

December 16, 2013

Gary Yingst
Vice President, Local 514
Transport Workers Union
11945 East Pine Street
Tulsa, Oklahoma 74116

RE: TUL/TULE One Station Vacancies

Dear Gary;

I have received your letter concerning transfers from TULE to TUL not following Article 46 (par.d) of the AA/TWU agreement, specifically that shop to shop transfers are being utilized instead of an employee filing a written request with their supervisor indicating their preference to be considered for an opening.

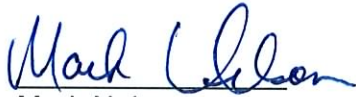
I have spoken with Talent Services, and the following will apply immediately:

An employee who wishes to be considered for an AMT vacancy in the TUL/TULE one station set will go to Jetnet (transfer.aa.com), and place their name on the AMT list for either TUL or TULE. The list will be populated with one station employees at the top of the list. When a vacancy becomes available, that vacancy will be filled by the most senior employee who has placed their name on the applicable list. The list will be “live”, meaning an employee may add or remove their name from the list as they see fit.

At this time the online tool is not programed to provide for Crew Chiefs to have the ability to also place their names on a Crew Chief list, therefore, any Crew Chief vacancy at TUL or TULE will be posted at TUL and TULE first, before posting as a new vacancy. The same award process will apply, the most senior Crew Chief who requested the vacancy will be awarded that vacancy. After this process is complete, any resulting Crew Chief vacancy would be the vacancy posted as a new vacancy, and would follow the interview process.

The online transfer and bid system will undergo a large programming upgrade that will provide for greater flexibility with respect to notifications, employee acceptance and refusal of vacancies. As stated in Article 12 attachment 12.2, the Company and Union will jointly develop an implementation plan for this upgraded process, which will include the necessary program upgrades to provide Crew Chiefs the ability to place their names on a list, signifying their desire to exercise their Article 46 options.

If you have any further questions please let me know.



Mark Nelson
Sr. Principal
Employee Relations

CC: Jim Weel
Mark Easton
Ashle Hollander
Talent Services