

The Association.



THE TWU-IAM ASSOCIATION

July 29, 2016

Sisters and Brothers,

The Association Fleet Service Negotiating Committee met with American Airlines this week in Dallas/Fort Worth to continue joint contract negotiations.

Despite our willingness to move this process along, the company continues to bypass your committee and attempt to negotiate directly with you, the membership, through town hall meetings. During these meetings, the company promises large pay increases, but fails to tell you that in other very important areas of our contract, they are presenting concessionary proposals that include the lesser language of the two pre-merger contracts.

At his “State of the Airline” speech, American Airlines CEO Doug Parker said, “The company is not happy that negotiations have gone on this long.” But if that’s the case, why then do his negotiators continue to propose concessions, knowing full well that we will reject those proposals, and prolong negotiations even more? This is nothing less than a standard management stalling technique.

We know you are eager for bargaining to finish. So are we, but these proposals simply do not meet your survey responses or expectations.

This week we passed our overtime proposal and we received back counter proposals on vacations and temporary assignments. There are several articles to which we are awaiting the company’s response, including holidays, sick time and recognition and rights.

The following are the TAs reached to date:

Shift Differential	Preamble	Training, Travel Pay and Meal Per Diem
Grievance Procedures	Leaves of Absence	Meal Periods

Representation	Field Work	System Board of Adjustment
Uniforms	Absence from Duty	No Strike No Lockout
Fitness for Duty	Bulletin Boards	Probation
Safety and Health	Purpose of Agreement	Termination of Employment
Shift Trades	Furlough Benefits	Work Schedules

We have negotiations scheduled for the next two weeks in Dallas.

Fraternally,

Mark Baskett

Mike Fairbanks

Pete Hogan

Tim Hughes

Mike Mayes

Steve Miller

Brian Oyer

Pat Rezler

Art Risley

Andre Sutton

Rodney Walker

Bill Wilson