



## **TWU Contract Negotiations Communication Update**

**1-888-4TWUUpdate**

**1-888-489-8873**

The TWU Negotiating Committees reconvened in Dallas, Texas the week of February 25<sup>th</sup> to February 29<sup>th</sup>. During the week, members of all the TWU Negotiating Committees met with AA Management. Below are each of the specific Negotiating Committee progress reports for the week.

### **Mechanic & Related Negotiation Update**

**February 25<sup>th</sup> – February 29<sup>th</sup>**

The Mechanic and Related Negotiating Committee represents Aviation Maintenance Technicians, Overhaul Support Mechanics, Aircraft Cleaners, Parts Washers in Title 1, also Plant Maintenance Mechanics, Plant Maintenance Man, Utility Man, Building Cleaners, Cabin Cleaners in Title 2

**The following Contract Articles remain under review:**

#### **Waiting Company response**

- **Article 8 (Vacations)**
- **Article 12 (Promotions and Jobs to be Posted)**
- **Article 13 (Seniority List )**
- **Article 15 (Reduction in Force)**
- **Article 16 (Recall from Layoff)**
- **Article 27 (General)**
- **Article 30 (Grievance Procedure for Dismissal/Corrective Action)**
- **Article 31 (Grievance Procedure)**
- **Article 32 (Boards of Adjustment)**
- **Article 37 (Severance Allowance)**
- **Article 42 (Job Security)**
- **Article 43 (Part-Time Employees)**
- **Article 46 (One Station Agreements)**

#### **Union and the Company are at an impasse**

- **Article 17 (Leaves of Absence)**
- **Article 23 (Attendance at Hearings, Investigations or Training Classes)**
- **Article 26 (Field Trips)**

## **Union preparing counter proposal**

- **Article 39 (Physical Examination)**
- **Article 36 (Meal Periods)**
- **Article 25 (Recall and Call-in Work)**

### **Tentative agreements were reached on the following Articles:**

- **Article 21 (Rotation of Shifts)**  
**This article was at an impasse, the sub-committee met and reevaluated its position and the article was TA'd**

*We thank all of our Members for your continued support.*

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**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.**

<b>Article (Mechanic and Related)</b>	<b>Tentative Agreement Reached</b>	<b>Date Presented</b>	<b>Still in work (X)</b>
<b>1 Recognition &amp; Scope</b>			
<b>2 Definitions</b>	<b>Dec 4th</b>	<b>Nov 13th</b>	<b>TA</b>
<b>3 Hours of Work</b>		<b>Jan 30th</b>	
<b>4 Compensation</b>			
<b>5 Shift Diff &amp; Test Hop</b>			
<b>6 Overtime</b>			
<b>7 Holidays</b>			
<b>8 Vacations</b>		<b>Jan 15th</b>	<b>X</b>
<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>
<b>11 Classification/Qualifications</b>		<b>Feb26th</b>	<b>x</b>
<b>12 Promotions &amp; Jobs to be posted</b>		<b>Jan 15th</b>	<b>X</b>
<b>13 Seniority Lists</b>		<b>Dec 11th</b>	<b>X</b>
<b>14 Loss of Seniority</b>	<b>Nov 16th</b>	<b>Nov 13th</b>	<b>TA</b>
<b>15 Reduction in Force</b>		<b>Nov 12th</b>	<b>X</b>
<b>16 Recall</b>		<b>Dec 5th</b>	<b>X</b>
<b>17 Leaves of Absence</b>		<b>Dec 4th</b>	<b>X</b>
<b>18 Military Leave</b>	<b>Jan 21st</b>	<b>Jan 15th</b>	<b>TA</b>
<b>19 Termination of Employment</b>		<b>Jan 30th</b>	<b>x</b>
<b>20 Bulletin Boards</b>	<b>Nov 13th</b>	<b>Nov 13th</b>	<b>TA</b>
<b>21 Rotation of Shifts</b>	<b>Feb 27th</b>	<b>Dec 4th</b>	<b>TA</b>
<b>22 Regular and Relief Assignments</b>	<b>Jan 15th</b>	<b>Jan 15th</b>	<b>TA</b>
<b>23 Training Investigations</b>		<b>Dec 11th</b>	<b>X</b>
<b>24 Absence From Work</b>	<b>Dec 4th</b>	<b>Nov 16th</b>	<b>TA</b>
<b>25 Recall and Call in</b>		<b>Feb 20th</b>	<b>TA</b>
<b>26 Field Work</b>		<b>Dec 5th</b>	<b>X</b>
<b>27 General</b>		<b>Dec 13th</b>	<b>X</b>
<b>28 No Discrimination, and Recognition of Rights of Compliance</b>	<b>Dec 11th</b>	<b>Nov 13th</b>	<b>TA</b>
<b>29 Representation</b>		<b>Jan 30th</b>	<b>TA</b>
<b>30 Dismissal</b>	<b>Feb 20th</b>	<b>Jan 30th</b>	<b>TA</b>
<b>31 Grievance Procedure</b>	<b>Feb 20th</b>	<b>Jan 30th</b>	<b>TA</b>
<b>32 Arbitration</b>	<b>Feb 20th</b>	<b>Jan 30th</b>	<b>TA</b>
<b>33 No Strike No - Lock Out</b>	<b>Dec 11th</b>	<b>Dec 5th</b>	<b>TA</b>
<b>34 Sick Leave / Unused Sick Leave</b>			
<b>35 Temporary Employees</b>	<b>Dec 12th</b>	<b>Dec 11th</b>	<b>TA</b>
<b>36 Meal Periods</b>		<b>Jan 30th</b>	<b>X</b>
<b>37 Severance</b>	<b>Feb 22nd</b>	<b>Feb 20th</b>	<b>X</b>
<b>38 Union Security</b>	<b>Nov 13th</b>	<b>Nov 12th</b>	<b>TA</b>
<b>39 Physical Examinations</b>		<b>Nov 16th</b>	<b>X</b>
<b>40 Pension Benefits</b>			
<b>41 Health Benefits</b>			
<b>42 Job Security</b>		<b>Feb 20th</b>	<b>X</b>
<b>43 Part Time Employees</b>		<b>Feb 20th</b>	<b>X</b>
<b>44 Special Moving Allowance</b>	<b>Dec 14th</b>	<b>Dec 13th</b>	<b>TA</b>
<b>45 Previous Agreements</b>		<b>Jan 30th</b>	<b>TA</b>
<b>46 One-Station Rule</b>		<b>Jan 21st</b>	<b>X</b>
<b>47 Duration</b>			

**All TWU Negotiating Committee Member Weekly Attendance  
February 25<sup>th</sup> – 29<sup>th</sup>, 2008**

**LOCAL      NAME                                  LOCAL                      NAME                                  LOCAL                      NAME**

<b>501</b>	<b>Mike Chiofalo</b>	<b>514</b>	<b>Howard McKinney</b>	<b>562</b>	<b>John Iuliano</b>
<b>501</b>	<b>George Miller</b>	<b>514</b>	<b>Adam Ferrara</b>	<b>562</b>	<b>Steve Gukelberger</b>
<b>502</b>	<b>Donny Tyndall</b>	<b>521</b>	<b>Todd Gibbs</b>	<b>563</b>	<b>Steve Gilboy</b>
<b>505</b>	<b>Mike Mayes</b>	<b>529</b>	<b>Charlie Meyer</b>	<b>564</b>	<b>JR Ruiz</b>
<b>505</b>	<b>Robert Todd</b>	<b>529</b>	<b>Steve Prehn</b>	<b>564</b>	<b>Ed Domenech</b>
<b>507</b>	<b>Tim Hughes</b>	<b>530</b>	<b>Chris Baker</b>	<b>565</b>	<b>Keith Stewart</b>
<b>510</b>	<b>Pete Hogan</b>	<b>530</b>	<b>Michael Taylor</b>	<b>565</b>	<b>Frank Picarelli</b>
<b>510</b>	<b>Brian McMahon</b>	<b>530</b>	<b>Gordon Clark</b>	<b>567</b>	<b>Gary Moffitt</b>
<b>512</b>	<b>Mike Rubel</b>	<b>530</b>	<b>Bill Ballard</b>	<b>567</b>	<b>Robert Strebeck</b>
<b>512</b>	<b>Rick Rodriguez</b>	<b>541</b>	<b>Jim Fudge</b>	<b>567</b>	<b>Johnny Griffith</b>
<b>513</b>	<b>Darrin Pierce</b>	<b>541</b>	<b>Dale Holt</b>	<b>567</b>	<b>Larry Pike</b>
<b>513</b>	<b>Frank Pecorraro</b>	<b>542</b>	<b>John Plowman</b>	<b>568</b>	<b>Tom Lee</b>
<b>514</b>	<b>Steve Luis</b>	<b>542</b>	<b>Frank Pascale</b>	<b>569</b>	<b>Glen Jeannes</b>
<b>514</b>	<b>Dan Mitchell</b>	<b>561</b>	<b>Todd Woodward</b>	<b>590</b>	<b>Howard Blaydes</b>
<b>514</b>	<b>Sam Cirri</b>	<b>561</b>	<b>Richard Rostock</b>		
<b>514</b>	<b>Dale Lantz</b>	<b>561</b>	<b>Tony Bernal</b>		