

November 8, 2021

Tom Regan  
Airline Coordinator  
Transportation Department IAMAW

Gary Peterson  
International Vice President  
Air Transport Director  
Transport Workers Union of America

Dear Tom/Gary:

### **MSP Progression Agreement**

Any active MSP who wants to be considered for a GSE and/or Facilities Maintenance Mechanic (“Mechanic”) position, will be provided two options:

- (1) Be considered a qualified Mechanic and be awarded an open position per Article 9 of the JCBA,
- or
- (2) Work as an MSP side-by-side with a Mechanic for 12 months.

Once an MSP has elected option 1 or 2, they will stay in that progression process and will not be permitted to change their election to the other option.

For MSPs who elect Option (1):

Once awarded a Mechanic position, they will:

- receive the applicable Mechanic rate of pay.
- receive job assignments as a Mechanic and be expected to be able to perform and complete the work assigned.
- have a 90-work day trial period and will be assigned your shift and days off by management during the trial period and until the next bid following the trial period, so long as it does not violate the JCBA. Thereafter, they will bid by seniority.

If an MSP upgraded to a Mechanic position fails to demonstrate the ability to perform Mechanic work during the ninety (90) work day trial period, they will be returned to their

former MSP position. To be considered for any future Mechanic positions, the JCBA provisions in Article 9 will apply:

CC. Failure to pass his trial period shall restrict an employee from bidding into the respective classification for six (6) months.

DD. If an employee fails to pass the trial period on the second attempt, such employee will not be eligible to bid the position for twelve (12) months. Additionally, the employee must demonstrate his efforts to gain the required knowledge and skills enabling him to pass the trial period, (e.g., school, CBT, other training, etc.) prior to a third attempt. A fourth and subsequent attempt may only occur on an annual basis, and each requires the described demonstrated effort by the employee.

For MSPs who elect Option (2) above:

MSPs who believe they need to acquire more Mechanic experience, will remain in the MSP position, but will work side-by-side with a Mechanic for 12-months, as is provided in Article 7.R. MSPs working side-by-side with a Mechanic will:

- receive the applicable MSP rate of pay.
- be assigned to work with a Mechanic, on Mechanic job assignments. These assignments will be tracked for purposes of the twelve (12) month time frame. The expectation is that an MSP working in this position will show the ability to perform Mechanic work.
- be assigned their shift and days off by management,
- be provided with a progress and evaluation form each month from their supervisor. The monthly progress report will be provided to each MSP, with a union representative present, in writing.

Once a MSP satisfactorily completes the twelve (12) months working side-by-side with a Mechanic, the MSP will be deemed qualified to submit a transfer to a Mechanic position pursuant to Article 9 U & V. or W & X. of the JCBA.

or

If a MSP fails to acquire the skills or demonstrate the ability to perform Mechanic work, during the twelve (12) months of working side-by-side with a Mechanic, based upon evidence supported by their monthly evaluations, or if the MSP is shown to pose a risk to themselves or the Mechanic(s) they are working with, the MSP will be placed back into their former MSP position. To be considered for any future Mechanic positions, the following JCBA provisions in Article 9 will apply:

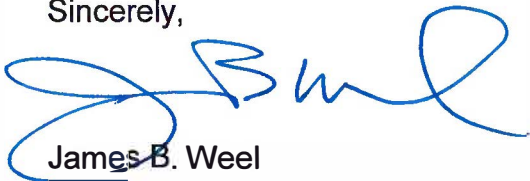
CC. Failure to pass his trial period shall restrict an employee from bidding into the respective classification for six (6) months.

DD. If an employee fails to pass the trial period on the second attempt, such employee will not be eligible to bid the position for twelve (12) months. Additionally, the employee must demonstrate his efforts to gain the required knowledge and skills enabling him to pass the trial period, (e.g., school, CBT, other training, etc.) prior to a third attempt. A fourth and subsequent attempt may only occur on an annual basis, and each requires the described demonstrated

To be considered for any future Mechanic positions, it will be in accordance with Article 9 U. & V. or W. & X. of the JCBA.

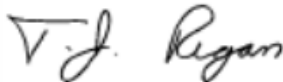
If you have any questions, please contact me at 682-278-0723.

Sincerely,



James B. Weel  
Managing Director – Labor Relations  
American Airlines, Inc.

Agreed to:



Tom Regan  
Airline Coordinator  
Transportation Department IMAW



Gary Peterson  
International Vice President  
Air Transport Director  
Transport Workers Union

cc: D. Orban  
R. Fonseca  
P. Guentert  
M. Nelson  
J. Voss  
T.C. Cohen  
A. Patton