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MEMORANDUM

To: All American Mechanic and Related, Stores, and Fleet Service Employees
Represented by the TWU/IAM Association

From: Joshua M. Javits, Neutral *Joshua M. Javits*

Date: June 15, 2017

Subject: Final Integrated Seniority Lists

As the Neutral appointed by agreement between the TWU/IAM Association and American Airlines, I am pleased to report that integrated seniority lists for employees represented by the TWU/IAM Association have been finalized. These lists are the culmination of a comprehensive process governed by federal law and the parties' Agreement Regarding Seniority List Integration dated April 24, 2013 ("SLI Agreement"). Initially, I conducted an extensive fact-finding process, which included reviewing over 800 written comments I received from members. On December 27, 2016, I issued a Report and Recommendations fully setting forth the process that was followed and the reasons for my recommendations regarding seniority integration. Proposed integrated seniority lists were issued in conjunction with my Report. Thereafter, all affected members were given 45-days to submit any protests regarding their placement on the proposed lists for my determination.

A total of 1,649 protests were timely filed from over 1,700 employees, including over 1,000 protests generated through the use of form letters. The vast majority of the protests received raised general issues similar to those raised during the earlier comment period. Those issues were addressed in detail in my December 27 Report. The remaining protests claimed that individual dates on the integrated seniority lists were incorrect or that tie-breaking rules had not been correctly applied. In order to resolve these protests, necessary records were obtained from the Company and the TWU/IAM Association. Each protestor will separately receive an individual determination letter regarding his or her protest. Based upon the review of this information, 101 protests have been granted in whole or in part.

The final integrated lists reflect all seniority dates corrected as a result of the protest process and any changes resulting from the corrected application of the tie-breaking rules. In the case of those lists integrated using a ranking methodology, corrections generally required that the ranking process be executed again in order to produce final lists. In addition, I am issuing a revised version of Appendix A to my December 27 Report, which is attached hereto. Appendix A shows the seniority to be exercised by former TWA employees at each station currently within the American system. During the protest process, it was established that the original Appendix A did not properly reflect all the stations at which former TWA employees currently exercise 25% of their TWA seniority and so has been corrected.

I want to thank the members of the TWU/IAM Association for their active participation in this process through their comments and protests which greatly helped to insure the accuracy of the integrated lists. I also wish to thank the TWU/IAM Association, American Airlines, and the law firm retained to assist me in this process, Guerrieri, Clayman, Bartos, Parcelli & Roma, for their hard work and cooperation in this thorough and intensive process of achieving a seniority integration that is fair and equitable to all Association-represented employees affected by this merger.

MATRIX UPDATE (6/15/2017)

FORMER TWA SENIORITY BY STATION / TITLE GROUP									
STA.	MECHANIC & RELATED			STOCK CLERK			FLEET SERVICE CLK.		
	TITLE I / TITLE II			Title V			Title III		
Pers Subarea	0301, 0309, 0310, 0311, 0313, 0314, 320B			0303, 320C			0302, 320A		
	100%	25%	4/10/01	100%	25%	4/10/01	100%	25%	4/10/01
ABQ			X			X			X
AFW/OB			X			X			
ALB			X						
AMA			X			X			X
ATL			X			X		X	
AUS			X			X			X
BDL			X			X		X	
BNA			X			X			X
BOS			X			X			X
BTV			X						
BUF			X						
BWI		X				X		X	
CLE			X			X		X	
CLT			X			X			X
CMH			X			X		X	
CVG			X			X			X
DAY			X			X		X	
DCA/IAD		X				X		X	
DEN			X			X		X	
DFW/DAL/GSW			X			X			X
DSM			X			X		X	
DTW			X			X		X	
ELP			X						
GSO			X						
HNL			X			X			X
HOU/IAH			X			X			X
IND			X			X		X	
INT			X						
JAX			X						X
JFK/LGA/EWR		X	(0313)		X			X	
LAS			X			X		X	
LAX/BUR/ONT...		X			X			X	
LIT			X			X			X
MCI	X							X	
MCIE/OB	X			X			X		
MCO		X (I)	X (II)			X		X	
MIA/FLL			X			X			X
MSP		X (I)	X (II)			X		X	
MSY			X			X			X
OMA			X			X			X
ORD/MDW/MKE			X			X			X
ORF			X			X			X
OKC			X (II)			X			X
PBI									X
PDX			X			X			X
PHL			X			X		X	
PHX		X (I)	X (II)			X		X	
PIT			X			X		X	
PVD			X						X
RDU			X						X
RIC			X						
RNO									X
ROA			X						
ROC			X						
SAN			X			X			X
SAT		X				X		X	
SDF			X						
SEA			X			X			X
SFO/SJC/OAK		X			X			X	
SJU			X			X			X
SLC			X			X			X
SMF									X
STL	X			X			X		
SYR			X						

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TPA	X	X	X
TUL			X
TULE/OB	X	X	X
	Note: (I) Title I (II) Title II		
Personnel Subarea Key:			
	0301 = AMT, 0309 = Aircraft Clnr	0303 = Stock Clerk	0302 = FSC
	0310 = Fac Mntc, 0311 = Bldg Clnr	320C = CC Stock Clerk	320A = CC FSC
	0313 = Plant Mntc Man, 0314 = Cabin Clnr		
	320B = CC Mntc / Grnd		