

October 15, 2024

Rollie Reaves  
International M&R Rep  
TWU

John Coveny  
President and Directing General Chairman  
IAM

Re: Settlement and Clarification Letter – MTS 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 Training Specialist 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 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