

ARTICLE 27 - GENERAL

(a) All orders to and requests from an employee involving transfers, promotions, demotions, layoff, reemployment, leaves of absence, or anything affecting his pay or status, will be in writing.

(b) N/A

(c) N/A

(d) N/A

(e) The Company agrees to furnish good drinking water, sanitary fountains, and first aid kits; the floors of the toilets and washrooms will be kept in good repair and in a clean, dry, sanitary condition. Employees will cooperate in maintaining the foregoing conditions. Restrooms and will be lighted, heated and air-conditioned. At all stations and bases individual lockers will be provided for all employees. Every effort will be made, as early as possible, to provide space and lockers for employees at all stations and bases. Additionally, the Union will have the right to confer with the designated Company official on transportation to and from stations.

No employee will be required to work under unsafe or unsanitary conditions.

(f) In order to eliminate, as far as possible, accidents and illness. A Joint Safety Committee composed of an equal number of Union representatives, not more than two (2), and Company representatives, not more than two (2), will be established at each location in the system where employees covered by this Agreement are employed. It will be the duty of the Safety Committee to:

(1) Receive and review Company accident, injury and job related illness reports pertinent to the Safety Committee investigation, and make recommendations to prevent recurrence (Safety Committee members will receive copies of available monthly summaries of employee accidents and injuries and have access, upon request, to specific Company reports resulting from employee on the job accidents or injuries);

(2) Receive and investigate complaints regarding unsafe and unsanitary working conditions and make recommendations to resolve the hazards and complaints;

(3) See that all applicable sanitary and safety regulations are complied with;

(4) ___ Make recommendations for the maintenance of appropriate sanitary and safety standards.

(5) ___ N/A

Joint Safety Committee meetings will be scheduled by mutual agreement between the Company and the Union. N/A

_____ In the event that the Joint Safety Committee is unable, within sixty (60) calendar days, to resolve an issue which has been brought to its attention, either the Company or the Union may submit the issue to the System Joint Safety Committee which will constitute a board to review the issue(s). In cities where an APC (Accident Prevention Council) exists, the issue will be first submitted to the APC for resolution, prior to sending to the System Joint Safety Committee. The APC Committee will meet a minimum of once per month. The Transport Workers Union will be invited to participate on the APC.

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_____ The System Joint Safety Committee will consist of a representative of the Transport Workers Union-International and a representative of the Company's Safety office. If the issue(s) is (are) not resolved by the System Joint Safety Committee, either representative may submit the issue(s) on appeal to the System Board of Adjustment in accordance with the provisions of Article 29(d) of the labor agreement.

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(g) The Company will furnish all necessary safety devices for employees working on hazardous or unsanitary work, and employees will be required to use or wear such devices in performing such work. The Company will promptly notify the employees and the Union of the use of any material, equipment or procedure known to be hazardous to employees exposed, and the known procedures to control the hazards. The Company will provide the Union with the results of any management or government health and safety survey concerning the employees represented by the Union.

(h) Three (3) days personal emergency (PE) leave with pay for death in the employee's 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~~ Company Policy provides more expansive personal emergency leave benefits, those benefits will be applied to all employees covered by this Agreement.

Upon request the option of up to two (2) Personal Vacation (PV) days or up to two (2) days of personal emergency (PEU) days without pay 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 PEU will be extended to an employee in conjunction with PE days.

(i) ~~An eE~~employees called for jury duty will be paid as if working for all regularly scheduled hours less the fee received for jury services for actual days served. The employee will promptly ~~show~~provide his supervisor a copy of the jury summons and also ~~show~~provide a copy of the court's validation of jury service when completed. In the event an employee is excused (employee requests not to serve) from jury duty, he will only be compensated for hours verified by the court.

(1) To allow the employee to meet his civic obligations the Company will adjust his/her schedule to provide for the twenty (20) days of his monthly work schedule.

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

(j) The Company will post the agreement for reference and viewing on the Company website. ~~provide each employee with a pocket-sized copy of this Agreement which is~~ Upon request of the local Union President, 5X7 inch copies of this agreement will be provided to the local Union Officers and accredited Union Representatives of the Local, as identified in article 29(c)

(k) The Company will forward to the Director - Air Transport Division of the Union copies of Company regulations expressly referred to in the Agreement. Revisions to these regulations will also be forwarded.

(l) The Company will forward to the ranking Local Union Representative a copy of the bid/work schedule for the station. This bid/work schedule will include scheduled shift hours and scheduled days off.

(m) 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.

(n) The company will provide free parking areas at the Flight Academy or other training facilities, where the company conducts crew training.

(o) The company will provide a locking four drawer metal file cabinet for use of the TWU to be placed in a convenient location in the Instructor office area.