

# The Association.



THE TWU-IAM ASSOCIATION

November 23, 2021

Lynn Vaughn, Managing Director Labor Relations  
Jim Weel, Managing Director Labor Relations  
American Airlines  
1 Skyview Drive, MD 8B500  
Fort Worth, TX 76155

RE: Article 24 – Sick Leave

Dear Lynn and Jim,

After a single discussion, on November 15, 2021, American Airlines unilaterally imposed a draconian Attendance Control Policy that included published guidelines, PowerPoint presentation, and training. On the single phone call, between Association Leadership and Company Labor Representatives, multiple contract violations were raised; however, no answers or announced changes were ever provided to Association Leadership.

As such, the Association has no other option than to file a grievance per Article 33(B), of the AA/TWU-IAM Association Fleet Service, Mechanic and Related, MLS, MCT, and MTS Collective Bargaining Agreements (CBA's).

This communication serves as an official grievance notice that violations of the AA/TWU-IAM Association Fleet Service, Mechanic and Related, MLS, MCT, and MTS Collective Bargaining Agreements (CBA's) were found within the following Company documents; including, but not limited to:

**ATTENDANCE GUIDELINES** - Effective November 15, 2021, **THE NEW POLICY, Absence Management I TWU-IAM Attendance Policy Training**, and the online attendance policy training course to be completed by TWU-IAM Association Members.

We sincerely hope that this matter can be resolved without arbitration. The immediate remedy sought is for American Airlines to immediately cease and desist the use of its November 15, 2021, Attendance Policy, until the "policy" is corrected to meet the terms and conditions negotiated with the Association as part of the JCBA. Failure to reach a satisfactory solution will result in the TWU/IAM requesting that this dispute be expedited to arbitration.

As always, please feel free to contact us regarding further questions.

Sincerely,



Mike Klemm  
President Directing Gen Chair  
District 141  
IAMAW



Andre Sutton  
International Vice President  
Transport Workers Union of America



Dave Supplee  
President Directing Gen Chair  
District 142  
IAMAW



Gary Peterson  
Air Division Director  
International Vice President  
Transport Workers Union of America