

November 8, 2021

Tom Regan  
Airline Coordinator  
Transportation Department IAMAW

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

Dear Tom/Gary:

### **MSP Progression Grievance Settlement**

Any active MSP who has filed a grievance for an upgrade to a GSE or Facilities Maintenance Mechanic (“Mechanic”) position and had the necessary classification seniority to have been awarded the position on the bid will be provided three (3) individual options:

- (1) be considered a qualified Mechanic and placed into an open position  
or
- (2) Work as a MSP side by side with a Mechanic for twelve (12) months  
or
- (3) remain a MSP.

Once an MSP has elected one of the three options, they will stay in that progression process and will not be permitted to change their election to another option.

For MSPs who elect Option (1) above:

MSPs who have satisfied the experience required to be deemed qualified as a Mechanic, will be upgraded to a Mechanic position they bid for and would have been awarded based on classification seniority.

Once placed in 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 ninety (90) work day trial period and be assigned their 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 a MSP upgraded to a Mechanic position fails to demonstrate the ability to perform Mechanic work during the 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 twelve (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 and evaluation will be provided to each MSP, with a union representative present, in writing.

During the twelve (12) months working side-by-side with a Mechanic, if it becomes apparent through the documented progress and evaluation that an MSP is not acquiring the skills and ability to perform Mechanic work, or if an 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.

Once an MSP completes the twelve (12) months working side-by-side with a Mechanic, the MSP will either:

- be deemed qualified to submit a transfer to a Mechanic position pursuant to Article 9 U. & V. or W & X.
- or
- if the MSP fails to acquire the skills or demonstrate the ability to perform mechanic work the employee will remain in the MSP position. To be considered for any future Mechanic positions, the JCBA provisions Article 9 U. & V. or W. & X. will apply:

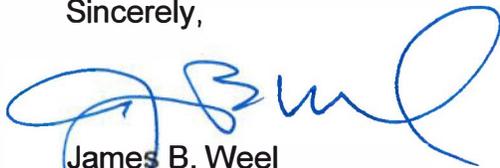
CC. Failure to pass his trial period shall restrict an employee from bidding into the respective classification for six (6) months.

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.

All MSP to Mechanic grievances will be considered as settled or withdrawn, including those where the MSP did not have sufficient seniority to be awarded the Mechanic position, by recognition of the terms of this agreement.

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 IAMAW



Gary Peterson  
International Vice President  
Air Division Director  
Transport Workers Union

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