

Air Transport Division



TRANSPORT WORKERS UNION OF AMERICA

Affiliated with American Federation of Labor-Congress of Industrial Organizations

DFW Field Office – 1791 Hurstview Drive

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MIKE O'BRIEN
International President

January 20, 2006

JAMES C. LITTLE
Int'l Executive V.P.
Director ATD

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PO Box 619616 MD 5235
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HUBERT SNEAD
Int'l Administrative V.P.

MICHAEL BAKALO
Int'l Administrative V.P.

RE: International 29D – Annual Incentive Program

VICE PRESIDENTS

GARY YINGST
Asst. Director ATD

Dear Jim:

GARRY DRUMMOND

Pursuant to the seven (7) April 15, 2003 agreements between American Airlines and the Transport Workers Union of America, AFL-CIO, the undersigned, on behalf of all Transport Workers Union members at American Airlines, hereby file this grievance protesting the Company's violation of the AA/TWU agreements and Supplement C, the Annual Incentive Program (AIP), which is common to all employees of the Company. Specifically, the Company's "2003-2005 Performance Unit Plan for Officers and Key Employees."

DENNIS BURCHETTE

THOM McDANIEL

INT'L REPRESENTATIVES

JOSEPH C. GORDON
AE System Coordinator

This is in accordance with the following agreements:

JOHN M. CONLEY
AA System Coordinator

Aviation Maintenance Technicians and Plant Maintenance – Attachment 47.1

Fleet Service and Ground Service – Attachment 47.1

ROBERT GLESS

Stock Clerk and Crew Chief Stock Clerk – Attachment 47.1

GARY SHULTS

Technical Specialist – Attachment 47.1

Flight Dispatchers and Dispatchers Assistants – Attachment 47.1

Ground School Flight Engineer Sim. and Pilot Sim. Instructors – Attachment 47.1

Flight Sim. Tech., Associate Sim. Tech. and Tech. Coordinator – Attachment 47.1

I am hereby submitting this International 29D to be heard on an expedited basis before the System Board of Adjustment and I am hereby requesting the Company to comply with the AA/TWU agreements and Supplement C of the AIP. Please forward a copy of any future correspondence to our General Counsel, David Rosen at 1700 Broadway New York, NY 10019

Sincerely,

James C. Little
Director Air Transport Division
Intl. Executive Vice President

JCL:cjd opeiu-153 afl-cio

C: G. Yingst
J. Conley
R. Gless
D. Rosen