

May 22, 2023

Rollie Reaves
International M&R Rep
TWU

John Coveny
President and Directing General Chairman
IAM

Re: JCBA Article 6.J Aircraft Movement/Towing Grievances

Rollie & John:

The Association has filed multiple grievances regarding the application of Article 6.J of the JCBA to aircraft movement/towing, including an International grievance filed by Gary Peterson on October 10, 2020 and a grievance filed by TWU Local 591 President Gary Schaible on October 25, 2020. In order to fully resolve these disputes related to aircraft movement/towing under Article 6.J of the JCBA, the Company and the Association have agreed to the following grievance settlement and clarification regarding Article 6.J. of the Maintenance and Related Agreement. This settlement and clarification will also be applicable to the resolution of any previously filed grievances regarding aircraft movement/towing that are not specifically named herein:

- For any aircraft movement from the gate or terminal area to the hangar or hangar hardstand when an aircraft has scheduled RON/ROD maintenance (and when returning that aircraft to the terminal area from the hangar or hangar hardstand), an AMT will be in the cockpit riding brakes, unless an AMT is unavailable.
- Any aircraft that is out of service (broke aircraft), with or without an (ETR) established for maintenance, that is required to be moved to a hangar, hangar hardstand, or other non-terminal location will be accomplished by AMT's including brake riding and connecting ground power and air start units at the hangar, hangar hardstand, or other non-terminal location.
- If an out of service aircraft (broke aircraft) is being moved from one gate to another gate or from a gate to a space at the terminal, fleet service agents may perform the move, including brake riding, if maintenance has not begun. If maintenance has begun, fleet service agents may perform the move, including brake riding, if notice has been given to the maintenance department.

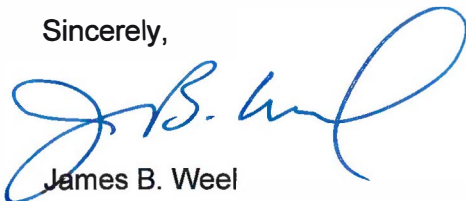
- For aircraft movement from the terminal to a non-terminal location when an aircraft has scheduled RON/ROD maintenance, an AMT will be in the cockpit riding brakes when it is necessary to reposition the aircraft to such non-terminal location to accomplish the maintenance (e.g., to utilize a blast fence or water capture area, to perform scheduled maintenance). When an AMT is unavailable in these circumstances a fleet service agent may perform the brake riding.
- If an aircraft is repositioned for gate space to the hangar or hangar hardstand only for holding between flights using fleet service agents to perform such move including brake riding; however, if any scheduled or unscheduled maintenance or maintenance check (including any portion of ETOPS or oil service) is accomplished at the hangar or hangar hardstand an AMT will perform brake riding when the aircraft returns to the terminal area or gate.
- Any aircraft movement in and out of any hangar currently being accomplished utilizing AMTs will continue to be accomplished utilizing AMTs. Aircraft movement in and out of the hangar in PHX may continue to be performed by fleet service employees.

Unless clarified by a specific provision herein, Article 6.J remains applicable including, but not limited to, any aircraft moves made for gate space when an aircraft has no scheduled maintenance or is not out of service (not broke aircraft) with or without an ETR, may be performed by fleet service employees, including brake riding, without respect to the location the aircraft is being moved to, e.g. to another gate, other terminal area, non-terminal location, hangar, or hangar hardstand.

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 this matter. 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,



James B. Weel
Managing Director
American Airlines, Inc.

Agreed to:



Rollie Reaves
International M&R Rep
TWU



John Coveny
President and Directing General Chairman
IAM

cc: L. Guia
L. Vaughn
T. Regan
A. Sutton