

May 28, 2014

David J. Virella
AA System Coordinator
International Representative
Transport Workers Union, AFL, CIO
1791 Hurstview Drive
Hurst, TX 76054

Dear David,

Article 6 and 26 of the AA/TWU Maintenance and Related, and Material Logistic Specialist (MLS) agreements provides for the Company to establish overtime distribution and field trip procedures for the Base and the Line. Representatives from the Company and Union, from Base Maintenance locations, met and conferred a number of times, the latest being May 13, 2014.

Through the 1113(c) Bankruptcy process the Company obtained certain changes needed to achieve the needed savings as captured in the July 10, 2012 Term Sheet:

- Eliminate all local letter of agreements connected to overtime
- Eliminate all local letter of agreements connected to field trips
- Universal overtime rules
- Universal field trip rules
- Overtime solicited from a sign-up list
- Ability for management to call overtime (staff admin) within any of the 4 OT buckets, (HO, ECI, RC and DO) regardless of anticipated workload
- Probationary, 12(m)s not eligible for overtime or Field Trip until probationary/qualification is complete
- Ability to call overtime based on qualifications where appropriate

The attached documents reflect the Base Maintenance and Base MLS overtime and field trip guidelines. Some of the processes are already in place, while others are not and will not take effect until Staff Admin has been installed at TAESL, for example. Any issue with the implementation date will be addressed locally.

Another issue that will be addressed locally is the zeroing of field trip hours. The guidelines state that the hours were to be zeroed in January 2014, and every three (3) years thereafter. With the guidelines just now completed, we did not zero out the hours in January. Each location will determine how the hours will be addressed

TUL and TWU 514 have agreed to zero out the FT on the second Monday in January, 2015 (with the OT) and then align with the guidelines in 2017.



at this time, but regardless of the hours are addressed, all locations will zero out in January 2017, so as to be back in accordance with the guidelines.

If you have any questions, and or concerns, please do not hesitate to contact my office.



Mark Nelson
Sr. Manager
Labor Relations – Tech Ops

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