

DOS

Mr. Robert F. Gless  
Assistant ATD Director  
American Airlines System Coordinator  
Transport Workers Union, AFL-CIO  
1791 Hurstview Drive  
Hurst, TX 76054

Dear Robert,

During the course of negotiations, we discussed the administration and distribution of overtime across the AA system. The company expressed its interest to have more consistent applications and guidelines for this process. Due to the inability to address the specific changes during the direct bargaining sessions, it was agreed that the Company and the TWU would establish a committee of representatives to address the subject during the life of the agreement.

The committee will be empowered to develop a standard set of guidelines and make a recommendation to the appropriate members of management and TWU representatives for approval. The parties agree to establish the committee and complete a recommendation within six (6) months from the DOS.

If you are in agreement, please indicate by signing below.

Sincerely,

Mark Burdette  
Vice President  
Employee Relations

Agreed to:

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Mr. Robert F. Gless  
Assistant ATD Director  
American Airlines System Coordinator

