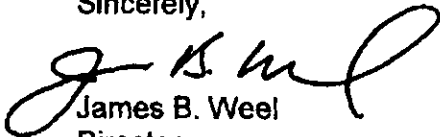


keep the employee apprised of the status of the approval. Also the receiving station may request that the employee report prior to the approval to begin any required training. In this case the employee will separate from his original station and report to the transfer station on the designated report date.

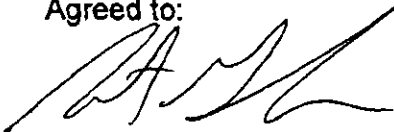
7. Once approved, the employee will be given a report date by his/her Supervisor.
8. If not approved, the employee will remain in his/her station. Under the AA/TWU agreement, this will not be treated as a refusal of transfer by the employee or a rescission of transfer by the Company.
9. If the employee fails to complete the required process necessary to obtain the SIDA access and criminal history background checks for U.S. Customs and approved U.S. Customs seals in a timely manner, as outlined above and the employee does not complete the transfer, he will be considered to have refused the transfer and the provisions of Article 12 regarding transfer refusal will apply.
10. The terms and conditions as outlined above will become effective the date of this signed letter of understanding. For those employees, who have transferred within the last two months and were not paid for a regular scheduled day of work in order to travel to the new station, they will be paid for such day.

Sincerely,



James B. Weel
Director
Employee Relations

Agreed to:



Robert F. Gless
AA System Coordinator
Deputy Director – ATD
Transport Workers Union, AFL-CIO

cc: J. Ream
J. Brundage
M. Burdette
G. Drummond
D. Videtich
Vice Presidents – M&E
Managing Directors – M&E
M. Cipperly

M. Tinsman
D. Taber
M. Nelson
HR Operations Support Managers