



A Publication of the Transport Workers Union of America, Air Transport Division, Local 514, AFL-CIO



**Local 514**

## Window Shop Changes Its Fate

During the negotiations of the collective bargaining agreement the company insisted on their need for increased outsourcing. The TWU zealously fought to retain work and obtained industry leading language that limits the company's outsourcing to 35% of its total maintenance expense. Several areas were identified by the company for outsourcing, within the percentage cap, and listed in Article 1 Attachment 1.2.

One area selected by the Company for outsourcing was our Window Shop located in the Composite Repair Center in Tulsa. After hearing of the planned closure an unprecedented effort was undertaken by the mechanics to reverse that decision. Unwilling to accept defeat, Vance Foster and Dale Williams from the shop, with the help of TWU International RO Chairman Gary Kelley, convinced the company to allow the shop to bid the window work against competitive bids received by Purchasing from outside suppliers.

After an extensive reevaluation of every aspect of the window shops repair process and looking at all opportunities to reduce unnecessary labor cost, the shop, with the help of Tim Connor of the former Business Development Group (BDG), compiled a comprehensive bid that was submitted for comparison.

After the Financial review, evaluating the Window Shop bid against the outside supplier bid, the work was awarded to the Window Shop. This is but one example of when given the chance our members can step up to the plate and hit one out of the park.

Congratulations to the entire window shop organization and everyone involved in making this happen.

### Thinking of Retiring?

Please contact Local 514's Retirement Counselor Mark Loeber for details. Contact details are listed below:

Mark Loeber  
TWU, Local 514  
Retirement Counselor  
9175 S. Yale Ave.  
Suite 200  
Tulsa, Oklahoma  
74137  
918-491-0079

### Bankruptcy Information

Information about the bankruptcy comes almost everyday for hearings etc. The informer only goes out weekly. For the most current information, we highly recommend that you go to the computer at home or at work and go to [www.twu514.org](http://www.twu514.org) and see daily up to the minute updates. This is the fastest and most reliable way to be informed. You can also sign up for updates at [www.twu.org](http://www.twu.org) (the International TWU website).

## 4.8% Equity Facts

Dear Sisters and Brothers,

Several members have informed me that IBT organizers are distributing propaganda that claims that the TWU International will withhold equity that is rightfully due to our members. The TWU successfully negotiated the 4.8% equity, and it will be distributed to our members fairly, and with transparency.

What seems to upset the IBT is that they will never have any role in the equity distribution process. Your elected local presidents make up the TWU Equity Distribution Committee, which is currently working on a plan for distributing our equity with the assistance of legal counsel and financial experts. In June, the Committee will have scheduled meetings with the membership to review our draft plan, explain and to answer questions on the procedures for distribution.

The guiding principle of the TWU Equity Distribution Committee is to allocate the equity to the different crafts or classes we represent at American, in accordance with the value of the concessions absorbed in bankruptcy. It may be helpful for you to know more about how the equity distribution is determined. Our equity stake has three basic components:

- The largest portion (approximately 3.1%) was based on the additional revenue the new American Airlines will realize due to scope and pension relief provided in bankruptcy.

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- An additional portion (approximately 1.7%) was based on the “me too” obligations that TWU negotiated in our contract.
- Finally, our equity was increased slightly based on the negotiated value of certain grievances (primarily the 29 D grievances over outsourcing of 757 overhauls and health care payments)

The IBT has never provided you with factual information on our equity stake, because they didn’t negotiate the agreement and they don’t understand how it works. They are attempting to create fear among our members with false claims that the TWU will not distribute equity fairly.

On May 23-24, your TWU Equity Distribution Committee is scheduled to meet again with our legal and financial advisors, and will be working to complete our draft equity distribution plan. When the Committee presents its plans to the membership, I’m confident that you will be pleased with what we have been able to accomplish.

In Solidarity,

James C. Little, International President

## **TWU/IAM Partnership**

The International Association of Machinists and Aerospace Workers (IAM) and the Transport Workers Union of America (TWU) today announced a partnership to jointly represent nearly 30,000 ground workers at the “new” American Airlines following the merger of American Airlines and US Airways.

This week the two international unions have signed joint agreements to cover the Mechanic & Related, Fleet Service, and Stores employee work groups at the soon to be merged airline. The new labor partnership, to be known as the TWU/IAM Employee Association, will ask the federal National Mediation Board (NMB) to hold elections among the combined employees for each classification after the close of the American-US Airways merger. The election will formalize the joint-council agreement reached this week.

“I am proud that our two great unions put the members first in a true demonstration of solidarity,” said IAM International President Tom Buffenbarger. “These agreements protect our members’ representation, pensions and seniority. Working jointly with the TWU, we will ensure both unions’ members are rewarded in this merger.”

“This agreement allows us to use our combined strength and resources on behalf of all our members as we move forward at the new American Airlines,” said TWU International President James C. Little. “Both unions have decades of experience representing workers at US Airways and American Airlines and both unions are members of the AFL-CIO.”

Following certification, negotiating committees comprised of an equal number of representatives from each union will begin working out the details of collective bargaining agreements to cover the combined carriers’ employees.

The accords reached this week, designate which union will enforce a post-merger agreement in specific cities, as well as providing a mechanism to designate contract enforcement responsibilities if the carrier expands to new markets.

The IAM currently represents Mechanic and Related, Fleet Service, and Stores employees at US Airways; TWU represents these classifications at American. TWU also currently represents aircraft dispatchers, flight crew training instructors and flight simulator engineers at both airlines. Additionally, IAM represents Maintenance Instructors at US Airways.

The full agreements and a Question and Answer document are available at the Transport Workers Union’s website: [www.twu.org](http://www.twu.org).