

M&R Negotiations Update - 06/16/11

The TWU Maintenance and Related (M&R) Negotiating Committee reconvened 6/13/11 – 6/17/11 in Miami, Florida.

The TWU M&R Negotiating Committee presented management with viable solutions designed to address staffing-related concerns previously raised by management at last month's session, along with a comprehensive proposal that included all open articles. They are as follows:

- **ARTICLE 3 - Hours of Work:** In order to accommodate management's desire for 7 day coverage on the docks at the Maintenance Bases, the TWU Negotiating Committee agreed to include an option for a 3/12-hour weekend shift schedule.
- **ARTICLE 4 - Compensation:** The TWU Negotiating Committee proposed adding an additional year to our proposal in exchange for an additional six percent (6%) raise for that year. This would extend the amendable date from our current proposal of 5/01/12 to 5/01/13. The duration of the union's proposal would run from 5/01/08 to 5/01/13. The committee also added SJU to the Geographical Premium pay chart. The TWU M&R Committee also proposed having retroactive pay payable in installments, so as to offset management's concern about its ability to make a lump sum payment.
- **ARTICLE 11- Classification and Qualifications:** Language was inserted in order to accommodate management's objective for increased productivity and efficiencies at the Maintenance Bases.
- **ARTICLE 12- Promotions and Jobs to be Posted:** Other than grammatical changes made to this proposal the intent remained unchanged.
- **ARTICLE 47 - Duration of Agreement:** The TWU M&R proposal extends the duration of the agreement from 5/01/12 to 5/01/13 in exchange for a six percent (6%) raise for that year.

Management presented their counter proposal, of which included the following:

- **Article 1- Recognition and Scope:** Management added Attachment 1.9, which would allow management to bring in and send out new work at its discretion, provided it did not result in a Reduction in Force (RIF).
- **Article 3 - Hours of Work:** No full-text counter proposal was presented. Management presented a handout highlighting management's concept of a 3/13 work schedule.
- **Article 4 - Compensation:** Management shortened the term of their proposal from forty-eight (48) months to thirty-six (36) months from the date of signing. A thirty-six (36) month agreement at date of signing essentially is a six year agreement from the 5/1/08 amendable date.
- **Article 11 - Classification and Qualifications:** Management presented the same proposal as May 2011 with the exception they adopted 11(g) regarding referencing the QAM (Qualifications Administration Manual) to identify skill groups on the Maintenance Base Docks.
- **Article 12- Promotions and Jobs to be Posted:** Management presented the same proposal as May 2011. The exception was adding an Attachment 12.5 Aircraft Overhaul (AO) within Tulsa Maintenance.
- **Article 21- Rotation of Shifts:** Management removed redundant drop-in language from their prior proposal.
- **Article 47- Duration of Agreement:** Management adjusted the amendable end date from 2015 to 2014.

The TWU Maintenance and Related Committee reconvened re-counter management's proposal on the following Articles:

- Article 3 - Hours of Work
- Article 7 - Holidays
- Article 8 - Vacations
- Article 11 - Classifications and Qualifications

Senior management stated that they would respond to the TWU proposal at our next session. They felt there was a lot to review within the maintenance base weekend coverage proposal of 3/13 shifts.

Mediator Kane has set the next date for negotiations to be the week of 7/11/11 in the Dallas, Texas area.

For a more detailed information go to <http://aa.twu.org>. Stay informed.

The M&R Negotiating Committee appreciates your patience and support as we work toward an agreement.

Slips, Trips, and Falls

Falls are one of the leading causes of unintentional injuries in the United States, accounting for nearly 8.6 million visits to the emergency room.

Adults 55 and older are more prone to being victims of falls and the resulting injuries can diminish the ability to lead active, independent lives. The number of fall deaths among adults 65 or older is 4 times the number of fall deaths among all other age groups.

Most common locations for falls:

- Doorways
- Cluttered hallways
- Uneven surfaces
- Ramps
- Areas with heavy traffic
- Areas prone to wetness or spills

Most common locations for falls to another level:

- Unguarded heights
- Ladders
- Unstable work surfaces
- Stairs

Did You Know?

Here are some fall-proofing tips for work and home:

- Clean up all spills immediately
- Stay off freshly mopped floors
- Secure electrical and phone cords out of traffic areas
- Remove small throw rugs or use non-skid mats
- Keep frequently used items in easily reachable areas
- Wear shoes with good support and slip-resistant soles
- Arrange furniture to provide open walking pathways
- Keep drawers and cabinet doors closed at all times
- Remove tripping hazards (paper, boxes, books, clothes, toys, shoes) from stairs and walkways
- Install handrails on all staircases on both sides
- If you have young children, install gates at the top and bottom of stairs (unlatch the gate to pass – don't climb over them)
- Ensure adequate lighting both indoors and outdoors
- Remove debris from exterior walkways
- Adjust gutter downspouts to drive water away from pathways
- Periodically check the condition of walkways and steps, and repair damages immediately
- Never stand on a chair, table or other surface on wheels

Falls Can be Prevented

Ladder Safety

- Always keep at least three points of contact with the ladder (i.e., two hands and one foot or two feet and one hand)
- Place the base on a firm, solid surface
- A straight or extension ladder should be placed one foot away from the surface it rests against for every four feet of ladder height.
- When you climb, always face the ladder and grip the rungs, not the siderails
- Climb down a ladder one rung at a time
- Do not climb with tools in hand – use a tool belt
- Keep your body between the ladder siderails when climbing
- Do not lean or overreach – reposition the ladder closer to the work instead
- Do not use ladders outdoors in windy or inclement weather

Additional Suggestions

Exercise, such as brisk walking, tai chi and yoga, helps reduce falls by improving strength and balance. Stay hydrated while exercising and consult with your physician before starting an exercise program.

Some medicines, combination of medicines or other combinations (sun, alcohol, etc.) can **make you drowsy or light headed**, which can lead to a fall. Have a doctor or pharmacist review all your medications.

Have your vision checked regularly by an eye doctor. Poor vision can greatly increase your chance of falling.

Regularly take measures to **identify and eliminate fall hazards** at work and home.

Pay attention to where you are going. Distractions can lead to a slip, trip or fall due to a step, crack or hole in the ground.

Be aware of your surroundings at all time. Falls can happen in any location, even in familiar areas.

Report all workplace slips, trips, and falls, even if minor, and all potential hazards.