

Recognition and Scope

Pursuant to the National Mediation Board's May 19, 2015 certification in NMB Case No. R-7422, the Company recognizes the Airline Mechanic and Related Employees Association TWU/IAM (the "Association") as the exclusive and sole collective bargaining agent with respect to rates of pay, rules, and working conditions for employees of American Airlines, Inc. within the United States, its territories and possessions, covered under this Agreement as described in Classifications, Article XX.

A. Except as otherwise provided for in this Article, all aircraft maintenance work, facilities maintenance work, and ground service equipment maintenance work on aircraft, ground equipment, and facilities performed for the Company is recognized as covered work under this Agreement and shall be performed by employees on the Association master seniority list(s). The Company agrees that the work described in Classifications, Article XX and the following described work, wherever performed, comes within the jurisdiction of the Association, and is covered by this Agreement, including but not limited to:

1. The making, assembling, erecting, dismantling, and repairing of all machinery, mechanical equipment, engines and motors of all description, including all work involved in dismantling, overhauling, repairing, fabricating, assembling, welding, touch up painting, shot peening and erecting, testing, inspecting all parts of airplanes, airplane engines, avionics equipment, electrical system, heating system, hydraulic systems, radios, components, de-fueling, oiling, replenishing hydraulic and other fluids, accessories, furnishings and equipment and machine tool work in connection therewith, including all maintenance, construction and inspection work in and around all shops, hangars, buildings, and including the servicing, cleaning and polishing of airplanes and parts thereof, and the servicing and handling of all ground equipment performed in and about Company maintenance shops, maintenance bases, aircraft base maintenance bases, and line service/maintenance stations; and
2. The servicing, maintaining, and repairing of tools and equipment, including hand tools, power tools, machine tools, and mobile equipment provided by the Company for the use of employees covered by this Agreement in the performance of their work and, when assigned by the Company, those tools and equipment provided by the Company for the use of employees not covered by this Agreement, including such work as fabricating, repairing, assembling, disassembling, testing, inspecting, fueling, oiling, and cleaning; and
3. The servicing, maintaining, and repairing of ground radio equipment (except on-the-job service-, repairs, and installation of ground radios), including such work as fabricating, repairing, assembling, disassembling, testing, and inspecting.

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2 B. Except as otherwise provided for in this Article, the scope of work for Aircraft  
3 Maintenance Planners, Senior Aircraft Maintenance Planners, Quality Assurance  
4 Auditors, Senior Quality Assurance Auditors, Technical Documentation  
5 Specialists, Senior Technical Documentation Specialists, and Senior Bill of  
6 Work/EO/AD Planners is as described in Article XX(Classifications).

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8 C. It will not be deemed a violation of the Agreement for an American Airlines Group  
9 Inc. employee to fuel the equipment he is operating. There shall be no increase  
10 of the subcontracting of such fueling work beyond what exists at DOS.

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12 D. It is understood that the Company reserves the right to continue to return to the  
13 manufacturer or its authorized agent, parts and subassemblies for repair or  
14 replacement that cannot be repaired on the property because of warranty.

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16 **Outsourcing of Aircraft, Engine and Component Base Maintenance**

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18 E. Base maintenance work will only be performed in CLT, PIT, TULE and DWH,  
19 except for the exclusions provided in this section.

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22 F. Company base maintenance employees will perform at least fifty (50%) percent  
23 or greater of all aircraft overhaul and modification base maintenance work,  
24 inclusive of narrow and wide-body aircraft, as follows: On an annualized basis,  
25 for every billable hour of work by aircraft base maintenance vendors performing  
26 Company overhaul and modification base maintenance work; modification work;  
27 scheduled drop-in maintenance; and any drop-in maintenance relating to  
28 fuselage damage or any other damage, there will be an equal or greater number  
29 of paid hours to Company base maintenance employees. This includes Crew  
30 Chief and Tech Crew Chief Aviation Maintenance Technicians, Aviation  
31 Maintenance Technicians, Inspectors, Overhaul Support Mechanics, Crew Chief  
32 Cleaners and Cleaners assigned to base maintenance in aircraft overhaul,  
33 modification and direct support shops as set forth in Section I of this Article  
34 below.

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36 1. In making this calculation:

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38 a. Livery work may be outsourced and the vendor's billable hours do  
39 not count as overhaul and modification base maintenance work, but  
40 other work performed by the vendor during the livery visit may be  
41 outsourced and the billable hours for such other work count as  
42 overhaul and modification base maintenance work.

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44 b. Warranty work may be performed by the OEM or its contract agent  
45 and the vendor's billable hours will count as overhaul and  
46 modification base maintenance work.

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c. Aircraft lease return maintenance visits may be outsourced and the vendor's billable hours will count as overhaul and modification base maintenance work.

d. Aircraft line maintenance work performed by base maintenance employees, including phase checks and lower level checks above a transit/daily check (e.g., A & B checks, service checks (SC), periodic service checks (PS) or an equivalent check by another name, and any unscheduled drop-in maintenance,) will not count as overhaul and modification base maintenance work.

2. If the vendor billed hours in any calendar year exceed fifty (50%) percent of the total combined vendor billed hours and the Company overhaul and modification base maintenance paid hours, such deficit hours will be added to the subsequent calendar year required Company overhaul and modification base maintenance paid hours.

3. The Company shall maintain adequate headcount of active base maintenance employees (including Crew Chief and Tech Crew Chief Aviation Maintenance Technicians, Aviation Maintenance Technicians, Inspectors, Overhaul Support Mechanics, Crew Chief Cleaners and Cleaners assigned to base maintenance in aircraft overhaul modification and direct support shops as set forth in Section I of this Article below) to perform the above described work. In no case shall the headcount be less than the number of active base maintenance employees as of DOS, as described in this paragraph, allocated among bases as follows: The CLT, PIT and DWH bases shall be grouped together to establish the minimum number of employees in those combined locations on DOS that shall be maintained within those combined locations. The TULE base minimum shall be measured by the number of employees in that location as of DOS, which shall be the minimum headcount at TULE.

G. The Company may elect to insource or outsource the maintenance, repair, servicing, overhaul, inspection or modification of aircraft engines and auxiliary power units (APUs). The Company, however, will continue to insource the work to be performed on the JTBD-200, CF6-80C2, CFM56-78, and CFM56-58 engine types and the 131-98, 36-280/DHF, and 331-500 APUs consistent with current practices as of DOS for as long as the Company continues to use such engines and APUs.

H. The Company may elect to insource or outsource the maintenance, repair, servicing, overhaul, inspection or modification of aircraft components; the servicing, maintaining and repairing of tools and equipment; and the servicing,

1 maintaining, and repairing of ground radio equipment. The Company, however,  
2 shall maintain a minimum headcount (excluding those employees working in (I)  
3 below) of active component shop employees equal to at least twenty-five percent  
4 (25%) of the active employees across the system who are working in the aircraft  
5 overhaul, modification and direct support shops as set forth below in Section I. In  
6 making this calculation, the Company shall include Crew Chief and Tech Crew  
7 Chief Aviation Maintenance Technicians, Aviation Maintenance Technicians,  
8 Inspectors, Overhaul Support Mechanics, Crew Chief Cleaner, and Cleaner  
9 employees working in aircraft overhaul, modification and such shops listed below  
10 in (I). However, of this minimum required group of active component shop  
11 employees, at least fifty percent (50%) will be Aviation Maintenance  
12 Technicians.  
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14 I. In making the calculation provided for in Section Hof this Article:

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- 16 1. The headcount included for aircraft overhaul and modification will be those  
17 employees assigned to the aircraft overhaul, modification and special visit  
18 docks at all maintenance bases.
  - 19 2. The headcount included for aircraft overhaul direct support shops will be  
20 those employees assigned to the following shops wherever located,  
21 including but not limited to TULE (these shop names are effective July  
22 2018 and any change will be communicated to the Association prior to  
23 inclusion in the calculation methodology) :

- 24
- 25 • Plastics
  - 26 • Composite Repair Center
  - 27 • Paint and Fiberglass
  - 28 • Lavatory & Galley
  - 29 • Seats
  - 30 • Floorboard
  - 31 • Cleaning
  - 32 • Exteriors (Structures, Flight controls, Thrust reversers)
  - 33 • Hose, Tube & Cable
  - 34 • Duct
  - 35 • Interior (Sidewalls, Reveals, Shells)
  - 36 • Manufacturing
  - 37 • AO Mill
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41 **Line Maintenance**

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- 43 J. The Company, at a minimum, will maintain 26 line maintenance stations, staffed  
44 on all three basic shifts, and will utilize line maintenance AMTs covered by this  
45 Agreement at the following stations: BOS, CLT, DCA, DFW, JFK, LAX, LGA,

1 MIA, ORD, PHL, PHX, SFO, and STL and at least thirteen (13) other stations as  
2 determined by the Company. At the DWH Base, the Company may designate and  
3 maintain a maximum of [50] DFW based line maintenance AMT's to work on the  
4 DWH ramp, and designate a hangar bay when necessary, to perform line  
5 maintenance work. The Company may transfer or assign non-powered work  
6 performed by Line Maintenance to GSE at these locations where applicable. The  
7 Company agrees it will not close any of the 13 named stations above , unless all  
8 mainline flying ceases permanently. In the event of the closure of any such named  
9 station, the Company shall, in consultation with the Association, designate an  
10 additional station of comparable size and staffing for coverage by  
11 this Article J. Prior to closing or opening any other station covered by this Section J,  
12 the company will meet and confer with the Union.

- 13 1 . At locations covered by this Section J the movement of aircraft from the  
14 terminal to hangar, hangar to hangar, and hangar to terminal shall be  
15 performed by AMT's. This requirement shall also apply at locations to  
16 which AMTs are working on a field trip, provided that suitable Company  
17 equipment is available.
- 18 2. At locations covered by this Section J or while on a field trip, the taxi  
19 and/or run-up of aircraft engines shall be performed by AMT's or when  
20 agreeable a flight crew member.
- 21 3. Aircraft flight deck position(s) during any aircraft movement, when  
22 required, will be performed by AMT's at the following stations: DFW,  
23 JFK, LAX, LGA, MIA, ORD, SFO, STL. This provision will also apply to  
24 the following stations: AUS, DEN, EWR, RDU, SAT, and SJU when  
25 AMT's are staffed.

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29 K. Scheduled line maintenance work will not be performed at locations not covered  
30 by Section J above; however, unscheduled aircraft maintenance required to  
31 immediately return an aircraft to service may be performed by a vendor at  
32 locations not covered by Section J.

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34 L. Scheduled line maintenance work may be performed while an aircraft is in a  
35 scheduled heavy Base Maintenance check.

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37 M. At locations in Hawaii, employees covered by this Agreement or a vendor may  
38 perform ETOPS checks as required.

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40 N. The following work may be performed by employees covered by this Agreement  
41 or a vendor:

- 42 1. Automated operating software and/or content uploads and/or downloads  
43 associated with inflight entertainment and connectivity (IFEC) or other  
44 aircraft systems with similar capabilities may be accomplished from a  
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1 remote location; provided that when the aircraft logbook must have a  
2 documented record of such work, an AMT covered under this agreement  
3 shall perform the documentation task.  
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5 2. Line maintenance warranty work may be performed by the OEM at an  
6 outsourced facility or by Association represented employees on the  
7 American Airlines property. If the warranty terms require the OEM to  
8 perform such work on American Airlines property, the Company will assign  
9 one AMT covered by this Agreement to such work for each OEM or  
10 vendor employee so assigned.  
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12 3. Repair of fuel tank leaks and other out of service conditions that require  
13 fuel tank entry in line maintenance facilities may be outsourced to a  
14 vendor; provided, however if outsourced to a vendor, the vendor must  
15 provide its own tools and equipment. Employees covered under this  
16 Agreement will not be required to assist the vendor in any fuel tank repair  
17 or parts build-up.  
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19 O. Aircraft cleaning at line maintenance stations, including exterior cleaning/washing  
20 of aircraft, may be performed by employees covered by this Agreement or a  
21 vendor. In Line Maintenance Stations where this work is being performed by  
22 employees covered under this agreement on DOS, such work will continue to be  
23 performed until such employees transfer or leave the Company.  
24

25 P. At international locations staffed by the Company, the Company shall only use  
26 internationally-based non-management Company employees to perform  
27 scheduled line maintenance work and such work shall be subject to the following  
28 limitations: (1) such maintenance must be scheduled in conjunction with a  
29 revenue passenger flight that terminates and remains on the ground for no more  
30 than 16 hours before the aircraft's next revenue flight and not on any ferry flights;  
31 (2) such non-management Company employees must be based in the location  
32 where the line maintenance is performed; (3) the Company's international based  
33 line maintenance workforce shall not exceed 7% of the total Association  
34 represented line maintenance AMT workforce, measured by both headcount and  
35 hours (using a standard 2080 hour schedule for domestic Association  
36 represented employees); (4) vendors at international locations shall not perform  
37 any scheduled line maintenance work other than required ETOPS checks, and  
38 are limited to only performing unscheduled aircraft maintenance required to  
39 immediately return an aircraft to service.  
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41 Q. Line Maintenance Avionics Technicians shall be staffed, at a minimum, at the  
42 following stations, on all three basic shifts: BOS, CLT, DFW, JFK, LAS, LAX,  
43 LGA, MIA, ORD, PHX, STL, and TPA. The following work at these stations or  
44 any others that may be established shall be performed by Line Maintenance  
45 Avionics Technicians:  
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- 1 1. Troubleshooting, repairing, and maintenance of aircraft communication,  
2 autopilot, navigational, electrical, electronic, pitot, IFE, Wi-Fi, and avionics  
3 systems. As designated by the Company, required software installation  
4 and/or updates and installation.
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- 6 2. Responsible for the work performed on the above systems, including  
7 testing, checking and certifying for service the work accomplished.
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- 9 3. Adjusts, repairs, and/or replaces defective components based on analysis  
10 of test results; utilizing blueprints, schematics, wiring handbooks, and  
11 other technical documents.
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- 13 4. Performs typical maintenance functions such as component  
14 removal/installation, wire harness removal/installation, fabrication/repair of  
15 wire assemblies and/or wiring; including continuity checks and ground  
16 checks on the associated systems.
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- 18 5. When required shall fabricate and install all wiring assemblies, repair  
19 wiring, repair static systems, and/or associated mechanical equipment.
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- 21 6. Performs work as required by an ECO, FCD, SIC, or work card that  
22 references the avionics system(s) described above.
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- 24 7. Performs avionics field work, in or out of station, consistent with avionics  
25 systems described above.

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27 **Facilities Maintenance:**

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- 29 R. In the event an Airport Authority at any location where the Company employs  
30 Facilities Maintenance employees expresses an intention to take over Facilities  
31 Maintenance work performed at that time by Company employees, the Company  
32 shall immediately advise the Association of this development and will work with  
33 the Association to maintain and/or increase the current level of Facility  
34 Maintenance work performed at that location by Company employees. The  
35 Company shall also ensure that the Association leadership is fully advised of any  
36 plans to contract out Facilities Maintenance work that is normally done in-  
37 house, so that the matter can be fully discussed. The parties agree that this  
38 paragraph recognizes their respective rights under the collective bargaining  
39 agreement concerning the issue of contracting out work and the grievance  
40 procedure.
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- 42 S. The Company shall continue to utilize facilities maintenance employees in the  
43 aircraft maintenance hangar facilities in the following locations BOS, CLT, DCA,  
44 DFW, DWH, JFK, LAX, LGA, MIA, ORD, PHL, PHX, PIT, SFO, STL, and TULE.  
45 Should the Company open additional aircraft maintenance hangar facilities

1 during the duration of this Agreement, it shall utilize Company facilities  
2 maintenance employees at such facilities.

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4 T. The Company shall continue to utilize facilities maintenance employees at the  
5 terminal(s) in the following locations: BOS, DCA, DFW, JFK, LAX, LGA, MIA,  
6 ORD, PHL, PHX, SFO, and STL.

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8 U. The Company shall continue to maintain and utilize, at a minimum, GSE in the  
9 following locations: BOS, CLT, DCA, DFW, DWH, JFK, LAX, LGA, MIA, ORD,  
10 PHL, PHX, PIT, SFO, STL, TULE, ATL, AUS, DEN, ELP, LAS, MCO, SAT and  
11 TPA, and SJU. In the event that all aircraft operations cease at one or more of  
12 these listed locations, the Company shall commence utilization of facilities  
13 maintenance and GSE using employees covered by this Agreement at an equal  
14 number of locations, each of similar size and staffing as the prior location(s).

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18 Scope of Facilities Maintenance Work at Airport Terminals

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20 The scope of work to be performed by employees covered by this Agreement at  
21 the BOS, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, SFO, and STL  
22 airport terminal and ramp areas (including any cargo and/or GSE buildings) shall  
23 include the usual and customary work of facilities, including but not limited to  
24 maintaining, repairing, and servicing of bag systems, carousels, jet bridges, pre-  
25 conditioned air, and KVA units, in addition to all work performed by such  
26 employees as of DOS. Facilities maintenance work in the passenger level areas  
27 of the terminal, post DOS, shall include the American Airlines ticket counter(s),  
28 American Airlines and American Airlines Credit Union office(s), American Airlines  
29 passenger club(s), and American Airlines passenger gate area(s). Facilities  
30 Maintenance employees at the terminal will be utilized as general mechanics  
31 unless a specific task requires them to hold specific trade license or certification,  
32 in which case a licensed or certified employee covered by this Agreement shall  
33 be utilized.

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36 Scope of Facilities Maintenance Work at Airport Line Hangars

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38 V. The scope of work to be performed by employees covered by this Agreement at  
39 BOS, CLT, DCA, DFW, JFK, LAX, LGA, MIA, ORD, PHL, PHX, SFO, and STL.  
40 hangars shall include the usual and customary work of facilities maintenance,  
41 including but not limited to maintaining, repairing, and servicing hangar  
42 infrastructure and docking, machinery, and powerplants, plus all additional work  
43 performed by such employees as of DOS. Facilities Maintenance employees at  
44 the hangar will be utilized as general mechanics unless a specific task requires  
45 them to hold a specific trade license or certification, in which case a licensed or  
46 certified employee covered by this Agreement shall be utilized.



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3                   Scope of Facilities Maintenance Work at Maintenance Bases  
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5       W. The scope of work to be performed by employees covered by this Section of the  
6       Agreement at the PIT, TULE, DWH and CLT Base locations shall include the  
7       usual and customary work of facilities maintenance, including but not limited to  
8       maintaining, repairing, and servicing hangar infrastructure and docking,  
9       machinery, powerplants, and wastewater, plus all work performed by such  
10      employees on DOS. The assignment of skill specific work will be based upon  
11      trade; however, nothing precludes Facilities Maintenance employees from  
12      assisting another trade to meet the needs of service for the Company. Skill  
13      specific work shall include work performed by carpenters, plumbers, electricians,  
14      electronics, lock and key, HVAC, millwright, stationary operating engineer,  
15      hazardous waste, wastewater treatment, and welding.  
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18                   Scope of Facilities Maintenance Work at Other Locations  
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- 20       X. The HDQ campus shall be staffed with sufficient Facilities Maintenance  
21       employees to perform covered work.  
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- 23       Y. At any location not listed above in sections T, U or V of this Article, the scope of  
24       work for Facilities Maintenance will be determined by the Company. Such work  
25       may be performed by Facilities Maintenance employees covered by this  
26       Agreement or by vendors.  
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28                   Ground Support Equipment (GSE) Maintenance:  
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- 30       Z. In the locations listed in paragraph T above, all ground support equipment  
31       maintenance will be performed by employees under the terms of this Agreement.  
32       The Company will retain the necessary manpower, equipment, tooling, facilities  
33       and other resources in these locations in order to continue to perform such GSE  
34       maintenance. However, the scope of work covered by the terms of this  
35       Agreement does not include major overhaul or repair of engines/transmissions or  
36       painting of the equipment, except where this work is being performed by  
37       employees covered by this Agreement on DOS.  
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- 39       1. In locations other than listed in paragraph T above, ground support  
40       equipment maintenance may be performed by GSE employees covered by  
41       this Agreement or by a vendor.  
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43                   Miscellaneous  
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45       AA. The Company, no later than February 15th of each year, will provide to the

UNION PROPOSAL - M&R RECOGNITION AND SCOPE

1 Association and/or the Association's advisor, documentation necessary to verify  
2 the Company's compliance with the outsourcing provisions of this Article. This  
3 documentation shall include a summary of the previous calendar year's base  
4 maintenance paid hours and vendor airframe base maintenance billed hours, and  
5 on an ongoing basis (no later than six weeks following the end of the month), a  
6 summary of the previous month's base maintenance vendor's billable hours  
7 including tail numbers of the aircraft. The Company shall also provide the  
8 Association, on a monthly basis, with a summary of current employees for both  
9 line maintenance domestically and internationally. The Company will also  
10 provide the Association with a quarterly report, that includes all hours worked by  
11 each employee at each international location, 30 days after the last day of March,  
12 June, September, and December.

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15 BB. The time limit for grievances under this Article will be six months from the date  
16 that the Union discovers the claimed violation.

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18 CC. A review committee consisting of equal numbers of Company and Association  
19 representatives, with a maximum of four members each, shall meet at least  
20 quarterly for the purpose of discussing the Company's current practice and future  
21 plan for contracting aircraft maintenance.

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23 DD. A review committee consisting of equal numbers of Company and Association  
24 representatives, with a maximum of four members each, shall meet at least  
25 quarterly for the purpose of discussing the Company's current practice and future  
26 plan for contracting facilities and GSE maintenance.

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28 EE. The Company may return to the manufacturer or its authorized agent, parts and  
29 subassemblies for repair or replacement that are under warranty.

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31 FF. The work to be performed by employees covered by this Agreement does not  
32 include related indirect work performed by employees such as supervisors,  
33 management specialists, managers, analysts, professional employees, flight  
34 crews, dispatchers, office and clerical employees, agents, clerks, production  
35 assistants, staff assistants, and skycaps.

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37 GG. Supervisory personnel may perform Quality Assurance work when required to  
38 meet the needs of service when Quality Assurance Auditors are not immediately  
39 available to perform such duties or to evaluate the initial scope and details of a  
40 non-conformance issue or as needed for urgent or sensitive high-level events.

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42 HH. The types of maintenance audits being conducted by Quality Assurance Auditors  
43 as of DOS will continue to be accomplished by Quality Assurance Auditors. The  
44 types of audits being conducted by other Company employees and/or vendors as  
45 of DOS may continue to be accomplished by other Company employees and/or  
46 vendors.

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2 II. Bill of Works/Decks for vendor heavy maintenance overhaul will continue to be  
3 built by Base Maintenance Planners.  
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5 JJ. When an aircraft that is owned and/or operated by American Airlines, Inc. is  
6 engaged in a charter flight off the Company system, the Company shall not  
7 schedule maintenance at locations where the Company does not have AMTs  
8 covered by this Agreement and major problems shall be handled by sending  
9 Association represented employees covered by this Agreement from an  
10 appropriate field trip list unless prohibited by local laws.  
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14 **Job Protection**

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16 KK. **System Job Protection**

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18 1. For the duration of this Agreement, no active employee or employee on a  
19 Company approved leave of absence who is covered by this Agreement  
20 and whose name appears on the Association master seniority list(s) on  
21 the date of ratification of this Agreement will be laid off to the street  
22 provided the employee exercises his seniority to the fullest extent in  
23 accordance with Article XX.  
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25 2. This provision does not guarantee Crew Chiefs protection to the Crew  
26 Chief classification, but does provide protection to the basic classification.  
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28 3. System job protection shall not apply in circumstances where the  
29 Company's non-compliance is caused in substantial part by conditions  
30 beyond the Company's control. Conditions beyond the Company's control  
31 shall include, but not be limited to: (1) an act of God; (2) a strike by any  
32 other Company employee group or the employees of a commuter air  
33 carrier operating pursuant to an authorized codeshare arrangement with  
34 the Company; (3) a national emergency; (4) involuntary revocation of the  
35 Company's operating certificate(s); (5) grounding of a substantial number  
36 of the Company's aircraft; (6) a reduction in the Company's operation  
37 resulting from a decrease in available fuel supply caused by either  
38 governmental action or by commercial suppliers being unable to meet the  
39 Company's demands; and (7) the unavailability of aircraft scheduled for  
40 delivery. Item number 7 may only be triggered if the delay of delivery of  
41 aircraft adversely impacts the operation such that the company is required  
42 to reduce flying, necessitating a reduction in force. The duration of any  
43 reduction in flying will be a consideration before any reduction in force  
44 under this section.  
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46 LL. **Station Job Protection**

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1. For the duration of this Agreement, the Company will provide station job protection to all employees covered by this Agreement whose name appears on the Association master seniority list(s) and who are active or on a Company approved leave of absence as of the date of ratification of this Agreement. Station job protection will apply to the station and basic classification that the employee holds on the date of ratification of the Agreement or in a station where an employee transfers, bids or bumps into and there is an more junior employee, in the same classification, working in an active position on the station seniority list.
2. This provision does not guarantee Crew Chiefs station protection to the Crew Chief classification, but does provide station protection to their basic classification.
3. Station job protection will not apply in the event that all scheduled American Airlines, Inc. flight operations cease at a station for a period of not less than one year from the cessation of flights. Station job protection shall also not apply in circumstances where the Company's non-compliance is caused in substantial part by conditions beyond the Company's control as set forth above in Section JJ 3. above.

**Parallel Operations**

- MM. If the Company establishes any new airline or acquires a controlling interest in any carrier, which operates jet aircraft, and mainline pilots on the American Airlines, Inc. pilot seniority list perform revenue flying utilizing such aircraft, then all covered aircraft maintenance work on such aircraft shall be performed by employees covered by this Agreement list in accordance with the provisions of this Article.
- NN. If the Company allows its code to be placed on any flight and the flight utilizes jet aircraft and mainline pilots on the American Airlines, Inc. pilot seniority list perform revenue flying utilizing such aircraft, then all covered aircraft maintenance work on such aircraft shall be performed by employees covered by this Agreement in accordance with the provisions of this Article.