

ARTICLE 1: RECOGNITION, PURPOSE & SCOPE

SECTION A. NATIONAL MEDIATION BOARD CERTIFICATION

Pursuant to the certification by the National Mediation Board in Case No. R-5261, dated November 9, 1981, as amended, the Company hereby recognizes the International Brotherhood of Teamsters, Airline Division, as the duly designated and authorized representative of the Crewmembers in the employ of the Company for the purposes of the Railway Labor Act, as amended.

SECTION B. PURPOSE OF AGREEMENT

The purpose of this Agreement is, in the mutual interest of the Company, the Union, and the Crewmembers in the employ of the Company, to provide for the operation of the Company under methods which will further, to the fullest extent possible, the safety of air transportation, the efficiency of operation, and the continuation of employment of Crewmembers under conditions of reasonable working conditions and proper compensation. It is recognized to be the duty of the Company, the Union, and the Crewmembers to cooperate fully for the attainment of these purposes.

SECTION C. SOLE AGREEMENT

This Agreement shall supersede all existing or previously executed Agreements by and between the Company and the Union or any other labor organization or individual Crewmember with respect to the rates of pay, rules, or working conditions specifically covered by the provisions of this Agreement, including appended Letters of Agreement, in accordance with the provisions of the Railway Labor Act, as amended. Any and all subsequent amendments or revisions to this Agreement and to any appended letters of agreement between the parties shall be reduced to writing, signed by their authorized representatives, and become a part of this Agreement.

SECTION D.

Whenever the words "Pilot(s)", "employee(s)" or "Crewmember(s)" are used in this Agreement, they designate and refer to only such Pilots/Crewmembers as are covered by this Agreement. It is