

## ***M&R Negotiations Update 3/11/2011***

The TWU Maintenance and Related (M&R) Negotiating Table Team met with AA management and mediator's Jack Kane and Walter Darr in Hurst, Texas the week of March 7th.

On Monday, March 7th, American Airlines Vice President of Network Planning presented a slide show outlining the management's desire to increase the Available Seat Miles (ASMs) cap for commuter aircraft. Immediately following the presentation, the TWU M&R Table Team used the remainder of the evening reviewing all outstanding Articles in preparation for presentation to management.

On Tuesday March 8th, the TWU M&R Table Team continued mediated sessions with management. That morning, the American Airlines Maintenance and Engineering Finance Managing Director gave a slide show presentation regarding a "7 day operation" for the Maintenance Bases. Directly following the presentation, management responded to our Article 3 (Hours of Work) proposal. Later that afternoon, management met with the TWU M&R Table Team and responded to Article 21 (Rotation of Shifts), Article 15 (Reduction in Force), Article 11 (Classifications and Qualifications) and Article 12 (Promotions and Jobs to be Posted).

On Wednesday March 9th, the TWU M&R Negotiating Table Team reconvened. The order of business for the day was finalization of all outstanding economic Articles for presentation to management the following day. This included all "Letters of Memorandum" (LOMs).

On Thursday March 10th, the TWU M&R Negotiating Table Team presented management with union proposals for Article 4 (Compensation), Article 5 (Shift Differential and Test Hop Bonus), Article 6 (Overtime), Article 7 (Holidays), Article 8 (Vacations), Article 34 (Sick Leave/Unused Sick Leave), Article 36 (Meal Periods), Article 40 (Retirement Benefits), Article 41 (Group Insurance Contributions), Article 42 (Job Security), Article 47 (Duration of Agreement) and Letters of Memorandum.

Full-text proposals for all Articles are available for viewing. Stay informed by visiting the TWU Negotiation website at: <http://aa.twu.org>.

The date of the next mediation session is pending at this time. The M&R Negotiating Committee appreciates your patience and support as we work toward an agreement.

## ***Stores Negotiations Update 3/11/2011***

The TWU Stores Negotiations Committee reconvened Negotiations with American Airlines in Hurst, Texas on March 7-11. This session in Mediation was attended by Jack Kane and Walter Darr of the National Mediation Board.

The Stores Negotiations Committee members gathered at 1:00 p.m. on Monday, March 7, 2011, at which time the Company gave the Committee another presentation on "Why the Company needs relief on the ASM Cap" AA's Vice President – Capacity Planning was present to field questions from both the Stores and M&R Committee's regarding the ASM Cap. The Committee did not receive a response back from the Company on Article 1 – (Recognition and Scope). This was one of the outstanding Articles which was passed to the Company at our last session in February.

On Tuesday, March 8, 2011, the Company gave the Stores Committee another presentation. This presentation was on "Why the Company needs relief on Limited Weekend Coverage". AA M&E Finance Managing Director gave the presentation to our Committee. The Company passed a counter-proposal to Article 3 – (Hours of Work). As expected, the counter-proposal from the Company asks for relief from our Maintenance Bases' 1/7th Provision for weekend coverage. The Company needs this relief to increase their yields on Engines, Certain Fleet of Aircraft and in other Support Shops where the Company deems it necessary. No specific areas in Supply were given where increased weekend coverage would be beneficial to the Company.

# *Stores Negotiations Update 3/11/2011*

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On Wednesday, March 9, the Committee met internally and made the decision to prepare the rest of our outstanding Articles, so that we could pass them to the Company. As of Wednesday, there were still 9 Articles that had not been passed to the Company since we resumed Negotiations after the failed May, 2010 Tentative Agreement.

On Thursday, March 10, the Stores Negotiations Committee met with the Company to pass the last 9 Articles. The Articles that were passed to the Company included:

- Article 4 – (Compensation)
- Article 6 – (Overtime)
- Article 7 – (Holidays)
- Article 8 – (Vacations)
- Article 34 – (Sick Leave)
- Article 40 – (Pensions)
- Article 41 – (Benefits)
- Article 42 – (Job Security)
- Article 47 – (Duration of Agreement)

The Company still owes the Committee a response to our previously passed Articles, which include;

- Article 1 – (Recognition and Scope)
- Article 5 – (Shift Differential)
- Article 36 – (Meal Periods)

The Stores Committee owes the Company only 1 Article, which is;

- Article 3 – (Hours of Work)

Now that everything's "Out on the Table", the Stores Committee will soon find out if American Airlines is willing to negotiate a fair and equitable contract that our membership is more than deserving of. After nearly 8 years of pain-staking concessions we will get to see what the Company thinks of our sacrifice to keep AA out of bankruptcy.

Once again, the Stores Negotiation Committee would like to thank our membership for their continued support and patience as we try to restore what used to be a Proud Career with American Airlines.

The next Mediated session is yet to be determined. The Committee will post an update at: <http://aa.twu.org> as soon as we get a date.

## *Safety Committee News*

### **Keeping your kids safe in the sun.**

Elk Grove Village, IL – Citing increasing rates of skin cancers, including melanoma, the American Academy of Pediatrics recently issued new recommendations on limiting sun exposure and tanning salon use among children.

Ultraviolet Radiation: A Hazard to Children and Adolescents offers guidance to parents and pediatricians on skin cancer prevention. Skin protection should begin at a young age, the statement advises, and is especially important for people at high risk for developing skin cancer, including those with light skin or freckles, who sunburn easily, or have a family history of the disease.

AAP recommends minimizing outdoor activity in the midday sun (from about 10 a.m. To 4 p.m.); applying sunscreen; and wearing sunglasses, hats and proper clothing when outdoors. Additionally, AAP supports legislation prohibiting access to tanning salons by people younger than 18. According to AAP, tanning salons are especially dangerous because the ultraviolet rays from some tanning devices can be 10-15 times higher than the midday sun.

by:Ralph Ortiz IBT Safety Committee Chairman Teamsters SFO Local 856/986