



TWU Contract Negotiations Communication Update

1-888-4TWUUpdate

1-888-489-8873

The TWU Negotiating Committees reconvened in Dallas, Texas the week of March 3rd to March 7th. 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.

On March 6th your TWU Negotiating Committee presented an economic package to management, including all remaining and open Articles for review. During the presentation, it was emphasized to management that since 2003 our membership has made significant sacrifices. In addition, we have increased the value of American Airlines through our collaborative efforts. Going forward, the TWU is committed to doing what is right. We are also asking American Airlines to do what is right by making the investment in its TWU employees. The committee will not meet the week of March 10th to allow management time to review all information that was included in the Union's comprehensive package. Your Negotiating Committee will reconvene in Dallas on March 17th.

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 11 (Classifications & Qualifications)**
- **Article 12 (Promotions and Jobs to be Posted)**
- **Article 13 (Seniority List)**
- **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 25 (Recall and Call-in Work)**
- **Article 26 (Field Trips)**
- **Article 27 (General)**
- **Article 34 (Sick Leave/Unused Sick Leave)**
- **Article 36 (Meal Periods)**
- **Article 39 (Physical Examination)**
- **Article 40 (Retirement Benefits)**
- **Article 41 (Group Insurance Contributions)**
- **Article 42 (Job Security)**
- **Article 43 (Part-Time Employees)**
- **Article 46 (One Station Agreements)**
- **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.

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

**All TWU Negotiating Committee Member Weekly Attendance
March 3rd – 7th, 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
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 Pecoraro	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		