

# American Airlines®

March 3, 2011

Donald M. Videtich  
International Representative  
Transport Workers Union of America  
1791 Hurstview Dr.  
Hurst, Texas 76054

Re: Transfer Waivers

Don,

The filling of vacancies expected in 2011 for Maintenance and Engineering will be significant, especially in the AMT classification. Therefore, in order to expand the pool of potential candidates to fill those vacancies the Company and the TWU have agreed to waive, for a period of six (6) months from date of this agreement, certain eligibility criteria in Article 12 and Article 14 for those employees identified in Attachment 14.1 of the AA/TWU collective bargaining agreement.

The eligibility criteria that will be waived involves employees who have transferred or refused a transfer via a 12(m) upgrade, a 12(l) change of location, or a 12(o) transfer from lay off. It will also involve employees who have resigned and retained recall rights under Article 14(b) they will also be granted a waiver.

Once the waivers are granted, and as vacancies become available, the order in which the positions will be filled as follows:

1. An employee who has been awarded a transfer under Article 12(l) and is still within the prescribed lock out period.
2. Employees who have been awarded a 12(m) upgrade.
3. Employees who were awarded a transfer and either declined or were unresponsive.
4. Employees who refused a transfer while on layoff.

5. Employees who were awarded a transfer via a transfer waiver to their current position.
6. Employees who, under Article 14(b) resigned and retained recall rights in Title I.
7. New hires from the street.

Employees will only be granted one transfer waiver during this six (6) month agreement.

At the end of this agreement, August 25, 2011, any waivers will be considered on a case by case basis, and will fall under the contractual parameters of granting a waiver pursuant to the AA/TWU collective bargaining agreement..

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

Sincerely,



**Mark Nelson**  
Principal,  
Employee Relations

Agreed to:



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**Donald M. Videtich**  
International Representative  
Transport Workers Union, AFL-CIO

Cc: **Jim Weel**  
**Garry Drummond**  
**Robert Gless**  
**Mike Waldron**  
**Dianne Taber**  
**Tim Gillespie**  
**Marianne Coplin**  
**Anthony McCoy**  
**Talent Services**