

November 21, 2014

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

Inspector Groups - TULE

Dear David,

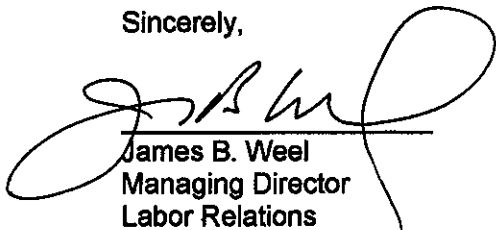
During the negotiations that led to the signing of the Agreement between American Airlines, Inc. ("American") and the Transport Workers Union of America, AFL-CIO ("TWU") covering Aviation Maintenance Technicians and Plant Maintenance employees effective September 12, 2012, the parties agreed to the reassignment of the (I) Groups to the current structure of NDT and Visual groups under Attachment 12.4. The issue was raised in TULE on surplus situations between the groups. The following procedures outline the parties' agreement with respect to these groups in TULE only:

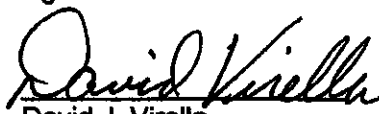
- Within the Business Unit surpluses and vacancies will be posted for seven (7) calendar days.
- At the end of the seven (7) day posting period, volunteers within the Business Unit will be reassigned to the openings. In the event there are insufficient volunteers, reassignments will be made in inverse seniority order from the shop(s)/dock(s) that have declared a surplus. Job tests within a type of work will be waived.
- An employee may voluntarily transfer within his current business unit provided he has not completed or refused any type of transfer within six (6) months.

If the above represents your understanding of our agreement, please indicate by signing below.

Sincerely,

Agreed to:


James B. Weel
Managing Director
Labor Relations
American Airlines, Inc.


David J. Virella
AA System Coordinator
International Representative
Transport Workers Union of America, AFL-CIO

cc: D. Lee
M. Nichols
T. Herschell
D. Guistozi
E. Mitchell
S. Doyle
D. Danker
M. Nelson
J. Voss