

February 20, 2025

Rollie Reaves
International M&R Rep
TWU

John Coveny
President and Directing General Chairman
IAM

Re: MTS Grievance Settlement and Clarification

Rollie & John:

Several individual grievances have been filed regarding how MTS are scheduled when a holiday falls within a week they are assigned to teach and regarding how MTS are scheduled and paid for travel to training away from their base. In order to fully resolve any disputes related to these grievances, the Company and the Association have agreed to the following grievance settlement and clarification:

Holiday week 4-10 schedules

- For MTS working a 4-10 schedule who are not assigned to teach during a holiday week, their 4-10 schedule will remain in effect. However, an MTS 4-10 work schedule may be changed to a 5-8 schedule based on any Tech Ops Training needs of service, in accordance with the JCBA notification requirements.
- For MTS working a 4-10 schedule who are assigned to teach during a holiday week, their schedule will be adjusted to a 5-8 schedule, in accordance with the JCBA notification requirements.

Compensatory days

- Compensatory days will be accrued and recorded in days, not hours. MTS will be granted use of compensatory days in half day or full day increments, not in hourly increments.
- An MTS will accrue one compensatory day (not 8 or 10 hours) in their compensatory bank regardless of whether they are working a 5-8 or a 4-10 schedule.
- The total hours currently in each MTS compensatory bank will be divided by 8 hours to calculate a total number of compensatory days available to the MTS. An MTS will be able to use any remaining hours less than 8 on a one-time basis.
 - Example: If an MTS has 2.5 hours of compensatory time remaining, the MTS must use all 2.5 hours in one transaction.

The parties also met to discuss processes for how MTS are scheduled and paid for travel to training away from their base and how work schedules are posted. Although the parties have not negotiated those processes, the parties have a mutual understanding of the Company's processes.

The Association hereby withdraws with prejudice all grievances, protests, or appeals and waive and release all other claims, if any, against the Company relating to these matters. 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.

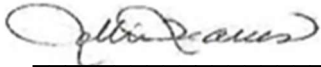
Your signature below indicates the Association's agreement to this settlement.

Sincerely,




Mark Nelson
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 Presidents