The details of the packages that American Airlines is offering, can be found on JetNet. Login to JetNet, click on Policies and Procedures tab at the top of the page. Look on the left hand side of the page and click the Reduction in Force icon, then in the center of the page click on "Separation Packages" in red. Read them carefully. Please feel free to call your local Executive Board for any details or questions you may have on the new agreement.

M&R and StoresEarly Out

Early Out with 15 Years of Company Time and 45 years old

Definition: You are entitled to 13 weeks of severance pus 10,000. You are only entitled to the 12,500 if you are system or station protected. You must have 15 years of Company Time and 45 years or older. **THE WINDOW FOR SIGNING UP FOR THIS HAS NOT BEEN DETERMINDED. Please wait until the Announcement to sign up for the Early Out with 15 years and age 45.**

Early out package Station or System Protected

Definition: If you are station protected or system protected and **AFFECTED** by the reduction in force you are untitled to up to 13 weeks of severance; 12,500 dollars. There is no age limit or years of service.

1. This is not RETIREMENT .
2. Vacation will be paid for any unused vacation you have remaining for the current year, as well as for vacation accrued in the current year for use in the following year. Payment for any unused vacation days purchased through the Flexible benefits program will be refunded.
3. You will **NOT** receive payment for any unused and accrued sick time, except as outlined in Article 34 (j)(k) of the collective bargaining agreement.
4. You will receive travel privileges for 18 months. If you want to receive an additional 6 months you can **NOT** have had an attendance occurrence in the last 90 calender days for example: IOD, Missed trip, Reported late, Sick, Maternity Sick, No call/No show, Personal Other and Unpaid Absence.
5. 50/55 Rule: If you voluntarily terminate from the company and are between ages 50 and 55 with at least 15 years of service, you are eligible for retiree status when you attain age 55 under the 50-55 rule. Keep in mind that under the "50-55 Rule" **YOU ARE NOT A "RETIREE"** immediately upon termination, but you become eligible for "retiree status" upon reaching age 55.
    1. You must be at least 50 but not yet 55 years of age, and
    2. You must have at least 15 years of company service.
6. You are entitled to Severance Pay paid to you in a lump sum and subject to taxes. Severance is calculated by the number of years of service.
7. **THE WINDOW FOR SIGNING UP FOR THIS HAS NOT BEEN DETERMINDED. Please wait for the Announcement to sign up for the Early Out Package.**

Stand-in-Stead

Definition: If you are *NOT AFFECTED* by the reduction in force you could receive up to 13 weeks of severance and sever from the company without recall rights. There is no age limit or years of service attached.

1. Vacation is Pay if you completed six months of service at the time you separate from the company. You will be paid for vacation not taken before December 31, plus all vacation you have accrued during the current year. Any unused vacation days purchased through Flex Benefits will be refunded.
2. **You can sign up for this anytime.**

The Details are the same as the Early Out.

Severance Calculations: A week of severance allowance will be computed on the basis of the employee's regular straight-time hourly rate at the time of layoff, multiplied by forty (40) hours for full time.

If an employee has completed:

1 year of service – 3 weeks	7 years of service – 8 weeks
2 years of service – 3 weeks	8 years of service – 9 weeks
3 years of service – 4 weeks	9 years of service – 10 weeks
4 years of service – 5 weeks	10 years of service – 11 weeks
5 years of service – 6 weeks	11 years of service – 12 weeks
6 years of service – 7 weeks	12 years of service – 13 weeks

Pre-tax Pay Out Amount Estimates

	Regular Severance*	Protection Special Severance	Special Incentive	Total
AMT - Line	$17,030	$12, 500	$10,000	$39,530
AMT – Base	$16,744	$12,500	$10,000	$39,244
OSM	$11,450	$12,500	$10,000	$33,950
PM Mech – Line	$15,314	$12,500	$10,000	$37,814
PM Mech – Base	$15,028	$12,500	$10,000	$37,528
PMM	$9,989	$12,500	$10,000	$32,489
A/C Cleaner	$9,672	$12,500	$10,000	$32,172
Parts Washer	$9,937	$12,500	$10,000	$32,437
Utility Person	$9,209	$12,500	$10,000	$31,709
Cabin Cleaner	$4,290	$12,500	$10,000	$26,790
Bldg Cleaner	$4,290	$12,500	$10,000	$26,790
FSC – FT	$11,159	$12,500	$10,000	$33,659
FSC – PT	$7,811	$12,500	$5,000	$25,311
Ground Svc	$11,159	$12,500	$10,000	$33,659
Stock Clerk	$11,159	$12,500	$10,000	$33.659
MCT	$21,788	$12,500	$10,000	$44,288
Dispatch	$25,548	$12,500	$10,000	$48,048

* Assumes 13 weeks severance at max rate including applicable premiums.

TWU Title III & IV Early Out window is extended to August 19, 2012 and revocation, August 24th.

As a result of Judge Lane's decision to defer the APFA ruling until after the vote results on August 19th, it has been decided that the Early Out window for TWU Title III (Fleet Service Clerks) and Title IV (Ground Service Employees) will be extended through *Sunday, August 19th at 23:59 CST*. Additionally, the *revocation letter window will also be changed to August 24th, extending it by one week as well.*

Do Your Feet Need a Treat

The Visiting Nurses will be at the Union Hall August 22, and September 26, 2012. A Foot Care Session consists of a warm water soak, foot assessment, trimming and filing, cuticle care, and massage.

The cost is $30.00 per session. Please call 918-743-9810 to make an appointment.

8th Annual Tulsa Poker Run Rock n Ride Festival

Saturday September 15, 2012

Live Auction; Live Music; Great BBQ prizes awarded; Sponsor recognition Register on the web for more details: www.tulsapokerrun.com phone: 918-292-5400