

July 13, 2015

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

Dear David:

I received your letter dated July 2, 2015 regarding the request to defer the implementation of the CS and DAT policies for LAA Technical Operations.

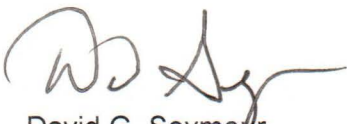
As referenced in our related discussions and communications with the TWU leadership, the value of providing a DAT policy to the TWU-represented M&R employees and the alignment of the very disparate CS policies throughout the system are of significant benefit to our employees.

However, in light of your request, I will defer the implementation of the proposed CS and DAT policy for the TWU-represented employees in the Technical Operations division. While I disagree that there would have been violations of the current TWU bargaining agreement had it been implemented, we can resolve those points at the negotiating table during our JCBA discussions once they commence.

I intend to communicate this decision to the management team and employees within Technical Operations promptly.

If you have any questions, please contact me at 817-931-2315.

Sincerely,



David G. Seymour
Sr. Vice President
Technical Operations

cc: P. Jones
P. Wroble
B. Collins
D. Lee
G. Drummond
S. Doyle
Labor Relations Managers