

ARTICLE 13 – SENIORITY LISTS

(a) System seniority lists, published by Title Group, will give the name, personnel number, Occupational Seniority date, Company Seniority date, job classification, job protection codes, and station of each employee, covered under this Agreement. ~~Such~~ **The lists will be posted and maintained on the Company Website and will be updated daily to include any personnel transaction request (PTR) that has been processed.** ~~furnished to the Union semi-annually by February 15th and August 15th of each year, with highlighted changes. These lists will also indicate the position held by each employee who is not a member of the bargaining unit and will also indicate whether he is retaining or retaining and accruing.~~

~~(b) Current station seniority lists will be available to each Local Union, during the process of a general shift selection, upon request from the Local President.~~

~~(c) The Company will make available current copies of system seniority lists for review at a mutually agreeable time upon request of any employee covered under this Agreement.~~

(db) An employee or the Union may protest any omission or incorrect posting affecting any employee's seniority by use of a "System Seniority Protest Form," also referred to as "Protest Form." There will be no time limit to protest any omission or incorrect posting affecting any employee's seniority.

(ec) The following will be the procedures for the filing of a "Protest Form".

(1) The employee will forward the Protest Form to the Local Union office. The Local Union will forward a copy of the Protest Form to the appropriate Human Resources office. The Protest Form must be accompanied by the supporting documentation, **or the protest will not be accepted.**

(2) The Local Union will **assist with the investigate investigation of** the protest. The information necessary to investigate the protest will be provided by the appropriate Human Resources office upon request of the Local Union. Following the investigation, the Local Union will forward the protest and the supporting documentation ~~and its recommendation~~ to the Air Transport Director's office. **The ATD office will log the protest and forward a copy to the Vice President of Employee Relations or his designee.** ~~and the appropriate Human Resources office.~~

(3) A panel consisting of a representative of the Vice President of Employee Relations or his designee and a representative(s) designated by the TWU International. Seniority protest panel meetings will be scheduled by mutual agreement on a monthly basis. The panel will review the documentation and make a determination whether or not the seniority date should be adjusted. The panel will forward all decisions to the TWU ATD

and the affected TWU Local. The decision of the panel will be available for viewing on the ATD website.

~~(3) The Air Transport Director will advise Employee Relations if any change is required. The Company will forward a final resolution to the protest to the Air Transport Director the Local Union the appropriate Human Resources office, and the affected employee.~~

~~(fd) The attachment on the following page is agreed to by the parties and is incorporated as part of the Agreement.~~ In the event of an adjustment to Occupational Seniority resulting from a transfer bypass, pay seniority will be adjusted simultaneously.

~~ATTACHMENT 13.1—CLASSIFICATION SENIORITY ADJUSTMENTS~~

~~From: Mary Tinsman
To: John Orlando
Re: Classification Seniority Adjustments~~

~~May 29, 1997~~

~~This is to advise you of a change in the Company's policy regarding Classification Seniority.~~

~~As you are aware, we have recently experienced a number of situations in which we have agreed to adjust Occupational Seniority arising from transfer bypass grievances. In the past, it has been our practice to adjust only Occupational Seniority not inclusive of Classification Seniority.~~

~~A number of these adjustments have given rise to additional requests for like adjustments to pay seniority. After much discussion, we have concluded that we shall make such simultaneous adjustments henceforth.~~

~~Accordingly, I have directed Teresa Goff, P.A. Audits, to make the appropriate classification adjustments (will be made) when adjusting occupation seniority in cases of transfer bypass. I have also attached a copy of my correspondence to her and a list of AFW employees whose pay seniority will also be adjusted.~~

~~(Signed original on file)~~

~~Note: This letter and the attachments have been placed in the affected employees' personnel files.~~

ATTACHMENT 13.1 – CLASSIFICATION SENIORITY ADJUSTMENTS

April 22, 2008

**Dennis L. Burchette
American Airlines System Coordinator
International Vice President
Transport Workers Union, AFL-CIO
1791 Hurstview Dr.
Hurst, TX. 76054**

Re: Article 13 Master Seniority Lists on JetNet

Dear Dennis,

Per our discussion during the Negotiations of 2008, the parties have agreed that the Company will provide a Hard Copy of each of the Master Seniority Lists, once a year by February 15th, to be maintained as the annual file copy.

Additionally as discussed at the table, since JetNet updates daily, the TWU can access a soft copy at anytime.

The Company commits to pursue the ability to provide employee access to the ATD website through JetNet.

If you are in agreement with this process, please indicate by your signature below.

Sincerely,

**James B. Weel
Director
Employee Relations**

Agreed to:

**Dennis L. Burchette
American Airlines System Coordinator
International Vice President**