

ARTICLE 27 - GENERAL

(a) All orders to and requests from an employee affecting his pay or status will be in writing.

(b) The Company will provide each employee with a pocket size copy of this Agreement.

(c) Employees called for jury duty will be paid as if working for all regularly scheduled hours less the fee received for jury duty services. The employee will promptly show his supervisor the jury duty summons and also show the courts validations of the jury service when completed.

(1) An employee assigned to jury duty for five or more consecutive days during day time hours will be assigned to the day shift with Saturday and Sunday as his scheduled days off, effective for the workweek in which the jury duty starts. Employees assigned to other types of jury duty (e.g. telephone, standby, single day jury) will have their work schedules adjusted only to the extent necessary to accommodate the actual jury service requirement.

(2) If there is a question regarding the application of this provision, the employee's supervisor will contact Employee Relations who will establish a telephone conference with the TWU International and the Local President to resolve this matter.

(d) Three (3) personal emergency (PE) days with pay for death in the immediate family will be extended to the employees covered by this Agreement. Immediate family includes mother, father, spouse, eligible domestic partner, sister, step-sister, brother, step-brother, child (dependent and non-dependent), mother-in-law, domestic partner's mother, father-in-law, domestic partner's father, step-mother, stepfather, employee's grandparents, employee's grandchildren, legal guardian or documented former legal guardian, or relative who is a resident of the household. To the extent that the Employee Policy Guide provides more expansive personal emergency leave benefits, those benefits will be applied to all employees covered by this Agreement.

Upon request up to two (2) Personal Vacation (PV) days will be extended to an employee, in conjunction with PE days. If an employee does not have PV days available, up to two (2) days of personal emergency without pay (PEU) will be extended to an employee in conjunction with PE days.

(e) No employee will be required to participate in a bomb scare investigation (as outlined by Company Systems Operations Control) or hazardous material incident against his wishes. The Company will immediately notify the ranking local union representative when such conditions arise. The Company will

provide death and permanent disability insurance coverage for employees, as set out below, applicable if a bomb explosion or hazardous material incident in or about American Airlines facilities or aircraft is the proximate cause of such death or disability.

Death	\$500,000
Total Permanent Disability	\$500,000
Total Loss or Use of Two Members	\$500,000
Total Loss or Use of One Member	\$250,000

Member, in this article, is defined as hand, arm, foot, leg or eye.

This insurance will be handled by blanket coverage, and employees covered thereby will not have to sign individual application forms, except for designation of a beneficiary.

(f) The Company will provide a maximum of \$100,000 Route Check Accident Insurance under the conditions outlined in the American Airlines' liability policy for employees covered by this Agreement.