

TRANSPORT WORKERS UNION OF AMERICA AFL-CIO TWU - ATD POLICY AND RULES FOR CONTRACT NEGOTIATIONS

The provisions of the ATD Negotiating Committee Policy, Article IV of the American Airlines System President's Council By-Laws and the TWU Constitution will govern the TWU Negotiating committee.

GENERAL NEGOTIATING POLICY

I. Chairman

A. The ATD Director, or another International Officer assigned by the International President, shall chair Negotiating Committee Meetings. The Chairman shall have a voice, but no vote, on Committee decisions except to break a tie.

B. International Officers and Representatives assigned shall have a voice, but no vote, on Negotiating Committee decisions.

C. The Chairman of the Negotiations Committee can be removed from his/her position by a two-thirds majority vote of the Negotiations Committee. A new Chairman will be appointed based on a two-thirds majority vote of the full Committee, with concurrence of the International President.

D. The chairman will ensure that attendance is taken during meetings. The Chairman will have the responsibility to ensure that Committee Members conduct themselves with decorum and professionalism.

E. If the Chairman finds a Committee Member is out of order, the Chairman may take a recess before ejecting the Committee Member. The Committee Member may, at his option, appeal the decision of the Chair for ejection immediately before the Body. The Body can overturn the ejection with a two-thirds vote. Nothing contained in this

paragraph is inconsistent with the TWU Constitution or Roberts Rules of Order.

II. Committee Members

A. Committee Members will be responsible to their membership to attend meetings when meetings are called and leave only when the meetings are adjourned in proper fashion. A Committee Member whose presence is required elsewhere will give notification to the Chair in as much advance as practical.

B. Any Committee Member appearing under the influence of intoxicants will be ruled out of order and ineligible to participate in official business of the Committee.

III. Contract Proposals

A. The Negotiating Committee will review contract proposals submitted by the members through their respective Locals. The Committee shall approve a package to submit, with Committee recommendations, to the membership. A vote will be taken to authorize the Negotiating Committee to take whatever action is necessary, including strike action, to achieve these goals.

Note: All reference to full Committee voting will mean by simple majority unless stated otherwise in IV. Committee Meetings

IV. Committee Meetings

A. Wherever possible, meetings will be conducted by the full Committee. However, Sub-Committees shall be established when there is a particular need, such as issues pertaining to a particular contract group, or a specific item. When Sub-Committees are used, the Chairman will appoint a Sub-Committee Chair, with the approval of the Sub-Committee body.

B. During Sub-Committee Meetings, in the event the Ground Instructors, Simulator Technicians, Dispatchers, Meteorologists or Technical Specialists require additional assistance for a specific contract group then one (1) additional subject matter expert may be added as a scribe.

C. Any Sub-Committee decision must have the final approval of the full Committee. The full Negotiating Committee will be expected to be available and on time for all Committee Meetings and joint sessions.

D. No changes or substitutions shall be made in Committee Members once negotiations have commenced except in extreme circumstances, and then only by two-thirds vote of the Committee.

V. Communications

A. No Committee Member or Local Union is to release any information, publicity, postings, or mailings regarding the status of the negotiations without prior approval by two-thirds vote of full Committee. The weekly updates during negotiations will include the attendance record.

B. Sub-Committee meetings and/or caucuses with Company representatives will be held only with the knowledge and consent of the full Committee.

C. The Chairman of the Committee will be the spokes-person for the Negotiating Committee. No Committee Member will speak on any issue in negotiations without approval of the Chairman.

SYSTEM COLLECTIVE BARGAINING (ARTICLE IV - BY-LAWS - A.A. SYSTEM COUNCIL)

I. Joint Negotiations

A. Each Local Union participating in joint system-wide contract negotiations shall be represented on the Negotiating Committee by their Local President.

B. All contract groups will be represented in accordance with the following procedures.

C. Each Local will be allowed one representative from each contract or title group. In the event a particular title group is below 100 members, a representative may be sent when financially feasible at the option of the Local Executive Board. Such representative will be selected by the Local Executive Board, or in accordance with the Locals By-Laws.

D. There shall also be at least one representative from each title group covered by the contract. No changes or substitutions shall be made in Committee Members once negotiations have commenced except in extreme circumstances, and Then only by two-thirds vote of the Committee.

E. Each Local Union represented on the Committee shall be entitled to one vote, and an additional vote for each active American Airlines employed title group member in the Local as indicated in the last three financial reports filed with the International Secretary Treasurer preceding the month in which negotiations commence.

F. Each Local President or Local Representative serving on the Joint Negotiating Committee shall be entitled to one vote on questions to be decided by the Committee. Where the total Local vote entitlement exceeds the Local Representatives on the Committee then the Local President will cast the excess votes.

G. The cumulative votes of all participating contract groups will determine ratification. However, should one or more individual contracts be rejected, notice of ratification will be withheld in order to determine the reason for rejection.

H. In the event it is determined by The Presidents Council that a rejection was due to a parochial issue pertaining only to that contract group, then that contract shall not be ratified. The Presidents Council will consider what options shall be pursued in order to resolve the dispute. In the event the rejection involves items applicable to all contract groups, the contract shall be considered ratified.

II. Tentative Agreements

A. The full Committee, subject to Membership ratification, shall sign negotiated settlements. A ratification vote of all tentative agreements must be scheduled on the same date. This date will be a minimum of 30 days after a complete copy of the tentative agreement has been distributed. The Negotiating Committee will determine the distribution date. Ratification votes shall be conducted by secret mail ballot except that members on strike may vote by secret ballot box vote to expedite results.

III. Separate Negotiations

A. Each Local will be allowed one representative from each contract group or title group covered by the agreement being negotiated. In the event a particular title group is below 100 members, a representative may be sent when financially feasible at the option of the Local Executive Board. The decision as to whether to send a representative will be made by the Local Executive Board, or in accordance with the Local's By-Laws.

B. There shall also be at least one representative from each title group covered by the contract. No changes or substitutions shall be made in Committee Members once negotiations have commenced except in extreme circumstances, and then only by two-thirds vote of the Committee.

C. Local Union Presidents who are not members of a contract or title group in separate negotiations, but who represent

members whose agreement is in separate negotiations, may attend such negotiations and speak on behalf of their affected members. Such Presidents may not vote on Negotiating Committee decisions unless the Local Executive Board determines it is not financially feasible to send a representative from its title or contract groups covered by the agreement and the President is designated by secret ballot of the affected title or contract group to vote on their behalf.

D. There shall also be a minimum of one representative from each contract group & title group represented in negotiations. During Sub-Committee meetings, in the event the Ground Instructors, Simulator Technicians, Dispatchers or Meteorologists require additional assistance for a specific contract group, then additional Committee Members may be added with the approval of the Local President.

E. In the event of a roll-call vote, the voting representative shall have an additional vote for each active American Airlines employed title group member in the local as indicated in the last three financial reports filed with the International Secretary Treasurer preceding the month in which negotiations commence.

F. Wherever possible, meetings will be conducted by the full Committee. However, Sub-Committees shall be established when there is a particular need, such as issues pertaining to a particular contract group, or a specific item. Any Sub-Committee decision must have the final approval of the full Committee. The cumulative vote of all members covered by the agreement will determine ratification.

IV. Tentative Agreements

A. Negotiated settlements shall be signed by the full Committee, subject to Membership ratification. A ratification vote of the tentative agreement must be scheduled on the same date. This date will be a minimum of 30 days after a complete copy of the tentative agreement has been distributed. The Negotiating Committee will determine the

distribution date. Ratification votes shall be conducted by secret mail ballot except that members on strike may vote by secret ballot box vote to expedite results. Should a contract group reject the tentative agreement the Negotiating Committee shall convene to determine the reasons for rejection, and the course of action to be taken to resolve the dispute.

Negotiating Policy 2005
Approved October 10, 2005