

LETTERS OF MEMORANDUM – 3 – CAMERA INSTALLATIONS

1 February 13, 2018

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3 Tim Klima
4 Airline Coordinator
5 Transportation Department IAMAW
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7 Mike Mayes
8 Air Division Director
9 Transport Workers Union of America
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12 Camera Installations – Technical Operations
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14 During the negotiations leading to a new Joint Collective Bargaining Agreement, the
15 Company informed the Association that it has installed cameras, some new and some
16 replacement, at different Technical Operations locations across the system, including
17 line and base maintenance facilities. Our management team at each location will inform
18 the local Union of any camera installations.
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20 The primary reasons for this initiative are safety and security. Some of the camera
21 placements will provide coverage for facility entrances to be compliant with security
22 initiatives encouraged by the TSA, also for monitoring parking lots, while others will
23 provide coverage of the aircraft while in the hangars. In addition, we also need to
24 remotely monitor the movement and location of aircraft to improve the coordination of
25 maintenance activities.
26

27 The installation of the camera is not intended to monitor employee's routine day to day
28 work duties and job performance as that will be accomplished, as it is today, by our
29 station management and Crew Chiefs. However, I do want to set the expectation that
30 certain personal conduct that may be observed will be handled accordingly, such as
31 theft, vandalism, pilferage, or behavior that may be in violation of the law and/or
32 Company Policy.
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34 If you have any questions, please let me know.
35

36 Sincerely,
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38 /s
39 James B. Weel
40 Managing Director – Labor Relations
41 American Airlines, Inc.