

October 15, 2024

Rollie Reaves  
International M&R Rep  
TWU

John Coveny  
President and Directing General Chairman  
IAM

Re: Settlement and Clarification Letter – M&R JCBA

Rollie & John:

The Company and the Association agree that it is in their mutual interest to clarify the application of certain provisions of the Maintenance and Related 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 9 - Filling of Vacancies**

The Parties agree to clarify and resolve ambiguity regarding the process used for filling vacancies under Article 9 for the Basic Classifications (AMT, Cleaner, OSM, Facilities Maintenance Mechanic, GSE Mechanic, MSP, Quality Assurance Auditor, Technical Documentation Specialist, and Maintenance Planner) as provided below:

1. Basic Classification vacancies shall be awarded in the following order:
  - a. The senior employee holding preferential recall prior to the implementation of the JCBA to the same Basic Classification, at that location, under the former TWU Collective Bargaining Agreement.
  - b. The senior employee(s), who has the same Basic Classification Seniority as the vacancy, using the employee’s Basic Classification Seniority.
  - c. The senior employee, who does not have the same Basic Classification Seniority as the vacancy, but who has a different Basic Classification seniority under this or any other Association agreement, who meets the qualifications (and for the Quality Assurance Auditor, Technical Documentation Specialist, and Maintenance Planner

classifications, who is successful in the interview process), using their current Basic Classification Seniority.

- d. Any other employee or new hire.

This clarification will be effective for the first bid in January 2025.

#### **Article 9 - Filling of Vacancies (trial periods) & Article 10 – Probationary Period**

The Parties agree to clarify and resolve ambiguity regarding the current application of the ninety (90) work days trial periods in Article 9 and the ninety (90) work days probationary period under Article 10, and whether classroom training is included in the ninety (90) day probationary period. All probationary periods and trial periods for all classifications except for Crew Chiefs, will be one hundred and forty (140) calendar days. The trial periods for Crew Chiefs will be ninety (90) calendar days. An employee's trial period or probationary period may be extended to cover any approved leave of absence granted during the trial period or probationary period.

#### **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 14.1 – Rebid**

The Parties agree that the cut off for submitting/updating preference sheets for shift / days off / work location(s) may be before the 1<sup>st</sup> of the month, in order to allow Crew Chief(s) to select first, followed by basic classification(s) as contemplated by Article 14.1.

#### **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 at their straight time rate of pay during the hours of their swap to work. This clarification will apply after January 13, 2025.

### **Article 19 – Field Trips**

The Parties agree Article 19.EE. of the JCBA does not address how field trip hours should be treated for employees new to the Bid Area and therefore, the first sentence of Article 19 Field Trip Procedures, section G. of the MLS JCBA will also apply to the JCBA. Employees new to the Bid Area will be added to the FTL in Classification seniority order with the highest hours plus one (1) hour. This applies whenever an employee moves to a new Bid Area, including, but not limited to, moving to a different classification or station. The parties agree to a one-time reset of employees' field trip hours on the FTL on January 13, 2025, after which this clarification will apply.

### **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