

ARTICLE 26 - FIELD WORK

(a) When an employee is required to perform work away from his base station on his regularly scheduled workdays, he will be paid at least eight (8) hours (ten (10) hours if applicable) at his regular ~~day shift~~ hourly rate for each regularly scheduled workday while away from his base station, whether traveling, on call or working. All time spent, whether traveling, on call, or working, beyond eight (8) hours (ten (10) hours, if applicable) will be compensated in accordance with Articles 3 and 6. All time spent on a field trip will be treated as work time, unless the employee is released from duty.

(b) When an employee is required to perform work away from his base station on his scheduled day off, he will be paid at least eight (8) hours, or ten (10) hours if on a 4/10 schedule, of compensation at overtime rates, whether traveling, on call, or working.

(c) An employee required to travel in excess of eight (8) hours will be compensated in accordance with Article 6 of this agreement. Compensated travel will be considered as time worked.

(d) When an employee is required to perform work away from his base station on a day during which he reported to work at his base station, all continuous time, whether traveling, ~~or working,~~ or if directed by management to stand by, will be computed as working time for all purposes.

(e) A period of seven and one-half (7-1/2) hours or more during which an employee is not traveling or working will break the continuity of paid hours for overtime purposes.

(f) During such assignment, the employee will, while away from his base, be paid actual expenses for meals, lodging and transportation. All expenses must be approved and paid for by the Company. Whenever receipts are not provided, the employee will be paid in accordance with ~~the Employee Policy Guide.~~ Company policy. On planned field trips originating from AFW, TUL, ORD, DFW, LAX, MIA, SFO, JFK and LGA, the Company will provide advance payments for all expenses as outlined above at the employee's request to the extent possible.

(g) When it is necessary to retrieve parts or tooling from a location that does not have a supply designee, or a designee is unavailable, management may send a Stock Clerk, and if sent, he will be paid in accordance with the provisions of Article 26.

(g)(h) ~~At those stations where there is no existing procedure governing the assignment of fieldwork, such a procedure will be established~~When an employee returns from a field trip he should contact his immediate supervisor. In the event the supervisor is not available the employee should contact a local member of management. Management will consider the employee's schedule while on the field trip, and based on considerations for health and safety, the Company may make a reasonable determination to relieve the employee from working the remainder of his scheduled shift, or the entirety of his shift if it has not yet begun. An employee so

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relieved from work will be paid his straight time rate for that portion of his shift from which he is relieved, regardless of the rate he would have received had he been permitted to work.

ATTACHMENT 26.1 – Field Trip Guidelines

May 1, 2008

**From: James B. Weel
Director Employee Relations
American Airlines Inc.**

**To: Dennis Burchette
International Vice President, AA System Coordinator
Air Transport Division
Transport Workers Union of America, AFL-CIO**

Re: Field Trip Guidelines

Dear Dennis,

During recent negotiations the parties have agreed to establish uniform field trip guidelines for Title V in order to provide consistency and continuity across the system. In this interest subcommittees will be established to draft guidelines for Title V for both line stations and base locations.

Previous local guidelines will remain in effect until agreed upon guidelines can be established.

Both parties pledge to work together to accomplish this goal.

(Signed original on file)