

The Association.



THE TWU-IAM ASSOCIATION

Despite DC Blizzard, Association, American Continue Talks

January 29, 2016

Sisters and Brothers,

With some difficulty traveling due to winter storm Jonas, the Mechanic & Related/Stores and Fleet Service Negotiating Committees met with American Airlines the week of January 25th in Washington DC.

We continue to make steady and thorough progress toward a new joint collective bargaining agreement, and remain firm in our stance to advocate what is best for the membership. Our main goal continues to be to incorporate the best of both contracts into a joint agreement.

The following is the update from this negotiation session for Fleet Service:

- Due to various complexities regarding the representation and grievance procedure provisions, we were unable to present our proposals to the company, but plan to do so in our next session.
- Following additional language revisions, we will also plan to pass a counter proposal to the company addressing fitness for duty language.
- On Thursday, the company presented initial proposals regarding bulletin boards and uniforms, which we are currently reviewing.

We are scheduled to continue negotiations during the following weeks: February 8th in BWI, February 29th in DFW, March 14th in JFK, March 21st in DFW and March 28th TBD.

We appreciate your continued patience and solidarity throughout this process, and will continue to provide updates after each session.

In solidarity,

Mark Baskett

Tim Hughes

Brian Oyer

Andre Sutton

Mike Fairbanks

Mike Mayes

Pat Rezler

Rodney Walker

Pete Hogan

Steve Miller

Art Risley

Bill Wilson

The following is the update from this negotiation session for Mechanic and Related/Stores:

- We have exchanged proposals with the company regarding fitness for duty and engaged in lengthy discussions on the understanding and interpretation of this article in a forward looking application. We are now awaiting the company's response to our proposal.
- We have also exchanged proposals on grievance procedures, which is a particularly complex task, as we are blending two existing, mature practices. This article is the foundation of our ability to enforce your rights under the agreement, so we are working through it with extreme diligence and care. We are now awaiting the company's response to our proposal.
- Due to various complexities surrounding the above-mentioned articles, we were unable to present our proposals to the company regarding the system board of adjustment and probation articles, but plan to do so in our next session.
- On Thursday, we received initial proposals from the company on bulletin boards and uniforms.

We are scheduled to continue negotiations during the following weeks: February 8th in BWI, February 29th in DFW, March 7th in DCA, March 21st in DFW and March 28th TBD.

We appreciate your continued patience and solidarity throughout this process, and will continue to provide updates after each session.

In solidarity,

<i>Jason Best</i>	<i>Mike Bush</i>	<i>Ken Coley</i>	<i>John Coveny</i>
<i>Dale Danker</i>	<i>Mark Huffman</i>	<i>Bennie Martino</i>	<i>Gary Peterson</i>
<i>Larry Pike</i>	<i>Sean Ryan</i>	<i>Jay Sleeman</i>	<i>Mark Strength</i>