

**ARTICLE 45 - EFFECT ON PRIOR AGREEMENTS**

This Agreement will supersede and take precedence over prior Agreements, Letters, and similarly related documents executed between the Company and the Union prior to the signing of this Agreement. However, local or station work rules, which were previously negotiated and do not conflict with this Agreement will remain in effect. All rights and obligations, monetary or otherwise, which may have accrued because of services rendered prior to the effective date of this Agreement, will be satisfied or discharged.

The attachments on the following pages are agreed to by the parties and are incorporated as part of this Agreement.

**ATTACHMENT 45.1 – LOCAL AGREEMENTS**

August 9, 1980

Mr. Ernest M. Mitchell  
International Vice President  
Director-Air Transport Division  
Transport Workers Union of America, AFL-CIO  
1980 Broadway  
New York, New York 10023

Re: Local Agreements

Dear Mr. Mitchell:

During our negotiations on amendments to the current Basic Agreement, we have discussed problems regarding side agreements, practices and exceptions developed at local stations over the years.

This will confirm our agreement that, effective as of the date of ratification by TWU members of the amendments to the current Basic Agreement, all local side agreements, practices, and exceptions, whether written or unwritten, which conflict with the terms and conditions of the Basic Agreement (including the appendices, letters and memoranda attached thereto), or which are not expressly provided for in such Basic Agreement and limit the Company in the exercise of its management rights, shall be null and void unless such local agreement, practice, or exception has been approved in writing by the International Vice President, Air Transport Division, and the Vice President-Employee Relations of the Company, or their designees.

Any dispute as to the interpretation or application of this Agreement will be settled by following the grievance procedures specified in the Basic Agreement.

Very truly yours,

C.A. Pasciuto  
Vice President  
Employee Relations

Agreed to as of the date hereof:

E.M. Mitchell