

## Questions From the Floor

So everyone understands where the Local is at in the process of the International 29d we filed on the outsourced 757 work. The question has been asked as to why we did not file an injunction in Federal court to stop the outsourcing. The answer is that the courts consider this type of case a "Minor Dispute" and would simply send us back through the negotiated grievance process. According to our Attorneys the only cases a Federal judge would accept are Major Dispute Resolutions. To us this is a major dispute but the definition the courts live by is this:

### **Collective Bargaining Disputes (So Called "Major Disputes")**

**Definition of Major Dispute** - Major disputes involve the creation or changing of collective bargaining agreements on rates of pay, work rules and working conditions, and are subject to conciliation procedures that are purposely long and drawn-out. A minor dispute is the following:

### **Grievance Disputes (So Called "Minor Disputes")**

**Definition of Minor Disputes** - Disputes that arise out of the interpretation or application of existing contractual rights are considered minor disputes. Courts have ruled that a dispute is minor if the employer's action complained of by a contract employee is "arguably justified" by the collective bargaining agreement. Minor disputes initially are dealt with through the carrier's internal dispute resolution procedures. If a minor dispute is not settled through initial discussions, it may be referred for binding arbitration by either party to a grievance adjustment board composed of union and management representatives -- system adjustment boards in the case of airlines, and the National Railroad Adjustment Board or to special boards of adjustment in the case of railroads.

At the request of the Local, the ATD filed an International 29d which takes precedence over a Presidential 29d, which is filed by the local president. An International 29d is expedited to the top of the arbitration docket to be heard as quickly as possible.

### **Press Problems**

The Fort Worth Star Telegram was contacted on Oct 11<sup>th</sup> and told they incorrectly quoted John Hewitt in the story About AA contracting out 757 Heavy Checks.

The quote should have read:

"John Hewitt, Chairman of Maintenance for TWU Local 514, which represents 5,600 workers at the Tulsa base, John said he believes that Tulsa Base management believes the outsourcing is temporary, however, A.A. upper management in Dallas may be testing the waters for outsourcing on an ongoing basis."

"But our contract guarantees we get to do our work," Hewitt said. "We fight and scrap for every bit we can keep in-house."

### **Labor Rally**

Last Friday, Oct 7<sup>th</sup>, TWU Local 514 and the Postal Workers held a labor Rally at the BOK Center in downtown Tulsa. The rally was organized to point out the dangers coming to the Tulsa Economy if both Unions were to lose members over bad business decisions. The TWU and the Postal Workers have collected thousands of signatures from the citizens of Tulsa. For more info on both Union Campaigns go to [TWU514.org](http://TWU514.org).

# Questions From the Floor

*continued from the front*

## Maintenance Control Technicians

Transport Workers Union, Local 514, has been verbally notified by American Airlines about the decision to move the MCT and related jobs to Dallas. Tulsa AA management met with the TWU Maintenance Control Technicians Wednesday morning to announce the decision to relocate their jobs to Dallas sometime around Oct 2012. This is disappointing news for the Local and its members who have given up millions of dollars to AA to help protect their careers in Tulsa. I'm sure it is disappointing to the citizens of Tulsa who have also contributed hard earned money to keep these jobs in Tulsa. Obviously, American Airlines places no value in the sacrifices of their employees or the community of Tulsa. While we suspected it was likely the company was going to go in this direction, there is still time for them to change course. The TWU has collected thousands of signatures from the Tulsa community to petition AA management to make the right decision. Tulsa business owners and citizens should call the president of American Airlines at (817) 967-1712 and tell Mr. Horton what they think about his decision.

John Hewitt  
Chairman of Maintenance  
TWU Local 514

## 2012 Benefits Open Enrollment

The last day to enroll will be **Monday, October 31, 2011.**

Appointments with the TWU Union Benefits Counselors are still available for the week of October 17-21, 2011 at the Union Hall. Please call for an appointment at 918-437-4300.

TWU Benefits Counselors are now available to all TWU members through the call center. The call center number is: **1-866-386-6060. Phones are open from 8:00 am – 5:00 pm daily.**

**American Airlines Open Enrollment ends at midnight on Monday, October 31, 2011.**

If you have any questions please call:

D'Ann Johnson	918 384-9760
Malinda Hamm	918 576-1717
Bruce Sexton	918 619-2975

**Don't forget to print out a copy of the final selection of all your benefits and keep for you records.**

Denim (jean) jackets are on sale at the Union Hall for \$25.



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