

# The Association.



THE TWU-IAM ASSOCIATION

IN ACCORDANCE WITH the Railway Act, as amended and under the authority of the following certifications issued by the National Mediation Board:

- R-7422      Mechanics and Related Employees  
                Airline Mechanic and Related Employees Association TWU/IAM
- R-7423      Fleet Service Employees  
                Airline Fleet Service Employee Association TWU/IAM
- R-7424      Stock and Stores Employees  
                Airline Stores Employees Association TWU/IAM

The Airline Mechanic and Related Employee Association – TWU/IAM; the Fleet Service Employees Association – TWU/IAM; and, the Stores Employee Association – TWU/IAM (together known as the “Association”) submits the attached positions and proposals for the formation of Joint Collective Bargaining Agreements (JCBA) at American Airlines, Inc. The Association reserves the right to add to, delete from or modify these positions and/or proposals at any time. Additionally, the Association reserves the right to discuss, make proposals and negotiate for all classifications of work covered by the above certifications whether included in this opening submission of positions and proposals, or not.

# The Association.



THE TWU-IAM ASSOCIATION

Opening proposals and positions  
For a Joint Collective Bargaining Agreement (JCBA)  
Following the merger of  
American Airlines, Inc.  
And  
US Airways, Inc.  
To form the New American Airlines

AIRLINE MECHANIC & RELATED  
EMPLOYEE ASSOCIATION – TWU/IAM

Transport Workers Union of America – AFL/CIO  
International Association of Machinists and Aerospace Workers – AFL/CIO

## **Mechanic and Related & Maintenance Training (as may be applicable)**

Below are terms that the TWU/IAM Association proposes for transition negotiations with American Airlines for a new Joint Collective Bargaining Agreement (JCBA). The issues identified below do not limit the discussions and the Union has the right to add, delete, or modify at any time.

### **Preamble:**

- Adopt the Legacy US Preamble including modifications from Legacy AA language.
- Other language related to Preamble will be discussed during the negotiations process.

### **Purpose of Agreement:**

- Adopt the Legacy US Purpose of Agreement including modifications from Legacy AA language.
- Other language related to Purpose of Agreement will be discussed during the negotiations process.

### **Scope of Agreement:**

- Adopt Legacy US Base Maintenance scope language and increase the percentage (%) of Base work performed in house.
- Adopt Legacy US language listing locations PIT and CLT that Base Maintenance work will be performed and add **TULE** and **DWH** to the list.
- Adopt Legacy US language listing Line Maintenance Hangars PHX that will continue to be utilized and add the following to list, **BOS, CLT, DFW, JFK, MIA, ORD, PHL, SFO, STL and LAX.**
- Adopt the Legacy US Line Maintenance Language listing stations in the Collective Bargaining Agreement and add, **BOS, CLT, DCA, LGA, PHL, PHX, LAS, LAX, DFW, SFO, JFK, MIA, ORD, STL at least 11 others as determined by the company.**
- Adopt the Legacy US Language that prevents scheduled Line Maintenance work being performed in Non Maintenance locations.
- Adopt the Legacy US Language that protects Base Maintenance Headcount and increase the number of protected heads to **XXX**.
- Adopt modified Legacy AA scope language for Title II work related to Tech Ops and Customer Service stations. Ref Baker letter.
- Adopt and increase Legacy US/AA Component work current/future and staff accordingly.

- Adopt Legacy US language that management cannot perform any work covered under this agreement.
- Increase Cleaner / Utility work and restore scope and staff accordingly.
- Other language related to Scope will be discussed during the negotiations process.

### **Status of Agreement**

- Language related to Status of Agreement will be discussed during the negotiations process.

### **Classification/Qualification**

- Adopt Legacy US Language Lead Ratio (Crew Chief).
- Restore Crew Chief for Inspection (Legacy US Language).
- Discuss the Qualifications Administrative Manual.
- Adopt Legacy US Language for Leads Description (Crew Chief).
- Remove the interview process and award by seniority.
- Remove DQC from Base Maintenance.
- No use of RII where inspection is staffed.
- Discuss Title II MSP/PMM Classification.
- Discuss to Modify /Eliminate T1 Production Aircraft Maintenance Technical Crew Chief classification and job description.
- Discuss Clarification of Qualifications.
- Other language related to Classification/Qualification will be discussed during the negotiations process.

### **Hours of Service**

- Adopt the Eight (8) hour work day (paid lunch).
- Adopt Legacy AA Seven (7) day notice for any change of schedule.
- Adopt and Modify Legacy AA Adverse Condition Language (Pay/Attendance).
- Discuss provisions of 10 hour workday.
- Elimination of 12 hour workday.
- Other language related to Hours of Service will be discussed during the negotiations process.

### **Overtime**

- Time and one half after 8 hours Double time after 12 hours.
- Double Time after 8 on first day off worked.
- Field trip pay until you return even if released from assignment plus 1 hour.
- Write Overtime procedures by area (Line, Base, Shops).
- Adopt Legacy US Language 24 hour clock.
- Adopt Legacy US Language No mandatory overtime.

- Restore Legacy AA Penalty hour (Minimum of one hour overtime).
- Eliminate 3 hour extension (Job Continuance).
- Other language related to Overtime will be discussed during the negotiations process.

### **Holidays**

- Adopt and Increase Legacy US Holiday's.
- Adopt Legacy US options for Holiday that falls during Vacation period.
- Restore 1 1/2 rate of pay for Holiday's plus 8 eight if worked.
- Adopt and Increase Legacy US Language Comp Bank.
- Adopt Legacy US Language 24 hour clock.
- Adopt Legacy AA Christmas Base Closure.
- Other language related to Holiday's will be discussed during the negotiations process.

### **Travel Pay**

- Add Field trip pay until you return even if released from assignment plus 1 hour.
- Adopt and Modify Legacy AA pay for travel on day off.
- Positive space travel for Training/Work Assignments/Union Business.
- Increase Per Diem Rate/Actual expenses.
- Other language related to Travel Pay will be discussed during the negotiations process.

### **Seniority**

- Modify Legacy US to limit temporary supervisor Upgrade.
- Loss of seniority day for taking a management position.
- RIF to be discussed.
- Restore Legacy US paid move.
- Other language related to seniority will be discussed during the negotiations process.

### **Vacancies**

- Language related to vacancies will be discussed during the negotiations process.
- Modify probationary period.

### **Leave of absence**

- Adopt matrix Legacy US/Legacy AA (Charts).
- Adopt language to Protect Guard and Reserve Duty.
- Adopt and Improve Legacy US/AA Benefits continuation while on leave of absences.
- Improve language for Union Leave.
- Adopt Legacy US ME-214 Leave of Absence paperwork.
- Modify Legacy US Airways language regarding limited duty.
- Modify Legacy AA Military Leave article.

- Other language related to Leave of Absence will be discussed during the negotiations process.

### **Vacation**

- Modify Legacy US Pay Status to 80 hours for accrual pay per month.
- Increase Vacation Weeks and Modify years of service for accrual.
- Adopt and Improve Legacy US Ratio for number of employees off on vacation.
- Reduce Legacy US number of DAT days used to calculate allotted weeks.
- Add Hour at a Time (HAT).
- Modify Legacy US/AA so all unused Vacation will be Paid.
- Adopt Legacy US language for bidding vacation by seniority across system by shift, shop station using same method.
- Adopt Legacy US Airways day at a time/Comp language (DAT).
- Other language related to vacation will be discussed during the negotiations process.

### **Sick leave/Premium and Bonuses**

- Modify and Increase sick bank accrual.
- Increase Sick Bank accrual Cap.
- Increase Legacy US Shift Premium.
- Add Weekend Premium.
- Increase License Premium.
- Utilize sick bank for OJI/IOD offset.
- Restore Legacy AA language for 80 day IOD.
- 100% pay sick leave day one.
- License pay for Quality Assurance Auditors.
- Establish other Premiums.
- Other language related to Sick leave/Premium and Bonuses will be discussed during the negotiations process.

### **Transportation**

- Self-book Positive space travel for Work Assignments/Union Business /Union Training.
- Other language related to Transportation will be discussed during the negotiations process.

### **Grievance**

- Modify Legacy US/AA language in negotiations.
- Other language related to Grievance will be discussed during the negotiations process.

### **System Board of Adjustment**

- Modify Legacy US/AA language in negotiations.
- Other language related to System Board of Adjustment will be discussed during the negotiations process.

### **Safety**

- Adopt Legacy US/AA Modified Safety language.
- Establish System Safety Coordinators selected by the Association (company paid).
- Establish station representatives at locations selected by the Association (Lost time paid by Company).
- Safety Equipment Paid by the company (Glasses, Outerwear, Uniforms etc....).
- Other language related to Safety will be discussed during the negotiations process.

### **General**

- Company Pays for uniforms where required.
- Company provides Laundering for Uniforms.
- Increase number of Uniforms.
- Adopt Legacy AA MCT language for foul weather gear.
- Increase Paid Bereavement Days.
- Adopt and Modify Legacy US language for swaps.
- Company pays for passport where needed.
- Adopt Legacy US Disciplinary letter to be removed within 1 year.
- Other language related to General will be discussed during the negotiations process.

### **Wages**

- Adopt and Increase Premiums (Line/Skill/Title II/Fuel etc....).
- Scheduled base wage increases for duration.
- Adopt Legacy US weekly pay check.
- Adopt and Modify Legacy AA Longevity Pay.
- Adopt and Modify Legacy AA five (5) year top out for all groups.
- Increase Crew Chief/Inspector/Senior premium.
- Other language related to Wages will be discussed during the negotiations process.

### **Union Shop & Dues Checkoff Agreement**

- Adopt the Non deduct report.
- Language related to Dues will be discussed during the negotiations process.

### **Severance**

- Modify and Increase Legacy US/AA language.
- Other language related to Severance will be discussed during the negotiations process.

### **Retirement**

- Adopt Legacy US IAM Pension Plan and increase for all classifications
- Adopt and Modify Legacy AA 401K plan contribution.
- Adopt and Increase Legacy US Sick time pay out at retirement.
- Adopt and Increase Legacy US Sick bank to bridge medical to Medicare.
- Modify Legacy AA frozen defined benefit pension plan to eliminate any penalty for early retirement.
- Other language related to Retirement will be discussed during the negotiations process.

### **Insurance**

- Adopt Legacy US Medical Language.
- Increase Tool box and test flight insurance.
- Other language related to Insurance will be discussed during the negotiations process.

### **Duration**

- To be discussed in negotiations.
- Scheduled pay increases past the amendable date.
- Other language related to Duration will be discussed during the negotiations process.

### **Fitness For Duty**

- Adopt Legacy AA arbitration Art 39.
- Other language related to Fitness for Duty will be discussed during the negotiations process.

### **Flight Safety**

- Full Time Flight Safety (SMS) to be paid by the company.
- Adopt Legacy AA Flight Safety Language for SMS, LOM 13 ASAP, Just Policy.
- Other language related to Flight Safety will be discussed during the negotiations process.

### **Letters of Agreement**

- Review and discuss all letters of Agreement.



## **Maintenance Control Technicians**

Below are terms that the TWU/IAM Association proposes for transition negotiations with American Airlines for a new Joint Collective Bargaining Agreement (JCBA). The issues identified below do not limit the discussions and the Union has the right to add, delete, or modify at any time.

### **Preamble**

- Adopt the Legacy US Preamble including modifications from Legacy AA language.
- Other language related to Preamble will be discussed during the negotiations process.

### **Purpose of Agreement**

- Adopt the Legacy US Purpose of Agreement including modifications from Legacy AA language.
- Other language related to Purpose of Agreement will be discussed during the negotiations process.

### **Scope of Agreement**

- Adopt modified Legacy US and Legacy AA language.
- Adopt Legacy US language that management cannot perform any work covered under this agreement.
- Other language related to Scope of Agreement will be discussed during the negotiations process.

### **Status of Agreement**

- Adopt modified Legacy US and Legacy AA language.
- Discuss merger, purchase, and acquisition language.
- Other language related to Status of Agreement will be discussed during the negotiations process.

### **Classification/Qualifications**

- Adopt Legacy US and Legacy AA language.
- Other language related to Classification/Qualifications will be discussed during the negotiations process.

### **Hours of Service**

- Adopt modified Legacy US, Legacy AA language, and guidelines for shift selection and hours worked.
- Adopt and Modify Legacy AA Adverse Condition Language (Pay/Attendance).
- Adopted Legacy US Airways language for Daylight savings.
- Adopt Legacy US LOA that allows MCT to leave after a turnover is given.
- Other language related to Hours of service will be discussed during the negotiations process.

### **Overtime**

- Adopt modified Legacy US and Legacy AA language MCT overtime guidelines.
- Changed 7.5 hour rest period to 8 hours.
- Adopted Legacy US language for no mandatory overtime.
- Adopt Legacy AA MCT language for recall and call in article.
- Other language related to Overtime will be discussed during the negotiations process.

### **Holidays**

- Adopt and Increase Legacy US Holiday's.
- Adopt and Increase Legacy US Comp Bank Language.
- Restore one and one half time rate plus regularly scheduled shift hours.
- Adopt Legacy AA rolling holiday option.
- Other language related to Holiday's will be discussed during the negotiations process.

### **Training and Field Trip Travel Pay**

- Adopt modified Legacy US, Legacy AA language, and MCT field trip guidelines.
- Increase Per Diem Rate/Actual expenses.
- Time and one half first day travel minimum of 8 hours.
- Add Field trip pay until you return even if released from assignment plus 1 hour.
- Positive space travel for Training/Work Assignments/Union Business/ Union Training.
- Other language related to Training and Field Trip Pay will be discussed during the negotiations process.

### **Seniority**

- Adopt modified Legacy US and Legacy AA language.
- Modify Legacy US to limit temporary supervisor Upgrade.
- Loss of seniority for taking a management position.
- Other language related to Seniority will be discussed during the negotiations process.

### **Filling of Vacancies**

- Adopt modified Legacy US and Legacy AA language, and LOA's.

- Modify probationary period.
- Other language related to Filling of Vacancies will be discussed during the negotiations process.

### **Leaves of Absence**

- Adopt modified matrix for Legacy US and Legacy AA language.
- Adopt Legacy AA Military Leave.
- Adopt language to protect National Guard and Reserve Duty.
- Adopt and Improve Legacy US/AA Benefits continuation while on leave of absences.
- Improve language for Union Leave.
- Adopt Legacy US ME-214 Leave of Absence paperwork.
- Adopt and Modify Legacy US language regarding limited duty.
- Other language related to Leave of Absence will be discussed during the negotiations process.

### **Vacation and Paid Time Off**

- Adopt and increase Legacy US and Legacy AA language, Legacy AA vacation selection guidelines, and LOAs.
- Adopt Legacy AA language and LOAs for minimum of 2 MCTs off per shift per day off grouping, additional selections around the holidays will be identified by management.
- Adopt Legacy US day at a time/Comp language (DAT).
- Add hour of a time vacation usage (HAT).
- Modify Legacy US/AA language so all unused Vacation will be Paid.
- Adopt Legacy AA language to include bidding by company seniority by shift/day off grouping in rounds.
- Modify Legacy US Pay Status to 80 hours for accrual pay per month.
- Adopt Legacy AA PDO language.
- Other language related to Vacation and Paid Time Off will be discussed during the negotiations process.

### **Sick Leave**

- Adopt Legacy AA language.
- Modify and Increase sick bank accrual.
- Utilize sick bank for OJI/IOD offset.
- Other language related to Sick Leave will be discussed during the negotiations process.

## **Compensation**

- Adopt Legacy US weekly pay check.
- Adopt Legacy AA pay progression and increase base wages.
- Adopt Legacy AA level pay option.
- Add weekend premium.
- Adopt and increase Legacy US shift differential.
- Adopt and increase Legacy AA MCT premium.
- Adopt and increase Legacy US license pay.
- Adopt and Increase Legacy AA longevity pay.
- Other language related to Compensation will be discussed during the negotiations process.

## **Field Trips and Travel**

- Adopt Legacy AA field trip and guideline language.
- Add Field trip pay until you return even if released from assignment plus 1 hour.
- Increase Per Diem Rate/Actual expenses.
- Other language related to Field Trips and Travel will be discussed during the negotiations process.

## **Transportation**

- Self Booking Positive space travel for Work Assignments/Union Business/Union Training.
- Other language related to Transportation will be discussed during the negotiations process.

## **Grievance Procedure**

- Modify Legacy US and Legacy AA language in negotiations.
- Other language related to Grievance Procedure will be discussed during the negotiations process.

## **Safety**

- Adopt Legacy US/AA Modified Safety language.
- Establish System Safety Coordinators selected by the Union (company paid).
- Establish station representatives at each locations selected by the Union (company paid).
- Safety Equipment Paid by the company (Glasses, Outerwear, Uniforms etc....).
- Other language related to Safety will be discussed during the negotiations process.

## **General**

- Adopt Legacy US and Legacy AA MCT CS policy.
- Adopt Legacy AA foul weather gear for field trips.
- Increase Paid Bereavement Days.
- Adopt Legacy US Disciplinary letter to be removed within 1 year.

- Company pays for passport where needed.
- Other language related to General will be discussed during the negotiations process.

### **Overtime**

- Adopt and modify Legacy US, Legacy AA language, and overtime guidelines.
- Adopt Legacy US language for 24-hour clock.
- Other language related to Overtime will be discussed during the negotiations process.

### **Severance**

- Modify and Increase Legacy US/AA language.
- Other language related to Severance will be discussed during the negotiations process.

### **Retirement**

- Adopt Legacy US IAM Pension Plan and increase contribution.
- Adopt and Modify Legacy AA 401K plan contribution.
- Adopt and Increase Legacy US Sick time pay out at retirement.
- Adopt and Increase Legacy US Sick bank to bridge medical to Medicare.
- Modify Legacy AA frozen defined benefit pension plan to eliminate any penalty for early retirement.
- Other language related to Retirement will be discussed during the negotiations process.

### **Duration**

- Language related to duration will be discussed during the negotiations process.
- Scheduled pay increases past the amendable date.
- Other language related to Duration will be discussed during the negotiations process.

### **Fitness for Duty**

- Adopt Legacy AA arbitration Art 39.
- Other language related to Fitness for Duty will be discussed during the negotiations process.

### **Dues**

- Language related to dues will be discussed during negotiations.
- Other language related to Dues will be discussed during the negotiations process.

### **Insurance**

- Adopt Legacy US medical language.
- Adopt and increase Legacy AA test flight insurance.
- Other language related to insurance will be discussed during the negotiations process.

### **Flight Safety**

- Adopt Legacy AA SMS, ASAP, and Just Policy provisions.
- Other language related to Flight Safety will be discussed during the negotiations process.

### **Definitions**

- Other language related to Definitions will be discussed during the negotiations process.

### **Letters of Agreement**

- Review and discuss all letters of Agreement.
- Other language related to Letters of Agreement will be discussed during the negotiations process.

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FLEET SERVICE  
EMPLOYEE ASSOCIATION – TWU/IAM

Transport Workers Union of America – AFL/CIO  
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## **Fleet Service**

Below are terms that the TWU/IAM Association proposes for transition negotiations with American Airlines for a new Joint Collective Bargaining Agreement (JCBA). The issues identified below do not limit the discussions and the Union has the right to add, delete, or modify at any time.

### **Preamble:**

- Adopt the Legacy US Preamble including modifications from the Association.

### **Recognition and Scope:**

- Incorporate Legacy US Purpose of Agreement into Recognition and Scope with modifications.
- Increase the number of stations to perform catering, cargo and fleet service work.
- Management shall not perform fleet service work.
- Adopt the Legacy US flight activity threshold per Letter of Agreement for all locations.
- Capture all work currently being performed by employees covered under this agreement, including express work.
- Employees covered under this agreement shall transfer all bags coming off mainline American Airlines flights.
- Other language related to Recognition and Scope will be discussed during the negotiations process.

### **Definitions:**

- Open until final Joint CBA to identify definitions.

### **Hours of Work:**

- Adopt Legacy US Hours of Service Article with modifications.
- Retain Legacy AA Attachment 3.1 Rotation of Shifts (JFK & LGA).
- Other language related to Hours of Work/Hours of Service will be discussed during the negotiations process.

### **Compensation:**

- Modify and enhance Legacy AA Longevity Pay.
- Five (5) year top out.



- Increase Crew Chief (Lead) premium.
- Adopt Legacy AA language for step progression rate (anniversary date).
- Profit sharing.
- Other language related to Compensation will be discussed during the negotiations process.

#### **Shift Differential:**

- Adopt Legacy AA language with modifications.
- Enhance shift differential.
- Move Legacy US Shift Definition Article to Shift Differential Article.

#### **Overtime:**

- Adopt Legacy US language with modifications.
- Double time after 12 hours on a work day.
- Adopt Legacy US language on day off overtime with modifications.
- Eliminate 40 hour qualifier.
- Modify daily qualifier.
- Adopt Legacy AA Overtime Bypass Payment.
- Adopt Legacy AA No Pay No Peril (29d case).
- Double time pay for lack of 2 hour notice for mandatory overtime.
- Implement penalty hour language.
- Incorporate Legacy AA recall and call in work into Overtime article.
- Other language related to Overtime will be discussed during the negotiations process.

#### **Holidays:**

- Adopt Legacy US holidays with modifications.
- Increase number of holidays.
- Increase holiday pay to time and a half plus eight hours (2 ½ x).
- Other language related to Holidays will be discussed during the negotiations process.

#### **Vacations:**

- Adopt Legacy US vacations with modifications.
- Increase vacation weeks.
- Modify vacation accrual schedule.
- Other language related to Vacations will be discussed during the negotiations process.

#### **Probationary Period:**

- Adopt Legacy AA probation with modifications.
- Probationary period one hundred calendar days.

- Other language related to Probationary Period will be discussed during the negotiations process.

#### **Seniority:**

- Incorporate sections of Legacy AA articles 13 and 14 into Seniority article.
- Adopt LOA from Legacy US page 172-173 of CBA.
- Other language related to Seniority will be discussed during the negotiations process.

#### **Classifications and Qualifications:**

- Eliminate part time crew chiefs.
- Modify crew chief ratio.
- Increase crew chief premium pay.
- Adopt Legacy US language where crew chief premium is continuous for all hours worked.
- Adopt Legacy AA Summary with modifications.
- Other language related to Classifications and Qualifications will be discussed during the negotiations process.

#### **Promotions, Transfers and Vacancies:**

- Adopt Legacy AA online transfer with modifications.
- Adopt Legacy AA crew chief self-demotion.
- Modify filling of vacancies.
- Other language related to Promotions, Transfers and Vacancies will be discussed during the negotiations process.

#### **Reduction in Force:**

- Adopt Legacy AA Reduction in Force with modifications.
- Other language related to Reduction in Force will be discussed during the negotiations process.

#### **Recall:**

- Adopt Legacy AA Recall with modifications.
- Other language related to Recall will be discussed during the negotiations process.

#### **Leaves of Absence:**

- Adopt Legacy US Leaves of Absence language with modifications.
- Adopt Legacy AA medical leave of five years.
- Enhance Bereavement Leave.
- Enhance Union Leave.
- Other language related to Leaves of Absence will be discussed during the negotiations process.

**Bulletin Boards:**

- Adopt Legacy AA language with modifications.
- Other language related to Bulletin Boards will be discussed during the negotiations process.

**Work Schedules:**

- Enhance Legacy US shift trade language.
- Adopt Legacy US shift bid language.
- Other language related to Work Schedules will be discussed during the negotiations process.

**Training, Travel Pay and Meal Per Diem:**

- Enhance Meal Per Diem.
- Enhance Travel Pay.
- Enhance paid Training time (lessons).
- Other language related to Work Schedules will be discussed during the negotiations process.

**Absence from Duty:**

- Adopt Legacy AA language.
- Other language related to Absence from Duty will be discussed during the negotiations process.

**Field Work:**

- Adopt Legacy AA language with modifications.
- Lengthen paid travel time.
- Other language related to Field Work will be discussed during the negotiations process.

**General/Miscellaneous:**

- Modify Legacy US and Legacy AA language.
- Increase space positive travel to designated Union representatives.
- Establish weekly pay periods.
- Company paid time for badges.
- Other language related to General will be discussed during the negotiations process.

**No Discrimination, Recognition of Rights and Compliance:**

- Incorporate Legacy US and Legacy AA language with modifications.
- Adopt Legacy US removal of discipline letters within one year.
- Other language related to No Discrimination, Recognition of Rights and Compliance will be discussed during the negotiations process.

**Representation:**

- Incorporate Legacy US and Legacy AA language with modifications.
- Other language related to Representation will be discussed during the negotiations process.

**Grievance Procedures:**

- Modify Legacy US and Legacy AA language in negotiations.
- Other language related to Grievance will be discussed during the negotiations process.

**Boards of Adjustment:**

- Modify Legacy US and Legacy AA language in negotiations.
- Other language related to Boards of Adjustment will be discussed during the negotiations process.

**Sick Leave:**

- Modify and Increase sick bank accrual.
- Increase Sick Bank accrual cap.
- 100% pay sick leave day one.
- Utilize sick bank for OJI/IOD offset.
- Increase number of IOD days.
- Other language related to Sick Leave will be discussed during the negotiations process.

**Meal Periods:**

- Adopt Legacy AA language with modifications.
- Other language related to Meal Periods will be discussed during the negotiations process.

**Furlough Allowance:**

- Adopt Legacy US language with modifications.
- Part time employees same number of weeks as full time employees.
- Furlough allowance to include all premiums.
- Moving allowance to be provided in the event of a furlough.
- Other language related to Furlough Allowance will be discussed during the negotiations process.

**Union Shop & Dues Checkoff Agreement:**

- Language related to Dues will be discussed during the negotiations process.

**Fitness For Duty/Medical Examinations:**

- Modify and enhance Legacy US and Legacy AA language.
- Adopt Legacy AA arbitration case Article 39.
- Other language related to Fitness for Duty will be discussed during the negotiations process.

**Retirement:**

- Adopt Legacy US IAM Pension Plan and increase for all classifications.
- Increase contributions for part time employees to be equal to full time employees.
- Adopt and modify Legacy AA 401K plan.
- Adopt and increase Legacy US sick time pay out at retirement.
- Adopt and increase Legacy US Sick bank to bridge medical to Medicare.
- Modify Legacy AA frozen defined benefit pension plan to eliminate any penalty for early retirement.
- Other language related to Retirement will be discussed during the negotiations process.

**Insurance/Benefits:**

- Adopt Legacy US medical language with modifications.
- Part time premium rates same as full time premium rates.
- Increase company provided life insurance.
- Other language related to Insurance/Benefits will be discussed during the negotiations process.

**Part Time Employees:**

- Adopt Legacy AA language with modifications.
- Modify and reduce part time cap.
- Modify the scheduling of shifts.
- Other language related to Part Time Employees will be discussed during the negotiations process.

**Effect on Prior Agreements/Amendments to this Agreement:**

- Modify Legacy US and Legacy AA language.

**Limited Duty:**

- Adopt Legacy US language with modifications.
- Other language related to Limited Duty will be discussed during the negotiations process.

**Uniforms:**

- Modify Legacy US and Legacy AA language.
- Increase number of uniforms.
- Other language related to Uniforms will be discussed during the negotiations process.

**Safety and Health:**

- Modify Legacy US and Legacy AA language.
- Company paid time off for safety representatives.
- Company paid time off for EAP Representatives.
- Other language related to Safety and Health will be discussed during the negotiations process.

**Letters of Agreement:**

- Review and discuss all Letters of Agreement during the negotiations process.

**Duration:**

- To be discussed in negotiations.
- Scheduled pay increases past the amendable date.
- Other language related to Duration will be discussed during the negotiations process.

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## **Stores / Material Logistics Specialist (MLS)**

Below are terms that the TWU/IAM Association proposes for transition negotiations with American Airlines for a new Joint Collective Bargaining Agreement (JCBA). The issues identified below do not limit the discussions and the Union has the right to add, delete, or modify at any time.

### **Preamble:**

- Adopt the Legacy US Preamble including modifications from Legacy AA language.
- Other language related to Preamble will be discussed during the negotiations process.

### **Purpose of Agreement:**

- Adopt the Legacy US Purpose of Agreement including modifications from Legacy AA language.

### **Scope of Agreement:**

- Adopt Modified Legacy AA Scope.
- Adopt Legacy US language that management cannot perform any work covered under this agreement.
- Adopt modified language referencing classifications, language to protect off site locations for parts/material storage.
- Other language related to Scope will be discussed during the negotiations process.

### **Status of Agreement**

- Other language related to Status of Agreement will be discussed during the negotiations process.

### **Classification/Qualification**

- Adopt Legacy US Language Lead Ratio (Crew Chief).
- Discuss the Qualifications Administrative Manual.
- Adopt Legacy US Language for Leads Description (Crew Chief).
- Add Training in front of Technical Crew Chief.
- Adopt Legacy AA language.



- Adopt Material Logistics Specialist title.
- Eliminate Legacy US DOT physical language for non CDL (Stock Clerk).
- Other language related to Classification/Qualification will be discussed during the negotiations process.

### **Hours of Service**

- Adopt the Eight (8) hour work day (paid lunch).
- Adopt Legacy AA Seven (7) day notice for any change of schedule.
- Adopt and Modify Legacy AA Adverse Condition Language (Pay/Attendance).
- Discuss provisions of 10 hour workday.
- Elimination of 12 hour workday (Planners).
- Adopt Legacy US Rebid Language.
- Restore Legacy AA 28 Day rotation for TUL Base Only.
- Other language related to Hours of Service will be discussed during the negotiations process.

### **Overtime**

- Time and one half after 8 hours Double time after 12 hours.
- Double Time after 8 on first day off worked.
- Field trip pay until you return even if released from assignment plus 1 hour.
- Write Overtime procedures by area (Line, Base).
- Adopt Legacy US Language 24 hour clock.
- Adopt Legacy US Language No mandatory overtime.
- Restore Legacy AA Penalty hour (Minimum of one hour overtime).
- Add MLS to be dispatched for field trips where Tooling/Hazmat/Rotable parts are used and MLS are not staffed.
- Adopt LAA Overtime bypass language.
- Other language related to Overtime will be discussed during the negotiations process.

### **Holidays**

- Adopt and Increase Legacy US Holiday's.
- Adopt Legacy US options for Holiday that falls during Vacation period.
- Restore 1 1/2 rate of pay for Holiday's plus 8 eight if worked.
- Adopt and Increase Legacy US Language Comp Bank.
- Adopt Legacy US Language 24 hour clock.
- Adopt Legacy AA Christmas Base Closure.
- Other language related to Holiday's will be discussed during the negotiations process.

### **Travel Pay**

- Add Field trip pay until you return even if released from assignment plus 1 hour.
- Adopt and Modify Legacy AA pay for travel on day off.
- Positive space travel for Training/Work Assignments/Union Business/Union Training.
- Increase Per Diem Rate/Actual expenses.
- Other language related to Travel Pay will be discussed during the negotiations process.

### **Seniority**

- Modify Legacy US Language to limit temporary supervisor Upgrade.
- Loss of seniority for taking a management position.
- RIF to be discussed.
- Restore Legacy US paid move.
- Other language related to seniority will be discussed during the negotiations process.

### **Vacancies**

- Language related to vacancies will be discussed during the negotiations process.
- Modify probationary period.

### **Leave of absence**

- Adopt matrix Legacy US/Legacy AA (Charts).
- Adopt language to Protect Guard and Reserve Duty.
- Adopt and Improve Legacy US/AA Benefits continuation while on leave of absences.
- Improve language for Union Leave.
- Adopt Legacy US ME-214 Leave of Absence paperwork.
- Modify Legacy US Airways language regarding limited duty.
- Adopt Legacy AA Military Leave.
- Other language related to Leave of Absence will be discussed during the negotiations process.

### **Vacation**

- Modify Legacy US Pay Status to 80 hours for accrual pay per month.
- Increase Vacation Weeks and Modify years of service for accrual.
- Improve Legacy US Ratio for number of employees off on vacation.
- Reduce Legacy US number of DAT days used to calculate allotted weeks.
- Add Hour at a Time (HAT).
- Adopt Legacy US Airways day at a time/Comp language (DAT).
- Modify Legacy US/AA so all unused Vacation will be Paid.
- Adopt Legacy US language for bidding vacation by seniority across system by shift, shop station using same method.
- Other language related to vacation will be discussed during the negotiations process.

### **Sick leave/Premium and Bonuses**

- Modify and Increase sick bank accrual.
- Increase Sick Bank accrual Cap.
- Increase Legacy US Shift Premium.
- Add Weekend Premium.
- Utilize sick bank for OJI/IOD offset.
- Restore Legacy AA 80 Day IOD.
- Increase skill Premium.
- Restore 100% pay for sick.
- Add premium for CDL.
- Other language related to Sick leave/Premium and Bonuses will be discussed during the negotiations process.

### **Transportation**

- Self-book basis for Positive space travel for Assignments/Union Business/Union Training.
- Other language related to Transportation will be discussed during the negotiations process.

### **Grievance**

- Modify Legacy US/AA language in negotiations.
- Other language related to Grievance will be discussed during the negotiations process.

### **System Board of Adjustment**

- Modify Legacy US/AA language in negotiations.
- Other language related to System Board of Adjustment will be discussed during the negotiations process.

### **Safety**

- Adopt Legacy US/AA Modified Safety language.
- Establish System Safety Coordinators selected by the Association (company paid).
- Establish station representatives at locations selected by the Association (lost time paid by the Company).
- Safety Equipment Paid by the company (Glasses, Outerwear, Uniforms etc....).
- Other language related to Safety will be discussed during the negotiations process.

### **General**

- Company Pays for uniforms where required.

- Company Provides for Laundering Uniforms.
- Increase number of Uniforms.
- Adopt Legacy AA MCT language for foul weather gear.
- Increase Paid Bereavement Days.
- Adopt and Modify Legacy US language for swaps.
- Company pays for passport where needed.
- Adopt Legacy US Disciplinary letter to be removed within 1 year.
- Company paid time to acquire/renew ID Badges.
- Other language related to General will be discussed during the negotiations process.

### **Wages**

- Adopt and Increase Premiums (Line/Skill/CDL etc....).
- Scheduled base wage increases for duration.
- Adopt Legacy US weekly pay check.
- Modify Legacy AA Longevity Pay.
- Adopt and Modify Legacy AA five (5) year top out for all groups.
- Increase Crew Chief (Lead) premium.
- Restore Legacy AA driver premium.
- Other language related to Wages will be discussed during the negotiations process.

### **Union Shop & Dues Checkoff Agreement**

- Adopt the Non deduct report.
- Language related to Dues will be discussed during the negotiations process.

### **Severance**

- Modify and Increase Legacy US/AA language.
- Other language related to Severance will be discussed during the negotiations process.

### **Retirement**

- Adopt Legacy US IAM Pension Plan and increase for all classifications.
- Adopt and Modify Legacy AA 401K plan contribution.
- Adopt and Increase Legacy US Sick time pay out at retirement.
- Adopt and Increase Legacy US Sick bank to bridge medical to Medicare.
- Modify Legacy AA frozen defined benefit pension plan to eliminate any penalty for early retirement.
- Other language related to Retirement will be discussed during the negotiations process.

### **Insurance**

- Adopt Legacy US Medical Language.
- Other language related to Insurance will be discussed during the negotiations process.

### **Duration**

- To be discussed in negotiations.
- Scheduled pay increases past the amendable date.
- Other language related to Duration will be discussed during the negotiations process.

### **Fitness For Duty**

- Adopt Legacy AA arbitration Art 39.
- Other language related to Fitness for Duty will be discussed during the negotiations process.

### **Flight Safety**

- Adopt Legacy AA SMS, ASAP, and Just Policy provisions.
- Other language related to Flight Safety will be discussed during the negotiations process.

### **Definitions**

- Other language related to Definitions will be discussed during the negotiations process.

### **Letters of Agreement**

- Review and discuss all letters of Agreement.