

November 28, 2023

Rollie Reaves
International M&R Rep
TWU

John Coveny
President and Directing General Chairman
IAM

Re: JCBA Article 6 Unscheduled Aircraft Maintenance Grievances

Rollie & John:

Several hundred grievances have been filed regarding the application of Article 6 of the Maintenance and Related Joint Collective Bargaining Agreement (the "JCBA") to vendors performing unscheduled aircraft maintenance required to immediately return an aircraft to service at locations not covered by Article 6.J, including an International Association grievance filed by Gary Peterson and Dave Supplee on August 17, 2021. In order to fully resolve these disputes related to Article 6 and its application to vendors performing unscheduled aircraft maintenance at locations not covered by Article 6.J, the Company and the Association have agreed to the following grievance settlement and clarification regarding Article 6 of the JCBA. This settlement will fully resolve all previously filed grievances regarding Article 6 and its application to vendors performing unscheduled aircraft maintenance at locations not covered by Article 6.J, including those that are not specifically named herein.

The Company and the Association clarify the following application of the JCBA regarding the Company's use of vendors to perform unscheduled aircraft line maintenance at domestic locations not covered by Article 6.J, and the Company's use of vendors or other non-management Company employees to perform unscheduled line maintenance at all international locations:

Domestic Locations Not Covered by Article 6.J

- The Company and the Association recognize Article 6.K permits the Company to use vendors to perform unscheduled line maintenance at locations not covered by Article 6.J, consistent with the following conditions:



- The Company may use a vendor to perform unscheduled aircraft maintenance to return an aircraft to service for all aircraft out of service ("AOS") events where the Company anticipates the time to return the aircraft to service is eight (8) hours or less. For purposes of this settlement, an aircraft will be considered AOS thirty (30) minutes after scheduled departure when the aircraft is disabled due to mechanical discrepancy and does not make scheduled departure time. If an AOS event is less than or equal to eight (8) hours the Company is not required to offer a field trip under Article 19 and no field trip bypass applies.
- Regardless of the length of an AOS event, if the Company offers a field trip under Article 19 of the JCBA within eight (8) hours of the start of the AOS event, no field trip bypass will apply and the employees who engage in the field trip will be paid according to Article 19. It is not the Company's intent to delay offering a field trip when the anticipated time to return an aircraft to service is greater than eight (8) hours.
- Effective January 15, 2024, if an AOS event exceeds eight (8) hours and the Company does not offer a field trip under Article 19 of the JCBA within eight (8) hours of the start of the AOS event, the Company will pay a field trip bypass to two (2) or more Association represented employees, based on the number of employees necessary to perform the work. The field trip bypass will be calculated based on the total out of service hours for the AOS event, less two (2) hours. The Company will determine the number of employees and the Association will identify the individual employees who should be paid the field trip bypass.

International Locations

- The Company and the Association recognize the Company may use vendors or other non-management Company employees to perform unscheduled line maintenance work at all international locations, consistent with the following conditions:
 - The Company will continue to calculate and include the international other non-management Company employee man hours in the Permitted International Outsourced Hours used in the calculation of the percentage of outsourced work under Article 6.P of the JCBA.



- The Company will calculate the total out of service hours for aircraft out of service events at those international locations where the Company does not staff non-management employees to perform aircraft maintenance ("International AOS Events"). The total out of service hours for International AOS Events will be included in the Permitted International Outsourced Hours used in the calculation of the percentage of outsourced work under Article 6.P of the JCBA.
- The purpose of this settlement is not intended to eliminate nor greatly reduce international field trips performed by Association members, but this settlement also does not commit the Company to any requirement to send a minimum number of international field trips.

Monthly MOC Meeting

- The Company is agreeable to scheduling a monthly meeting between the Managing Director, Maintenance Operations Control, Managing Director, Labor Relations, or their designees, and the Association to discuss issues and current practices related to out of service events and/or field trips, including where the Association believes a bypass may have occurred.
- The Company and the Association expect to address any claimed bypasses at the monthly meeting.
- If a claimed bypass is identified at the monthly meeting following the AOS event but is not resolved by the parties' mutual agreement, the parties will consider the verbal step of the grievance process to have been satisfied.

Grievance Remedy

- Each Aircraft Maintenance Technician ("AMT") identified as a line AMT, Crew Chief, Tech Crew Chief, or QC Inspector on the seniority list on the date of this settlement will receive two (2) hours of compensatory/paid time off in the employee's compensatory time bank.
- Each employee will receive the two (2) hours of compensatory/paid time off, even if the additional hours cause the employee to accrue more than the maximum of seventeen and one half (17.5) days. An employee will not be permitted to accrue additional compensatory time off as long as the employee's compensatory time off bank exceeds seventeen and one half (17.5) days.

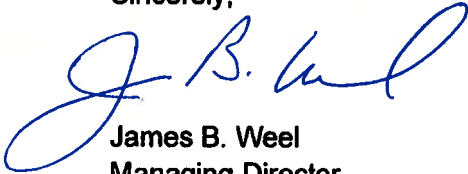


- The two (2) hours of compensatory/paid time off may be used in a two (2) hour increment, notwithstanding Article 22.F of the JCBA.
- Use of the two (2) hours of compensatory/paid time off will otherwise be governed by the applicable provisions for use of compensatory days under the JCBA.

The Association hereby agrees that all grievances, protests, appeals and other claims, if any, against the Company relating to this matter are settled, released, and closed with prejudice. This settlement is complete and binding upon the parties. Furthermore, it does not change, alter, or modify the provisions of the TWU/IAM Association Joint Collective Bargaining Agreement, except as specifically clarified herein.

Your signature below indicates the Association's agreement to this settlement.

Sincerely,

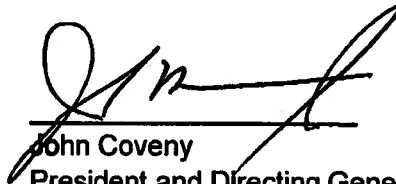


James B. Weel
Managing Director
American Airlines, Inc.

Agreed to:



Rollie Reaves
International M&R Rep
TWU



John Coveny
President and Directing General Chairman
IAM

cc: L. Guia
J. Oliff
T. Regan
A. Sutton
IAM General Chairmen
TWU Local 514, 567 and 591 Presidents

