



TWU Contract Negotiations Communication Update

The TWU Negotiating Committees reconvened in Dallas, Texas the week of January 21 to 25. During the week, members of all the TWU Negotiating Committees met with AA Management. Below is each of the specific Negotiating Committee progress reports for the week.

All TWU Negotiating Committee Member Weekly Attendance January 21-25, 2008

LOCAL	NAME	LOCAL	NAME	LOCAL	NAME
501	Mike Chiofalo	514	Howard McKinney	562	John Iuliano
501	George Miller	514	Adam Ferrara	562	Steve Gukelberger
502	Donny Tyndall	521	Todd Gibbs	563	Steve Gilboy
505	Mike Mayes	529	Charlie Meyer	564	JR Ruiz
505	Robert Todd	529	Steve Prehn	564	Ed Domenech - *21,22,23,24,
507	Tim Hughes - *21	530	Chris Baker	565	Keith Stewart
510	Pete Hogan - *21	530	Michael Taylor	565	Frank Picarelli
510	Brian McMahan	530	Gordon Clark - *23	567	Gary Moffiitt
512	Mike Rubel	530	Bill Ballard	567	Robert Strebeck
512	Rick Rodriguez	541	Jim Fudge	567	Johnny Griffith - *23,24
513	Darrin Pierce	541	Dale Holt	567	Larry Pike
513	Frank Pecorraro	542	John Plowman – Not Present	568	Tom Lee - *21
514	Steve Luis	542	Frank Pascale - Not Present	569	Glen Jeannes
514	Dan Mitchell	561	Todd Woodward	590	Howard Blaydes
514	Sam Cirri	561	Richard Rostock		
514	Dale Lantz	561	Tony Bernal		

*Excused



Mechanic & Related Negotiation Update- January 21 - 25

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 following Contract Articles remain under review:

- Article 8 (Vacations)
Waiting Company response
- Article 12 (Promotions and Jobs to be Posted)
Waiting Company response
- Article 13 (Seniority List)
Waiting company response from counterproposal
- Article 15 (Reduction in Force)
Established separate sub-committee
- Article 16 (Recall from Layoff)
Established separate sub-committee
- Article 17 (Leaves of Absence)
Established separate sub-committee, reviewed proposal with TWU ATD Benefits Committee
- Article 21 (Rotation of Shifts)
Established M&R sub-committee to address proposed changes from the Company
- Article 23 (Attendance at Hearings, Investigations or Training Classes)
Waiting Company response
- Article 26 (Field Trips)
- Article 27 (General)
Committee preparing counterproposal
- Article 39 (Physical Examination)
Committee preparing counterproposal
- Article 46 (One Station Agreements)

The following Articles were presented this week:

- Article 46 (One Station Agreements)

Tentative agreements were reached on the following Articles:

- Article 18 (Military Leave)

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.

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



Joint Negotiation Committee Update January 21-25, 2008

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 21 through the 25, the Joint Negotiation Committee gathered in Texas and met with American Airlines. During the week, while only one (1) new article was passed to the Company, counter-proposals owed by the Company to the Joint Negotiation Committee were presented back to the Union for consideration. **The article passed was:**

- **Article 16 Recall** (Title III Fleet and IV Ground Service)
- **Article 16 Recall** (Title V Stores)

The Negotiations Committee continued to review articles scheduled for presentation to the company for debate, again checking language and justifications for each case.

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

- **Article 18 Military Leave**

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

- **Article 18 Military Leave**
- **Article 21 Rotation of Shifts/Work Schedules**

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

- **Article 12 Promotions and Jobs to be Posted** (Simulator Pilot and Ground School Instructors Only)
- **Article 18 Military Leave** (Both Groups)

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 28 Friday, through February 1.

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

The following Contract Articles remain under review:

- Article 2 (Definitions)
- Article 3 (Hours of Work)
- Article 12 (Filling of Vacancies)
- Article 13 (Seniority Lists)
- Article 23 (Attendance at Hearings, Investigations, or Training)
- Article 17 (Leaves of Absence)
- Article 21 (Rotation of Shifts)
- Article 26 (Field Work)
- Article 27 (General)
- Article 39 (Physical Examination)

Discussions were initiated on the following Articles:

- No discussions on any additional Articles were initiated.

Tentative agreements were reached on the following Articles:

- Article 16 (Recall)
- Article 46 (Effect on Prior Agreements)

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	23-Jan	6-Dec		TA
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-Dec	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	23-Jan	8-Jan		TA

47	Duration of Agreement				
48					
LOMS					
				Total TAs	15