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April 12, 2017

Gary Shults  
International Representative  
Transport Workers Union of America, AFL-CIO  
1791 Hurstview Drive  
Hurst TX 76054

Letter of Agreement-Clarification of Reserve Day (W Day) Language.  
Membership Voting Results.

Gary,

The votes of the TWU Local 548 Instructor Section have been totaled, the results are;

Total members that voted: 76  
Total members in favor: 64  
Total members opposed: 12

Therefore, the TWU Local 548 Executive Board and Instructor Section recommend the Letter of Agreement-Clarification of Reserve (W Day) Language, dated March 16, 2017 be signed. This is the best settlement to resolve Grievance 2017-1 in its entirety.

United

Chris Turner President	Tim Bennett VP-Instructors	Butch Cassady VP-DFW	Eric Helms VP-CLT/PHX
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March 16, 2017

Gary Shults  
International Representative  
Transport Workers Union of America, AFL-CIO  
1791 Hurstview Drive  
Hurst, TX 76054

Letter of Agreement – Clarification of Reserve Day (W Day) Language

This Letter of Agreement (“LOA”) is entered between American Airlines, Inc. (hereinafter referred to as the “Company”) and the Transport Workers Union of America, AFL/CIO (hereinafter referred to as the “Union”) as the representative of the Flight Crew Training Instructors and Simulator Pilot Instructor in the service of the Company.

The parties have agreed that clarification of certain provisions of the JCBA, entered into by the parties on November 21, 2016, regarding reserve days is necessary. The parties intend to clarify these JCBA provisions and to resolve the issues raised in Grievance number 2017 - 1 based on this LOA.

The Company and the Union mutually agree that the JCBA language regarding reserve days (W Days) is clarified as follows:

- 1) The parties agree a “W” day, as defined in Article 2(E) of the JCBA, falls into one of three categories: “CW” (Canceled Work), “HW” (Hard Reserve), or “BW” (Bid Reserve). The parties further agree:
  - a) A “CW” is a work day bid by an Instructor to cover scheduled work on the monthly bid, which is subsequently canceled by the Company.
  - b) A “HW” is a work day placed by the Company on specific days of the monthly work schedule to protect operational needs.
  - c) A “BW” is a work day placed by an Instructor on a specific day of the monthly work schedule in order to complete the Instructor's monthly bid requirements.

- 2) Article 3(M)(3) of the JCBA provides:

“A Bid Reserve “BW” is an on-call day created by the bidder. During the back fill process this Bid Reserve day can be moved to cover unbid work. An Instructor on a BW, not assigned work, will be released from the BW no later than the last scheduled event start time on that day.”

The parties also agree Article 3(M)(3) does not allow a bidder to place a “BW” on a day when no work is scheduled by the Company.

- 3) As contemplated by Article 7(C) of the JCBA, an Instructor who has a HW or CW that falls on a holiday will receive bid credit and straight time pay for the holiday plus an additional time and one-half (1.5) pay for eight (8) hours.

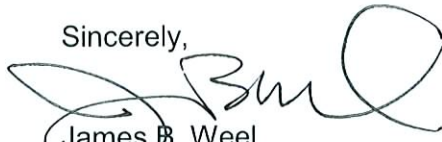
An Instructor who has a BW that falls on a holiday, which is converted by the Company to an actual work day, will receive bid credit and straight time pay for the holiday plus an additional time and one-half (1.5) pay for eight (8) hours in accordance with Article 7(B). The parties further agree an Instructor who has a BW that falls on a holiday, which is not converted by the Company to an actual work day, shall receive bid credit and straight time pay for the holiday plus straight time pay for eight (8) hours.

All other Employees will be deemed as off on the holiday and will be paid a day of pay at regular pay rates.

If the above settlement is an accurate understanding of the terms and conditions to resolve Grievance number 2017-1 in its entirety, please indicate by signing below.

If you should have any questions please call me at 817-967-1447.

Sincerely,



James B. Weel  
Managing Director – Labor Relations

For Transport Workers  
Union of America



Gary Shults  
International Vice President  
Transport Workers Union of America

cc: J. Thomas      E. Helms  
M. Boots        L. Vaughn  
A. Russell       T.C. Cohen  
C. Turner