

LETTER OF AGREEMENT

Between

AMERICAN AIRLINES

And the

MAINTENANCE PERSONNEL

In the service of

AMERICAN AIRLINES

As represented by the

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

This Letter of Agreement (LOA) is made and entered into in accordance with Title II of the Railway Labor Act as amended between American Airlines (hereinafter referred to as the "Company"), and District Lodge 142 of the International

The parties hereby agree that this LOA between the Union and the Company will augment the existing Maintenance ASAP Memorandum of Understanding (hereinafter referred to as the "ASAP MOU"), and any other agreements attached thereto, are improved as follows:

OBJECTIVE

A. The objective of the AA Aviation Safety Action Program (ASAP) is to prevent incidents and accidents through ERC recommended corrective actions resulting from voluntary reports from AA employees. ASAP is a non-punitive, non-disciplinary approach to accident prevention. The corrective actions accomplished through ASAP are made possible by the voluntary data and information provided by AA maintenance employees. ASAP's foundation rests on the program's ability to appropriately address safety concerns. The trust and commitment developed between all parties is the cornerstone of ASAP's success.

REPORTING PROCEDURES

A. Maintenance Online Safety Reporting. Employee should complete an Online Maintenance Safety Report through the Safety Reporting System (SRS) by accessing <https://americanairlines-safety.wbat.org> Reports can be submitted from any computer that has access to the internet, either from home or at an appropriate time during the workday (e.g. during rest periods, lunch, etc.). If online reporting is not available call the Safety Hotline (817-463-2307) may be used as an alternative. A detailed message must be provided and will need to be followed with an online report within 24 hours. If the incident is a Safety of Flight or Non-Compliance issue, local management or the Maintenance Operation Control Duty Manager (MOCMDM) must be notified immediately.

B. If it appears that an employee may have intended to file an ASAP Report, but submitted a traditional Event Report, the ASAP Manager will advise the employee of the apparent error. If the employee agrees that it was his/her intention for the Report to have been submitted under ASAP, the ASAP Manager will reroute the Report and instruct the employee to file an additional ASAP Report referencing the tracking number that was assigned to the original Event Report. For the purpose of determining timely submission of Reports which are routed on that basis, the submission date/time for ASAP purposes will be the same date/time that the Event Report was originally submitted through traditional departmental channels. Conversely, if an employee submits a routine Report to ASAP that does not involve a flight safety concern or possible FAR deviation and would be more appropriately handled by a management supervisor or other

Company official, then that Report may be re-routed as a non-ASAP Event Report. However, this action requires the unanimous consent of the ERC, and the reporting employee's concurrence. If subsequent investigation reveals evidence of a possible FAR violation, then the employee's Report will be re-submitted for consideration by the ERC in accordance with ASAP acceptance criteria.

C. The current online Safety Reporting System (SRS) has a convenience feature that allows aircraft maintenance employees, at his/her option, to voluntarily submit a NASA Aviation Safety Reporting System (ASRS) simultaneously when submitting their ASAP report. If SRS no longer incorporates the NASA ASRS reporting functionality due to technical constraints, such as IT infrastructure, vendor administration, logistics and costs, American Airlines will inform the aircraft maintenance employees about how they can continue to participate in this additional voluntary safety program (Refer to FAA Advisory Circular 00-46, as amended).

EVENT REVIEW COMMITTEE (ERC)

A. Program Measurement and Reports to the FAA. Recognizing that it is desirable to measure the overall program success of ASAP through quality measurement processes, reviews and audits of ASAP may be accomplished as deemed appropriate by the parties responsible for program oversight. In all instances, all parties to the ASAP MOU must agree as to the means and assurances of appropriate use of all data and information to be collected before such reviews and/or audits are conducted.

B. The Event Review Committee is responsible for measuring and reporting ASAP results to the FAA annually. Additional reports and reviews are made available every six months and upon the request of the FAA. The results contain information regarding the volume of Reports submitted to the program, as well as categorization of events, trends, solutions to flight safety concerns, descriptions of corrective action recommendations and administrative closures. Effective measurement of program success, however, relies on the judgment and expertise of safety professionals who oversee, manage, observe, audit, and participate in the ongoing ASAP process. The goal of all signatories is long-term accident and incident prevention, and a meaningful reduction in industry accident rates.

ERC PROCESS

A. For official meeting purposes, a quorum exists when all three participating ERC members are present. ERC meetings can be held in person or by conference call, or by any combination provided a quorum exists.

B. When new Reports are received, they will initially be placed in the "Open Reports" status in the SRS. The ASAP Manager will send notification of a new ASAP submission to the ERC members and applicable departments through the SRS. A de-identified, name only redacted copy of the submission will be attached to the notification. Regulatory Compliance is notified to allow for Voluntary Disclosure Reporting action, if required.

C. Some Reports may initiate an investigation to determine root cause and possible resolutions. These investigations will normally be conducted between scheduled ERC meetings by a member of the ERC, normally the ASAP Manager. The ERC can designate individuals to be responsible for coordinating ASAP investigations and corrective actions with the appropriate organizations including, but not limited to, other AA departments, aircraft manufacturers, the NTSB, and other airlines and employee associations. Any individuals determined by the ERC to have pertinent information to an investigation may at any time be requested to attend the ERC meeting.

D. The Company may initiate an investigation upon learning of a potential mechanic error/violation outside of ASAP. An employee's ASAP report will not be used to initiate or facilitate such investigation. If an employee's ASAP report pertaining to a "maintenance error or violation," whether sole-source or otherwise, is accepted by the ERC, the Company may not rely upon the subject event to initiate or impose any disciplinary action.

E. In the event an ASAP report is not accepted, i.e. rejected by the ASAP ERC, the time limits for disciplinary action contained in Article 14 of the CBA shall begin on the first day after the ERC rejects the report.

F. Once a Maintenance ASAP Report has been submitted, the ERC may consider information not contained in the Maintenance ASAP report in determining the appropriate corrective action or in making a later determination to exclude the Report from the Maintenance ASAP.

G. Observer and Guest Participation. Observers or guests may participate in an ASAP meeting with the unanimous consent of the ERC. Any observer or guest who attends the ASAP meeting must abide by the applicable conditions of the ASAP Memorandum of Understanding, including the terms of confidentiality.

H. Excluded from ASAP. If a reported event that involves possible non-compliance with 14 CFR is excluded from the program by the ERC, then the ERC will notify AA that the Maintenance ASAP has been excluded.

I. Corrective Action. If a corrective action is issued by the ERC to the submitter of an ASAP Report, and the corrective action is not complied with in a timely manner, and to the satisfaction of all members of the ERC, then the ERC will notify AA that the employee has failed to complete the corrective action and that the Maintenance ASAP has been excluded from the program. If an ASAP is excluded based on the employee's non-compliance, the time limits for disciplinary action contained in Article 14 of the CBA shall begin on the first day after the ERC excludes the report.

FAA ENFORCEMENT

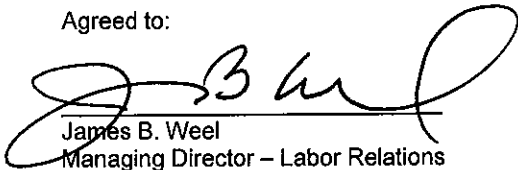
A. The success of ASAP is dependent upon the willingness of aircraft maintenance employees to self report. In order to encourage this, aircraft maintenance employees should be confident and educated in their understanding of the meaning of a Letter of Correction or Warning Notice from the FAA. These letters are sent when an action or inaction appears to be contrary to the regulations.

INFORMATION AND TRAINING

A. After a Maintenance ASAP Report has been closed by the ERC, the de-identified Report may be used by the Company or the Union for safety purposes.

SIGNATORIES. All parties to this LOA, which is intended to compliment the Maintenance ASAP MOU, are entering into this Letter of Agreement, voluntarily.

Agreed to:


James B. Weel
Managing Director – Labor Relations

Date: 9/26/17

Agreed to:


Mr. David Supplee
President & Directing General Chairman
IAMAW District 142

Date: 9/26/17