

February 9, 2015

David Supplee  
President & Directing General Chairman  
IAMAW District 142

**Addendum to 12/4/2014 LOA - Relocation of OCC to IOC**

Line Maintenance Planners - PIT  
AOG Material Planners – PIT/PHX

Dear David,

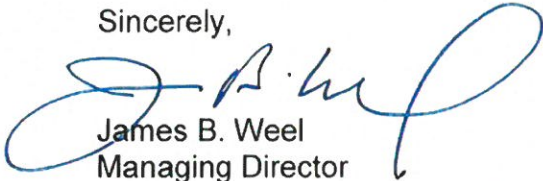
In the interest of optimizing the number of options available to the Planners covered by or impacted by the December 4, 2014 Relocation agreement who choose not to follow the work and relocate to IOC/DFW, the parties have agreed to the following:

1. For those Planners impacted by an abolishment at PIT or PHX, who are unable to exercise their basic classification seniority at their station, will be able to exercise their seniority to bump the most junior Planner, in any station. Such Planners who are successful in bumping to another station are not eligible for the relocation policy outlined in the letter of agreement. Note: Reference the December 3, 2014 Relocation agreement paragraph 3. "The IOC positions filled through the above processes, and this relocation, will not be available for bumping during a reduction in force (abolishment) for twelve (12) months beyond the actual report date to IOC."
2. In addition to 1. above, the Company will offer a Voluntary Separation (VS) in Lieu of Furlough pursuant to Attachment E and I of the LUS/IAM Mechanic and related agreement. The VS will be offered to all of the Planner classifications at PIT and PHX, initially, in order to mitigate or eliminate the need for an involuntary furlough or abolishment.
3. If as a result of 2. above, there is still a need to abolish Planner positions in PIT and PHX, which results in a bump to another station and Planner classification, a VS will be offered to such classification at that station. E.g. PIT Line Mntc. Planner bumps a CLT Base Planner, a VS will be offered at CLT within the Planner classification. In addition, if a Planner exercises his/her seniority to bump into Stock Clerk or Utility, a VS will be offered within that classification.
4. The Company will involve the IAM leadership in the process to ensure the terms and conditions of this addendum to the relocation agreement are applied properly.

The agreement is made on a non-precedent, non-referral basis and does not waive any preexisting rights of either party. If the above accurately reflects your understanding, please signify by signing below.

If you have any questions, please contact me at 817-967-1447.

Sincerely,



James B. Weel  
Managing Director  
Labor Relations – Tech/Air Ops.

Agreed to:



David Supplee  
President & Directing General Chairman  
IAMAW District 142

cc: D. Seymour  
A. Hemenway  
T. Herschell  
S. McGovern  
C. Harry  
T. McMullen  
R. Duft  
T. Ernst  
T. Conlon  
S. Ryan  
T. McCulloch  
R. Griffith  
A. Hollander  
T.C. Cohen