



## **TWU Contract Negotiations Communication Update**

The TWU Negotiating Committees reconvened in Dallas, Texas the week of January 14 to 18. During the week, members of all the TWU Negotiating Committees met with AA Management.

On Friday, all the Negotiating Committees assembled to review all the proposals that had been discussed and the Articles that were tentatively agreed to by AA and the TWU.

Below is each of the specific Negotiating Committee's progress reports for the week.

### **All TWU Negotiating Committee Member Weekly Attendance January 14-18, 2008**

LOCAL	NAME	LOCAL	NAME	LOCAL	NAME
501	Mike Chiofalo	514	Howard McKinney	562	John Iuliano
501	George Miller - *17, 18	514	Adam Ferrara	562	Steve Gukelberger
502	Donny Tyndall	521	Todd Gibbs	563	Steve Gilboy
505	Mike Mayes	529	Charlie Meyer - *16, 18	564	JR Ruiz
505	Robert Todd	529	Steve Prehn	564	Ed Domenech - *15, 16
507	Tim Hughes	530	Chris Baker	565	Keith Stewart - *14, 15, 16, 18
510	Pete Hogan - *17, 18	530	Michael Taylor	565	Frank Picarelli
510	Brian McMahan - *18	530	Gordon Clark - *16, 18	567	Gary Moffiitt
512	Mike Rubel	530	Bill Ballard	567	Robert Strebeck
512	Rick Rodriguez	541	Jim Fudge	567	Johnny Griffith
513	Darrin Pierce	541	Dale Holt	567	Larry Pike
513	Frank Pecorraro	542	John Plowman – Not Present	568	Tom Lee
514	Steve Luis	542	Frank Pascale - Not Present	569	Glen Jeannes
514	Dan Mitchell	561	Todd Woodward - *14	590	Howard Blaydes
514	Sam Cirri	561	Richard Rostock		
514	Dale Lantz	561	Tony Bernal		

\*Excused



## **Mechanic & Related Negotiation Update- For January 14 -18**

**The Mechanic and Related Negotiating Committee represents Aviation Maintenance Technicians, Overhaul Support Mechanics, Aircraft Cleaners, Parts Washers in Title I, also Plant Maintenance Mechanics, Plant Maintenance Man, Utility Man, Building Cleaners, Cabin Cleaners in Title II**

The Maintenance and Related Negotiating Committee met with American Airlines management and presented several contract proposals for discussion. Articles passed to management were 8 - Vacations, 12- Promotions and Jobs to be Posted, 18- Military Leave, and 22- Regular and Relief Assignments. Two counterproposals were passed back to management for Articles 21 – Rotation of Shifts, and 26 – Field Trips. A counterproposal for Article 13 – Seniority Lists was received from management. A tentative agreement was reached on Article 22 Tuesday, January 15.

Article (Mechanic and Related)	TA'd	TWU passed	Company passed	Still in work
1 Recognition & Scope				
<b>2 Definitions</b>	<b>Dec 4th</b>	<b>Nov 14th</b>		<b>TA</b>
3 Hours of Work				
4 Compensation				
5 Shift Diff & Test Hop				
6 Overtime				
7 Holidays				
8 Vacations		Jan 15th		X
<b>9 Probationary Period</b>	<b>Nov 13th</b>	<b>Nov 12th</b>		<b>TA</b>
<b>10 Seniority</b>	<b>Dec 12th</b>	<b>Nov 16th</b>		<b>TA</b>
11 Classification/Qualifications				
12 Promotions & Jobs to be posted		Jan 15th		X
13 Seniority Lists		Dec 11th		X
<b>14 Loss of Seniority</b>	<b>Nov 16th</b>	<b>Nov 14th</b>		<b>TA</b>
15 Reduction in Force		Nov 12th		X
16 Recall		Dec 5th		X
17 Leaves of Absence		Dec 4th		X
18 Military Leave		Jan 15th		X
19 Termination of Employment				
<b>20 Bulletin Boards</b>	<b>Nov 13th</b>	<b>Nov 13th</b>		<b>TA</b>
21 Rotation of Shifts		Dec 4th		X
<b>22 Regular and Relief Assignments</b>	<b>Jan 15th</b>	<b>Jan 15th</b>		<b>TA</b>
23 Training Investigations		Dec 11th		X
<b>24 Absence From Work</b>	<b>Dec 4th</b>	<b>Nov 15th</b>		<b>TA</b>
25 Recall and Call in				
26 Field Work		Dec 5th		X
27 General		Dec 13th		X
<b>28 No Discrimination, and Recognition of Rights of Compliance</b>	<b>Dec 11th</b>	<b>Nov 13th</b>		<b>TA</b>
29 Representation				
30 Dismissal				
31 Grievance Procedure				
32 Arbitration				
<b>33 No Strike No - Lock Out</b>	<b>Dec 11th</b>	<b>Dec 5th</b>		<b>TA</b>
34 Sick Leave / Unused Sick Leave				
<b>35 Temporary Employees</b>	<b>Dec 12th</b>	<b>Dec 11th</b>		<b>TA</b>
36 Meal Periods				
37 Severance				
<b>38 Union Security</b>	<b>Nov 13th</b>	<b>Nov 12th</b>		<b>TA</b>
39 Physical Examinations		Nov 15th		X
40 Pension Benefits				
41 Health Benefits				
42 Job Security				
43 Part Time Employees				
<b>44 Special Moving Allowance</b>	<b>Dec 14th</b>	<b>Dec 13th</b>		<b>TA</b>
45 Previous Agreements				
46 One-Station Rule				
47 Duration				



## **Joint Negotiation Committee Update January 14-18, 2007**

The TWU Joint Negotiating Committee represents Title III Fleet Service, Title IV Ground Service, Title V Stock Clerks, Simulator Pilot and Ground School Instructors, and Flight Simulator Technicians.

This week, January 14 through the 18, the Joint Negotiation Committee gathered in Texas and met with American Airlines. During the week, several articles were passed to the company for discussion, but unfortunately only a few tentative agreements were reached. **The articles passed were:**

- **Article 7 Holidays**
- **Article 12 Promotions and Jobs to be Posted**
- **Article 18 Military Leave**
- **Article 22**

The Negotiations Committee continued to review articles scheduled for presentation to the company for debate, again checking language and justifications for each case. Also, during the week your Negotiations Committee learned of the one-time AIP payment that was granted to each eligible employee. News of this one-time AIP payment came to your Negotiations Committee by way of The Dallas Morning News. When approached by American Airlines to speak on the AIP subject, your Negotiations Committee declined to meet with the company. This announcement will not alter, influence, or distract the negotiations process.

The following Article was tentatively agreed to in **Title III Fleet Service and Title IV Ground Service:**

- **Article 22**

The following Articles were tentatively agreed to in **Title V Stores:**

- **Article 22**
- **Article 26 Field Work**

The following Article was tentatively agreed to in **Simulator Technician and Simulator Pilot and Ground School Instructor Groups:**

- **Article 22**

Your entire Joint Negotiating Committee continues to work toward the restoration and enhancement of wages and work rules that were given back to the company in 2003 under the threat of bankruptcy and the promise of "share the pain, share the gain." We will meet with the company again beginning Monday, January 21 to Friday, January 25.

**\*Tentative Agreements reached during the course of negotiations on one or more articles are not final and binding until agreements are reached on all articles - nothing is final until everything is final.**

<b>Article (Fleet &amp; Ground Service)</b>	<b>TA'd</b>	<b>TWU passed</b>	<b>Company passed</b>	<b>Still in work</b>
1 Recognition & Scope				
2 Definitions		Nov 14th		X
3 Hours of Work				
4 Compensation				
5 Shift Differential				
6 Overtime				
7 Holidays		Jan 16 <sup>th</sup>		
8 Vacations				
<b>9 Probationary Period</b>	Nov 13th	Nov 12 <sup>th</sup>		TA
<b>10 Seniority</b>	Dec 4th	Nov 15 <sup>th</sup>		TA
11 Classification and Qualifications				
12 Promotions and Jobs to be posted		Jan 14 <sup>th</sup>		
<b>13 System Seniority Lists</b>	Jan 8	Dec 11 <sup>th</sup>		TA
<b>14 Loss of Seniority</b>	Nov 15th	Nov 14 <sup>th</sup>		TA
15 Reduction in Force		Nov 12 <sup>th</sup>		X
16 Recall				
17 Leaves of Absence		Dec 5 <sup>th</sup>		X
18 Military Leave		Jan 14 <sup>th</sup>		
19 Termination of Employment				
<b>20 Bulletin Boards</b>	Nov 15th	Nov 13 <sup>th</sup>		TA
21 Work Schedules		Dec 5th		X
<b>22</b>	Jan 14th	Jan 14th		TA
<b>23 Attendance at Hearings, Investigations, or Training Classes</b>	Dec 11th	Dec 10th	Dec 6th	TA
<b>24 Absence From Duty</b>	Dec 3rd	Nov 15th		TA
25 Recall and Call in Work				
<b>26 Field Work</b>	Dec 6th	Dec 5th		TA
27 General		Dec 13th		X
<b>28 No Discrimination, and Recognition of Rights and Compliance</b>	Dec 4th	Nov 13th		TA
29 Representation				
30 Dismissal				
31 Grievance Procedure				
32 Boards of Adjustment				
<b>33 No Strike – No Lock Out</b>	Dec 6th	Dec 6th		TA
34 Sick Leave				
<b>35 Temporary Employees</b>	Dec 11th	Dec 11th		TA
36 Meal Periods				
37 Severance Allowance				
<b>38 Union Security</b>	Nov 13th	Nov 12th		TA
39 Physical Examination		Nov 15th		X
40 Pension				
41 Benefits				
42 Job Security				
43 Part Time Employees				
<b>44 Moving Expenses/Optional Severance for Protected Employees</b>	Dec 12th	Dec 11th		TA
45 Effect on Prior Agreements				
46 One-Station Complex Agreements				
47 Duration of Agreement				
LOM				

Article (Stores)	TA'd	TWU passed	Company passed	Still in work
1 Recognition & Scope				
2 Definitions		Nov 13th		X
3 Hours of Work				
4 Compensation				
5 Shift Diff & Test Hop				
6 Overtime				
7 Holidays		Jan 16th		
8 Vacations				
<b>9 Probationary Period</b>	Nov 13th	Nov 12th		TA
<b>10 Seniority</b>	Dec 11th	Nov 15th		TA
11 Classification/Qualifications				
12 Promotions & Jobs to be posted		Jan 15th		
<b>13 Seniority Lists</b>	JAN 8	Dec 11th		TA
<b>14 Loss of Seniority</b>	Nov 15th	Nov 13th		TA
15 Reduction in Force		Nov 12th		X
16 Recall				
17 Leaves of Absence		Dec 5th		X
18 Military Leave		Jan 15th		
19 Termination of Employment				
<b>20 Bulletin Boards</b>	Nov 15th	Nov 13th		TA
21 Rotation of Shifts		Dec 5th		X
<b>22 Regular and Relief Assignments</b>	Jan 14th	Jan 14th		TA
<b>23 Training Investigations</b>	Dec 11th	Dec 10th	Dec 6th	TA
<b>24 Absence From Work</b>	Dec 3rd	Nov 15th		TA
25 Recall and Call in				
26 Field Work		Dec 5th		X
27 General		Dec 13th		X
28 No Discrimination, and Recognition of Rights of Compliance		Nov 13th		X
29 Representation				
30 Dismissal				
31 Grievance Procedure				
32 Arbitration				
<b>33 No Strike No - Lock Out</b>	Dec 6th	Dec 6th		TA
34 Sick Leave / Unused Sick Leave				
<b>35 Temporary Employees</b>	Dec 11th	Dec 11th		TA
36 Meal Periods				
37 Severance				
<b>38 Union Security</b>	Nov 13th	Nov 12th		TA
39 Physical Examinations		Nov 15th		X
40 Pension Benefits				
41 Health Benefits				
42 Job Security				
43 Part Time Employees				
<b>44 Special Moving Allowance</b>	Dec 12th	Dec 11th		TA
45 Previous Agreements				
46 One-Station Rule				
47 Duration				
LOMS				

Article (Simulator Technicians)	TA'd	TWU passed	Company passed	Still in work
1 Recognition & Scope				
2 Definitions		Nov 14th		X
3 Hours of Work				
4 Compensation				
5 Shift Diff & Test Hop				
6 Overtime				
7 Holidays		Jan 16th		
8 Vacations				
<b>9 Probationary Period</b>	Nov 13th	Nov 12th		TA
<b>10 Seniority</b>	Dec 5th	Nov 15th		TA
11 Classification/Qualifications				
12 Promotions & Jobs to be posted		Jan 16th		
<b>13 Seniority Lists</b>	Dec 13th	Dec 11th		TA
<b>14 Loss of Seniority</b>	Nov 14th	Nov 14th		TA
<b>15 Reduction in Force</b>	Nov 13th	Nov 12th		TA
16 Recall				
17 Leaves of Absence		Dec 5th		X
18 Military Leave		Jan 16th		
19 Termination of Employment				
<b>20 Bulletin Boards</b>	Nov 15th	Nov 13th		TA
<b>21 Rotation of Shifts</b>	Dec 6th	Dec 5th		TA
<b>22 Regular and Relief Assignments</b>	Jan 16th	Jan 16th		TA
<b>23 Training Investigations</b>	Dec 11th	Dec 10th	Dec 6th	TA
<b>24 Absence From Work</b>	Dec 3rd	Nov 15th		TA
25 Recall and Call in				
26 Field Work	Dec 6th	Dec 5th		TA
27 General		Dec 13th		X
<b>28 No Discrimination, and Recognition of Rights of Compliance</b>	Dec 4th	Nov 13th		TA
29 Representation				
30 Dismissal				
31 Grievance Procedure				
32 Arbitration				
<b>33 No Strike No - Lock Out</b>	Dec 6th	Dec 6th		TA
34 Sick Leave / Unused Sick Leave				
<b>35 Temporary Employees</b>	Dec 11th	Dec 11th		TA
36 Meal Periods				
37 Severance				
<b>38 Union Security</b>	Nov 13th	Nov 12th		TA
39 Physical Examinations		Nov 15th		X
40 Pension Benefits				
41 Health Benefits				
42 Job Security				
43 Part Time Employees				
<b>44 Special Moving Allowance</b>	Dec 11th	Dec 11th		TA
45 Previous Agreements				
46 One-Station Rule				
47 Duration				
LOMS				

Article (Instructors)	TA'd	TWU passed	Company passed	Still in work
1 Recognition & Scope				
2 Definitions		Nov 14th		X
3 Hours of Work				
4 Compensation				
5 Shift Diff & Test Hop				
6 Overtime				
7 Holidays		Jan 16th		
8 Vacations				
<b>9 Probationary Period</b>	Nov 13th	Nov 12th		TA
<b>10 Seniority</b>	Dec 4th	Nov 15th		TA
11 Classification/Qualifications				
12 Promotions & Jobs to be posted		Jan 16th		
<b>13 Seniority Lists</b>	Dec 13th	Dec 11th		TA
<b>14 Loss of Seniority</b>	Nov 14th	Nov 14th		TA
<b>15 Reduction in Force</b>	Nov 14th	Nov 12th		TA
16 Recall				
17 Leaves of Absence		Dec 5th		X
18 Military Leave		Jan 16th		
19 Termination of Employment				
<b>20 Bulletin Boards</b>	Nov 15th	Nov 13th		TA
<b>21 Rotation of Shifts</b>	Dec 6th	Dec 5th		TA
<b>22 Regular and Relief Assignments</b>	Jan 16th	Jan 16th		TA
<b>23 Training Investigations</b>	Dec 11th	Dec 10th	Dec 6th	TA
<b>24 Absence From Work</b>	Dec 3rd	Nov 15th		TA
25 Recall and Call in				
<b>26 Field Work</b>	Dec 6th	Dec 5th		TA
27 General		Dec 13th		X
<b>28 No Discrimination, and Recognition of Rights of Compliance</b>	Dec 4th	Nov 13th		TA
29 Representation				
30 Dismissal				
31 Grievance Procedure				
32 Arbitration				
<b>33 No Strike No - Lock Out</b>	Dec 6th	Dec 6th		TA
34 Sick Leave / Unused Sick Leave				
<b>35 Temporary Employees</b>	Dec 11th	Dec 11th		TA
36 Meal Periods				
37 Severance				
<b>38 Union Security</b>	Nov 13th	Nov 12th		TA
39 Physical Examinations		Nov 15th		X
40 Pension Benefits				
41 Health Benefits				
42 Job Security				
43 Part Time Employees				
<b>44 Special Moving Allowance</b>	Dec 11th	Dec 11th		TA
45 Previous Agreements				
46 One-Station Rule				
47 Duration				
LOMS				



## **TWU Contract Negotiations Communication Update**

The TWU Negotiating Committees reconvened in Dallas, Texas the week of January 14 through 18. During the week, members of all the TWU Negotiating Committees met with AA Management.

### **Tech Specialist Negotiation Update**

The Technical Specialist Negotiating Committee, consisting of Howard McKinney/Gary Moffitt for the Union and Bob DuBreuil/Mark Easton for the company, met several times throughout the week. International Vice President Dennis Burchette also participated in some of those meetings.

The following Contract Articles remain under review:

- Article 2 (Definitions)
- Article 3 (Hours of Work)
- Article 13 (Seniority Lists)
- Article 23 (Attendance at Hearings, Investigations, or Training)
- Article 16 (Recall)
- Article 17 (Leaves of Absence)
- Article 21 (Rotation of Shifts)
- Article 26 (Field Work)
- Article 27 (General)
- Article 39 (Physical Examination)
- Article 46 (Effect on Prior Agreements)

Discussions were initiated on the following Articles:

- Article 12 (Filling of Vacancies)
- Article 18 (Military Leave)
- Article 22 (Regular and Relief Assignments)

Tentative agreements were reached on the following Articles:

- Article 22 (Regular and Relief Assignments)
- Article 18 (Military Leave)

**Remember – Tentative Agreements reached during the course of negotiations on one or more articles are not final and binding until agreements are reached on all articles - nothing is final until everything is final.**

Article		TA'd	TWU passed	Company passed	Still in work
1	Recognition and Scope				
2	Definitions		14-Nov		X
3	Hours of Work			8-Jan	X
4	Compensation				
5	Shift Dif & Test Hop Bonus				
6	Overtime Dist				
7	Holidays				
8	Vacations				
9	Probationary Period	13-Dec	12-Nov		TA
10	Seniority	8-Jan	15-Nov		TA
11	Classifications & Qualifications				
12	Filling of Vacancies		15-Jan		X
13	Seniority Lists		8-Jan		X
14	Loss of Seniority	3-Dec	14-Nov		TA
15	Reduction in Force	13-Nov	12-Nov		TA
16	Recall		6-Dec		X
17	Leaves of Absence		5-Dec		X
18	Military Leave	17-Jan	15-Jan		TA
19	Termination of Employment				
20	Bulletin Boards	14-Nov	14-Nov		TA
21	Rotation of Shifts		5-Dec		X
22	Regular & Relief Assignments	16-Jan	15-Jan		TA
23	Attendance at Hearings, Investigations, or Training		8-Jan		X
24	Absence from Duty	3-Dec	15-Nov		TA
25	Recall and Call in Work				
26	Field Work		5-Dec		X
27	General		8-Jan		X
28	No Discrimination & Recognition of Rights & Compliance of Rights & Compliance	14-Nov	14-Nov		TA
29	Representation				
30	Dismissal				
31	Grievance Procedure				
32	Boards of Adjustment				
33	No Strike - No Lock Out	7-Dec	6-Dec		TA
34	Sick Leave				
35	Temporary Employees	8-Jan	8-Jan		TA
36	Meal Periods				
37	Severance Allowance				
38	Union Security	13-Nov	12-Nov		TA
39	Physical Examination		15-Nov		X
40	Pension				
41	Benefits				

42	Job Security				
43	Part Time Employees				
44	Moving Expenses	9-Jan	8-Jan		TA
45	One Station Agreements				
46	Effect on Prior Agreements		8-Jan		X
47	Duration of Agreement				
48					
LOMS					
				Total TAs	13

We thank all of our members for your continued support.

**Remember – Tentative Agreements reached during the course of negotiations on one or more Articles are not final and binding until agreements are reached on all articles - nothing is final until everything is final.**