

October 15, 2024

Rollie Reaves
International M&R Rep
TWU

John Coveny
President and Directing General Chairman
IAM

Re: Settlement and Clarification Letter – MCT JCBA

Rollie & John:

The Company and the Association agree that it is in their mutual interest to clarify the application of several provisions of the Maintenance Control Technician Joint Collective Bargaining Agreement (the “JCBA”) and to resolve any disputes regarding the application of those provisions. As such, the Company and the Association have agreed to the following settlement and clarification regarding the JCBA provisions identified herein, which will fully resolve all disputes regarding those provisions, including any previously filed grievances.

The Company and the Association clarify the following applications of the JCBA:

Article 11 – Seniority

The Parties agree that if two (2) or more employees have the same classification seniority and company date of hire seniority and also have the same lowest last four (4) digits of their social security number, the employee with the lowest last five (5) digits of their social security account number shall be senior.

Article 15 – Shift Swaps

Under the current application of Article 15, employees who have a swap off from their scheduled shift within twenty-four hours of a field trip are ineligible for that field trip. The Parties agree that the first sentence of Article 15.K. will not be applied to make employees ineligible for a field trip, provided that an employee that accepts a field trip will be paid their base rate of pay during the hours of their swap to work. This clarification will apply after January 13, 2025.

Article 33 – Grievance Procedure

The Parties agree that the JCBA does not prevent the parties from mutually agreeing to submit a grievance to mediation, following a Grievance Review Board decision regarding the grievance.

The Parties agree that the clarifications identified herein are prospective and will not be applied retroactively. The Association hereby agrees that all grievances, protests, appeals and other claims, if any, against the Company relating to the JCBA provisions clarified herein are settled, released, and closed with prejudice. This settlement and clarification 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 and clarification.

Sincerely,



Mark Nelson
Director – Labor Relations
American Airlines, Inc.

Agreed to:



Rollie Reaves
International M&R Rep
TWU



John M. Coveny, Jr.
President/Directing General Chair
IAM

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