

July 14, 2014

Dale Danker
Transport Workers Union of America, AFL-CIO
Local 514, Air Transport Division
11929 East Pine Street
Tulsa, OK 74116-2025

Dear Dale,

Recently discussions have been held between the Company and Local 514 regarding changes to workload in AO&M. More specifically adjustments to the MD80 fleet plan have eliminated the need to restart the second heavy check line in August. In addition, workload demand on the 757 fleet in HOC 5&6 will decrease due to the completion of LC/MC on dock 5C. These changes have allowed us to explore other maintenance opportunities. One opportunity identified, that we will be moving forward with, is the addition of a 737 Heavy Check to HOC 1&2.

In order to align our current headcount with the new workload demands across all Title I & V operations, the Company will suspended the provisions of Attachment 12.1, entitled "Transfers to Job Vacancies at TUL/AFW/DWH Maintenance Bases". This suspension will remain in force and effect until August 16, 2014.

Should there be any adjustments or changes to this, we will discuss the situation with you in advance. If you have any questions, please feel free to contact me at (918) 292-4267.

Sincerely,

Signature on file

Josh Voss

cc: Bill Collins, Vice President – Aircraft Overhaul & Modification, Base Maintenance
Mark Easton, Managing Director – Aircraft Overhaul & Modification, Tulsa
Craig Harry, Managing Director – Technical Operations Supply
Dave Giustozzi, Director – Quality Control/Chief Inspector
Norm Miller, Director – CRO
Wayne Thomas, Director - PALM
Dave Foster, Director – Base Supply
Judy Cordray, Supervisor – TULE Administration
Mark Nelson, ER Principal – Employee Relations
Steven Smallwood – Human Resources