



"We Move America"

# Transport Workers Union of America, AFL-CIO

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Administrative Vice President

June 5, 2014

Mr. James Weel  
Managing Director Employee Relations  
American Airlines Inc.  
P.O. Box 619616 MD 5235  
DFW Airport, TX 75261-9147

Subject: 29(d) Grievance – Article 8 violation

Dear Jim:

In accordance with Article 29 (d) of the AA/TWU Agreement, please accept this communication as official notice of the violation listed below:

- Violation of Article 8 ( C ) 1 of the M&R Collective Bargaining Agreement and 8 (d) 1 of the MLS Collective Bargaining Agreement between American Airlines and the Transport Workers Union. This communication would also include all of the other TWU Represented Bargaining Agreements that exist on the LAA property with regard to the issue of Flex Vacation.

On June 5, 2014, the company informed the TWU of planned changes via a letter titled "Re: Flexible Vacations - 2015". The basic context of that letter stated that the proposed changes were due in part to the ongoing merger related activities at the company and that management had reviewed the Flex Vacation Policy and decided to eliminate that policy effective January 1, 2015. Pursuant to the specific bargaining agreement violations captioned above, it is the position of the TWU that this letter constitutes a unilateral change to the bargaining agreements outside of negotiations. Furthermore, it is also the position of the Transport Workers Union that the appropriate venue to have had these discussions was during the most recent 1113 Bankruptcy negotiations.

Lastly, Flex Vacation has been a long standing benefit to the TWU membership that is wholly self-funded by those who utilize the requested vacation time. The TWU disputes the decision made by the company with regard to Flex Vacation and we hereby grieve and appeal this matter under the terms of Article 29d. Due to the high profile nature and importance of this issue, we request American

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Airlines to reconsider its decision. Failure to reach a satisfactory solution will result in the TWU taking this dispute to expedited 29(d) arbitration.

If you require additional information, please feel free to contact me.

Regards,

A handwritten signature in blue ink, appearing to read "David Virella".

David J. Virella  
International Representative  
AA System Coordinator

DJV:kla opeiu 153

C: G. Drummond  
S. Doyle  
T. McCoy