

## OFFICER SPEAKS OUT

**AA Management Can't See Past Its Nose**

**Message to Union Members: Guard Your Work, Prevent Outsourcing At All Costs**

By John Hewitt  
Chairman Maintenance

September 15, 2011

Nobody in Tulsa could have anticipated the lasting impact the Sept. 11 terrorist attacks had on the airline industry and many other aspects of our world. But in the years following those events the top management at American Airlines has made uninformed, knee-jerk decisions without fully considering the long-term viability of the company and its workers.

An unfortunate example of this is the 757 Heavy "C" check work that is right on the verge of being sent to outside vendors, thus negatively impacting American Airlines, the Tulsa community and its workers. In the past when American Airlines saw increased work coming, the company would have hired more workers and secured the space to do the work. We took pride in our company being self-sufficient. We were glad to have more work. If we didn't have the manpower or space – we found it.

Things have changed. Now more than ever we have to jealously guard our work. If we let the 757 work go, what's next? If we give an inch they will take a mile. Now the American Airlines solution is to look outside the company and outside Oklahoma to handle the additional workload. Some airlines are even servicing aircraft in foreign countries because wages are so much lower. What kind of message does that send to American travelers about our commitment to safety and security?

For a company that lives and dies by daily flight schedules, you would think they would schedule long-term labor needs more deliberately. But they just don't seem to have the foresight or the common sense. I have more than 20 years experience in maintenance along with many, many other workers here at the base. We have common sense solutions.

Here's the solution to the 757 Heavy "C" check work: Hire more workers and find additional space. The super hangar in Kansas City would have been perfect, but I understand that has been leased out to some other industry. There is also available space in Dallas. While we want the hiring to take place right here in Tulsa, we would rather American Airlines grow in that way rather than sending it to another company.

Make no mistake, outsourcing is the trend in the airline industry. We face an uphill battle. But we must battle and not give up until we win. This is our history. This is our livelihood. This is tomorrow's work.

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



[www.facebook.com/twu514](http://www.facebook.com/twu514)



[www.twitter.com/twulocal514](http://www.twitter.com/twulocal514)

## American Airlines Open Enrollment and NEW TWU Benefits

On Wednesday TWU, Local 514 Benefits Committee reported out that the medical preferred provider for Oklahoma will change to United Health Care. The only increases in cost will be to the Values Plus Plan and to Community Care HMO. The Pacificare of Oklahoma HMO will not be offered as an option for the 2012 plan year. The Prescription Drug Plan under the value and value plus plans will require participants to do mail order for all maintenance drugs if filled at retail 3 times. The spouse and dependent children voluntary term life insurance premiums will slightly decrease. The other optional AA offered insurances will remain the same with the same premiums.

Now, there are several new insurance benefits that will be offered through the TWU. There will also be an open enrollment for some TWU benefits that are already in place. First, there are 5 brand new insurance policies that have some form of guaranteed issue which are: Lincoln Term Life, Lincoln Accident Insurances, Aflac Critical Illness, Aflac Whole Life, and Humana Gap Insurance. One thing to note about these new insurances is that they are *stackable*, meaning that even though you have medical insurance you can collect the accident or illness and the gap insurance on the same occurrence. Another note is if you currently have the TWU term life with USLife you will automatically be rolled over to Lincoln Term Life.

The TWU also has open enrollment with Standard Short Term Disability and Hartford Long Term Disability. These are existing policies in place. Be aware that you cannot collect MetLife Short Term Disability and Standard Short Term Disability at the same time and you must use all of your sick time prior to collecting short term disability.

With the AA October open enrollment and all of the TWU benefits being offered, your local has invited some licensed insurance counselors to come to Tulsa to help explain and choose the right insurance package for you and your specific situation. Univers is the company the counselors are employed by. The Univers counselors are paid hourly, W2 employees and not paid commission for sales. It is highly recommended that you visit with an insurance counselor while they are available, from September 19, 2011 through October 14, 2011. For those who can not meet personally with a counselor you can call one at 888-894-7595. The time and location of the insurance counselors are typically 7am to 9pm and will be located in Hanger 6 training room 2, The TWU Grievance Office and the TWU International Bus located around Hanger 3 and 4. You can also call the Local Union Hall at 918-437-4300 and set-up an appointment at the hall so that spouses may meet with the counselors as well. For the most updated and correct information check our web site at TWU514.org and facebook page at TWU514.

One last thing you must do! Print out the final selection of all of your selected benefits for your records!!! When you do your AA open enrollment print that out and keep for your records!!!

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

## "Rate Your Officers"

On the left side of the TWU514.org website you'll find "Rate Your Officers" below that click on "Take the Survey Now!Click Here!" We want to hear from YOU!