

The Association.



THE TWU-IAM ASSOCIATION

April 29, 2016

The TWU-IAM Association Fleet Negotiating Committee met this week with American Airlines in Washington, DC.

- To date, the Association Fleet Committee has exchanged the following proposals with the company:
 - Sick Leave – Your committee exchanged its counter proposal to the company and is awaiting a response.
 - Temporary Employees – The parties previously exchanged proposals on this article and we remain far apart from an acceptable resolution. The Committee has tabled this article for additional discussion.
 - Recognition of Rights – We have exchanged multiple proposals on this article and have made no headway with the company. The article has been tentatively agreed to by the Maintenance and Related/Stores Committee, yet the company is proposing different language for the Fleet Service classification. This is not acceptable. We have tabled this article for additional discussion.
 - Hours of Service – We have received the company's counter proposal on this article, which they included in Work Schedules. The Committee's position is that we will keep these as two separate articles. The company's proposal also included shift trade language and we are working on our counter proposal.
 - The company did not provide us with any new counter proposals on the outstanding articles from our opening pass in December 2015.
- This week, the Fleet Committee reached tentative agreement on the following article:

- Grievance Procedures – After months of battling with the company, your Committee has achieved tentative agreement regarding this article that will give members additional protections.
- Thus far, the Association Fleet Committee has tentative agreement on the following Articles:

Shift Differential	Leaves of Absence	Training, Travel Pay and Meal Per Diem
Grievance Procedures	Field Work	Meal Periods
Representation	Absence from Duty	System Board of Adjustment
Uniforms	Bulletin Boards	No Strike No Lockout
Fitness for Duty	Purpose of Agreement	Probation
Safety and Health		Preamble

- Our future Fleet negotiations dates and locations are as follows:
 - Week of May 9 in DCA
 - Week of May 16 in DFW
 - Week of May 23 in DFW
 - Week of June 13 in DFW
 - Week of June 20 in DCA
 - Week of June 27 in DFW

Fraternally,

Mark Baskett

Mike Fairbanks

Pete Hogan

Tim Hughes

Mike Mayes

Steve Miller

Brian Oyer

Pat Rezler

Art Risley

Andre Sutton

Rodney Walker

Bill Wilson