

The Association.



THE TWU-IAM ASSOCIATION

September 30, 2016

Sisters and Brothers,

The Association Mechanic & Related/Stores Negotiating Committee met with American Airlines the week of September 26 in DFW. During this session, your committee exchanged and discussed the following articles:

Hours of Service M&R & MLS – We continue to work on this article and are moving closer to an agreement.

1. **Rebids- M&R & MLS** – We reached a tentative agreement on this section of the Hours of Service article. The tentatively agreed to language includes three specific calendar rebids, which will provide stability for our membership.
2. **Ten hour shifts** – We passed a proposal to the company about implementation and removal of ten hour shifts and are down to a single issue.

Overtime – M&R – We exchanged proposals again on this article. We have narrowed it down to a few issues. In this session we had contentious debate on the outstanding issues, and we remain steadfast in our positions on NO mandatory overtime, limiting job continuation and pay for overtime bypass.

We are also working through the overtime distribution procedures; i.e., how the overtime will be called.

Vacation – M&R & MLS – We are still waiting on the company to respond to our proposal.

Vacation – MCT – We have not received a counter proposal from the company on this article.

Holidays – M&R, MLS, and MTS & MCT – We have narrowed this article down to how much we will be paid on a holiday. We did not receive a proposal from the company this week.

Limited Duty – M&R, MLS, MCT & MTS – We received a counter proposal from the company this week in response to our original pass and are preparing our response.

Current TAs:

Purpose	Preamble	Safety & Health
Bulletin Boards	Uniforms	MCT-Dress Attire
Sick Leave	Leaves of Absence	Part Time Employees/Eliminated
Absence from Duty	Representation	Probationary Period
Management Rights	No Strike / No Lockout	Fitness for Duty
Recognition of Rights and Compliance	System Board of Adjustment/Arbitration	Temporary Employees/Eliminated
Furlough/Severance	Termination of Employment/Eliminated	Field Trip/Travel Pay
Shift Swaps (Change of Shift)	Training- M&R MCT MLS	Shift Swap MCT
Rebids		

As an Association, the M&R/MLS negotiating committees will continue to stand with our Fleet Service brothers and sisters as they work through their differences with the company concerning the implementation of cross utilization.

Upcoming negotiating sessions:

Week of Oct. 17: ORD

Week of Nov. 14: DFW

Week of Oct. 24: DFW

Week of Dec. 5: DCA

Week Nov. 7: LAS

Week of Dec. 12: LAS

We have also reached agreement on the outstanding issues arising from the interim agreement concerning: MOC rates of pay, Stores rates of pay and TWU Flex Rates. In addition, those members who would have reached top of scale (TOS) on or before November 4, 2016 will also be adjusted to TOS in the near future.

Resolving these issues would not have been possible without the solidarity of the membership and the Association's Negotiating Committee. Thank you for your continued solidarity and support as we move forward in securing an industry leading contract.

Fraternally,

Mechanic and Related/Stores Committee:

Jason Best

Mike Bush

Ken Coley

John Coveny

Dale Danker

Mark Huffman

Bennie Martino

Gary Peterson

Rollie Reaves

Sean Ryan

Jay Sleeman

Mark Strength

PLEASE POST ON ALL BULLETIN BOARDS