

ARTICLE 6 - RECOGNITION AND SCOPE

A. Pursuant to the National Mediation Board’s May 19, 2015 certification in NMB Case No. R-7423, the Company recognizes the Airline Fleet Service Employees Association TWU/IAM (“TWU/IAM Fleet Service 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 or its territories, covered under this Agreement described in Classifications and Qualifications, Article XX.

B. Except as otherwise provided for in this Article, all fleet service work, as described in Classifications and Qualifications Article XX, performed by the Company in the following forty (40) stations is recognized as covered work under this Agreement and shall be performed by employees covered by this Agreement:

ATL	DCA	JFK	MIA	PHL	SAN	SLC
AUS	DEN	LAS	MSP	PHX	SAT	SMF
BDL	DFW	LAX	ONT	PIT	SEA	STL
BOS	EWR	LGA	ORD	PVD	SFO	TPA
BWI	FLL	MCI	PBI	RDU	SJC	
CLT	JAX	MCO	PDX	RNO	SJU	

1. Work which comes within the Fleet Service Classification as described in Classifications and Qualifications Article XX, Paragraphs C.1., D.1, and E.1, will be performed by employees covered by this Agreement in the above cities.

2. Work coming within the Fleet Service Classification as described in Classifications and Qualifications Article XX, Paragraphs C.2 through C.6, D.2 and E2, may be performed by employees covered by this Agreement, or contractors, or other employees of the Company except for the following:

a. At DFW, JFK, LAX, MIA, ORD and PHX, normal and customary cargo warehouse work as described in Classifications and Qualifications Article XX, Paragraph C.3., that is currently insourced, will be performed by employees covered by this Agreement for the duration of this Agreement. All other normal and customary cargo work (i.e., cargo office work) at these six stations may be outsourced. At all other stations, normal and customary cargo work (i.e., cargo warehouse and office work) may be performed by employees covered by this Agreement, or contractors, or other employees of the Company.

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- 1 b. At BOS, DCA, JFK, LGA and ORD, normal and customary deicing
2 work as described in Classifications and Qualifications Article XX,
3 Paragraph C.5 will be performed on mainline aircraft by employees
4 covered by this Agreement; provided however that if the Airport
5 Authority uses an airport wide provider or new technology, including
6 but not limited to, an automated/drive through system, the Company
7 may outsource the work. At all other stations, normal and customary
8 deicing work may be performed by employees covered by this
9 Agreement, or contractors, or other employees of the Company.
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- 11 c. At ATL, AUS, BOS, DCA, DFW, JFK, LAS, LAX, LGA, MCO, MIA,
12 ORD, SAT, SFO, SJU, STL, and TPA, normal and customary
13 lavatory and water systems work as referenced in Classifications and
14 Qualifications Article XX, Paragraph C.5 will be performed on
15 mainline aircraft by employees covered by this Agreement. At all
16 other stations, normal and customary lavatory and water systems
17 work may be performed by employees covered by this Agreement,
18 or contractors, or other employees of the Company.
19
- 20 C. Each station identified above in Paragraph B is either a Class I or Class II for the
21 purposes of applying this Agreement. Class I stations shall be those stations that
22 have one hundred forty (140) or more scheduled mainline jet departures weekly.
23 Class II stations shall be those stations that have fewer than one hundred forty
24 (140) scheduled mainline jet departures weekly.
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- 26 D. At Class II stations, employees not covered by this Agreement may perform work
27 that comes within the Fleet Service Classification, provided such work does not
28 exceed twenty-five percent (25%) of such non-covered employee's scheduled
29 work hours, on a quarterly basis. The Company will not use this provision in a
30 manner that directly results in an increase in the number of positions in another
31 craft or class and a corresponding decrease in the number of Fleet Service craft
32 or class positions.
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- 34 E. Change in Station Classification:
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- 36 1. Changes in station classification shall be based on a prior twelve (12) month
37 weekly average, with the average to be calculated each year on April 5. All
38 calculations will be based on American Airlines, Inc. scheduled mainline
39 departures only.
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- 41 2. Should a Class I station's scheduled mainline weekly jet departures be
42 reduced to a level below one hundred nineteen (119) on an annualized
43 basis, such station shall become a Class II station.
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- 45 3. Should a Class II station's scheduled mainline weekly jet departures

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- 1 increase to more than one hundred seventy-five (175) on an annualized
2 basis, such station shall become a Class I station.
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- 4 4. When a Class II station becomes a Class I station as provided for in
5 Paragraph C. above, Paragraph D. above will no longer apply.
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- 7 F. For any stations where the Company currently operates that are not listed above
8 in Paragraph B, the Company may continue to outsource without restriction. Any
9 stations established after date of ratification may be outsourced without restriction.
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- 11 G. Work that comes within the Fleet Service Classification that was contracted out as
12 of date of ratification may continue to be contracted out without restriction.
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- 14 H. It is understood that the Company reserves the right to contract out work, subject
15 to the terms of this Agreement, when the Company's personnel, equipment or
16 facilities are not sufficient or available.
- 17 I. Fleet Service work covered by this Agreement will not include any regional jet
18 operations by the Company, except when and where so directed.
19
- 20 J. In cases of irregular airport operations, emergencies, or for the purpose of
21 instructing or training employees, employees not covered by this Agreement may
22 perform work covered by this Agreement. A situation shall not be deemed to be
23 an emergency within the meaning of this Paragraph where scheduled or overtime
24 employees are reasonably available to adequately handle the requirement.
25
- 26 K. The Union recognizes that the Company shall have sole jurisdiction, subject to the
27 terms of this Agreement, over the management and operation of its business, the
28 direction of its working force, the right to establish rules and regulations, to
29 maintain efficiency in its place of employment, and the right of the Company to
30 hire, promote, demote, select for training, discipline and discharge employees. It
31 is agreed that the rights listed here shall not be deemed to exclude other pre-
32 existing rights of management not listed which do not conflict with other provisions
33 of this Agreement.
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- 35 L. All charter flights operated by the Company in any Association represented
36 location, shall have all Fleet Service work related to such flight activity performed
37 by employees subject to this Agreement, unless represented employees are
38 precluded from entering the restricted work area.
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- 40 M. Job Protection
41
- 42 System Job Protection
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- 44 1. For the duration of this Agreement, no active employee or employee on a

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1 Company approved leave of absence who is covered by this Agreement
2 and whose name appears on the Association master seniority list(s) on the
3 date of ratification of this Agreement will be laid off to the street provided
4 the employee exercises his seniority to the fullest extent in accordance with
5 Article XX.
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7 2. This provision does not guarantee Crew Chiefs protection to the Crew Chief
8 classification, but does provide protection to the lower Fleet Service
9 classification provided his seniority can hold the lower Fleet Service
10 classification.
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12 3. System job protection shall not apply in circumstances where the
13 Company's non-compliance is caused in substantial part by conditions
14 beyond the Company's control. Conditions beyond the Company's control
15 shall include, but not be limited to: (1) an act of God; (2) a strike by any
16 other Company employee group or the employees of a commuter air carrier
17 operating pursuant to an authorized codeshare arrangement with the
18 Company; (3) a national emergency; (4) involuntary revocation of the
19 Company's operating certificate(s); (5) grounding of a substantial number
20 of the Company's aircraft; (6) a reduction in the Company's operation
21 resulting from a decrease in available fuel supply caused by either
22 governmental action or by commercial suppliers being unable to meet the
23 Company's demands; and (7) the unavailability of aircraft scheduled for
24 delivery.
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26 N. Station Job Protection

27 1. For the duration of this Agreement, the Company will provide station job
28 protection to all employees covered by this Agreement whose name
29 appears on the Association master seniority list(s) and who are active or on
30 a Company approved leave of absence as of the date of ratification of this
31 Agreement. Station job protection will apply only to the station, basic
32 classification and status (full time or part time) that the employee holds on
33 the date of ratification of the Agreement.
34

35 2. This provision does not guarantee Crew Chiefs protection to the Crew Chief
36 classification, but does provide protection to the lower Fleet Service
37 classification provided his seniority can hold the lower Fleet Service
38 classification.
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40 3. Station job protection will not apply in the event that all scheduled American
41 Airlines, Inc. flight operations cease at a station. Station job protection shall
42 also not apply in circumstances where the Company's non-compliance is
43 caused in substantial part by conditions beyond the Company's control as
44 set forth above in Section M.3.

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O. Parallel Operations

1. 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.
2. 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..