours on the Overtime List.
30
- 31 M. Overtime work will be distributed among the employees qualified to perform the work
32 necessitating overtime within their appropriate desk as equitably as practicable in
33 accordance with Overtime Distribution Procedures. The Company will establish the
34 administrative process used to sign-up, offer, and award overtime.
35
- 36 N. Management may maintain employee qualification lists in each bid area based on
37 training records and/or work experience. The qualification lists shall be accessible to
38 employees and will be kept current to reflect each employee's qualifications for
39 overtime and field trips. Qualification training will be provided by the Company through
40 classroom or on the job training (OJT) subject to the availability of the work, by
41 classification seniority, on the shift, within the bid area, to employees who request it.

ARTICLE 18 – OVERTIME

1 O. When classroom training is required, the Company will advise employees who request
2 classroom training (applicable to their bid area) of the earliest reasonable date their
3 training is scheduled to begin.
4

Personnel subject to duty time

5
6

7 P. The parties recognize the obligations of both employees and the Company under Duty
8 Time Federal Aviation Regulations, which requires that all maintenance personnel
9 performing maintenance must have at least four (4), twenty-four (24) hour periods off
10 per calendar month. The FAA requires the Company to report duty time violations and
11 has indicated that they will pursue violations with both the employee and the
12 Company.
13

14 1. The Company shares the responsibility to monitor duty time limits, and the
15 employee shares the responsibility to notify local management of possible Duty
16 Time FAR violations upon the proffer of day off overtime. The employee will not
17 be charged for overtime if such proffer would put him in violation of FARs.
18

19 2. If an employee has not had the required time off during the calendar month and is
20 in jeopardy of violating the Duty Time FARs, he may not be eligible for day off work
21 and may be required to take additional time off. This time off may be an authorized
22 absence without pay or vacation time (VC, or DAT, COMP) at the employee's
23 option.
24

25 3. No employee will be required to utilize his vacation, DAT or COMP time to comply
26 with the Duty Time FARs without his consent.
27

28 Q. The Company will assist an employee in monitoring his time off by posting the ATA
29 231 Duty Time Limitation Report during the third and fourth week of each calendar
30 month. An employee may examine this report so as to better monitor his own personal
31 time off.
32

Overtime Distribution Procedure

33
34

R. General

35
36

37 1. The Overtime Procedures are applicable at all MCT locations. These procedures
38 determine how the Company offers and assigns overtime. Compensation shall be
39 paid in accordance with this Article.
40

41 2. The Company shall maintain the record of overtime hours charged. When
42 overtime is called, a record of calls they made, time of call, person calling and
43 response shall be provided to the union. When overtime is awarded using the
44 automated system, the union shall be provided access to the records and to the
45 automated computer system to verify the compliance with these procedures.
46 Hours charged to the Overtime List (OTL) shall be updated immediately at the

ARTICLE 18 – OVERTIME

1 conclusion of the overtime offer.
2

- 3 3. On the second Monday of January, every year, at 2359 hrs. local time, the
4 Company shall reset the hours by Classification Seniority on the OTL to zero (0)
5 for equalization purposes for all desks. In the event two (2) or more employees
6 have the same seniority date, the OTL shall list the employee that is higher on the
7 master seniority list first. Overtime hours worked, after 0001hrs, local time on the
8 second Tuesday of January will be added to the new OTL.
9

- 10 4. Employees accepting overtime shall report as directed by management.
11

12 S. Overtime Lists 13

- 14 1. Each desk shall maintain a separate Overtime List (OTL). The OTL shall list
15 employees by overtime hours charged.
16

17 The OTL shall list employees in inverse hour order, those with the fewest hours
18 at the top. In the event two (2) or more employees have the same number of
19 hours, the employee higher on the master seniority list shall be listed first. Hours
20 will be shown in whole hour increments, with fractions of 0.5 or less being
21 rounded down, and fractions of 0.6 or more being rounded up.
22

23 T. Overtime Sign-Up and Selection 24

- 25 1. Employees who want to work overtime shall make themselves available by
26 signing up for overtime by using the electronic tool. In the event the electronic tool
27 is offline, employees shall be proffered overtime utilizing a manual proffer from
28 the master list for that desk and charged only if worked.
29
- 30 2. It is understood that Full Shift/Day Off OT is the recognized standard, except for
31 the following:
32
- 33 a. Early Call-In (ECI) & Hold-Over (HLD) overtime shall not be combined to cover
34 known full shift overtime opportunities unless the OTL for that desk and then
35 those qualified from other desks who have made themselves available have
36 been exhausted.
37
- 38 b. Four-hour ECI/HLD may be used for on shift response due to unforeseen
39 circumstances.
40
- 41 3. Employees can make themselves available for overtime at any time as described
42 below and shall appear on the OTL. When overtime is required, management
43 shall take a time stamped snapshot of the OTL for solicitation and the person
44 lowest in hours on the applicable OTL shall be offered first; with the list continuing
45 to be run in lowest to highest until the overtime need is fulfilled. If additional

ARTICLE 18 – OVERTIME

1 overtime is required, subsequent snapshots of the OTL shall be utilized.
2

3 4. Once a snapshot is taken, the first offer for overtime shall be within sixty (60)
4 minutes and that list shall be utilized until that overtime need is fulfilled. If the offer
5 of overtime is not started within sixty (60) minutes or any additional offer(s) of
6 overtime are made, a new snapshot must be taken, and that list shall be utilized
7 until that overtime need is fulfilled.
8

9 5. Employees can sign up for Overtime up to fourteen (14) calendar days in advance.
10

11 a. Full shift overtime or ECI shall be awarded via the automated system to
12 employees who have made themselves available on the OTL no more than
13 twenty-four (24) hours and no less than twelve (12) hours in advance of the
14 start of the overtime shift. Once awarded via the automated system the
15 employee shall be considered to have accepted the overtime and can no
16 longer refuse.
17

18 b. If the proffer of full shift or ECI overtime is less than twelve (12) hours in
19 advance of the start of the overtime shift, such proffer shall be by phone or by
20 positive contact if the employee is on shift working at the time of the overtime
21 proffer. When overtime is proffered, within twelve hours in advance of the start
22 of the overtime shift, the employee can accept or decline the overtime and
23 shall be charged for all hours proffered; except if an employee is proffered
24 overtime with less than two (2) hours' notice and refuses the overtime, he shall
25 not be charged overtime hours for the refusal.
26

27 6. For Full Shift/Day Off Overtime shifts, an employee shall only be offered overtime
28 once for each shift if the employee refuses.
29

30 U. Offering Overtime from the OTL 31

32 1. An employee on his last regular scheduled work day, who works any post shift
33 overtime shall not be eligible to work any additional overtime until the start of his
34 first day off shift.
35

36 2. When the need for overtime arises, the Company shall offer the overtime from the
37 OTL for the desk that normally performs the work. In the event sufficient personnel
38 are not available from the OTL from the desk to meet the overtime requirements
39 the overtime may be called from qualified employees on another desk that have
40 made themselves available.
41

42 3. In the event of new work or a process where the training has begun and hasn't
43 been completed or where a reasonable opportunity is afforded to everyone to be
44 trained; qualifications can be utilized for overtime selection.

ARTICLE 18 – OVERTIME

- 1
2 4. Once overtime is called, it shall not stop on a refusal, unless the overtime list
3 being used has been exhausted.
4

5 V. Eligibility 6

- 7 1. Employees who have been scheduled for training immediately prior to their
8 scheduled start times are ineligible for ECI; however, they remain eligible for HLD.
9 Employees who have been scheduled for training immediately following their
10 scheduled stop times are ineligible for HLD; however, they remain eligible for ECI
11 for that shift.
12
- 13 2. Employees serving a probationary period under Article 10 are not eligible for
14 overtime.
15
- 16 3. Employees in a trial period are not eligible for overtime.
17
- 18 4. Employees on a DAT, comp time, or leaves of absence, regardless of
19 compensation for time off work, are not eligible to work overtime.
20
- 21 5. Employees on weekly vacation are only eligible for overtime on their regularly
22 scheduled days off.
23
- 24 6. Employees who utilize hour at a time (HAT) vacation at the beginning of their shift
25 shall not be eligible for ECI and employees who utilize hour at a time (HAT)
26 vacation at the end of their shift shall not be eligible for HLD.
27
- 28 7. Employees who are National Guard/Reservists shall not be considered
29 eligible and shall not be charged during scheduled activity periods, or weekend
30 drills, due to their leave of absence status.
31

32 W. Charging of Hours 33

- 34 1. An employee who works/refuses overtime shall be charged on a converted basis
35 for the number of hours proffered. (E.g. 1.5, 2.0, or 2.5 times the number of hours
36 offered)
37
- 38 2. In the event an employee voluntarily requests to work less than the offered
39 overtime, he shall only be paid for the time that he actually works but will be
40 charged for all hours proffered.
41
- 42 3. Employees that do not make themselves available by signing up for overtime shall
43 not be charged.

ARTICLE 18 – OVERTIME

- 1 4. In situations where the Company offers overtime by phone and an answering
2 machine or voicemail responds a message shall be left with the overtime offer,
3 information and call back number. An employee who does not answer shall be
4 considered “unavailable” and not charged for a refusal; except,
5
6 a. If the employee returns the call, and the Company has not completed the OT
7 offer, the employee shall be free to accept the OT and shall be charged.
8
9 b. If the employee returns the call, and the Company has not completed the OT
10 offer, and the employee refuses the OT he shall be charged.
11
12 c. If the employee returns the call and the Company has completed the OT offer,
13 and the opportunity for OT is no longer available, the employee shall not be
14 charged.
15

16 X. Employee Movement and the OTL

- 17
18 1. An employee returning from any authorized leave of absence shall retain the
19 same number of hours as when he left until such time that the OTL is zeroed.
20
21 2. Employees who move to a new desk shall receive the average overtime of the
22 new desk.

ARTICLE 19 - FIELD TRIPS/TRAVEL PAY

- 1 A. When employees engage in field trips from their home station, to provide technical
2 assistance to AMT's, they shall be paid one and three-quarters (1.75) times their
3 hourly base rate of pay for all hours worked, traveling, on call, or prep time in
4 accordance with this Article.
5
6 1. All hours worked, traveling, on call, or prep time in accordance with this Article, on
7 a Holiday while on a field trip will be paid at the applicable Holiday rate.
8
9 B. When air travel is required for a field trip, the Company will provide round trip space
10 positive travel. Such travel by air will only be on U.S. carriers operating under FAR
11 Part 121, or carriers under FAR Part 135 (or successor regulations) or foreign air
12 carriers who are members of IATA, or on comparable air operators. (e.g., Lear Jet
13 operators)
14
15 C. No employee will be required to travel on field trips in a single engine aircraft against
16 their wishes.
17
18 D. Employees who are on field trips and who are on-call in excess of four (4) hours or if
19 employees are at a hotel and a hotel shuttle is not available, the Company will provide
20 a Company vehicle or other mode of transportation upon request (i.e. car for hire).
21 The employee will be reimbursed for any expenses, by providing receipts.
22
23 E. When an employee accepts a field trip away from his home station, on his scheduled
24 day off, he shall be paid a minimum of eight (8) hours, or eight and one half (8.5) if on
25 a 6-3 schedule or twelve (12) hours if on a twelve (12) hour day schedule of
26 compensation at one and three-quarters (1.75) times their hourly base rate, whether
27 traveling, on call, or working.
28
29 F. If the company directs the employee(s) to take a rest period after sixteen (16) hours
30 or more on duty, excluding prep time, it will be at a hotel (single occupancy). If the rest
31 period is for an eight (8) hour period, he will be compensated at his base rate of pay
32 for the rest period. If the rest period is less than eight (8) hours he will continue to be
33 paid at the rate of one and three quarters (1.75) times their hourly base rate of pay. At
34 the end of an eight-hour rest period, the employee will be returned to duty at the field
35 trip rate of one and three quarters (1.75) times their hourly base rate of pay.
36
37 G. If after sixteen (16) hours or more on duty, excluding prep time, the employee(s) may
38 request a rest period, if requested it will be for eight (8) hours at a hotel (single
39 occupancy) and the employee(s) will be paid at their base rate of pay for the eight (8)
40 hour rest period. At the end of the eight (8) hour rest period, the employee(s) will be
41 returned to duty at the field trip rate of one and three quarters (1.75) times their hourly
42 base rate of pay.
43
44 H. If a field trip shall continue so that its termination shall fall less than seven and one
45 half (7 ½) hours prior to the commencement of the employee's regular shift, he will not
46 be required to report for his next regularly scheduled shift and will be paid his base

ARTICLE 19 - FIELD TRIPS/TRAVEL PAY

1 hourly rate for all regularly scheduled work hours.
2

- 3 I. If the field trip is outside of the United States and its territories, the Company will either
4 provide advance payment or arrange for the payment of all expenses for required work
5 permits, visas, inoculations, or any associated fees required to perform the work.
6
- 7 J. An employee who is required to use a passport in conjunction with travel for a field trip
8 will be entitled to reimbursement for routine passport fees (once per passport renewal
9 cycle).
10
- 11 K. Field trip work will be distributed among the employees qualified to perform the work
12 necessitating the field trip. (Procedure TBD)
13
- 14 L. Field Trips may be assigned by management to any location.
15
- 16 M. An employee involved in a field trip away from his Base station will receive an hourly
17 per diem allowance of two dollars and thirty cents (\$2.30) per hour domestic
18 and two dollars and eighty cents (\$2.80) per hour international, to cover all incidental
19 expenses (excluding lodging and transportation cost) incurred during such
20 assignments; with an increase of five cents (\$.05) per hour on January 1st of each
21 year. The per diem allowance will commence sixty (60) minutes before the scheduled
22 departure of the flight actually taken by the employee, or any earlier flight for which he
23 stood by and will end thirty (30) minutes after the actual gate arrival at his home airport.
24 The time of departure and return will be provided by the employee and included on
25 his expense report for such assignments.
26
- 27 N. For international field trips, where the employee's total reimbursable meal and
28 incidental expenses (as established by Company Policy) exceed his total daily per
29 diem allowance and upon submission of actual receipts, the employee shall be
30 reimbursed up to an amount equivalent to the difference between his total daily per
31 diem allowance and the amount provided for under the M&IE rates published by the
32 State Department (www.state.gov).
33
- 34 O. Within five (5) days after returning to his home station, or at the close of each week in
35 the event an employee is away for a period longer than one (1) week, the employee
36 shall submit an expense report in accordance with Company regulations, and if the
37 employee has returned to his home station, it shall be accompanied by the balance of
38 any expense money advanced, but not accounted for on the expense report.
39
- 40 P. Employees called from home, for field trips after completing their regular shift
41 assignment or on a regular day off, will commence his pay two (2) hours for domestic
42 field trips and three (3) hours for international field trips, inclusive of preparatory time,
43 prior to the scheduled departure of the flight and will end thirty (30) minutes after the
44 actual gate arrival at his home airport (definition of international is anywhere a
45 passport is required). Rate of pay will be at one and three-quarters (1.75) times their
46 hourly base rate, and in all possible cases, will be given two (2) hours or more notice

ARTICLE 19 - FIELD TRIPS/TRAVEL PAY

1 before departure time.
2

3 Q. Employees on a regular shift assignment will be allowed time to prepare for a field
4 trip assignment without loss of pay. Field trip rate (one and three-quarters (1.75)
5 times hourly base rate) will commence sixty (60) minutes before the scheduled
6 departure of the flight actually taken by the employee, or any earlier flight for which
7 he stood by and will end thirty (30) minutes after the actual gate arrival at his home
8 airport.
9

10 R. No employee will be required to work alone on a field trip.
11

12 S. The Company may dispatch the eligible on-duty employee, low on the field trip list,
13 for field trips when such field trips involves transportation by common carrier and
14 the scheduled departure is within two (2) hours for domestic and three (3) hours
15 for travel outside the contiguous 48 states from the time it is determined that the
16 field trip is necessary.
17

18 T. The field trip list will be called for field trips when air taxi or ground transportation
19 is used for travel outside of his home station.
20

- 21 a. When an MCT is dispatched to provide technical assistance to AMT's for field
22 trips and the conditions of a field trip change, e.g., job requirements or
23 additional work, employees who have accepted the trip and agree to the work
24 under the changed conditions, may be utilized.

ARTICLE 20 – TRAINING

- 1 A. Any employee who is required by the Company to attend training classes during
2 regular working hours will be paid for time spent in attendance at the classes at his
3 base hourly rate and the time will be deemed as time spent at his regular work for all
4 purposes.
5
- 6 B. An employee required to travel on any scheduled work day in conjunction with training
7 away from his station before or after his regularly scheduled shift will be compensated
8 at the applicable overtime rate.
9
- 10 C. An employee required to travel on any scheduled day off in connection with training
11 away from his residence or station, will be compensated for all travel time at the
12 applicable overtime rate, but in no event for less than four (4) hours. Travel time in this
13 Article will begin ninety (90) minutes before the scheduled departure of the flight
14 actually taken by the employee, or any earlier flight for which he stood by, and will end
15 thirty (30) minutes after the actual gate arrival at the destination. If the training is at an
16 offsite location, reasonable time will be paid for travel to the location.
17
- 18 1. If the employee is traveling from/to his residence, which is not his station, in no
19 event will the travel time paid be greater than the scheduled flight time between
20 his station and the training location. Additionally, the employee will be paid ninety
21 (90) minutes for time prior to and thirty (30) minutes for time after the scheduled
22 flight time, as referenced above in paragraph D..
23
- 24 2. If the training is conducted at his station or in the city of residence, paragraph D.
25 does not apply.
26
- 27 D. Where a training period results in less than seven and one half (7 ½) hours rest prior
28 to the employee's regular shift in the succeeding workday, the employee may choose
29 to work and will be paid the applicable overtime rate or the employee may choose to
30 receive straight time rates until the seven and one half (7 ½) hour rest period is
31 achieved and will report for the remainder of his scheduled shift.
32
- 33 E. Training sessions may be scheduled pre-or post-shift for a minimum of one (1) hour
34 up to a maximum of four (4) hours at the applicable overtime rate of pay and will not
35 include any meal period.
36
- 37 F. An employee who consents to attend training on any scheduled day off will be
38 compensated for the training at the applicable overtime rates in Article 18, Overtime.
39
- 40 Training sessions will be no more than eight (8) hours in length and a minimum of
41 eight (8) hours of pay at the applicable overtime rate on a regularly scheduled day off.
42
- 43 G. An employee involved in training away from his station will receive an hourly per diem
44 allowance of two dollars and thirty cents (\$2.30) per hour domestic and two dollars
45 eighty cents (\$2.80) per hour international to cover all incidental expenses (excluding
46 lodging and transportation cost) incurred during such assignments; with an increase

ARTICLE 20 - TRAINING

1 of five cents (\$.05) per hour on January 1st of each year. The per diem allowance will
2 commence sixty (60) minutes before the scheduled departure time of the flight actually
3 taken by the employee, or any earlier flight for which he stood by, and will end thirty
4 (30) minutes after the actual gate arrival at his home airport. The time of departure
5 and return will be provided by the employee and included on his expense report for
6 such assignments. Such employee will not be entitled to the foregoing hourly per diem
7 during periods of time he has returned to his residence or his station inclusive of travel
8 time during personal time off from training.
9

- 10 H. For international training where the employee's total reimbursable meal and incidental
11 expenses (as established by Company Policy) exceed his total daily per diem
12 allowance, upon submission of actual receipts, the employee shall be reimbursed up
13 to an amount equivalent to the difference between his total daily per diem allowance
14 and the amount provided for under the M&IE rates published by the State Department
15 (www.state.gov).
16
- 17 I. The Company will provide round trip space positive travel on Company aircraft to and
18 from the training assignment. Upon the employee's request, the Company will also
19 provide round trip space positive travel on Company aircraft to and from his residence
20 or his station on his days off while on training assignments away from his station. Such
21 employee will not be entitled to hotel or other expenses away from his station during
22 periods of time he has returned to his residence or his station.
23
- 24 J. When required to remain overnight to attend training in locations where transportation
25 between the hotel and the training event is not available or meal service is not
26 available at the hotel, the Company will authorize a rental car, taxi or other means of
27 transportation. When a rental car is provided it will be at least a mid-sized car for every
28 one (1) to four (4) employee(s). The employee will be reimbursed for reasonable
29 transportation expenses by providing receipts.
30
- 31 K. Upon application, an employee will be given an advance by the Company to cover his
32 expenses while away from his station.
33
- 34 L. Within five (5) days after returning to his station, or at the close of each week in the
35 event an employee is away for a period longer than one (1) week, the employee shall
36 submit an expense report in accordance with Company regulations, and if the
37 employee has returned to his station, it shall be accompanied by the balance of any
38 expense money advanced, but not accounted for on the expense report.
39
- 40 M. When new equipment or technology is put into service by the Company, employees
41 shall be given the opportunity to be trained, by particular classification, on the new
42 equipment or technology whenever that equipment is maintained or repaired by the
43 Company or the technology is utilized in the maintenance or repair of such equipment
44 by the Company. The Company will make every effort to train sufficient numbers of
45 employees to accomplish this. The Company may utilize those employees trained and
46 qualified based on the needs of the service.

ARTICLE 20 - TRAINING

- 1 N. When a midnight shift employee with a scheduled shift start time between 1800 and
2 2359 is assigned training outside of his station for one (1) day or more, the Company
3 will change his scheduled shift to either day shift or afternoon shift with weekends off
4 until such training is completed.
5
- 6 O. An employee selected for training under these procedures will be designated in the
7 order of his Classification seniority, subject to his availability, to the extent of the
8 number required, where training is deemed necessary for a regular work assignment
9 unless otherwise agreed to by the Company and the Union. The Company may select
10 employees for training based on the individual's needs for additional training as
11 determined by the Company (e.g., remedial/refresher training).
12
- 13 P. In the event a senior employee is not assigned to training because it was deemed
14 unnecessary to his regular work assignment, or as provided in paragraph O above,
15 his rights under the Agreement will not be affected.
16
- 17 Q. Training normally will be scheduled to provide at least seven (7) days of notice to the
18 employees affected, except in the event of training required to meet unanticipated
19 conditions such as airworthiness directives, fleet campaign directives, or vendor
20 instructions. This provision will not require the notice to employees exercising seniority
21 under Article of this Agreement.
22
- 23 R. To the extent that work requirements permit, training will be accomplished during the
24 employee's regular working hours.
25
- 26 S. Computer based training will be scheduled, and is expected to be completed on
27 Company computers during working hours.
28
- 29 T. Each specialized or manufacturer's training which is for more than five (5) work days
30 may require a stability period of up to one hundred twenty (120) days. Stability periods
31 will begin the day the employee completes specialized or manufacturer's training.
32 Recurrent or familiarization training will not be considered specialized training.
33
- 34 U. Employees in a one hundred twenty (120) day stability period may bid positions and
35 will be awarded based on Article 9 of this Agreement. In the event an employee is
36 awarded a position during the stability period the Company may withhold that transfer
37 until the completion of his stability period.
38
- 39 V. Subject Matter Expert (SME) Program:
40
- 41 1. The MCT with the most Classification seniority who volunteers for the position will
42 assume the role of the SME on each desk/work unit.
43
 - 44 2. SMEs will provide guidance to his specific desk/work unit, as well as to other MCTs
45 from other desk/work units.
46

ARTICLE 20 - TRAINING

- 1 3. The MCT accepting the SME position will work his regularly bid work schedule
2 when not acting in the capacity of a SME. The SME will support his home desk and
3 work his normally bid shift, however, the SME coordinator and SME may mutually
4 agree to adjust the shift start time up to two hours in order to capture training for
5 the opposite shift. The SME would end his shift the equivalent period of time earlier
6 or later, so that he remains working his standard shift period.
7
- 8 4. The SME may be asked to cover a training event on a shift during his regularly
9 scheduled day off. In this case, the SME has the option to teach the class and then
10 complete a full day at the desk, or to depart after the training event, or to refuse to
11 work the day off training event. Appropriate overtime rates apply, and he will be
12 charged the hours on his home desk overtime list.
13
- 14 5. In no event, will a SME work more than seventeen (17) consecutive hours, whether
15 while providing training or working the desk in conjunction with providing training.
16
- 17 6. In the event that a SME is scheduled to provide training, and a desk field trip is
18 proffered to the desk, he remains eligible.
19
- 20 7. In the event that a SME will not be available to provide training for a scheduled
21 class due to absence (FT, SK, LOA, ML, etc.), the following will apply to cover the
22 event: If there are regularly scheduled available SME's to cover the assignment,
23 the SME coordinator will work out coverage through the remaining SME's; If
24 overtime is required to fulfill the obligation, then the SME with both the knowledge
25 necessary and the lowest overtime hours of all SME's will be proffered the
26 assignment.
27
- 28 8. The SME may be called upon to help with instruction for other desks, as needed.
29
- 30 9. The SME will go through a review with a SME coordinator (member of
31 management) after six (6) months/ ten (10) classes. The review is designed to
32 evaluate the SME and provide guidance. The SME can step down at any time,
33 however, the normal service period for a SME is one year.

ARTICLE 21 – ISSUANCE OF SIDA BADGE

1 A. Renewing SIDA Badge
2

- 3 1. Employees who renew a SIDA badge at a station shall be permitted to complete
4 the renewal process during their regularly scheduled shift if the SIDA office is open
5 during those shift hours. If an employee’s regularly scheduled shift is other than
6 when the SIDA office is open, the employee shall be paid at straight time for the
7 time required to process the application during their off-duty hours.
8

9 If the renewal of an employee’s SIDA badge is delayed and the SIDA badge
10 expires, the employee shall be placed on a personal leave of absence with
11 reinstatement rights for SIDA access for up to ninety (90) days, unless extended
12 by the Company on the basis of extenuating circumstances.
13

14
15 B. Obtaining a New SIDA Badge
16

- 17 1. Upon notification of transfer or bid award, the Company will provide the employee
18 with a phone number, email address, and the name of the employee’s point-of-
19 contact at their new station. The employee will then contact the new station’s point-
20 of-contact within three (3) business days for instructions/paperwork necessary to
21 get the new SIDA badge. The employee must immediately notify his existing
22 manager that he contacted his new station point-of-contact.
23

- 24 2. The Company will provide necessary paperwork and/or arrange positive space
25 transportation to the new station within seven (7) business days of the employee
26 making contact with the new station. Should the Company fail to provide necessary
27 paperwork and/or arrange positive space transportation within seven (7) business
28 days of the employee making contact with the new station and notifying his existing
29 manager, the employee will be paid at time and one half (1½) for all normal straight
30 time hours worked until the above requirements are met.
31

- 32 3. When an employee is required to obtain his SIDA badge, he will be afforded time
33 during his regularly scheduled shift. If an employee is required to obtain his SIDA
34 badge outside of his regularly scheduled shift, he will be compensated at straight
35 time rates. Employees required to travel to obtain their SIDA badge will be
36 compensated for the minimum hours they were scheduled for that day at straight
37 time rates. If the travel time exceeds the employee’s regularly scheduled hours or
38 travel is on his scheduled day off, he will be compensated at straight time rates.
39

- 40 4. The employee will continue working in his current position at his current station for
41 a time sufficient to allow for the processing of his SIDA badging in his new work
42 location.

ARTICLE 21 – ISSUANCE OF SIDA BADGE

- 1 5. Following completion of the fingerprinting and SIDA application at his new station,
2 the employee must present verification to his supervisor at his current station that
3 the procedure is complete and he will transfer to the new location in accordance
4 with Article 9.
- 5
- 6 6. No employee will incur any cost associated with the initial issue or timely renewal
7 of Company or associated Airport/Base required ID badges.
- 8
- 9 7. An employee who cannot obtain a SIDA badge at his new station, but can maintain
10 his SIDA badge at his current station, will be allowed to remain in his existing
11 classification and pay status in his bid position at his current station. If an
12 employee cannot maintain his SIDA badge at his current station, the employee
13 shall be placed on a personal leave of absence with reinstatement rights for SIDA
14 access for up to ninety (90) days, unless extended by the Company on the basis
15 of extenuating circumstances.
- 16
- 17 8. Other expenses incidental to the transfer will be borne by the employee.

ARTICLE 21.1 - BACKGROUND CHECK LOA

1 RE: BACKGROUND CHECK

2

3 Revised DOR

4

5 Tim Klima

6 Airline Coordinator

7 Transportation Department IAMAW

8

9 Mike Mayes

10 Air Division Director

11 Transport Workers Union of America

12

13 The Union has recently raised the question regarding the Company position should a
14 criminal history records check, as required under the TSA fingerprinting regulations,
15 disclose information regarding criminal activity that is not a disqualifying offense within
16 the meaning of the regulations, *i.e.*, is not on the list of disqualifying offenses included in
17 the regulations or did not occur within the last ten (10) years.

18

19 The answer is that no information obtained in connection with the CHRC will be used for
20 any purpose not permitted under the regulations. We believe that the regulations as
21 presently written do not provide for the use of any information regarding non-disqualifying
22 offenses and/or any offenses that occurred more than ten (10) years before the date of
23 the individual's application for unescorted SIDA access.

24

25 Sincerely,

26

27

28 James B. Weel

29 Managing Director – Labor Relations

30 American Airlines, Inc.

ARTICLE 22 – HOLIDAYS

- 1 A. Employees will observe the following holidays each year and the holiday pay will be
2 equal to the number of regularly scheduled hours: New Year's Day, Martin Luther
3 King Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans
4 Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day. The actual
5 day on which the holiday falls will be observed as the holiday.
6
- 7 1. If a holiday falls on an employee's day off, that employee will be paid in accordance
8 with paragraph C.
9
 - 10 2. The Company shall give at least seven (7) days' notice of any reduction in the
11 required complement on any of the foregoing holidays.
12
 - 13 3. When a full scheduled crew is not required to work on a holiday, employees will be
14 offered the holiday off on the basis of Classification seniority, by shift, in the bid
15 area at that location until the reduced complement is achieved. Once the reduced
16 complement is achieved and the Company finds it necessary to increase the
17 complement, those employees in the bid area who were not afforded an
18 opportunity to work by reason of such reduction will be asked to work first in order
19 of Classification seniority, shift and department prior to utilizing the overtime list.
20
 - 21 4. For pay purposes the twenty-four (24) hour holiday period shall begin with the
22 starting time of the employee's regularly assigned shift.
23
 - 24 5. For employees who regularly work an eight (8) hour schedule, in addition to the
25 eight (8) hours straight time pay for the holiday, employees who are scheduled to
26 work on a holiday shall be paid at the rate of one- and one-half times (1.5) for the
27 first eight (8) paid hours worked.
28
 - 29 6. For employees who regularly work a ten (10) hour schedule, in addition to the ten
30 (10) hours straight time pay for the holiday, employees who are scheduled to work
31 on a holiday shall be paid at the rate of one- and one-half times (1.5) for the first
32 ten (10) paid hours worked.
33
 - 34 7. For employees who regularly work a twelve (12) hour schedule, in addition to the
35 twelve (12) hours straight time pay for the holiday, employees who are scheduled
36 to work on a holiday shall be paid at the rate of one- and one-half times (1.5) for
37 the first twelve (12) paid hours worked.
38
 - 39 8. Employees who work more than their scheduled hours (overtime) on a Holiday,
40 will be paid at the applicable overtime rate as described in Article (XX) plus straight
41 time Holiday pay for all additional hours worked; excluding employees working shift
42 swaps who will be paid the rate of one and one half (1 ½) times the regular rate of
43 pay on the Holiday swap.
44
 - 45 9. In order to be paid for holidays that fall during the month, employees must be in an
46 active pay status (all hours paid) for eighty (80) hours in the month. For purposes

ARTICLE 22 – HOLIDAYS

1 of this paragraph, time spent on unpaid FMLA, Military, and Occupational Injury
2 Leaves shall count towards the eighty (80) hour requirement.

- 3
- 4 B. An employee who is required to work (scheduled to work) may, at his option and upon
5 notification to his supervisor, elect to work the Holiday at the one and one half (1.5)
6 times rate for his regularly scheduled shift hours and receive one (1) compensatory
7 day at his regular straight time rate deposited into their Compensatory bank.
8
- 9 C. Employees not scheduled to work or scheduled to work but not required to work on
10 the above mentioned holidays, will be compensated for the day equal to the number
11 of regularly scheduled hours at their regular straight time rate, or may at their option,
12 receive one (1) compensatory day at their regular straight time rate deposited into
13 their compensatory bank.
14
- 15 D. If an employee works overtime on a Holiday that falls on his regular scheduled day
16 off, he will be paid at the applicable overtime rate as described in Article eighteen
17 (18) plus straight time Holiday Pay for all hours worked on such Holiday.
18
- 19 E. Any employee wishing to use compensatory day(s) must provide the Company with
20 no less than seven (7) and no more than fourteen (14) days written notice. The
21 granting of compensatory day(s) will be made no more than seven (7) days nor no
22 less than five (5) days before the day requested off. The Company will grant the
23 compensatory day(s) off requests up to the vacation ratio. When more than one
24 employee seeks compensatory day(s), Company Seniority will govern. Once granted,
25 senior employees will not be permitted to take compensatory day(s) already awarded
26 to a junior employee. If an employee gives less than the required seven (7) day notice
27 the Company will make every effort to grant the compensatory day(s) off requests up
28 to the vacation ratio. If the employee makes a request, which exceeds the ratio, the
29 Company may, at its sole option, grant the compensatory day request.
30
- 31 F. Compensatory days may be taken in half (1/2) day increments.
32
- 33 G. The maximum number of compensatory time to be accrued will be seventeen and
34 one half (17.5) days Thereafter, no further accrual will be allowed and the employee
35 will be paid at the applicable rate of pay for the holiday. When the compensatory day
36 is granted, the employee will be paid the regularly scheduled hours for that day or
37 half the hours if granted a half day compensatory day.
38
- 39 H. The priority for the granting of compensatory time off will be as follows: Day-at-a-
40 Time (DAT) vacation then compensatory day off.
41
- 42 I. Any unused accrued compensatory time will be paid at the employee's then current
43 rate of pay, upon separation from the Company for any reason. In case of the death
44 of an employee, the amount due shall be paid to his legal heir or representative.

ARTICLE 23 – VACATIONS

- 1 A. All employees covered by this Agreement who have been with the Company for one
 2 (1) year or more as of January 1, will be entitled to an annual vacation of two (2)
 3 weeks minimum with pay.
 4
- 5 B. Employees must be in an active pay status (All hours paid) for eighty (80) hours in a
 6 month to accrue vacation for the month. For purposes of this paragraph, time spent
 7 on unpaid FMLA, Military, and Occupational Injury leaves shall count towards the
 8 eighty (80) hour requirement. Employees receiving Severance Allowance do not
 9 accrue vacation.
 10
- 11 C. Employees on a Leave of Absence will accrue vacation in accordance with Article
 12 25 Leaves of Absence matrix.
 13
- 14 D. Vacation compensation will be based on the classification the employee occupies
 15 during his vacation period. Employees who have been with the Company less than
 16 twelve (12) months as of January 1, will be entitled to vacation in accordance with
 17 the following schedule:
 18

<u>Complete Months of Service as of January</u>	<u>Hours Vacation</u>
19 1 Month	8 Hours
20 2 Months	8 Hours
21 3 Months	8 Hours
22 4 Months	16 Hours
23 5 Months	16 Hours
24 6 Months	16 Hours
25 7 Months	24 Hours
26 8 Months	24 Hours
27 9 Months	32 Hours
28 10 Months	32 Hours
29 11 Months	40 Hours
30 12 Months	80 Hours

- 31
 32
 33
 34 E. Vacation allowances are as follows:
 35

Vacation accrual in year 2020 and 2021 for use in 2021 and 2022

Completed Years of Service	Monthly Future Vacation Days	Max Yearly Future Vacation Days	Monthly Future Vacation Hours	Max Yearly Future Vacation Hours
1	1 day	10 days	8 hours	80 hours
4	1.5 days	15 days	12 hours	120 hours
11	2.0 days	20 days	16 hours	160 hours
24	2.5 days	25 days	20 hours	200 hours
29	3.0 days	30 days	24 hours	240 hours

ARTICLE 23 – VACATIONS

Vacation accrual in ear 2022 for use in 2023 all years thereafter

Completed Years of Service	Monthly Future Vacation Days	Max Yearly Future Vacation Days	Monthly Future Vacation Hours	Max Yearly Future Vacation Hours
1	1 day	10 days	8 hours	80 hours
4	1.5 days	15 days	12 hours	120 hours
11	2.0 days	20 days	16 hours	160 hours
17	2.5 days	25 days	20 hours	200 hours
24	3.0 days	30 days	24 hours	240 hours

F. It is understood that vacation accruals shall be due from January 1, after the employee completes required specified years of service period.

G. Employees will be permitted to select their vacation in a work unit in which they are employed in accordance with their length of service with the Company. Employees will select vacation in periods in each round of not less than one week and must be made in between normal days off, excluding DAT. An employee may select two (2) or more consecutive weeks and that selection will be considered as a single round selection. Once the initial list has been finalized, an employee may be permitted to take consecutive days of vacation over the period of two (2) different workweeks.

1. For employees working a twelve (12) hour day schedule, if remaining vacation days do not total a full week after his round(s), the remaining day(s) may be bid as singular or consecutive in the next round(s).

H. The Company will submit to the Union at each work unit by October 15th the schedule for the succeeding year, and all vacation bid selections will be completed not later than November 15th. Employees may reserve up to one hundred twenty (120) hours of earned vacation to be taken one (1) or more days at a time (DAT), and will be designated prior to each employees first vacation round selection. The vacation awards will be posted on Company bulletin boards or by electronic means by December 1st, whenever possible.

I. The number of available vacation week selection periods will total no less than one-third (1/3) of the number of employees on each shift in a work unit and will have no less than one week available for selection, if working eight (8) or eight and one-half (8.5) hour a day schedules.

J. The number of available vacation week selection periods will total no less than one-third (1/3) of the number of employees on each shift and day off grouping (block) in a work unit and will have no less than one week available for selection, if working twelve (12) hour a day schedules.

ARTICLE 23 – VACATIONS

- 1 K. Additional weeks of vacation periods may be identified by management and
2 available for selection prior to the first round of the vacation selection process.
3
- 4 L. Employees will be given a date and time window in which they will bid their vacation
5 selection. Any employee who will be on vacation, days off, or otherwise unavailable
6 when his opportunity to select vacation dates arises, will be called or may call in the
7 designated time window, to make his selection. Employees may submit his vacation
8 bid, in writing, to the appropriate supervisor in advance. If an employee fails to answer
9 or call in his designated time window or submit a written bid, he will be bypassed and
10 must make a selection from the dates available when he returns or submits his
11 selection.
12
- 13 M. An employee who fails to make a vacation selection by the end of the selection period
14 will be assigned a vacation period from those open vacation period remaining on the
15 selection list.
16
- 17 N. An employee may split vacation in periods of not less than one week consistent with
18 vacation scheduling. This selection must be made in between normal days off. Once
19 the initial list has been finalized, an employee may be permitted to take five (5)
20 consecutive days of vacation over the period of two (2) different workweeks, provided
21 a written request is submitted thirty (30) days prior to the vacation period and the
22 vacation complement is maintained in both weeks.
23
- 24 O. An employee's scheduled days off immediately following his vacation will be the same
25 as his scheduled days off immediately preceding his vacation. (Employees on an eight
26 (8) hour schedule.)
27
- 28 P. Any employee wishing to use DAT vacation day(s) must provide the Company with no
29 less than seven (7) and no more than fourteen (14) days written notice. The granting
30 of DAT vacation will be made no more than seven (7) days nor no less than five (5)
31 days before the day requested off. The Company will grant the DAT vacation day(s)
32 and compensatory day off requests up to the vacation complement, as described in
33 this Article. When more than one employee seeks DAT vacation, length of service with
34 the Company will govern. Once granted, senior employees will not be permitted to
35 take DAT vacation day(s) already awarded to a junior employee. If an employee gives
36 less than the required seven (7) day notice the Company will make every effort to
37 grant the DAT vacation day(s) off requests up to the vacation complement. If the
38 employee makes a request, which exceeds the complement, the Company may, at its
39 sole option, grant the DAT vacation day request. (Also see Article 15, DAT Swap)
40
- 41 1. DAT days may be taken in half (1/2) day increments or (1) hour increments
42 (HAT).
43
- 44 2. Compensatory days may be taken in half (1/2) day increments based on the
45 needs of service as determined by the Company.
46

ARTICLE 23 – VACATIONS

- 1 3. An employee will not be granted DAT vacation on a holiday, regular day off
2 (RDO), or during a bid vacation period.
3
- 4 4. Any DAT vacation which has not been used by the end of the calendar year will
5 be paid to the employee no later than the fourth (4th) pay period of the following
6 year.
7
- 8 5. Priority for granting DAT vacation time-off will be as follows: DAT then
9 compensatory day.
10
- 11 Q. Vacation accrued through the last day of work will be paid to any employee leaving
12 the service of the Company because of retirement, reduction in force, resignation, or
13 discharge. In the case of the death of the employee, the amount due shall be paid to
14 his legal heir or representative.
15
- 16 R. Any employee on active military leave in lieu of pay, may bank accrued vacation for
17 up to a maximum of one (1) year’s accrual. Employees who elect to bank vacation
18 under these provisions must take the banked vacation in the year of their return
19 where practicable. Where not practicable banked vacation must be taken in the year
20 following their return to work. Block vacation not used will be paid to the employee
21 no later than the fourth (4th) pay period of the following year.
22
- 23 S. In case of the death of an employee, the amount due shall be paid to his legal heir or
24 representative.
25
- 26 T. Regularly scheduled days off or recognized holidays at the beginning or end of a
27 vacation period will not be considered as part of the vacation period, but if recognized
28 holidays fall within an employee's vacation period, the employee will exercise one of
29 the following options and will indicate which option prior to starting the vacation:
30
 - 31 1. Receive holiday pay for holiday(s) and extend vacation by applicable number
32 of day(s), or
33
 - 34 2. Receive no holiday pay for holiday(s), extend vacation by applicable number of
35 day(s) and bank applicable number of compensatory day(s), or
36
 - 37 3. Receive vacation pay on holiday(s), do not extend vacation and bank
38 applicable number of compensatory day(s).
39
 - 40 4. Extensions will occur on the first regularly scheduled work day(s) following the
41 vacation period unless local management approves granting the extension on
42 the last regularly scheduled work day(s) before the vacation period.
43
 - 44 5. Extensions of vacation resulting from this provision will not be counted toward
45 the allowable number of employees off, as described in this Article.
46

ARTICLE 23 – VACATIONS

- 1 U. Requests for vacation leave will be granted, so far as possible, on the basis of length
2 of service with the Company at the shop, or location, station, or department. However,
3 senior employees will not be permitted to take vacation leave already awarded to a
4 junior employee.
5
- 6 V. Employees shall be given vacation pay prior to taking vacation if requested, provided
7 the employee makes application in writing to his immediate supervisor at least two (2)
8 weeks prior to starting vacation.
9
- 10 W. In the event an employee voluntarily transfers to another work unit, the employee's
11 vacation selection in the previous work unit will not apply unless the specific week the
12 employee is carrying over is vacant at the new work unit or the employee's previous
13 vacation period can be reasonably accommodated in the new work unit as determined
14 by management.
15
- 16 X. In the event an employee is involuntarily reassigned to another work unit, his vacation
17 weeks will be carried over to the new work unit and will be honored.
18
- 19 Y. The Company will make every effort, consistent with the needs of the service, to allow
20 employees required to move to a different shop, station, or department as a result of
21 a reduction in force, to take the vacation period they had in their previous bid area.
22
- 23 Z. The Company will make every effort to allow employees moving to a different shift
24 within their bid area to take their previously bid vacation period to their new shift.
25
- 26 AA. Bid vacation periods may not be cancelled unless another vacation period can be
27 simultaneously awarded. Employees who continue to be out on medical and/or OJI
28 Leaves who have accrued unused vacation may be placed on vacation by the
29 Company so that their vacation will be exhausted just prior to the years end or be
30 paid out, at the employee's option, no later than the fourth (4th) pay period of the
31 following year.
32
- 33 BB. Any employee on vacation will not have his job bid and will remain status quo on
34 the overtime list.
35
- 36 CC. Vacation week vacancies that become available, after the normal bidding cycle is
37 complete, as a result of bid awards, exercise of seniority, leave of absence, or
38 selection change shall be posted within the work unit on the Wednesday
39 immediately following such change for a period of seven (7) calendar days. An
40 employee entering a work unit, who has not yet moved, may bid and be awarded
41 available vacation week vacancies provided the available vacation week(s)
42 begins on or after the report date of the new assignment. At the close of such
43 period the bid will be awarded to the successful senior bidder. It is further
44 understood that should the vacation complement be exceeded for any reason, the
45 vacation period will not be posted or considered open.
46

ARTICLE 23 – VACATIONS

1 DD. The last week in a year shall be treated as follows for vacation scheduling. If the
2 week (Sunday through Saturday) has a majority of days within the current year, the
3 entire week will be added to the current year for vacation selection. If the week has a
4 majority of dates during the following year, the entire week will be available for
5 vacation selection during the following year.
6

ARTICLE 24 – SICK LEAVE

- 1 A. Employees on the system seniority list as of the DOR shall accrue eight (8) hours
2 of sick leave credit for each month (excluding the months of June and October) of
3 service up to a maximum of two thousand (2000) hours. Any MCT hired on or after
4 the effective DOR the Company shall accrue eight (8) hours of sick leave credit for
5 each month (excluding the months of June and October) up to a maximum of
6 sixteen hundred (1600) hours. Employees must be in an active pay status (All
7 hours paid) for eighty (80) hours in a month to accrue sick leave for the month. For
8 purposes of this paragraph, time spent on Military, Occupational Injury leaves, or
9 unpaid FMLA leaves shall count towards the eighty (80) hour requirement.
10 Employees receiving Severance Allowance do not accrue sick leave.
11
- 12 B. Employees shall be paid at 100% beginning with and including the first (1st) day
13 of any illness provided they have sick leave remaining in the bank.
14
- 15 C. During an illness, the number of hours paid will be charged against the
16 accumulated hours and eight (8) hours credit for each succeeding month
17 (excluding the months of June and October), of service shall again be credited to
18 the employee until the total credit again reaches sixteen hundred (1600) hours or
19 two thousand (2000) hours for those employees on the system seniority list as of
20 the DOR of this Agreement. Sick leave usage within a pay period will be reflected
21 on the employee's pay stub.
22
- 23 D. The Company will provide a sick leave balance on employee pay stubs. The
24 seniority roster will also show accumulated sick leave credits.
25
- 26 E. An employee unable to report for duty will, unless prevented by reasons beyond
27 his control, notify his immediate supervisor or other central point set up for
28 reporting purposes by the Company as far in advance of the scheduled starting
29 time of his shift as possible.
30
- 31 F. The employees and the Union recognize their obligation of being truthful and
32 honest in preventing unnecessary absences or other abuses of sick leave
33 privileges. Employees may be required to present confirmation of illness and the
34 Company reserves the right to require, when in doubt of a bona fide claim a
35 physician's certificate to confirm such sick claim. Employees who abuse sick leave
36 privileges may be subject to disciplinary action by the Company.
37
- 38 G. Except as specified in J (2) of this Article, only hours absent due to illness or injury
39 of the employee which are not compensable under the applicable Worker's
40 Compensation Laws will be paid for from his allowed sick leave. Payment will be
41 based on the employee's regular hourly rate.
42
43
- 44 H. The intended purpose of the sick leave benefit is to protect the earnings of the
45 employee during necessary absence from work due to illness or injury, and to aid

ARTICLE 24 – SICK LEAVE

1 the employee in meeting bills when sickness or injury have temporarily taken away
2 his ability to work.

- 3
- 4 I. Employees are not eligible for sick pay on a designated holiday. Holiday as used
5 in this Article is defined as the twenty-four (24) hour period beginning with the
6 employees' regular scheduled shift.
7
- 8 J. During an employee's absence due to an occupational illness or injury
9 compensable under the applicable Workers' Compensation Law, he will receive
10 from the Company the following benefits:
11
- 12 a. For the first twenty (20) workdays absent, the difference between his
13 regular hourly rate of pay and Workers' Compensation payments, if any.
14
 - 15 b. At the conclusion of the period referred to in (1) above, an employee
16 drawing Workers' Compensation may, at his option, draw upon his
17 accrued sick leave up to the extent of his accrual at the rate of up to
18 one-half regular pay. Provided, however, the sum of such Workers'
19 Compensation weekly payments plus such sick pay benefits will not
20 exceed the employee's regular base weekly pay. Corresponding
21 deductions will be made from his available sick leave accrual. Deductions
22 will be to the nearest 0.1 of an hour up to a maximum of one-half day of
23 sick leave.
24
 - 25 c. These benefits will be in lieu of any other payment provided for in this
26 Article for all absences due to the same illness or injury.
27
- 28 K. Upon separation from the Company, an employee will be paid ten-dollars and
29 eighty cents (\$10.80) for each hour of accrued sick leave in his sick bank.
30
- 31 L. To the fullest extent permitted by law, this Agreement shall operate to waive the
32 provisions of any sick leave laws that are inconsistent with the terms of this
33 Agreement, and shall supersede and be considered to have fulfilled all
34 requirements of such laws. To the extent applicable law is inconsistent with the
35 terms of this Agreement, and such law is not waivable, an employee shall be
36 entitled to the more generous sick leave protections provided by applicable law or
37 this Agreement.

ARTICLE 25 – LEAVES OF ABSENCE

- 1 A. All requests for leaves of absence, or extensions, shall be submitted to the Company,
2 in writing on the proper form. The Company will provide a monthly report to the Local
3 Committee/TWU Local President listing the employees covered by this Agreement
4 who are on a leave of absence
5
- 6 B. Personal Leave of Absence: When the requirements of the operation will permit, an
7 employee may be granted an unpaid Personal Leave of Absence, referred to as
8 "PLOA," for any period of up to one (1) year. A request for PLOA must be submitted
9 to the Company in writing in accordance with paragraph (A) above. The request will
10 state the reason for the leave and the duration of the leave. An approved PLOA will
11 be granted in writing and will specify the expiration date of the leave. When a PLOA
12 is granted, the employee will retain and continue to accrue seniority during the entire
13 period of the leave.
14
- 15 1. If the initial leave is requested for less than one (1) year and the requirements of
16 the operation will permit, a PLOA may be extended for additional periods such that
17 the total leave does not exceed one (1) year. A request for an extension of a PLOA
18 must be submitted and approved prior to the expiration date of the current leave.
19
- 20 2. An employee on a PLOA may submit a request to terminate his leave prior to the
21 expiration date of the leave. The request must be in writing and the Company's
22 response to the request will be in writing.
23
- 24 3. Based on the requirements of the operation, the Company may cancel any PLOA
25 at any time prior to the expiration date of the leave. In the event the Company
26 elects to cancel a PLOA, the affected employee will be notified in writing not less
27 than fourteen (14) days prior to the effective date of the cancellation.
28
- 29 C. Adoption/Maternity/Paternity Leave: Upon request and when accompanied by the
30 required documentation substantiating the need for such leave, an employee will be
31 granted an unpaid adoption/maternal/paternity leave of absence of up to eight (8)
32 weeks, and for any additional period that may be required by applicable law. For
33 maternity leave, the employee must exhaust all sick time before going unpaid.
34
- 35 1. Adoption leave will commence on the date the employee takes custody of the child
36 or the date the child is placed in the employee's home. Maternity/paternity leave
37 will commence on the day the infant is born.
38
- 39 2. The Company may require adoption/maternal/paternity leave to run concurrently
40 with FMLA leave (if such leave otherwise qualifies as FMLA leave). If the
41 employee has exhausted or exhausts FMLA Leave prior to or during this eight (8)
42 week period, the Company will grant adoption/maternal/paternity leave of up to,
43 but no more than, eight (8) total weeks from the birth or adoption of the child unless
44 an additional period is required by applicable law.
45

ARTICLE 25 – LEAVES OF ABSENCE

1 D. Family Medical Leave Act: Employees will be eligible for leave from work pursuant to
2 the terms of the Family and Medical Leave Act (FMLA) of 1993, as amended. When
3 approved FMLA leave is taken for an employee's own qualifying serious health
4 condition, the employee must exhaust all sick time and may also, at his option use
5 any accrued vacation or comp time other paid time off before being placed on unpaid
6 status.

- 7
8 1. When approved FMLA leave is taken for any other reason provided for under
9 FMLA, the employee may at his option use accrued vacation or other paid time off
10 prior to going unpaid but cannot use sick time unless required by state law. An
11 employee granted a leave of absence under the provisions of FMLA, referred to
12 as a Family Leave of Absence or "FMLA," will retain and continue to accrue
13 seniority during the leave.

14
15 E. Union Leave: Employees accepting full time employment with the Union (TWU Local
16 Officers, District Lodge Representatives, IAM/TWU International Representatives)
17 shall, during such employment, be granted an indefinite leave of absence by the
18 Company. Such leave will not affect the seniority status of the employee and all
19 employee benefits shall continue in effect during his leave of absence.

- 20
21 1. TWU Local Presidents will have their base hourly rate paid by the Company while
22 in office based on a forty (40) hour work week, as if active,

- 23
24 2. For any other employee(s), who are required for bona fide Union business, leaves
25 of absence of thirty (30) days or more will be granted if a written request is
26 submitted to the employee's supervisor at least thirty (30) days (or less if mutually
27 agreed to) in advance to accommodate the request. This advance notice
28 requirement will also apply to any request for an employee to attend a Union
29 Convention. When the employee is on Union business there will be no interruption
30 to the employee's pay and benefits, but the Company will bill the Union as
31 applicable, for the employee's salary plus an eight percent (8%) override for tax
32 and benefit related expenses. Failure of the responsible party to pay the billing will
33 result in the termination of the union leave for the affected employee.

- 34
35 3. For any other employee(s), who are required for bona fide Union business, of less
36 than thirty (30) days will be granted reasonable time off if a written request is
37 submitted to the employee's supervisor in advance to accommodate the request.
38 When the employee is on Union business there will be no interruption to the
39 employee's pay and benefits, but the Company will bill the Union as applicable, for
40 the employee's salary plus an eight percent 8% override for tax and benefit related
41 expenses. Failure of the responsible party to pay the billing will result in the
42 termination of the Union leave for the affected employee.

43
44 F. Medical Leave of Absence: Any employee who has exhausted all sick leave, and
45 continues to be absent due to sickness or non-occupational injury in excess of
46 fourteen (14) days, will be placed on unpaid medical leave of absence using the

ARTICLE 25 – LEAVES OF ABSENCE

1 standard leave of absence form, and must present proper medical documentation
2 detailing reason(s), physical limitations, time limits, etc. When an employee is placed
3 on an unpaid medical leave of absence due to sickness or injury, the Company will
4 send the employee, via certified U.S. Mail to the employee's last known address and
5 return receipt or equivalent carrier, unless the employee mutually agrees to electronic
6 communication, a personal information package within ten (10) days from the start of
7 the unpaid leave including a letter advising of his unpaid leave status, benefit
8 information, and notice of the requirement for medical substantiation.

9
10 1. An employee granted an indefinite medical leave, which does not detail time limits,
11 shall at the end of the first one hundred eighty (180) day period reconfirm his
12 sickness or physical disability. If the sickness or disability continues, the employee
13 may be required to reconfirm his medical condition, at the end of each one hundred
14 eighty (180) day period.

15
16 2. Employees, who exhaust sick leave, due to sickness or occupational injury and
17 are placed on an unpaid medical leave of absence, will remain eligible for group
18 health benefits for twelve (12) months at the active Company subsidized rates
19 provided he pays his share of the cost as if active. At the end of the twelve (12)
20 months the employee can continue coverage if he pays the full cost up to the length
21 of the leave.

22
23 3. Employees not returning from Medical leave due to sickness or occupational injury
24 within five (5) years will be deemed to have resigned from their position. This,
25 however, shall not be automatic. Instead, the Company, upon request from the
26 employee prior to the expiration of the five-year (5) term, shall consider whether
27 an additional period of leave of a specific duration may be reasonable. The
28 Company will provide one hundred eighty (180) calendar days written notification
29 prior to the expiration date of the five (5) year period. The notification will be made
30 via certified U.S. Mail return receipt or equivalent carrier to the employee's last
31 known address.

32
33 G. Employees on sick leave, personal leave, authorized Union business leave, medical
34 leave of absence, or occupational injury leave for more than ninety (90) work days will
35 return to work in accordance with the provisions of this Article.

36
37 1. An employee returning from an authorized leave of absence, or extension thereof,
38 will be returned to the Bid Work Area and Shift held when the leave was granted.
39 If the job no longer exists, or has been filled by a more senior employee, he shall
40 exercise his seniority within his bid area by bumping the junior employee in the bid
41 area. In the event that a returning employee causes another employee to be
42 bumped, the junior employee on the overage shift will be required to bump the
43 junior employee in the bid area.

44
45 H. Military Leave: Employees will receive a maximum of eighty (80) hours free from
46 duty each calendar year for annual reserve or guard duty. Such leave will not count

ARTICLE 25 – LEAVES OF ABSENCE

1 against the employee’s vacation. The Company will pay the employee the difference
2 between his regular pay and the amount received from the military. Employees will be
3 required to provide the Company with a copy of their military orders and will be
4 required to submit to the Company proof of the amount of pay received from the
5 military within fourteen (14) days after the employee returns. This amount (excluding
6 expenses) will be deducted from the employee’s next paycheck. While an employee
7 is active in the reserve or guard, he will have his days off adjusted, if requested seven
8 (7) days in advance, to attend weekend drill duty.
9

- 10 I. Political Leave: Any employee elected or appointed to a full-time governmental office
11 (i.e., Federal, State, Local) will be granted a political leave of absence not to exceed
12 the term of office, or subsequent reelection or reappointment. The application for a
13 political leave must be made in writing to the Company, with a copy to the Union. An
14 employee granted a political leave will retain and accrue classification seniority for the
15 period of the leave, however, no other Company benefits or privileges will be granted
16 or accrued, nor will time on political leave constitute continuous service for pension
17 plan benefits. Employees granted a political leave must give thirty (30) days notice of
18 intent to return.
19
- 20 J. Jury Duty: An employee who is called for jury service will be excused from work for
21 the days on which he is required to serve and will receive for each day of jury service
22 on which he would have been regularly scheduled to work, the difference between his
23 regular hourly earnings and the actual payment received for jury service. Employees
24 must present proof of jury service and the amount of pay received therefore, if any.
25 When an employee is required to call in or called for such service, he will be
26 transferred to the day shift with Saturday and Sunday as his regular days off. With the
27 completion of his jury service, said employee will return to his former shift and days
28 off, beginning the next week.
29
- 30 K. Bereavement Leave: Upon providing proper documentation, employees shall be
31 allowed three (3) work days off without loss of pay if they suffer a death in their
32 immediate family, and up to two (2) additional unpaid days upon request (for a total of
33 five (5) days). Immediate family for the purposes of this Paragraph shall include:
34

Spouse, Domestic Partner
Children and stepchildren (dependent/non-dependent)
Children and stepchildren (dependent/non-dependent) of Domestic Partner
Son in-law/daughter-in-law
Parents/step-parents
Parents/step-parents of spouse/Domestic Partner
Siblings, step-siblings, siblings-in-law
Sibling, step-siblings, siblings-in-law of spouse/Domestic Partner
Grandparents/step-grandparents/grandparents-in-law

ARTICLE 25 – LEAVES OF ABSENCE

Grandparents/step-grandparents/grandparents-in-law of Domestic Partner
Grandchildren/step-grandchildren
Grandchildren/step-grandchildren of Domestic Partner
Legal guardian/Former legal guardian
Other family members permanently living in the household
If an employee, spouse, or Company recognized domestic partner experiences a medically documented miscarriage

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

To the extent that Company policy provides more expansive bereavement leave benefits, those benefits will be applied to employees covered by this Agreement.

- L. Any employee on personal, medical, or occupational leave of absence, of more than seven (7) consecutive days, engaging in gainful employment not provided for in this Article without written permission from the Company and the Union, or engaging in activities which may bring discredit to the Company or its employees, shall be deemed to have resigned and his name stricken from the seniority roster.
- M. Unless otherwise specified, employees not returning from any leave (except Medical due to sickness or occupational injury, Military, Union or Political) within three (3) years will be deemed to have resigned from their position. This provision does not apply to furloughs.
- N. An employee on any leave of absence will physically report to his station on his first scheduled workday following the expiration of the leave. It is the responsibility of the employee to contact the Company prior to the expiration of his leave of absence to ensure that he knows his schedule and assignment. Failure to report or to secure a renewal of a leave of absence will terminate the leave of absence and his employment. It is the responsibility of the Company to inform the employee of the expiration date of any approved leave of absence. The Company will also inform the employee of the procedures regarding any benefits while on his leave.
- O. Any written communication between the Company and an employee on a leave of absence will be via certified or registered United States mail, return receipt requested, or by United Parcel Service or equivalent, confirmation of delivery requested.
 - 1. Any change in address must be filed promptly in accordance with Company Policy.
 - 2. The rights of an employee on a leave of absence under the provisions of this Article, in regard to the maximum duration of a leave, Company seniority accrual, classification seniority accrual, pay seniority accrual, vacation accrual, sick leave accrual, credited service for pension, and reinstatement rights are listed in the chart that follows.

ARTICLE 25 – LEAVES OF ABSENCE

	Unpaid - FMLA	Medical Leave	Personal Leave	Unpaid Adoption - Baby bonding	Military Leave	Union Leave	Political Leave	Occupational IOD Leave	Furlough Leave
Duration of Leave	In accordance with applicable law	Up to 5 years	Up to 12 months	Up to 8 weeks or In accordance with applicable law	Up to 5 years - or in accordance with Federal Law	Up to 12 months or term of office	Term of Office	Up to 5 years	Life Time recall
Class Seniority accrual	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Accrue up to 5 years - Retain thereafter
Pay Seniority accrual	Duration of Leave	Duration of Leave	Up to 60 calendar days	Duration of Leave	Duration of Leave	Duration of Leave	Up to 60 calendar days	Duration of Leave	Up to 90 calendar days
Company Seniority accrual	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave	Duration of Leave
Sick accrual	Duration of Leave	Up to 60 calendar days, then retain	No accrual, Retain	Up to 60 calendar days, then retain	Duration of Leave	Duration of Leave	No accrual, Retain	Duration of Leave	No accrual, Retain
Vacation accrual	Duration of Leave	Up to 60 calendar days, then retain	Up to 60 calendar days, then retain	Up to 60 calendar days, then retain	Duration of Leave	Duration of Leave	None	Duration of Leave	None
Medical /Dental Insurance	Active rates for duration of leave	12 months - same as active rates, (inclusive of FMLA Leave), then full rates for duration of leave	Full rates for duration of leave	Full rates for duration of leave	In accordance with USERRA, Active rates for duration of leave	Active rates for duration of leave	Cobra Eligible	12 months - same as active rates, (inclusive of FMLA Leave), then full rates for duration of leave	Active coverage ends 90 days after last compensable day under Agreement, then Cobra begins
Life Insurance	Active rates for duration of leave	Active rates for duration of leave	Active rates for duration of leave	Active rates for duration of leave	In accordance with USERRA, Active rates for duration of leave	Active rates for duration of leave	Eligible to convert to individual policy	Active rates for duration of leave	Active coverage ends 90 days after last compensable day under Agreement then may convert
Travel Privileges	Per Company Policy	Per Company Policy**	Per Company Policy	Per Company Policy	Per Company Policy	As if active	None	Per Company Policy	After last compensable day under Agreement, three (3) years for employee & Family - all others per Company Travel Policy

** For Medical Leave of Absence only: In the event the Company plans to modify the travel privilege policy that applies to an Association represented employee on a Medical Leave of Absence, the Company will meet and discuss the modification(s) with the Association to reach a mutual agreement and the Association agrees that it will not unreasonably withhold their agreement.

ARTICLE 26 – Limited Duty

- 1 A. Employees who are injured in the service of the Company or have restrictions as a
2 result of an off the job illness or injury, after the effective date of this agreement, will
3 be allowed to work in accordance with the following, at their station, based on their
4 classification seniority:
5
- 6 1. The Company will provide indefinite limited duty to employees providing that their
7 restrictions are such that they can perform substantially all the essential elements
8 of their job.
9
 - 10 2. Employees who are able to perform reasonable productive work within their
11 classification, but not substantially all the essential elements of their normal work
12 classification will be provided limited duty for up to ninety (90) work days for an
13 injury on the job or sixty (60) work days for an off the job illness or injury to the
14 extent that there is meaningful work available.
15
 - 16 3. Where the employee's medical restrictions are such that the employee is unable
17 to perform reasonable work within their classification, and where the Company
18 determines that productive work (for which the employee is qualified) exists, then
19 such work may be assigned for periods not to exceed sixty (60) work days during
20 the recuperative process.

ARTICLE 26.1 – LIMITED DUTY LOA

1 December 5, 2017

2

3 Tim Klima

4 Airline Coordinator

5 Transportation Department IAMAW

6

7 Mike Mayes

8 Air Division Director

9 Transport Workers Union of America

10

11

Limited Duty

12

13 During the discussions leading to the Joint Collective Bargaining Agreement (JCBA) for
14 Fleet Service, Maintenance & Related employees, and Stores, the following was agreed
15 to as it relates to Limited Duty.

16

17 The Company agrees that any employee on limited duty as a result of an injury on the
18 job or a personal illness or injury suffered, prior to the effective date of the Joint
19 Collective Bargaining Agreement (JCBA) agreement, will be grandfathered under the
20 limited duty terms that applied at the time of the injury or illness and will continue to
21 receive the benefits of such provisions.

22

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

25

26 If you have any questions, please let me know.

27

28 Sincerely,

29

30

31 James B. Weel

32 Managing Director – Labor Relations

33 American Airlines, Inc.

34

35 Agreed to:

36

37

38 _____
Tim Klima

39 Airline

40 Transportation Department IAMAW

41

Mike Mayes

Air Division Director

Transport Workers Union

ARTICLE 27 - FITNESS FOR DUTY

- 1 A. Employees may be required to submit to a Company paid Medical examination at the
2 time of employment and any time two or more members of management concur there
3 is a serious question as to an employee's physical or mental condition that may impair
4 the performance of his duties or pose a safety hazard to himself, other employees, or
5 customers. The employee will be notified in writing which will include an explanation
6 of the reason(s) for the evaluation. The employee shall be furnished a copy of the
7 Company's Medical Examiner's report in writing.
8
- 9 B. Any information obtained by or as a result of a Company's medical examination shall
10 be strictly confidential between the Company, its insurance carriers, the Company's
11 doctor, and the employee, and shall not be divulged to any other person without the
12 written permission of the employee unless required by subpoena, court order or other
13 legal process. This information will be limited to the reason for the medical
14 examination as described in paragraph A.
15
- 16 C. During the time the employee is absent from work under the provisions of this Article,
17 he will be compensated at his regular rate of pay, for his regularly scheduled shifts,
18 exclusive of shift trades, inclusive of seniority and benefits.
19
- 20 D. Should the employee be deemed fit for duty the Company will return him to work
21 immediately, and restore him to his former position consistent with his seniority.
22
- 23 E. If the Company's Medical Examiner determines that the employee is able to return to
24 work with restrictions, the Company will then engage in a conversation with the
25 employee, to determine whether it is reasonable to return the employee to work with
26 restrictions. Upon request of the employee, a Union Representative may participate
27 in the conversation.
28
- 29 1. If the Company determines it is not reasonable to return the employee to work with
30 restrictions, the employee may appeal the findings of the Company's Medical
31 Examiner under the provisions of paragraph G of this Article, in writing, within
32 seven (7) days of the Company's notification to the employee.
33
- 34 F. When an employee fails to pass the Company's medical examination, the employee
35 may appeal such actions under the provisions of paragraph G of this Article, in writing,
36 within seven (7) days of receipt of the Company's Medical Examiner's report.
37
- 38 G. When an employee appeals under this Article, he shall have a review of his case as
39 follows:
40
- 41 1. The employee may employ a Medical Examiner, of his own choosing and expense,
42 for the purpose of conducting a physical/mental examination covering the
43 problem(s) and/or conditions covered by the Medical Examiner employed by the
44 Company which found the employee unfit for duty. The employee must take all
45 necessary steps to schedule this exam in an expeditious manner.
46

ARTICLE 27 - FITNESS FOR DUTY

- 1 2. A copy of the findings of the Medical Examiner chosen by the employee shall be
2 furnished to the Company and in the event that such findings verify the findings of
3 the Medical Examiner employed by the Company, no further review of the case
4 shall be afforded. If the employee's Medical Examiner determines that the
5 employee is able to return to work with restrictions, and the Company's Medical
6 Examiner subsequently agrees, the Company will then engage in a conversation
7 with the employee to determine whether it is reasonable to return the employee to
8 work with restrictions. Upon request of the employee, a union representative may
9 participate in the conversation. If the Company's Medical Examiner does not agree
10 with the employee's Medical Examiner that the employee can return with
11 restrictions, then the employee may seek review by a neutral Medical Examiner in
12 accordance with Paragraphs G.3 and G.4 below.
13
- 14 3. In the event that the findings of the Medical Examiner chosen by the employee
15 disagree with the findings of the Medical Examiner employed by the Company, the
16 Company will, at the written request of the employee, ask that the two (2) Medical
17 Examiners agree upon and appoint a third neutral Medical Examiner, preferably a
18 specialist, for the purpose of making a further medical examination of the employee
19 to determine his fitness for duty. The employee must submit the written request
20 within seven (7) days of receipt of the findings of his Medical Examiner.
21
- 22 4. The neutral Medical Examiner shall then make a further examination of the
23 employee in question, and the case shall be settled on the basis of such findings.
24 If the neutral Medical Examiner determines that the employee is able to work with
25 restrictions, the Company will then engage in a conversation with the employee to
26 determine whether it is reasonable to return the employee to work with restrictions.
27 Upon request of the employee, a Union representative may participate in the
28 conversation. Copies of such Medical Examiner's report shall be furnished to the
29 Company and to the employee.
30
- 31 5. The expense of the third Medical Examiner will be borne by the Company including
32 all expenses related to travel such as airfare and hotel. If the employee fails to
33 show for the scheduled appointment and has no justifiable reason, he will be
34 responsible for any no show fee. This paragraph also applies to employees
35 required to submit to an initial Company medical examination outside of their
36 domicile.
37
- 38 H. The Company's obligation to compensate an employee who is out of work under this
39 Article shall cease upon the earlier of an employee's failure to appeal within the
40 specified time limits, failure to attend/schedule appointments or based on a Medical
41 Examiner's findings as specified above. The Company, however, may excuse an
42 employee's failure to attend scheduled appointments if it concludes the employee had
43 a justifiable reason.

ARTICLE 28 - SAFETY AND HEALTH

1 A. The Company hereby agrees to maintain safe, sanitary and healthful conditions in all
2 facilities and to maintain at all times a registered first aid station to take care of its
3 employees in case of accident or illness.
4

5 The Company agrees to furnish good drinking water and sanitary fountains will be
6 provided. The washrooms will be kept in good repair and in a clean, dry and sanitary
7 condition. The Union and employees recognize their duty and responsibility to assist
8 in maintaining safe, healthful and sanitary conditions. Shops and washrooms will be
9 properly lighted, ventilated and heated. Individual lockers will be provided for all
10 employees where adequate space and facilities are reasonably available.
11

12 B. In order to eliminate, as much as possible, accidents and illness, a Joint Safety
13 Committee composed of an equal number of Union representatives, not more than
14 five (5), and Company representatives, not more than five (5), will be established at
15 each location in the system where employees are stationed. It will be the duty of the
16 Joint Safety Committee to:
17

18 1. Receive and review Company accident, injury and job related illness reports
19 pertinent to the Safety Committee investigation, and make recommendations to
20 prevent recurrence. (Safety Committee members will receive copies of available
21 monthly summaries of employee accidents and injuries and have access, upon
22 request, to specific Company reports resulting from employee on the job accidents
23 or injuries);
24

25 2. Receive and investigate complaints regarding unsafe and unsanitary working
26 conditions and make recommendations to resolve the hazards and complaints.
27 The Employee/Union Representative should first notify and discuss any safety
28 complaint with his immediate supervisor/manager. Management will address the
29 safety concern in a reasonable time frame and will advise the Employee or Union
30 Representative of the action taken. If the action taken is not satisfactory to the
31 Employee or Union Representative, it will be forwarded to the Joint Safety
32 Committee (JSC) for further review with information from the company reporting
33 system.
34

35 3. See that all applicable sanitary and safety regulations are complied with.
36

37 4. Make recommendations for the maintenance of appropriate sanitary and safety
38 standards.
39

40 5. In the event that the Joint Safety Committee is unable, within sixty (60) days, to
41 resolve an issue which has been brought to its attention, either the Company or
42 the Union may submit the issue to the System Joint Safety Committee which will
43 constitute a board to review the issue. In cities where an APC (Accident Prevention
44 Council) exists, TWU Local President/IAM General Chair will appoint a
45 representative(s) to participate on the APC. Prior to sending an issue to the System

ARTICLE 28 - SAFETY AND HEALTH

1 Joint Safety Committee, all safety issues will be first submitted to the APC for
2 resolution.

- 3
4 6. The System Joint Safety Committee will consist of two (2) full time Association
5 Ground Safety Directors paid by the Company, and an equal number of
6 representatives of the Company's Safety office. If the issue is not resolved by the
7 System Joint Safety Committee, either representative may submit the issue on
8 appeal to the System Board of Adjustment in accordance with the provisions of
9 Article 33(B) of the Agreement.

10
11 The Company, Union and employees will cooperate towards a prevention of work
12 related accidents and the furtherance of an aggressive safety program.

13
14 The Joint Safety Committee shall meet at least once a month to resolve safety
15 issues and review corrective action taken for all lost time accidents, which may have
16 occurred. Reasonable time off, without loss of pay, will be allowed for Union
17 members of the Local Joint Safety Committee to investigate and handle safety
18 complaints related to their locations.

19
20 Union members of the Joint Safety Committee will function in an advisory capacity
21 and will be informed of all lost time accidents. The Joint Safety Committee will be given
22 advance notification of testing and will be provided with the results of environmental
23 air, noise and contaminants testing. The Company will post such results in the
24 appropriate location in non-technical terms. The Company shall continue to post
25 OSHA Form 200 for review by the Union at each of its locations.

26
27 The Joint Safety Committee may monitor the Company's application and compliance
28 with state, municipal and federal safety and sanitary regulations. The Joint Safety
29 Committee may also make recommendations for the maintenance of appropriate
30 safety and sanitary standards.

31
32 Both the Union and the Company shall encourage employees to utilize the Joint Safety
33 Committee for all unresolved safety related matters.

34
35 Both the Union and the Company shall cooperate in seeking resolutions to help reduce
36 the accident frequency and severity rates.

- 37
38 C. No employee will be required to work under unsafe or unsanitary conditions. Proper
39 and modern safety devices shall be provided for all employees working on hazardous
40 or unsanitary work, such devices to be furnished by the Company. Employees will not
41 be required to use unsafe tools or equipment. However, employees will be expected
42 to report unsafe tools or equipment to a supervisor before refusing to use such
43 defective tools or equipment. The Company will furnish protective apparel, equipment
44 and devices to all employees required to work with acids or chemicals that are
45 injurious to clothing or employees.

ARTICLE 28 - SAFETY AND HEALTH

- 1 D. Employees injured while at work shall be given medical attention at the earliest
2 possible moment, and employees shall be permitted to return to work without signing
3 any release of liability pending the disposition of settlement of any claims for damage
4 or compensation. Such injured employees who are able to work will be allowed to
5 obtain medical attention without loss of time. It is the responsibility of the injured
6 employee to report an injury to his immediate supervisor or if unavailable, another
7 member of management, during the work period in which the injury occurred, if or as
8 soon as physically possible.
9
- 10 E. The Company will provide Personal Protective Equipment (PPE) to employees who
11 work in areas where PPE is required by the Company or Government
12 Statutes/Regulations. Employees will be required to use or wear the devices in
13 performing that work.
14
- 15 The Company will provide employees with prescription and/or non-prescription safety
16 glasses for use at work, Employees provided prescription glasses must provide their
17 own prescription. One (1) pair of prescription glasses will be provided each two (2)
18 year period unless damaged in the performance of their duties or due to a prescription
19 change. The Company will involve the System Joint Safety Committee in the selection
20 of vendor and/or products to be utilized by the employees.
21
- 22 F. Employees covered by this Agreement shall not be required to work on aircraft or
23 ground equipment outside of hangars during inclement weather when hangar space
24 is available to the Company. This clause shall not apply to work on aircraft or ground
25 equipment for immediate service or on such equipment (e.g., jet-way) that cannot be
26 easily brought to a hangar. Suitable rain suits or protective outer garments shall be
27 kept available at all shops or points by the Company.
28
- 29 G. In the event of a work place accident that results in loss of life, or limb, the Association
30 Ground Safety Directors shall be notified by the Company of the incident as soon as
31 possible by e-mail, text message and/or phone call. Upon notification the Association
32 Ground Safety Directors, shall be deployed to the accident scene on a space positive
33 basis and be permitted to conduct an investigation, in conjunction with the Company,
34 of the accident on behalf of the injured member.
35
- 36 H. A Union representative of the Joint Safety Committee at the effected location will be
37 informed of any OSHA enforcement activity and will participate in any OSHA
38 workplace inspection, conferences or hearings without loss of time possible.

ARTICLE 29 – BENEFITS

1 The following represents the terms of the health and welfare benefit coverage for eligible
2 employees represented by the TWU/IAM Association, and this coverage replaces and
3 supersedes the previous health and welfare benefit provisions.

4
5 A. LIFE INSURANCE – Active Employees
6

7 The Company will provide the following life insurance coverage for TWU/IAM Association
8 represented active employees:
9

- 10 1. For an employee whose base monthly salary is \$1,500 or more, his basic life
11 insurance coverage will be \$70,000 and the premiums will be paid by the
12 Company.
13
14 2. The Company will offer additional, employee paid voluntary life insurance
15 coverage, per Company policy, for which the coverage and the rates will be no
16 less than any other represented workgroups.
17

18 B. HEALTHCARE COVERAGE - Employees
19

20 The Company will provide the following healthcare coverage for eligible TWU/IAM
21 Association represented employees under the American Airlines, Inc. Health & Welfare
22 Plan for Active Employees (“Medical Plan”) (with medical coverage being referred to
23 herein as “Employee Medical Coverage”):
24

- 25 1. The Company will offer the following two (2) medical coverage options in the
26 Medical Plan (i) the Standard option; and, (ii) the Core option which is a Health
27 Savings Account-compatible medical plan option. The Company reserves the right
28 to amend the Medical Plan at the Company’s sole discretion, with the exception
29 of:
30
31 a. The Standard option plan design features in the Chart of Medical Plan
32 Coverage Option Design Features in Paragraph B (11)
33
34 b. The employee contribution methodology for the Standard and Core options
35 described in Paragraphs B (4) and B (6);
36
37 2. If the Company offers the High Cost Coverage (“HCC”) option in the Medical Plan
38 in any plan year, employees eligible to enroll in the Standard or Core options will
39 be eligible to enroll in the High Cost Coverage option with the same plan design
40 and cost share as offered to other represented workgroups. If HCC is offered, part-

1 time employees will be offered the same option as full time employees and at the
2 same contribution rates. If a more favorable cost share and/or plan design, in the
3 aggregate, for the HCC if offered, is provided to another represented workgroup,
4 such cost share and/or plan design elements shall be provided to the Association
5 represented employees. The Company reserves the right to amend or terminate
6 the High Cost Coverage option, at its sole discretion.

7
8 3. Advance notice of material Medical Plan changes will be provided to TWU/IAM
9 Association prior to implementation. At least thirty (30) days prior to the distribution
10 of the Medical Plan's annual enrollment materials, the Company will provide the
11 TWU/IAM Association with a copy of the data, assumptions, and methodologies
12 used to calculate employee contributions under the Standard and Core options.

13
14 4. Aggregate employee contributions for the Standard and Core options in the
15 Medical Plan will be twenty-one percent (21%) of the total projected cost of each
16 forecasted year of healthcare expenses for these two (2) Medical Plan options
17 (which include medical/prescription and administrative expenses) as calculated by
18 the Company Employee contributions for the Standard and Core options will
19 increase with medical inflation with employee contributions set as explained above.
20 The High Cost Coverage option inflation and employee contributions will be
21 calculated separately from the Standard and Core options if such plan is offered.

22
23 5. The Association and the Company have agreed that a review committee will be
24 established to review plan administrative changes to the Standard option. This
25 committee will have the right of appeal to the Sr. Vice President - Human
26 Resources in the event of a dispute.

27
28 6. The Association and the Company will participate on a joint committee to develop
29 programs and procedures which will reduce the rate of increase in cost in order to
30 minimize the impact on employees.

31
32 7. Part-time employees will be offered the same Standard and Core options as full
33 time employees and at the same contribution rates.

34
35 8. Chart of Coverage Tiers:
36

Coverage Tiers	Contribution Multiplier
Employee Only	1.0
Employee + Spouse	2.6
Employee + Child(ren)	1.8
Employee + Family	3.5

The multiplier for the Coverage Tiers is based on the Employee Only coverage tier.

9. New hire employees eligible for healthcare coverage will default to the Medical Plan's Core option for Employee only coverage on their eligibility date unless the employee waives coverage or elects another healthcare coverage option or level of coverage offered during the initial enrollment period.
10. To the extent the Company is offering incentives in any plan year to employees for participating in a wellness program, employees enrolled in the Standard and Core options will be eligible for those incentives provided they meet the criteria (as established by the Company in its discretion) for earning the incentive.
11. Chart of Medical Plan Coverage Option Design Features for 2020:

	Standard	Core
Current Plan Design Features		
Health Spending Accounts	HRA	
In Network Deductible (Single/Family)	\$850/\$2,550	
Out of Network Deductible (Single/Family)	\$3,000/\$9,000	
Coinsurance (In/Out)**	20%/40%	
In Network Out of Pocket Max (Single/Family)	\$2,000/\$5,000	
Out of Network Out of Pocket Max (Single/Family)	\$6,000/\$15,000	
Primary Care Physician Copay (In Network only)	\$30* 40% out of Network	
Specialist Copay (In/Out)	20%/40%	
Retail Clinics Copay (In/Out)	20%/40%	
Preventive Care	\$0	
Emergency Room	Ded/Coins/\$100 CoPay	
Pharmacy (Retail)		
Generic	20% (\$10 min/\$40 max)	
Formulary Brand	30% (\$30 min/\$100 max)	

Non-Formulary Brand	50% (\$45 min/\$150 max)	
Pharmacy (Mail)		
Generic	20% (\$5 min/\$80 max)	
Formulary Brand	30% (\$60 min/\$200 max)	
Non-Formulary Brand	50% (\$90 min/\$300 max)	
2020 Monthly Contributions		
EE Only	\$108.78	\$96.70
EE + Spouse	\$282.84	\$251.43
EE + Child(ren)	\$195.81	\$174.06
EE + Family	\$380.75	\$338.47

1 *Deductibles and co-insurance apply if provider is out-of-network.

2 ** (In/Out) when used in the chart means In-Network and Out-of-Network,
3 respectively.

4
5 The following provisions apply to the Standard option:

6
7 a. Deductibles do not apply toward Out of Pocket maximum;

8
9 b. Medical coinsurance applies towards Out of Pocket maximums;

10
11 c. Pharmacy coinsurances do not apply towards deductibles, but do apply
12 towards Out of Pocket maximums;

13
14 d. Co-pays do not apply to the deductible.

15
16 12. If more a favorable cost share and/or plan design, in the aggregate, for the
17 Standard or Core options, is provided to another represented workgroup, such cost
18 share and/or plan design elements shall be provided to the Association
19 represented employees.

20
21 13. The Company has the right to amend any provision in the Medical Plans for the
22 purpose of complying with applicable laws and regulations.

23
24 14. Employees will be required to timely pay for all benefits, including Flexible
25 Spending Account contributions, in order to maintain coverage, including while on
26 a Leave of Absence, through payroll deduction, the direct bill process or other
27 collection process as applicable.

1 15. Notwithstanding the foregoing Paragraphs B.1-14, the Company will provide the
2 following healthcare coverage for certain Legacy US Airways employees under the
3 American Airlines, Inc. Health Benefit Plan for Certain Legacy Employees (the
4 “Legacy US Airways Medical Plan”):

5
6 a. Legacy US Airways employees enrolled in the Legacy US
7 Airways Medical Plan immediately prior to DOR will continue
8 to be eligible to participate in the Legacy US Airways Medical
9 Plan, subject to the following:

10
11 i. The PPO80/60 option will be a coverage option under the Legacy US
12 Airways Medical Plan.

13
14 ii. The PPO90/70 option will be a coverage option under the Legacy US
15 Airways Medical Plan until it sunsets on December 31st of the year in which
16 the Agreement becomes amendable. Provided, however, that if the
17 amendable date falls within or after the annual enrollment period occurring
18 in the Amendable Year, participants in the PPO90/70 option will have the
19 option to remain in the PPO90/70 option until December 31st of the year
20 following the Amendable Year, after which time the PPO 90/70 option will
21 not be offered.

22
23 iii. The Legacy US Airways Medical Plan PPO100/80 option will sunset on
24 December 31, 2020. If participants in the PPO100/80 option do not elect a
25 new coverage option during the open enrollment in the year the PPO100/80
26 sunsets, such participants will be defaulted into PPO80/60 option coverage
27 for the following year.

28
29 b. The Legacy US Airways Medical Plan will not be open to new
30 participants, including new hires and transfers who are not
31 already enrolled in the Legacy US Airways Medical Plan, on
32 and after DOR; provided, however, that the following will have
33 a one-time opportunity to enroll in the Legacy US Airways
34 Medical Plan during the 2020 annual enrollment:

35
36 i. Eligible Legacy US Airways employees who, as of DOR, who are not,
37 enrolled in the Legacy US Airways Medical Plan.

- 1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
- ii. Eligible employees in the following accreted groups as of DOR: Central Load Planners, Tower/Operations/Control Center Coordinators, Quality Assurance Auditors, Aircraft Maintenance Planners, Technical Documentation Specialists, Bill of Work/EO/AD Planners, Material Planners, and AOG-MCU Planners, Maintenance Training Specialists.
 - c. If a participant in the Legacy US Airways Medical Plan ceases to participate in any option of the Plan for any reason, the participant will not be able to re-enroll in the Legacy US Airways Medical Plan
 - d. Employee contribution methodology and plan design features for the Legacy US Airways Medical Plan including prescription drugs will be those in the 2014 Collective Bargaining Agreements between US Airways and the IAM, covering Mechanic and Related, MTS, and Fleet Service.
 - e. Existing benefits under the Legacy US Airways Medical Plan will not be decreased during the term of this Agreement.
 - f. Employee contribution rates will be the same for part-time employees and full time employees.
 - g. The Company shall have discretion to offer participants incentives to exit the Legacy US Airways Medical Plan.

1 h. In the event that the TWU/IAM Associations or the IAM should
 2 lose representation rights for a specific employee group
 3 through a representation election conducted by the National
 4 Mediation Board (“NMB”), the Company shall immediately
 5 have the right to eliminate, alter, modify, or merge with an
 6 existing plan, the Legacy US Airways Medical Plan provided
 7 under this Agreement for the specific employee group whose
 8 representation has changed.

9
 10 C. DENTAL COVERAGE

11 The Company will provide the following dental coverage for TWU/IAM Association
 12 represented active employees:
 13

14 Chart of Dental Coverage Design Features for 2020:
 15
 16

	Plus	Basic
Current Plan Design Features		
In Network Deductible	\$0 – Preventive \$50 – All other	\$0 – Preventive \$50 – All other
Out of Network Deductible	\$75	\$75
Annual Maximum – In Network	\$2000	\$1000
Annual Maximum – Out of Network	\$1500	\$750
Orthodontia – Lifetime Maximum – In Network	\$2000	\$1000
Orthodontia – Lifetime Maximum – Out of Network	\$1500	\$750
Preventive Co-insurance – In Network	100%	100%
Preventive Co-insurance – Out of Network	80%	80%
Basic Co-insurance – In Network	80%	50%
Basic Co-insurance – Out of Network	50%	50%
Major Co-insurance – In Network	80%	50%
Major Co-insurance – Out of Network	50%	50%

Orthodontia – Co-insurance – In Network	50%	50%
Employee Cost Share	23%	23%
2020 Monthly Contributions		
EE Only	\$8.31	\$5.98
EE + Spouse	\$17.20	\$12.38
EE + Child(ren)	\$18.62	\$13.41
EE + Family	\$29.42	\$21.18

1
2 The Company has the right to amend the dental plan for the purpose of complying with
3 applicable laws and regulations. If more a favorable cost share and/or plan design, in the
4 aggregate, is provided to another represented workgroup, such cost share and/or plan
5 design elements shall be provided to the Association represented employees.
6

7 D. VISION COVERAGE

8
9 The Company will provide the following vision coverage to TWU/IAM Association
10 represented active employees.
11

12 The Company will offer a voluntary, employee funded vision plan, and such plan will be
13 available at the same contribution rates as other represented workgroups. The plan
14 design features of the vision plan will be at the discretion of the Company.
15

16 E. DISABILITY COVERAGE

17
18 Long Term and Short Term Disability options are described in Parties Long Term
19 Disability (LTD)/Short Term Disability (STD) Plan Letter of Agreement.
20

21 F. MEDICAL COVERAGE – Retirees

22
23 The following is effective for all TWU/IAM Association represented employees retiring on
24 or after DOR:
25

26 1. Notwithstanding any other collective bargaining agreement provisions, and all
27 other agreements, past practices, and arbitration awards between the parties, the
28 Company is not required to maintain, fund, or provide for retiree medical insurance
29 benefits.

30
31 2. For retiree medical coverage for retirees ages 55 through 64: Eligible employees
32 retiring on or after age fifty-five (55) with five (5) years of service and through age

1 sixty-four (64) will have access to a Company-sponsored retiree medical plan
2 option. Retiree contribution rates for this coverage will be one hundred percent
3 (100%) of projected annual expenses (which includes administrative expenses)
4 using data, assumptions, and methodologies for calculating future retiree
5 healthcare costs.

- 6
- 7 3. Retiree medical coverage shall cease when the retired employee attains age sixty-
8 five (65). Retirees age sixty-five (65) and over will be offered access to purchase,
9 at the retiree's expense, a guaranteed issue Medicare supplement plan through a
10 third party administrator, to the extent available.

11

12 G. SICK LEAVE CONVERSION TO HEALTH RETIREMENT ACCOUNT

13

14 The Company shall establish a Health Reimbursement Account ("HRA") for eligible
15 TWU/IAM Association represented retirees who:

- 16
- 17 1. Meet the retirement criteria of the 65-point plan or equivalent policy and retire from
18 the Company;

19

20 and

- 21
- 22 2. Gives the Company at least four (4) months' advance notice of the employee's
23 intent to retire.

24

25 For each such eligible retiree, the Company will credit to a notional HRA account the
26 value of the eligible retiree's accumulated unused sick leave hours at the time of
27 retirement multiplied by the 50% of the hourly rate of the retiree at the time of retirement.
28 The HRA account credits may be used for qualified retiree medical expenses for any
29 qualified retiree medical plan. The HRA account credits may only be used to reimburse
30 the retiree for unreimbursed, substantiated, qualified medical expenses of the retiree
31 and/or eligible dependents up to the retiree's HRA account credit balance.

32

33 The HRA must comply with all applicable laws and regulations. The Company will be
34 responsible for drafting and maintaining the HRA plan documents(s), and will have
35 discretion over all plan-related items not addressed in the Agreement. The Company
36 shall have the right to amend any provision of the HRA plan that is required by applicable
37 law, or is necessary to maintain the tax qualified status of the plan.

38

39 H. LIFE INSURANCE - Retirees

1 The Company is not required to maintain, fund, or provide for retiree life insurance
2 benefits.

3
4 I. NON-INCORPORATION

5
6 Notwithstanding the terms described above, the Company's employee benefits plans are
7 not incorporated in this Agreement.

8
9 J. TOOL BOX INSURANCE

10

11 The Company will provide and pay for insurance coverage against the loss by fire or
12 theft of complete tool box and contents owned by mechanic employees while such is
13 on Company premises for use in connection with work and while in transit to or while
14 being used in connection with a field service assignment. Employees covered under
15 this provision must provide a complete tool inventory and valuation. It shall be the
16 employee's responsibility to provide tool inventory updates on any additions or
17 deletions in order to maintain a current summary at all times.

18 This insurance coverage shall be provided with a maximum coverage of:

- 19 \$5,000-----Rollaway, Tool Box, Tote Tray and Contents
- 20 \$2,000-----Tool Box, Tote Tray and Contents
- 21 \$1,000-----Tote Tray and Contents

22

23 with a one hundred dollar (\$100.00) deductible provision.

24 Losses under the policy will be settled by the Company through its insurance company
25 with the employee bearing the one hundred dollars (\$100.00) deductible. Recovery of
26 losses will be provided by either a new comparable tool and box replacement or cash
27 reimbursement after discussion with the employee.

28 K. BOMB SCARE INSURANCE

29 No employee will be required to participate in a bomb scare investigation against his
30 wishes. The Company will provide death and disability insurance coverage as set forth
31 below, applicable if the employee suffers death or permanent disability while on duty and
32 a bomb explosion is the proximate cause of such death or disability.

33

- 34 Death \$500,000
- 35 Total Permanent Disability \$500,000
- 36 Total Loss of Two members \$500,000
- 37 Total Loss of One Member \$250,000

38

1 Member, as used herein, is defined as an arm, leg or eye.

2

3 L. TRAVEL WHILE ON WORK ASSIGNMENT

4 Employees who are required to travel at the discretion of the Company to a base or
5 location other than their assigned base in the performance of their work shall be covered
6 by one hundred thousand dollars (\$100,000) of life insurance coverage for accidental
7 death from any cause. Said coverage shall commence from the time he leaves his
8 assigned base and shall continue in force until he returns to his assigned base at the
9 completion of such travel.

10

11 M. TEST FLIGHT INSURANCE

12

13 Employees who are required to participate in test flights shall be covered by a standard
14 aviation accident insurance policy with a death benefit of not less than one hundred fifty
15 thousand dollars (\$150,000) paid by the Company.

16

17

ARTICLE 30 – RETIREMENT

1 A. The following represents the terms of the retirement benefits for eligible TWU/IAM
2 Association represented employees, and this coverage replaces and supersedes
3 previous retirement provisions.

4
5 For purposes of this Retirement Article:

- 6
7 1. The term “IAM Designated Employees” shall mean all eligible employees
8 participating in the IAM National Pension Fund immediately prior to DOR
9 regardless of location and all eligible employees hired by the Company on
10 or after DOR at a base, station, or location designated by the Association
11 as an IAM location, irrespective of future relocation, and in a job
12 classification covered by any TWU/IAM Association Agreement.
- 13
14 2. The term “TWU Designated Employees” shall mean all employees eligible
15 to receive employer matching contributions under the American 401(k) Plan
16 immediately prior to DOR and all eligible employees hired by the Company
17 on or after DOR at a base, station, or location designated by the Association
18 as a TWU location, irrespective of future relocation, and in a job
19 classification covered by any TWU/IAM Association this Agreement

20
21 B. IAM National Pension Fund

- 22
23 1. All IAM Designated Employees will be eligible to participate in the IAM
24 National Pension Fund. For each IAM Employee participating in the IAM
25 National Pension Fund, the Company will contribute the following
26 Contribution Rate for each hour for which employees in all job classifications
27 covered by this Agreement are entitled to receive pay under this Agreement:

DOR Pension Rates, 2% in out years rounded to nearest .05	DOR	DOR +12 mos.	DOR +24 mos.	DOR +36 mos.	DOR +48 mos.
AMT, Inspector, MOC, Planner, QAC, Tech Doc	\$2.95	\$3.00	\$3.05	\$3.15	\$3.20
Utility	\$1.65	\$1.70	\$1.70	\$1.75	\$1.80
MTS	\$3.30	\$3.35	\$3.45	\$3.50	\$3.60
Stock Clerk / MLS	\$1.90	\$1.95	\$2.00	\$2.00	\$2.05
Full Time Fleet	\$1.70	\$1.75	\$1.75	\$1.80	\$1.85
Part Time Fleet	\$1.25	\$1.30	\$1.30	\$1.35	\$1.35

ARTICLE 30 – RETIREMENT BENEFITS

- 1 2. For purposes of this IAM National Pension Fund section of this Retirement
2 Article, the term Employer shall mean the Company.
3
4 3. The Company shall continue contributions for all contractually obligated
5 time paid in accordance with the IAM National Pension Fund Standard
6 Contract Language, up to a maximum contribution for each employee of
7 forty (40) hours per week.
8
9 4. The Employer adopts and agrees to be bound by, and hereby assent to, the
10 IAM National Pension Fund Amended and Restated Trust Agreement,
11 including all amendments thereto, whether adopted before or after the date
12 of this Agreement (“Trust Agreement”), which is incorporated into this
13 Agreement and made a part hereof, and the Plan rules adopted by the
14 Trustees of the Fund (the “Trustees”) in establishing and administering the
15 foregoing Plan pursuant to the Trust Agreement, as currently in effect and
16 as the Trust and Plan may be amended from time to time.
17
18 5. The parties may increase the Contribution Rate and/or add job
19 classifications or categories of hours for which contributions are payable.
20 The parties acknowledge that the Trustees may terminate the participation
21 of the employees and the Employer in the Plan for reasons including, but
22 not limited to, if the successor collective bargaining agreement fails to renew
23 the provisions of this pension Article or reduces the Contribution Rate.
24
25 6. Except for the June 12, 2019 Pension Fund LOA and the Standard Contract
26 Language, this Article contains the entire agreement between the parties
27 regarding pensions and retirement under this Plan and any contrary
28 provisions in this Agreement shall be void. No oral or written modification of
29 this Agreement shall be binding upon the Fund unless agreed to in writing
30 by an authorized representative of the Fund. No grievance procedure,
31 settlement or arbitration decision with respect to the Company’s obligation
32 to contribute shall be binding upon the Fund, unless the Fund has agreed
33 to be a party to such proceeding.

34
35 C. American Airlines, Inc. 401(k) Plan

- 36
37 1. All eligible TWU/IAM Association represented employees will participate in
38 the American Airlines, Inc. 401(k) Plan (“American 401(k) Plan”), a tax
39 qualified, defined-contribution retirement plan under Section 401(a) of the
40 Internal Revenue Code (“Code”), with a cash or deferred arrangement that
41 qualifies under Section 401(k) of the Code, that complies with the

ARTICLE 30 – RETIREMENT BENEFITS

1 requirements of Section 404(c) of the Employee Retirement Income
2 Security Act of 1974, as amended (“ERISA”), or an equivalent plan.

3
4 2. Employer Contributions

5
6 The Company, subject to any laws limiting the amount of benefit which can
7 be contributed to or accrued under a plan qualified under Section 401(a) of
8 the Internal Revenue Code of 1986, as amended from time to time, and its
9 regulations, will provide contributions under the American 401(k) Plan, as
10 follows:

11
12 (i) Employer Contributions for IAM Designated Employees: IAM
13 Designated Employees shall be eligible to receive Employer
14 Matching Contributions in an amount equal to one hundred percent
15 (100%) of the member’s Employee Before-Tax Contributions and
16 Employee Designated Roth Contributions up to a maximum
17 Employer Matching Contribution equal to four percent (4.0%) of their
18 Eligible Compensation, as defined in the American 401(k) Plan.

19
20 (ii) Employer Contributions for TWU Designated Employees: TWU
21 Designated Employees shall receive Non-Elective Employer
22 Contributions in an amount equal to five percent (5%) of their Eligible
23 Compensation, as defined in the American 401(k) Plan. TWU
24 Designated Employees will also be eligible to receive Employer
25 Matching Contributions in an amount equal to one hundred percent
26 (100%) of the member’s Employee Before-Tax Contributions and
27 Employee Designated Roth Contributions up to a maximum
28 Employer Matching Contribution equal to four percent (4.0%) of
29 Eligible Compensation, as defined in the American 401(k) Plan.
30

31 3. Eligibility for Employer Contributions

32
33 (i) Employer Matching Contributions: All Association represented
34 employees must satisfy the one (1) year service requirement, as
35 defined in the American 401(k) Plan, to be eligible to receive
36 Employer Matching Contributions in the American 401(k) Plan.
37 Provided, however, that all Association represented employees who
38 are on the American Airlines System Seniority List as of DOR and
39 who are not eligible to receive Employer Matching Contributions as
40 of DOR shall have all prior service with the Company and/or AAG
41 recognized for purposes of determining eligibility for post-DOR
42 Employer Matching Contributions to the American 401(k) Plan.

43 (ii) Non-Elective Employer Contributions: All TWU Designated
44 Employees must satisfy the one (1) year service requirement, as
45 defined in the American 401(k) Plan, to be eligible to receive Non-

ARTICLE 30 – RETIREMENT BENEFITS

1 Elective Employer Contributions in the American 401(k) Plan.
2 Provided, however, that all TWU Designated Employees who are on
3 the American Airlines System Seniority List as of DOR and who are
4 not eligible to receive Non-Elective Employer Contributions as of
5 DOR shall have all prior service with the Company and/or AAG
6 recognized for purposes of determining eligibility for post-DOR Non-
7 Elective Employer Contributions to the American 401(k) Plan.
8

9 4. Vesting or Employer Contributions

10
11 (i) Employer Matching Contributions: All Association employees with
12 two (2) or more years of vesting service, as defined in the American
13 401(k) Plan, shall be one hundred percent (100%) vested in their
14 Employer Matching Contributions. Provided, however, that all
15 Association represented employees who are on the American
16 Airlines System Seniority List as of DOR and who are not vested in
17 their Employer Matching Contributions as of DOR shall have all prior
18 service with the Company and/or AAG recognized for purposes of
19 determining vesting for post-DOR Employer Matching Contributions
20 to the American 401(k) Plan.
21

22 (ii) Non-Elective Employer Contributions: All TWU Designated
23 Employees with two (2) or more years of vesting service, as defined
24 in the American 401(k) Plan, shall be one hundred percent (100%)
25 vested in their Non-Elective Employer Contributions. Provided,
26 however, that all TWU Designated Employees who are on the
27 American Airlines System Seniority List as of DOR and who are not
28 vested in their Non-Elective Employer Contributions as of DOR shall
29 have all prior service with the Company and/or AAG recognized for
30 purposes of determining vesting for post-DOR Non-Elective
31 Employer Contributions to the American 401(k) Plan.
32

33 5. The Company reserves the right to amend the American 401(k) Plan,
34 provided that no amendment may diminish the American 401(k) Plan
35 benefits memorialized herein unless required by law.

36 6. The American 401(k) Plan is not incorporated in this Agreement.

ARTICLE 31-UNION SECURITY AND DUES CHECK-OFF

- 1 A. It shall be a condition of employment that all current employees represented by the
2 Union shall remain members in good standing of the Union, or in lieu thereof pay a
3 monthly service charge to the Union. It shall be a condition of employment that all
4 new employees hired after the effective date of this Agreement and represented by
5 the Union shall become a member of the Union, or pay service charges in lieu thereof,
6 according to the Union’s designation of the TWU or the IAM as the organization
7 handling representation responsibilities on behalf of the Union at a given work
8 location. The Union has provided the Company with a listing of Company stations or
9 locations where the TWU is designated to handle representation of employees
10 covered by this Agreement and where the IAM is designated to handle representation
11 of employees covered by this Agreement. If the designation of representation
12 responsibilities at current stations or locations is adjusted in the future or a designation
13 is made for a new work station or location, the Association will promptly advise the
14 Company of any such changes.
15
- 16 B. The obligation of new employees represented by the Union to acquire and maintain
17 membership in the Union, or pay service charges in lieu thereof, shall commence sixty
18 (60) days after the beginning of an employee’s employment under this Agreement.
19
- 20 C. The Company will supply the Union with the name, personnel number, and work
21 location of any new employee or transferee covered under this Agreement within
22 fifteen (15) days of the actual report date of said employee. The Company will allow
23 the Union an opportunity during orientation to meet with new employees and
24 transferees regarding union matters.
25
- 26 D. An employee represented by the Union shall not be required to acquire or maintain
27 membership in the Union, or pay a service charge in lieu thereof, if:
28
- 29 1. Membership in the Union is not available to the employee upon the same terms
30 and conditions that are generally applicable to any other employee covered by this
31 Agreement; or
32
- 33 2. The employee’s membership in the Union was denied or terminated for any reason
34 other than the employee’s failure to pay periodic dues, initiation fees, and
35 assessments (not including fines and penalties) that are uniformly required as a
36 condition of acquiring or retaining membership in the Union. For the purposes of
37 this section, dues, fees, and assessments shall be deemed “uniformly required” if
38 they are required of all employees in the same work classification at the same time
39 in the same Local/Lodge.
40
- 41 E. The following provisions apply to employees represented by the Union who leave
42 employment under this Agreement.
43

ARTICLE 31-UNION SECURITY AND DUES CHECK-OFF

- 1 1. Employees who retain seniority under this Agreement and who are regularly
2 assigned or transferred to employment not covered by this Agreement, are on
3 leave, or are furloughed, will not be required to maintain membership or provide
4 financial support as provided in Paragraph A of this Article, but they may do so at
5 their option. Should such employee return to any service covered by this
6 Agreement, he shall as a condition of continued employment become and remain
7 a member in the Union, or pay service charges within thirty (30) days from the date
8 of return to service.
9
- 10 2. The seniority status and rights of employees who serve in the Armed Forces shall
11 not be terminated by reason of any provisions of this Agreement, but such an
12 employee, upon resumption of employment shall as a condition of continued
13 employment become and remain a member of the Union, or pay service charges
14 within sixty (60) days from the date of return to service.
15
- 16 3. If an employee has resigned from the Company and is subsequently rehired, he
17 shall as a condition of continued employment become and remain a member of
18 the Union, or pay service charges within sixty (60) days from the date of rehire.
19
- 20 F. For the purpose of this Agreement, membership in good standing means that the
21 employee represented by the Union is a member of the Union and is not more than
22 sixty (60) days in arrears in the payment of initiation fees, assessments, and
23 membership dues. Alternatively, an employee may not be more than sixty (60) days
24 in arrears in the payment of service charges.
25
- 26 G. When an employee becomes delinquent or not in good standing within the meaning
27 of Paragraph E above, the employee shall be subject to discharge in accordance with
28 the following procedures. Any discharge under the terms of this Article will be based
29 solely upon the failure of the employee to pay initiation fees, assessments,
30 membership dues, or service charges, as specified herein, and not because
31 membership in the Union was denied or terminated upon any other ground.
32
- 33 1. With respect to any discharge under this Article, the internal policy and procedures
34 of the TWU and/or the IAM shall apply. Pursuant to those procedures, the
35 employee shall be provided with notice of any delinquency in payment, the specific
36 amount of payment required, and instructions for making payment within thirty (30)
37 days of the date of the notice. If the required payment is still not received within
38 thirty (30) days following the initial notice, a final notice of delinquency shall be
39 issued, advising that termination of employment will be sought unless full payment
40 in the specified amount is received within thirty (30) days of the date of the final
41 notice. No payments will be accepted after the expiration of the final thirty (30) day
42 notice period. After the expiration of the final notice period, a termination request
43 will be sent to the Company's Vice-President – Labor Relations or his/her

ARTICLE 31-UNION SECURITY AND DUES CHECK-OFF

1 designee, with a copy to the employee, providing appropriate documentation that
2 the employee has failed to make payments as required under this Article. The
3 Vice-President – Labor Relations or his/her designee will then take all necessary
4 and proper steps to discharge the employee from the Company’s service.
5

6 2. An employee discharged by the Company under the provisions of this Article shall
7 be deemed to have been discharged for non-payment of dues or union financial
8 support, and a notation so made on his employment record.
9

10 3. An employee who believes that the provisions of this Article pertaining to him have
11 not been properly interpreted or applied may appeal his discharge directly to a
12 neutral referee within ten (10) days after the notification of discharge. If the parties
13 cannot agree on a neutral referee, a referee will be chosen from a panel supplied
14 by the National Mediation Board. The alternate strike method shall be used with
15 the employee initiating the first rejection. Such final selection of a neutral referee
16 shall be accomplished within ten (10) days after receipt of the list of neutral
17 referees. If the parties have not reached agreement by the alternate strike method
18 within the ten (10) day period, the first name listed on the panel provided by the
19 National Mediation Board shall be designated the neutral referee.
20

21 4. The hearing before the neutral referee will occur as soon as practicable, and the
22 neutral referee will be requested to issue a decision within thirty (30) days after the
23 hearing. The decision of the neutral referee will be final and binding on all parties
24 to the dispute. The fees and charges for such neutral referee will be borne equally
25 by the employee and the Union. Any other fees, charges and costs incurred
26 relative to the hearing by any party (including legal or attorney fees) shall be borne
27 exclusively by the party incurring the fees, charges and costs.
28

29 H. During the life of this Agreement, provided that the Union is still the collective
30 bargaining representative for the employees covered by this Agreement, the Company
31 agrees to deduct from the pay of each employee and remit to the TWU or the IAM, as
32 applicable, membership dues, initiation fees, and assessments, or service charges in
33 lieu thereof, provided that each such employee has voluntarily executed an
34 authorization and assignment form.
35

36 1. With respect to current employees covered by this Agreement, any authorization
37 and assignment forms previously executed shall continue in full force and effect
38 according to their terms, with American as the successor to US Airways, Inc. for
39 employees who are IAM members or service charge payers.
40

41 2. With respect to employees hired after the date of this Agreement, a form for the
42 purpose of Assignment and Authorization for Payment of Dues or Service Charge
43 shall be prepared by the Union and furnished to the Company.

ARTICLE 31-UNION SECURITY AND DUES CHECK-OFF

- 1 3. When a new employee properly executes the assignment and authorization form,
2 the original copy will be forwarded to the Company’s payroll department. Any form
3 which is incomplete or improperly executed will be returned to the Union.
4
- 5 4. An employee’s assignment and authorization may only be revoked after the
6 expiration of one (1) year from the date of signing the authorization and assignment
7 form, or upon the termination of the dues/service charge check-off provisions of
8 this Article. Any notice of revocation must be in writing, signed by the employee,
9 and delivered by certified mail to the TWU Local Union office or the IAM District
10 Lodge office, as applicable.
11
- 12 5. When an Assignment and Authorization form, as specified in this Article, is
13 received by the Company on or before a given payday, deductions will commence
14 with the first regular paycheck following said payday, and will continue thereafter
15 until revoked or cancelled as provided in this Article. The Company will remit to
16 the TWU and the IAM checks in payment of all dues and service charges collected
17 on a given payday on behalf of each, on or as soon after the payday as practicable.
18 The Company remittance will be accompanied by a list of names, personnel
19 numbers, and station numbers of the employees for whom deductions have been
20 made in the particular period, arranged in order of their personnel numbers.
21 Additionally, the remittance will be accompanied by a listing of those employees
22 who are on unpaid leave of absence or furlough, have accepted a position not
23 covered by this Agreement, or have terminated employment with the Company.
24
- 25 6. No dues or service charge deductions will be made from the wages of any
26 employee who has executed an assignment and authorization form and who
27 transfers to a position not covered by this Agreement, is on leave without pay, or
28 is on furlough. Upon return to work in a position covered by this Agreement,
29 deductions will be automatically resumed in accordance with the time frame
30 specified in Paragraph E (1), provided that such employee has not revoked his
31 assignment and authorization in accordance with this Article. An employee who
32 resigns or is terminated from the Company will be deemed to have automatically
33 revoked his assignment and authorization and, if reemployed, further deductions
34 will be made only upon the execution of a new assignment and authorization.
35 Provided, however, if an employee is reinstated following a disciplinary discharge,
36 deductions will resume automatically unless the assignment and authorization has
37 been revoked in accordance with this Article.
38
- 39 7. Deductions for dues and service charges will be made from each paycheck
40 provided there is a balance in the paycheck sufficient to cover the amount after all
41 other deductions authorized by the employee or required by law have been
42 satisfied. In the event of a termination of employment, the obligation of the

ARTICLE 31-UNION SECURITY AND DUES CHECK-OFF

1 Company to collect dues and service charges will not extend beyond the pay
2 period in which the last day of work occurs.

3
4 8. Following submission of the assignment and authorization for a newly hired
5 employee, a single flat sum deduction for an initiation fee (if applicable) shall be
6 made from the employee's paycheck, provided that there is a balance in the
7 paycheck sufficient to cover the amount after all other deductions authorized by
8 the employee and required by law have been satisfied.

9
10 9. If sufficient earnings do not remain after other deductions as provided in
11 Paragraphs H (7) and H (8) above, or if there are employees on the payroll that do
12 not have on file with the Company an authorization for deductions as set forth in
13 this Article, the TWU or IAM, as applicable, shall be notified. Notification shall
14 include employee personnel number, name, classification code, department,
15 location and, if applicable, the amount of deduction for each period and total
16 amount for the month. It shall thereafter be the responsibility of the TWU and the
17 IAM respectively to collect amounts owed for which sufficient funds were not
18 available for deduction.

19
20 I. The TWU and the IAM each agree to indemnify the Company and hold it harmless
21 against any and all suits, claims, demands and liabilities, which arise out of or by
22 reason of any action taken or not taken by the Company for the purpose of complying
23 with any provisions of this Article. The Company agrees that in the event it is named
24 as a defendant or charged party in any such action, the Company shall promptly notify
25 the Union. The Union shall maintain the exclusive right to defend, settle, mitigate
26 damages, litigate, and/or take whatever action it deems necessary and proper through
27 attorneys of the Union's choosing and at the Union's cost. If the Company,
28 nevertheless, decides to retain its own counsel, it shall do so at its own cost, and not
29 at the cost of the Union.

30
31 J. The Company will provide for voluntary employee contribution to the Machinist Non-
32 Partisan Political League ("MNPL") for IAM members and TWU Committee on Political
33 Education ("COPE") for TWU members through payroll deduction. Eligibility to
34 participate through the payroll deduction program is restricted to those employees of
35 the Company who are certified by the IAM or TWU to participate in the respective
36 programs in accordance with all requirements under applicable federal and state laws.
37 With respect to current employees covered by this Agreement, any MNPL or COPE
38 authorization and assignment forms previously executed shall continue in full force
39 and effect according to their terms.

40
41 K. "Union" as used in this Article shall mean the TWU or the IAM, as applicable, which
42 together constitute the Association.

ARTICLE 32 - REPRESENTATION

- 1 A. The representation for the effective handling of grievances and disputes between
2 the parties under this Agreement shall be:
3
- 4 1. The Union will be represented by properly designated Union
5 Representatives in each station, department or location. Union
6 Representatives shall be allowed reasonable time required for authorized
7 Union business during working hours, consistent with the needs of the
8 service and shall be compensated for such time at their straight time rate.
9 "Authorized Union business" is that relating to the investigation of
10 grievances, disciplinary action, hearings, and grievance meetings with
11 officials of the Company. The number of representatives, that confer with
12 management at any one time on any issue, including meetings convened
13 under the provisions of paragraph J, will not exceed the number of
14 management employees present plus one (1) additional representative to
15 act in the capacity of a scribe. In the conduct of such authorized Union
16 business, the Union Representative shall notify his supervisor of his desire
17 to leave his work place, the reason therefore, and shall notify his supervisor
18 of his return. When it is necessary for a Union Representative to enter a
19 department other than his own, as a courtesy he shall notify management,
20 if available, of that department.
21
- 22 B. The Company will be represented by an authorized representative at each
23 point/station/location, who will be empowered to settle all local grievances not
24 involving changes in Company Policy or the intent and purpose of this Agreement.
25
- 26 C. The Union and Company will, at all times, keep the other party advised through
27 written notice of any change in authorized representatives.
28
- 29 D. It is understood that officials of either party having responsibilities under this
30 Agreement may delegate those responsibilities to another authorized
31 representative.
32
- 33 E. International Officers, Accredited Representatives, or Local Officers of the Union
34 will, at any time during regular working hours, have access to the premises of the
35 Company where employees are located, for the purpose of investigating
36 grievances for employees covered by this agreement or other matters directly
37 connected with the operation of this Agreement and its procedures for the
38 settlement of any dispute. As a matter of courtesy, notice of an intended visit will
39 be given to the ranking Company official or his designated representative. A visit
40 will be subject to such reasonable regulations as may be made from time to time
41 by the Company, but the Company will not impose regulations that will render
42 ineffective the intent of this provision nor impair the privacy of any conference
43 necessary to accomplish the purpose of the visit.
- 44 F. All hearings will be conducted during regular day shift working hours. Union

ARTICLE 32 – REPRESENTATION

45 officers or representative(s), employee(s), and necessary employee witnesses
46 shall receive their applicable rate of pay while handling grievances or attending
47 hearings.
48

- 49 1. When the Company conducts an investigation the Union Representative,
50 employee, and necessary employee witnesses, shall receive their
51 applicable rate of pay.
52

53 G. No employee selected as an officer or representative of the Union will be
54 discriminated against for lawful activity on behalf of the Union.
55

56 H. Service records shall be maintained for all employees by the Company and upon
57 resignation or discharge from the service the employee, upon request, will be
58 furnished with a copy of same. In discharge cases, the employee and his Union
59 representative will have access to the personnel records applicable to the case
60 prior to the holding of any hearing.
61

62 I. Union representatives will, upon request of the TWU Local President/IAM General
63 Chairman, be assigned to a fixed shift and days off. The arrangements will be
64 worked out at each station by that Union representative and the local manager.
65

66 J. In meetings for the purpose of investigation of any matter which may eventuate
67 in the application of discipline or dismissal, or when written statements may be
68 required, or of sufficient importance for the Company to have witnesses
69 present, or to necessitate the presence of more than one Company
70 supervisor, or during reasonable cause or post-accident drug/alcohol testing
71 as provided for in this Article, the Company will inform the employee, including a
72 probationary employee, of his right to have Union representation present. If the
73 employee refuses representation, the supervisor's record will reflect his refusal.
74

75 K. At the start of a meeting under the provisions of this Article, the Company will,
76 except in rare and unusual circumstances, indicate the reason that causes the
77 meeting and then provide an opportunity for the employee and his Union
78 Representative to confer for a reasonable period of time. Following that period,
79 the meeting will be reconvened and continue until concluded by the supervisor.
80

81 L. Employees covered by this Agreement who are interviewed by a Company
82 Security Department representative as part of a Security Department
83 investigation may, upon request, have a Union Representative present
84 during the interview. If a local Union Representative is not readily available
85 after the request, the Company's Security Department will not be required to
86 wait for his availability before conducting its interview. However, the employee in
87 that circumstance may request the presence of another Union represented
88 employee (peer witness) to be present. The role of the Union Representative
89 or peer witness will be that of a silent observer only. The Union
90 Representative or peer witness may in no way interfere nor impede the

ARTICLE 32 – REPRESENTATION

91 Security Department’s investigation and/or interview.
92

93 M. Employees who are required to take a reasonable cause or post- accident
94 drug/alcohol test by the Company may, upon request, have a Union
95 Representative present who shall not suffer loss of pay, as a witness during
96 those parts of the specimen collection process indicated below.
97

- 98 1. In those stations where a local Union Representative is not readily
99 available, the Company will delay the test for up to one (1) hour from the
100 time the employee requests or is notified of his right to Union
101 representation, whichever occurs first, in order to allow the first available
102 representative to be present at the medical facility.
103
- 104 2. If normal travel time to the medical collection facility exceeds one (1)
105 hour, then the one (1) hour waiting period will be extended by the amount
106 of travel time in excess of one (1) hour.
107
- 108 3. Only one (1) Union Representative will be allowed to accompany the
109 employee to the medical collection facility and into the area where the
110 medical collector opens the drug testing kit, completes the relevant
111 paperwork, and secures the kit after completion of the collection process.
112 The Union Representative will be allowed to witness the opening of the
113 collection kit by the collector, the documentation of the chain of
114 custody procedure by the collector and the employee, and the
115 packaging and sealing of the kit for shipment following the collection.
116 The Union Representative will not be allowed to accompany the
117 employee or collector into the restroom.
118

119 N. No Union Representative will engage in any activity, which disrupts the collection
120 process. Should the Union Representative engage in disruptive activity, the Union
121 Representative will be required by the Company’s Supervisor to wait in the
122 employee/patient waiting area until the collection process and paperwork has
123 been completed.

ARTICLE 33 - GRIEVANCE PROCEDURE

1 A. For the presentation and adjustment of disputes or grievances that may arise, the
2 procedure will be as follows:

3
4 1. Verbal Step

5
6 Any employee or group of employees who believe that they have been unjustly
7 dealt with, or that any provision of this Agreement has not been properly applied
8 or interpreted, may present the complaint or grievance to a representative of the
9 Union, who in turn will discuss the matter with the employee's immediate
10 supervisor, within five (5) days from the time when the employee first has
11 knowledge or should reasonably have had knowledge of the alleged contractual
12 violation that leads to the grievance. The employee's Supervisor will give a verbal
13 decision to the Union Representative within three (3) days of the discussion.
14 Verbal Step decisions are non-precedential.

15
16 Step 1

17
18 If the employee is not satisfied with the verbal decision of the employee's
19 supervisor, the matter, through the Union, must be reduced to writing on a standard
20 grievance form or electronic equivalent, and given to his supervisor or designee
21 within three (3) days from the supervisor's verbal decision. Upon receipt, the
22 employee's supervisor must state in writing his decision and return this form to the
23 Union Representative within five (5) days from the date he receives the grievance.
24 The Union Representative then must forward this grievance form to the Local
25 Grievance Committee

26
27 Step 2

28
29 If no satisfactory adjustment is reached in Step 1, it may be appealed in writing or
30 electronically through the Union within ten (10) days from the receipt of the Step 1
31 answer to the Department Head designated by the Company or his designee, who
32 shall evaluate the grievance or complaint and render his decision, in writing, in the
33 space provided on the standard official grievance form or electronic equivalent as
34 soon as possible, but not later than ten (10) days following the meeting date.

35
36 The Department Head or his designee shall establish meeting dates each month
37 consistent with the volume of grievances at his level to assure timely resolution or
38 disposition of such grievances.

39
40 When the Company conducts a Step 2 meeting the Union Representative(s),
41 employee, and necessary employee witnesses, shall receive their applicable rate
42 of pay. The Step 2 meetings will be conducted during the regular day shift hours,
43 unless mutually agreed to otherwise.

ARTICLE 33 - GRIEVANCE PROCEDURE

Step 3

If no satisfactory adjustment is reached in Step 2, it may be appealed in writing or electronically through the Union within twenty (20) days after receipt of the Step 2 answer to the Grievance Review Board (GRB). If appealed, the grievance will be reviewed by the GRB or upon request of either party, presented to the GRB. The GRB will consist of four (4) members: Managing Director of Labor Relations or his designee, one (1) Management designee, and two (2) Union designees. The GRB will meet bi-monthly or sooner if mutually agreed between the parties. The GRB will render a decision in writing to the Union within fourteen (14) days of the meeting date. The meeting will take place at the corporate offices of the Company, or another location if mutually agreed upon, to discuss those grievances, which have not been resolved at the lower steps.

If no satisfactory resolution is reached at the GRB, the grievance and the decision may be appealed to the System Board of Adjustment/Arbitration as set forth in this Agreement, provided, however, said appeal must be submitted within thirty (30) days from receipt of the decision of the GRB or the grievance will be considered to have been withdrawn by the Union.

Time Limits

The time limits set forth in this Article may only be waived by mutual written agreement between the IAM General Chairman or TWU Local President and the Managing Director of Labor Relations, or their designees. Failure of the employee or his Union Representatives to comply with any of the prescribed time limits will withdraw any such grievances from further consideration.

Failure of the Company to answer grievances within the prescribed time limits in Step 1 will automatically move such grievances to Step 2 of the grievance procedure.

Failure of the Company to answer grievances, other than discharge, within the prescribed time limits at Step 2 of the grievance process will result in a one-time monetary penalty of eight (8) hours additional pay to the grievant. Any monetary penalty paid does not cancel or render any judgment regarding the merits of the grievance. In addition to the monetary penalty above, the Union will have the right to move the grievance to Step 3.

- B. An Accredited International Representative of the Union or designated Company official who believes that any provision of this Agreement has not been or is not being properly applied or interpreted which has not yet become the subject of an actual grievance, will have the right, within ten (10) calendar days after such alleged misapplication or misinterpretation has been ascertained, to protest such violation, in writing, to the other party, who will evaluate such protest and render a written decision in fifteen (15) calendar days. If no satisfactory adjustment is reached, the

ARTICLE 33 - GRIEVANCE PROCEDURE

1 grievance and the decision may be directly appealed to the System Board of
2 Adjustment/Arbitration.

3
4 The above provision will apply to IAM General Chairman or TWU Local President with
5 respect to improper application or interpretation of the Agreement affecting a group
6 of employees within the jurisdiction of their Union, a grievance will be filed with the
7 designated representative of the Company and begins at Step 3 of the above
8 procedure.

9 10 C. Discharge & Discipline

11
12 1. For incidents that occur within the Technical Operations Organization or the
13 employee's assigned station, no employee who has been in the service of the
14 Company past their applicable probationary period will be disciplined to the extent
15 of loss of pay or discharge without being advised in writing of the charge(s)
16 preferred against him leading to such action. Such notice shall be presented to the
17 employee, with a copy to the Union, not later than five (5) days from the time the
18 employee's Operating Department or Labor Relations learns of the incident, or
19 reasonably should have had knowledge of the incident, upon which such charge(s)
20 is based. If requested, a special hearing will be conducted for loss of pay or
21 discharge determinations.

22
23 2. For incidents that occur outside of the Technical Operations Organization or the
24 employee's assigned station, no employee who has been in the service of the
25 Company past their applicable probationary period will be disciplined to the extent
26 of loss of pay or discharge without an investigation being done by the Company.
27 When the Technical Operations Organization becomes aware of the incident, the
28 employee(s) and the Union-will be notified within twenty-four (24) hours of when
29 they become aware of such incident. If such incident requires an investigation after
30 the initial discussion with the employee, the employee will be held out of service
31 and compensated for all regularly scheduled hours. The employee will be
32 considered active for all employee benefits, except employee non-revenue travel.
33 Registered passengers are still eligible for travel benefits in accordance with
34 Company policy. At the end of this investigation, the Company will inform the
35 employee, with a copy to the Union, of the results of the investigation and he will
36 be returned to work or subject to discipline, if any. If requested, a special hearing
37 will be conducted for loss of pay or discharge determinations.

38
39 3. If an employee is held out of service without pay for any of the following reasons,
40 all other benefits, except employee travel will continue during the investigation.
41 Registered passengers are still eligible for travel benefits in accordance with
42 Company policy.

43
44 a) Action constituting a criminal offense, on or off duty.
45

ARTICLE 33 - GRIEVANCE PROCEDURE

1 b) Refusal or adulteration of an alcohol/drug test or verified positive drug or
2 confirmed positive alcohol test from the date on the letter of
3 verification/confirmation.

4
5 c) Failure to cooperate with an investigation
6

7 4. If after the Company investigation is completed, as described in (C) (3) (a) (b) or
8 (c) above, and the employee is exonerated of any wrong doing, the employee will
9 be paid for the employee's regularly scheduled hours during the period of time the
10 employee was held out of service without pay. At the end of this investigation, the
11 Company will inform the employee, with a copy to the Union, of the results of the
12 investigation and he will be returned to work or subject to discipline, if any. If
13 requested, a special hearing will be conducted for loss of pay or discharge
14 determinations.

15 16 D. Special Hearing 17

18 1. Any employee suspended or discharged from service shall be granted a special
19 hearing, provided a request is made therefore in writing to the proper Vice
20 President of Maintenance or his designee, with a copy to the Union within seven
21 (7) days of the suspension or discharge. The requested hearing will be held within
22 five (5) days of receipt of such request. Within seven (7) days after the close of
23 such hearing, the Company shall render its decision in writing, and shall furnish
24 the employee and his accredited Union Representative a copy thereof. If the
25 decision reached as a result of the hearing is not satisfactory to the Union, the
26 case may then be processed in accordance with the regular grievance procedure,
27 beginning with Step 3.
28

29 For discharge cases, failure of the company to render a decision as prescribed
30 above will result in a monetary penalty equivalent to four (4) hours of pay per day
31 at his former regular hourly rate until the decision is issued. Any monetary penalty
32 paid does not cancel or render any judgment regarding the merits of the grievance.
33 In addition to the monetary penalty above, the Union will have the right to move
34 the grievance to Step 3.
35

36 2. In any case where it is found that the suspension or discharge is unjust, the
37 employee will be reinstated with full seniority, paid for time lost and records
38 corrected.
39

40 E. In cases where it is necessary that an employee be warned due to the caliber of his
41 work and/or the general performance of his duties, such warning will be made to the
42 employee in writing with a copy to the Union within five (5) days from the time the
43 employee's Operating Department learns of the incident, or in minor cases verbally
44 in the presence of a Local Union Official, and the employee will be given a
45 reasonable length of time to correct the matter.
46

ARTICLE 33 - GRIEVANCE PROCEDURE

1
2
3
4
5

F. Each disciplinary letter issued to an employee covered by this Agreement shall not remain in their personnel record for a period of more than one (1) year.

ARTICLE 34- SYSTEM BOARD OF ADJUSTMENT/ARBITRATION

- 1 A. In compliance with Section 204, Title 2 of the Railway Labor Act, as amended, there
2 is hereby established a System Board of Adjustment/Arbitration (“System Board”) for
3 the purpose of adjusting and deciding disputes or grievances which may arise under
4 the terms of this Agreement, and which are properly submitted to it after exhausting
5 the procedure for settling disputes as set forth under Article 33. However, by mutual
6 agreement, any cases properly referable to the System Board may be submitted to it
7 in the first instance.
8
- 9 B. The System Board shall consist of three (3) members; one (1) selected by the
10 Company, one (1) selected by the Union and one (1) selected for each dispute from
11 a panel of eleven (11) Arbitrators established by mutual agreement between the Union
12 and the Company. After a panel member has served for a period of two (2) years,
13 either party may request that such member be removed from the panel. However, a
14 member of the panel may be removed during the term of this Agreement by mutual
15 agreement between the parties. When a change is made, the parties will select the
16 new panel member(s) by the same method used to select the original panel members.
17
- 18 C. Hearings of the System Board for discipline and discharge cases will be held in the
19 city of the Company’s operating bases where the grievant is located. Hearings of the
20 System Board for contractual interpretation cases will be held in the city of the
21 Company’s corporate headquarters unless otherwise mutually agreed to between the
22 parties.
23
- 24 D. The System Board shall have jurisdiction over disputes between any employee
25 covered by this Agreement and the Company growing out of grievances or out of
26 interpretation or application of any of the terms of this Agreement. The jurisdiction of
27 the Board shall not extend to proposed changes in hours of employment, basic rates
28 of compensation or working conditions covered by this Agreement or any of its
29 amendments.
30
- 31 E. The Board shall consider any dispute within the System Board’s jurisdiction submitted
32 to it by the Union or by the Company’s Chief Operating Officer or his authorized
33 representative, when such dispute has not been previously settled in accordance with
34 the terms of this Agreement.
35
- 36 F. All disputes properly referred to the Board for consideration shall be addressed to the
37 Board Members.
38

39 Each case submitted shall show:

- 40 1. Question or questions at issue;
41 2. Statement of facts;
42 3. Position of employee or employees;
43 4. Position of Company.

44 When possible, joint submissions will be made, but if the parties are unable to agree
45 upon a joint submission, then either party may submit the dispute and its position to

ARTICLE 34- SYSTEM BOARD OF ADJUSTMENT/ARBITRATION

1 the Board. No matter shall be considered by the Board, which has not first been
2 handled in accordance with the appeal provisions of this Agreement, including the
3 rendering of a decision thereon by the Chief Operating Officer of the Division or his
4 duly designated representatives.
5

6 G. Upon receipt of notice of the submission of a dispute, the parties shall agree on a date
7 for the hearing, or if at least two (2) members of the Board consider the matter of
8 sufficient urgency and importance then at such earlier date and at such place as the
9 parties shall agree upon, but not more than thirty (30) days after such request for
10 meeting is made.
11

12 H. An employee covered by this Agreement may be represented at System Board
13 hearings by a person(s) designated by him and the Company may be represented by
14 a person(s) designated by it. Evidence may be presented both orally and in writing.
15 Individual members of the System Board may, summon any witnesses who are
16 employed by the Company and who may be deemed necessary by the parties to the
17 dispute.
18

19 I. The decision of the System Board shall be rendered within thirty (30) days after the
20 close of the hearing. A majority vote of the members of the System Board shall be
21 necessary to make a decision. The decisions will be final and binding upon the
22 Company, the Union and the grievant(s).
23

24 J. The time limits specified in this Article may be extended by mutual agreement between
25 the parties to this Agreement.
26

27 K. Nothing contained in this Article will be construed to limit, restrict, or abridge the rights
28 or privileges accorded either to the employees, the Company, or their duly accredited
29 representatives under the provisions of the Railway Labor Act, as amended.
30

31 L. The System Board shall maintain a complete record of all matters submitted to it for
32 consideration, and of all findings and decisions made by it.
33

34 M. Each of the parties will assume the compensation, travel expense and other expenses
35 of the System Board members selected by them.
36

37 N. Each of the parties will assume the compensation, travel expense and other expenses
38 of the witnesses called or summoned by them. A witness who is an employee of the
39 Company shall receive free round trip transportation over the Company system, so far
40 as space is available from the point of duty or assignment to the point at which he
41 must appear as a witness, to the extent permitted by law.

ARTICLE 34- SYSTEM BOARD OF ADJUSTMENT/ARBITRATION

- 1 O. The designated Company member and Union members, acting jointly, shall have the
2 authority to incur such other expenses as, in their judgment, may be deemed
3 necessary for the proper conduct of the business of the System Board, and such
4 expenses shall be borne one-half (1/2) by each of the parties. Company and Union
5 members will be granted necessary leaves of absence for the performance of their
6 duties as System Board members. Board members shall be furnished free round trip
7 transportation over the Company system so far as space is available for the purpose
8 of attending meetings of the System Board, to the extent permitted by law.
9
- 10 P. A System Board member shall be free to discharge his duty in his capacity as a
11 System Board member in an independent manner without fear that his individual
12 relations with the Company or with the Union may be affected in any manner by any
13 action taken by him in good faith.

ARTICLE 35 – GENERAL

- 1 A. The Company agrees that there shall be no established maximum age limit in the
2 hiring of employees.
3
- 4 B. The Company will, within ninety (90) days of ratification and at local orientations of
5 new employees, provide each employee covered by this Agreement with a copy of the
6 Agreement printed in a spiral bound copy.
7
- 8 C. Any material changes to Company policies that may be the basis for discipline will be
9 provided to the Association leadership in advance of implementation. Information may
10 be provided electronically to the Association and may be electronically posted for
11 employees.
12
- 13 D. The Company will provide the designated TWU/IAM representatives electronic access
14 to Company manuals, publications, and associated documents including revisions
15 expressly referred to in the Agreement.
16
- 17 E. The Company will provide parking for employees at their work location and pay
18 monthly parking and fees as assessed by the appropriate authority. This provision will
19 not apply to replacement charges to employees for parking decals, stickers, gate keys,
20 or similar items.
21
- 22 F. When bus transportation to and from employee parking facilities is recognized by the
23 Company as an integral part of the employee parking arrangements that
24 transportation will be at Company expense.
25
- 26 G. It is the Company's intent to continue the cooperative relationship between the
27 Company's Employee Assistance Program (EAP) and the Union Employee
28 Assistance Programs (UEAP). The Association will appoint two (2) full time UEAP
29 Directors, who will be paid by the Company.
30
- 31 H. An employee's first confirmed positive drug test will not automatically result in
32 termination.
33
- 34 I. Employees who are involuntarily changed from Monday/Sunday to another set of days
35 off will be transitioned to Monday/Tuesday off for one week and then to new days off
36 the following week to ensure affected employees receive two (2) days off each week.
37 This provision does not apply to employees who voluntarily bid a position.
- 38 J. All orders to and requests from an employee involving transfers, promotions,
39 demotions, layoff, recall, leaves of absence, or anything affecting his pay will be in
40 writing.
41
- 42 K. An employee who permanently transfers at his own request to another classification
43 of work as provided in any other Agreement that has reciprocating language will
44 continue to receive his same hourly rate but, in no event, will his hourly rate exceed
45 the maximum rate for the classification to which he transferred.
46

ARTICLE 35 – GENERAL

1
2 If his hourly rate at the time of such transfer is not the same as any regular rate per
3 hour for the classification to which he transferred, he will immediately receive the
4 nearest higher regular rate per hour for such classification. Thereafter, the employee
5 shall progress on the normal progression scale in the new classification. In the case
6 of a transfer from a higher to a lower classification caused by a reduction in force
7 under this Agreement, the above rules will apply.
8

- 9 L. This Agreement may not be amended or supplemented except by a written Letter of
10 Agreement signed by both the Vice President or Managing Director of Labor Relations
11 or their designee on behalf of the Company and the Chair and Co-Chair of the
12 Association or their designees.
13
- 14 M. The Labor Advisory Committee will include a minimum of two (2) representatives
15 designated by the Association for the purpose of addressing issues of common
16 interest among all employees at the Company.
17
- 18 N. When an employee is scheduled for an O.S.H.A. hearing exam outside of his regular
19 shift, he will be paid for the time spent outside of his regular shift as if it were time
20 spent at his regular work, and overtime rates would apply, if applicable.
21
- 22 O. To the extent the Company, Union, and FAA maintain an ASAP or similar program,
23 employees covered by this Agreement will be eligible to participate.
24
- 25 P. The Company will allow the Union an opportunity, during local orientation, to meet
26 with new employees and transferees regarding Union matters.
27
- 28 Q. An employee who appears as a witness in a legal proceeding at the request of the
29 Company will be paid during witness service.
30
- 31 R. An employee who is compelled by subpoena to testify in any other legal proceeding,
32 will be allowed time off to attend such proceedings. An employee compelled to testify
33 in any legal proceeding (except those involving the Company, may at his option, use
34 any compensated time off (excluding block vacation and sick) to make up his wages
35 for time missed when attending such proceedings.
36
- 37 S. The Company will promptly notify the employees and the Union of the use of any
38 material, equipment, or procedure known to be hazardous to employees exposed and
39 the known procedures to control the hazards via a Safety Data Sheet (SDS). The
40 Company will promptly provide the Union with the results of any management or
41 government health and safety survey concerning the employees represented by the
42 Union.
43
- 44 T. When the Company is made aware, by the manufacturer or distributor of a product
45 recall or equipment recall, the Company will take appropriate action to ensure the

ARTICLE 35 – GENERAL

- 1 safety of its employees. The Company will also notify the Union of the issue as soon
- 2 as possible and of any subsequent action that is taken.

ARTICLE 36 - UNIFORMS

- 1 A. Employees in the Maintenance Control Technician classification will be required to
2 comply with the IOC dress code policy dated 02/29/2016 unless both the Union
3 and the Company mutually agree to modifications. An employee may wear the
4 standard TWU, IAM, or Association insignia or pin on any work clothing or hat.
5
- 6 1. Employees shall be furnished the following field trip gear: jacket (three-in-one) and
7 coveralls at no cost to the employee. Rain gear (top and bottom) will be maintained
8 at each station.
9
 - 10 2. Upon request, local management will launder or replace Company provided field
11 trip gear that has been chemically soaked while in the field.
12
 - 13 3. The Company shall replace field trip gear based on appearance and wear. The
14 Company shall not be responsible for replacing items damaged by negligence or
15 misuse by the employee.
16
 - 17 4. Employees must return to the Company, field trip gear purchased by the Company
18 upon separation of employment or transfer out of the bargaining unit.

ARTICLE 37 – ASSOCIATION BULLETIN BOARDS

- 1 A. The Company will provide locked and secured bulletin boards at each station/location
2 consistent with the practice we have today, where employees are employed, marked
3 Transport Workers Union of America, AFL-CIO, International Association of Machinist,
4 AFL-CIO, and the appropriate Local/Lodge number, for the posting of official notices
5 of Union activities not inconsistent with the Railway Labor Act, as amended. Notices
6 will bear the signature of an officer of the Union and will not contain anything of a
7 defamatory or personal nature attacking the Company or its representatives. No
8 political circulars, propaganda or advertisements will be placed on these bulletin
9 boards. The Company will not oppose the Union's posting of any bulletins offering
10 benefits provided by any insurance company sanctioned by the Union on the bulletin
11 boards for employees covered under this agreement.
12
- 13 B. Bulletin boards will be located in areas that will be easily accessible to employees in
14 each area as agreed to between the parties issues.

ARTICLE 38 - NO STRIKE - NO LOCKOUT

- 1 A. It is understood and agreed that the Company will not lock out any employees covered
2 hereby, and the Union will not authorize or take part in any strikes, sit downs,
3 slowdowns, or picketing of Company premises during the life of this Agreement until
4 the procedures for settling disputes as provided herein and provided by the Railway
5 Labor Act, as amended, have been exhausted. The Company will not require the
6 employees to cross picket lines of the Company's employees legally established
7 under contractual provisions and the Railway Labor Act on or in front of the premises.
8 The individual or concerted refusal to pass such picket lines shall not constitute
9 grounds for discipline, discharge, lay-off, or be considered a violation of this
10 Agreement.
11
- 12 B. The Company shall not perform "Struck Work" of Wholly Owned Carriers. "Struck
13 Work" is Mechanic and Related (and Stores) work traditionally and regularly
14 performed by a Wholly Owned Carrier where and during the period the mechanic and
15 related (and Stores) employees of that Wholly Owned Carrier are engaged in a lawful
16 strike, and where the Company has not previously performed the work in question.
17 There shall be no prohibition against a concerted refusal of employees of the
18 Company to perform "Struck Work". Moreover, the Company will not hire employees
19 of Wholly Owned Carriers to perform Mechanic and Related (and Stores) work at the
20 Company during a period when the Company's Mechanic and Related (and Stores)
21 employees are engaged in a lawful strike.

Article 39 - RECOGNITION OF RIGHTS AND COMPLIANCE

- 1 A. The Union recognizes that the Company will have sole jurisdiction of the management
2 and operation of its business, the direction of its working force, the right to maintain
3 discipline and efficiency in its hangars, stations, shops, or other places of employment,
4 and the right of the Company to hire, discipline, and discharge employees for just
5 cause, subject to the provisions of this Agreement. It is agreed that the rights
6 enumerated in this Article will not be deemed to exclude other preexisting rights of
7 management not enumerated which do not conflict with other provisions of this
8 Agreement.
9
- 10 B. Except for instructing employees and assisting in experimental work, supervisory
11 personnel will perform no work that is covered by this Agreement. Management
12 employees may assign and/or direct the work of covered employees where Crew
13 Chiefs are not readily available.

ARTICLE 40 – RETIREMENT BENEFIT

- A. The Company has maintained a retirement plan for the employees for a number of years. The full text of “The Retirement Benefit Plan of American Airlines, Inc. for Employees Represented by the Transport Workers Union of America, AFL-CIO” (successor to “The American Airlines, Inc. Retirement Benefit Plan for Maintenance and Related Employees”) (“Plan”) is on file with the Company and is available to the employees in accordance with government regulations. The Plan has been amended to enhance and clarify benefits over time. The Plan is frozen effective 11:59 p.m. on October 31, 2012.
- B. The following changes to the Plan were made by Letter dated 08/09/80.
- a. For an employee member who was first eligible to join the Plan prior to January 1, 1956, credited service will be counted from the January 1st or July 1st following his or her completion of one year of Company service.
 - b. For the employee member who was first eligible to join the Plan between January 1, 1956 and April 1, 1978, credited service will be counted from the January 1st or July 1st following his or her completion of one year of Company service and the attainment of age twenty-five (25).
 - c. For the employee member who was first eligible to join the Plan April 1, 1978 or later, credited service will be counted from the first of the month coincident with or next following his or her completion of one year of Company service.
 - d. After December 31, 1976, credited service will not include periods of unpaid hours in excess of one hundred eighty (180) hours in a calendar year. A leave of absence for Union business for which the employee member has been paid by the Union will be counted as credited service for the Plan.
- C. The following changes to the Plan were made by Letter dated 08/01/85.
- a. Effective for employees who are on the active payroll on September 1, 1985, Credited Service under the Retirement Benefit Plan will include any periods of employment during which an employee would have accrued Credited Service if the age 25 eligibility restriction had not existed in prior years. Credited Service will be counted from the January 1st or July 1st following completion of one (1) year of Company service.
 - b. For purposes of the preceding paragraph, "on the active payroll" means actually at work. It will also include employees who retire from the active payroll in the calendar month preceding September 01, 1985, those who are on a paid sick or vacation period, on an overage leave, or on a Union leave on September 01, 1985. It does not include employees who are on a personal leave of

ARTICLE 40 – RETIREMENT BENEFIT

absence, unpaid sick leave, or other unpaid absence from work on September 01, 1985, unless they actually return to work.

- D. The following changes to the Plan were made by Letter(s) dated 05/05/89.
- a. A new vesting schedule will apply to employees who perform at least one hour of service for which they are paid on or after January 1, 1990.
 - b. The new vesting schedule will provide that such employees will become 100% vested after completing five years of vesting service as defined in the plan. Prior to completing five years of vesting service, employees will have 0% vested benefits.
 - c. Rules for counting vesting service and for applying breaks in service remain unchanged from the current plan.
 - d. The Company agreed to retroactively credit all pensionable hours worked past age 65 for TWU represented employees who retire from the active payroll after January 1989.
- E. The amendments covered in Article 40(e) will be applicable only for those members classified as "Maintenance & Related", who are on active payroll or on an approved leave of absence with recall rights as of 03/01/01 and whose benefits commence on or after the first day of the month following 03/01/01.

a. Final Average Compensation

The compensation used for calculating a member's retirement benefit will be the average of the highest forty eight (48) consecutive months of pay out of the one hundred and twenty (120) consecutive months of pay preceding the date of retirement. The definition of the compensation used to determine the forty- eight (48) and one hundred and twenty (120) month periods is unchanged. Various formulas exist for benefits, e.g., $1.667 \times \text{Final Average Earnings} \times \text{Years of credited service}$, which are also unchanged.

b. Eligibility For Benefits – Early Retirement

A member will be eligible for early retirement on or after attaining the earlier of:

- i. age 55 and fifteen (15) years of credited service; or
- ii. age 60 and ten (10) years of credited service.

c. Early Retirement Benefits

ARTICLE 40 – RETIREMENT BENEFIT

1 Pension benefits determined as of early retirement will be reduced 3% for each
2 year that the member is less than age 60.
3

4 F. After October 31, 2012, no further benefits will accrue under the Plan. Benefits
5 for current employees who are participants in the Plan will be determined based on their
6 pension accrual calculated as of October 31, 2012, and no new participants will be
7 added to the Plan after October 31, 2012. This pension freeze will not result in the loss
8 of any pension benefits accrued through October 31, 2012. Service performed after
9 October 31, 2012, will not be counted for any purpose except as otherwise required by
10 law. The benefits accrued as of October 31, 2012, will remain obligations of the Plan
11 and its related trust on behalf of existing Plan participants and will be paid in
12 accordance with the terms of the Plan.
13

LETTERS OF MEMORANDUM – 1 – PAYROLL SYSTEM TRANSITION

1 March 3, 2020
2 Tim Klima
3 Airline Coordinator
4 Transportation Department IAMAW
5
6 Mike Mayes
7 Administrative Vice President
8 Transport Workers Union of America
9

10 Payroll System Transition Agreement
11

12 During the negotiations leading to a new Joint Collective Bargaining Agreement, the Company
13 informed the Association of its plan to transition from a “pay current” payroll process to a “pay in
14 arrears” payroll process for any Association members who are in a “pay current” payroll process.
15

16 As a result, any employee impacted by this payroll process transition will experience a delay in
17 payroll payment of approximately one week’s pay (i.e., approximately twenty (20) hours for part-
18 time employees and approximately forty (40) hours for full-time employees).
19

20 In addition, the Parties agree that any Association members who are currently in a weekly payroll
21 cycle will transition to a biweekly payroll cycle, except for Association members in states where
22 the applicable state law requires a weekly payroll cycle.
23

24 To assist with these transitions, the Company will offer the following options, on a one-time basis,
25 to any affected Association members:
26

27 Option 1: Employees who are affected by either the payroll process transition or weekly
28 pay transition, may choose to receive an interest free payroll advance from the Company,
29 in an amount equal to twenty (20) hours of such employee’s pay for part-time employees
30 and forty (40) hours of such employee’s pay for full-time employees, to be repaid through
31 payroll deduction. Such employees may choose to repay this payroll advance through
32 equal installments over a period of ten (10) or twenty-six (26) pay periods. Employees
33 who select this option must complete a payroll deduction authorization as required by
34 applicable state law.
35

36 Option 2: Employees who are only affected by the payroll process transition to “pay in
37 arrears” (and not the weekly pay transition) may choose to use either compensatory time,
38 accrued vacation, or accrued sick time up to the lower of: (i) the number of hours in their
39 compensatory time, vacation, or sick bank, or (ii) twenty (20) hours for part-time
40 employees and forty (40) hours for full-time employees.
41

42 This agreement is made on a non-precedent non-referable basis. If the Association agrees,
43 please confirm by signing below.
44

45 James B. Weel
46 Managing Director – Labor Relations
47 American Airlines, Inc.
48

Lynn B. Vaughn
Managing Director – Labor Relations
American Airlines, Inc.

49 Agreed to:
50 Tim Klima
51 Airline Coordinator
52 Transportation Department IAMAW

Mike Mayes
Administrative Vice President
Transport Workers Union

LETTERS OF MEMORANDUM – 2 – NEW HIRE CONSIDERATION

1 RE: NEW HIRE CONSIDERATION BETWEEN AGREEMENTS

2

3 February 13, 2018

4

5 Tim Klima

6 Airline Coordinator

7 Transportation Department IAMAW

8

9 Mike Mayes

10 Air Division Director

11 Transport Workers Union of America

12

13 Re: New Hire Consideration Between Agreements

14

15 This will confirm our understanding reached during negotiations, that qualified employees
16 under the Flight Simulator and Instructor Agreements with a valid transfer request on file
17 will be considered for new hire vacancies in the Fleet Service, Maintenance, and Stores
18 Agreements. The same understanding shall apply in reverse, i.e. a qualified employee
19 covered by the Fleet Service, Maintenance or Stores Agreements with a valid transfer
20 request on file will be considered for new hire vacancies in the Technician or Instructor
21 Agreements.

22

23

24 Very truly yours,

25

26

27 James B. Weel

28 Managing Director – Labor Relations

29 American Airlines, Inc.

30

31

32 Agree and Concur:

33

34

35 Tim Klima

36 Airline Coordinator

37 Transportation Department IAMAW

38

39

Mike Mayes

Air Division Director

Transport Workers Union

LETTERS OF MEMORANDUM

LETTERS OF MEMORANDUM – 3 – VOLUNTARY EARLY OUT

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47

Tim Klima
Airline Coordinator
Transportation Department IAMAW

Mike Mayes
International Administrative Vice President
Transport Workers Union of America

Voluntary Early Out Program

In the event of a headcount overage or the need for a reduction in force which occurs after ratification of a new JCBA for the combined LUS-LAA Association membership, the Company will offer active employees and employees on authorized Union Leave of Absence the opportunity to participate in a Voluntary Early Out Program as follows:

- Employees must have a minimum of fifteen (15) years of service to participate and have otherwise been unaffected by the reduction.
- The maximum number of VEOP (Voluntary Early Outs) offered in a location, classification and bid area / duty assignment will be at a minimum, as determined by the Company, equivalent to the number of reductions in that location, classification and bid area / duty assignment
- Employees awarded a VEOP will receive a lump sum payment of \$22,500.00 within thirty days of the employees release date and lose all rights to any recall and their seniority will be forfeited
- In addition to lump sum payment, employee will receive any severance allowance as outlined in their applicable TWU/IAM Association agreement(s).

This Lump sum payment will not have any impact on any Sick Leave Buy Back provisions in any of the Association Collective Bargaining.

Sincerely,

James B. Weel
Managing Director – Labor Relations

Mike Mayes
International Administrative Vice President
Transport Workers Union of America

Agreed to:

Tim Klima
Airline Coordinator
Transportation Department IAMAW

LETTERS OF MEMORANDUM – 4 – VACATION LUMP SUM

March 4, 2020

Tim Klima
Airline Coordinator
Transportation Department IAMAW

Mike Mayes
Air Division Director
Transport Workers Union of America

Vacation Lump Sum Payment

During the discussions leading to the Joint Collective Bargaining Agreements (“JCBA’s”) the Company and the Association agreed that if any Association represented employee earned an extra week of vacation as a result of the change in vacation accruals in the vacations tentative agreement, on a one time basis for calendar year 2020 only, the Company will pay out in a lump sum any extra week of earned vacation to any impacted Association employee. Such lump sum will be paid out no later than sixty (60) days after ratification and will be subject to applicable tax withholdings and authorized deductions.

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

Sincerely,

James B. Weel
Managing Director – Labor Relations
American Airlines, Inc.

Lynn Vaughn
Managing Director – Labor Relations
American Airlines, Inc.

Agreed to:

Tim Klima
Airline Coordinator
Transportation Department IAMAW

Mike Mayes
Air Division Director
Transport Workers Union

LETTERS OF MEMORANDUM

LETTERS OF MEMORANDUM – 5 – RETIREMENT FROM INACTIVE STATUS

Date: DOR

Tim Klima
Airline Coordinator
Transportation Department IAMAW

Mike Mayes
Air Division Director
Transport Workers Union of America

During the recent round of negotiations, the issue concerning employees retiring from inactive service was discussed. This letter is to confirm that the Company discontinued the practice which required Association Related employees, who are on the seniority roster but not on the active payroll, to return to work for at least one day prior to retirement in order to be eligible for retirement benefits, e.g., flight and medical/dental.

Sincerely,

James B. Weel
Managing Director – Labor Relations
American Airlines, Inc.

Agree and Concur:

Tim Klima
Airline Coordinator
Transportation Department IAMAW

Mike Mayes
International Administrative Vice President
Transport Workers Union