



## **TWU Contract Negotiations Communication Update**

**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**

**1-888-4TWUUpdate**

**1-888-489-8873**

**The TWU Negotiating Committees reconvened in Dallas, Texas the week of March 31<sup>st</sup> to April 3<sup>rd</sup>. During the week, members of the TWU M&R Negotiating Committee met with AA management. Below are each of the specific Negotiating Committee progress reports for the week.**

**This week the Union continued going through the companies Art 11 and 12 rewrite. The Union formulated many more questions on the substantial changes which would impact all classifications. Also reviewed Article 13 (Seniority List), Article 25 (Recall and Call-in Work), Article 39 (Physical Examination), Article 46 (One Station Agreements), Article 43 (Part-Time Employees), that the Company presented last week.**

**The company reported they were still reviewing the comprehensive proposal. *We the negotiating committee appreciate your patience and support as we work towards an agreement.***

### **Awaiting Company response**

- **Article 1 (Recognition & Scope)**
- **Article 3 (Hours of Work)**
- **Article 4 (Compensation)**
- **Article 5 (Shift Differential)**
- **Article 6 (Overtime)**
- **Article 7 (Holidays)**
- **Article 8 (Vacations)**
- **Article 15 (Reduction in Force)**
- **Article 16 (Recall from Layoff)**
- **Article 17 (Leaves of Absence)**
- **Article 23 (Attendance at Hearings, Investigations or Training Classes)**
- **Article 26 (Field Trips)**
- **Article 27 (General)**
- **Article 34 (Sick Leave/Unused Sick Leave)**
- **Article 36 (Meal Periods)**
- **Article 40 (Retirement Benefits)**
- **Article 41 (Group Insurance Contributions)**
- **Article 42 (Job Security)**
- **Article 47 (Duration of Agreement)**

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

- **Article 2 (Definitions)**
- **Article 9 (Probationary Period)**
- **Article 10 (Seniority)**
- **Article 14 (Loss of Seniority)**
- **Article 18 (Military Leave)**
- **Article 19 (Termination of Employment)**
- **Article 20 (Bulletin Boards)**
- **Article 21 (Rotation of Shifts)**
- **Article 22 (Regular & Relief Assignments)**
- **Article 24 (Absence from Duty)**
- **Article 28 (No Discrimination & Recognition of Rights of Compliance)**
- **Article 29 (Representation)**
- **Article 30 (Dismissal)**
- **Article 31 (Grievance Procedure)**
- **Article 32 (Board of Adjustment)**
- **Article 33 (No Strike – No Lockout)**
- **Article 35 (Temporary Employees)**
- **Article 37 (Severance Allowance)**
- **Article 38 (Union Security)**
- **Article 44 (Moving Expenses/Optional Severance for Protected Employees)**
- **Article 45 (Effect on Prior Agreements)**

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

**All TWU Negotiating Committee Member Weekly Attendance  
March 31<sup>st</sup> – April 3<sup>rd</sup>, 2008**

<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>
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
507	Tim Hughes	530	Chris Baker	565	Keith Stewart
510	Pete Hogan	530	Michael Taylor	565	Frank Picarelli
510	Brian McMahon	530	Gordon Clark	567	Gary Moffitt
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	568	Tom Lee
514	Steve Luis	542	Frank Pascale	569	Glen Jeannes
514	Dan Mitchell	561	Todd Woodward	590	Howard Blaydes
514	Sam Cirri	561	Richard Rostock		
514	Dale Lantz	561	Tony Bernal		