

March 23, 2015

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

Dear Dale,

On February 6, 2015 I notified you that the company is suspending attachment 12.1 according to the collective bargaining agreement for movement of personnel throughout the Tulsa Maintenance Base. On February 20th the Company arranged a meeting between David Seymour, SVP Technical Operations and Dale Danker, President Local 514. During that meeting Dale had Jay Potter provide the Company with a proposal that would move AMTO's off the Tulsa docks and into the shop environment during the pending surplus process. The Company has had the opportunity to review the proposal and evaluate the assumptions made by the TWU as well as assess the financial impact it would have on the operation. In order to take into account the Local's proposal and still redistribute the workforce it has been decided to extend the 12.1 suspension until April 20, 2015.

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 :

Sincerely,

Signature on file

Josh Voss
Labor Relations Manager- Tech Ops

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
Norm Miller, Director – CRO
Wayne Thomas, Director - PALM
Dave Foster, Director – Base Supply
Judy Cordray, Supervisor – TULE Administration
Steven Smallwood – Human Resources
Gary Yingst- TWU Vice President 514