

October 13, 2017

Chris Turner  
President – Local 548  
Transport Workers Union of America, AFL-CIO  
1201 Airport Freeway Suite 386  
Eules, TX 76040

Letter of Agreement – Clarification of Article 3 (J) (5) – Hours of Service 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 Instructors 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 Hours of Service is necessary. It is the intent of the parties to clarify these JCBA provisions, based on this LOA.

Article 3 – Hours of Service provides:

- (J)(5) During the bidding process, if the monthly bid shows that the remaining unbid days of work on a given date is equal to the same number of instructors who have not yet bid, then each of those instructors must bid so as not to lock themselves out of the biddable days of work remaining. (For example if there are five (5) instructors who have not yet bid and the bid sheet shows five (5) days of work remaining on a given date then each of those instructors must bid one of those days of work so as to cover each of the remaining days of work.)

The Company and the Union mutually agree that the JCBA language regarding Hours of Service is clarified as follows:

During the bidding process, if the monthly bid shows that the remaining unbid days of work on a given date is equal to the same number of instructors who have not yet bid, then each of those instructors must bid so as not to lock themselves out of the linked biddable days of work remaining. (For example if there are five (5) instructors who have not yet bid and the bid sheet shows five (5) linked lines of work remaining on a given date, then each of those instructors must bid one of those linked lines of work so as to cover each of the remaining linked days of work.)

Additionally:

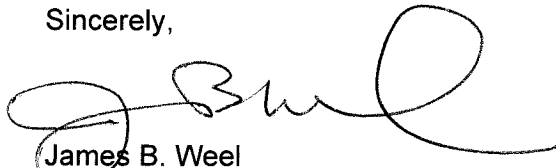
During a calendar year, the company may designate up to three (3) FAA required Standardization Meetings; of which at least two (2) will be scheduled and must be attended by each Instructor. To ensure each Instructor has an opportunity to attend, two meeting dates will be scheduled in consecutive months – one in one month and the other in the next month. The dates for both meetings will be designated prior to the bid opening in the first month containing a Standardization Meeting.

Instructors will be required to bid in the first month of the first two Standardization Meetings of the year, or bid work on those days (linked or single event). The meeting date in the first month will be offered for selection as part of the Instructors required work. The meeting date in the second month will be assigned to those Instructors unable to select the meeting in the first month. Instructors with preapproved vacation, sick days, or any other preapproved absence on the designated meeting dates will not be required to attend the meeting or bid work on the designated day. This assignment cannot conflict with any other prearranged training as a required work day for all Instructors within that fleet, section, or classification.

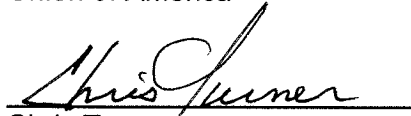
If the above is an accurate understanding of the terms and conditions as discussed and agreed to, please indicate by signing below.

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

  
Chris Turner  
President - Local 548

Transport Workers Union of America

cc: J. Thomas E. Helms  
J. Duncan A. Russell  
J. Galarza T.C. Cohen