

July 31, 2013

Donald M. Videtich  
Deputy Director-Air Transport Division  
AA System Coordinator  
Transport Workers Union of America  
1791 Hurstview Dr.  
Hurst, Texas 76054

Dear Don,

As you are aware, during the negotiations that led to the current Mechanic and Related agreement, the work scope for the Maintenance Support Person (MSP), formerly the Plant Maintenance Man (PMM), contained in Article 11 of the agreement was modified. Subsequent to that modification, it was recognized that some of the language in the work scope descriptions were either too ambiguous or all-encompassing and, thus became difficult for a Crew Chief to provide proper job assignments to the MSP.

In order to address those concerns, representatives from both the Company and the TWU met on November 8, 2012 and January 29, 2013, and finalized resolutions to these concerns on July 24, 2013. The attached document represents the agreed to modifications and clarifications to the MSP work scope and will be used as the prevailing MSP work scope document.

The Company and the TWU also agree that this document will be a working document and that a need may exist to further clarify the MSP work scope. If that occurs, the Company and the TWU agree to meet and discuss any proposed changes raised by either party and act in good faith to craft a mutually satisfactory resolution.

If the above accurately reflects your understanding please indicate by signing below.



Mark Nelson  
Sr. Principal  
Employee Relations



Donald M. Videtich  
Deputy Director-Air Transport Division  
AA System Coordinator

CC: B. Collins  
T. Ahern  
L. Einspanier

J. Weel  
D. Vance  
T. McCoy

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