



Contractually Speaking

Let's welcome all the new TWU members aboard. It has been along time coming for American to start replacing all the members lost through attrition for the last 8 years. For the new members, it is the responsibility of American Airlines to provide each employee with a pocket-size copy of the TWU/AA Agreement under Article 27(k). Furthermore, under Article 27 general paragraph (g) the Company will furnish all required safety devices for employees working on hazardous or unsanitary work and employees will be required to use or wear the devices in performing such work.

Another article of the TWU/AA Agreement is Article 9 Probationary Period. Under the the Maintenance & Related and Stores Agreement probation is 180 days. Under the Fleet Service Agreement probation is 180 days for Ground Service employees and 120 calendar days for Fleet Service employees. Under the Maintenance Control Technician Agreement probation is 365 days.

With all that said we hope to see you at the Union Hall soon. Membership Meetings are normally on the last Monday of the month with the exception of months where it may conflict with holidays. For the latest and most up to date information sign up on the TWU514 Facebook page and visit our website <http://twu514.org> often.

NEW TWU BENEFITS and American Airlines Open Enrollment

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 five (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. To sign up for any of these insurances, you must see a *Benefits Insurance Counselor* who is located in the TWU Grievance Office or Hanger 6 Training Room 2. You can also call the Local Union Hall at 918-437-4300 and set-up an appointment at the hall so spouses may meet the counselors as well.

New Hires, TWU members hired in the last 90 days, it is very important that you contact one of the Benefits Committee members listed below.

AA Open Enrollment starts October 1, 2011. Don't wait until the last minute and don't forget:

Print out a final copy of all your selected benefits to keep for your records!!!

Thank you

Benefits Committee

D'Ann Johnson 918-384-9760

Malinda Hamm 918-576-1717

Bruce Sexton 918-619-2975

Contact your Local Shop Steward to sign up.

CRC Oct 4th 6:00 am – 9:00 pm

APU Oct 5th 6:30 am – 5:00 pm

W & B Oct 6th 6:00 am – 9:00 pm

Hngr 80 Oct 7th 6:00 am – 9:00 pm



OSHA CASE UPDATE

The following is an update on five OSHA cases that were brought against the company within the last two years. These cases have been reviewed by OSHA, and given to the Labor attorney for review and negotiation. The cases are quite detailed, so all the particulars are not listed here, only the highlighted results. Detailed specifics of all case reports are available in the TWU 514 safety office and are available for review.

- **Complaint # 2081113770-(Hangar 3A)** ---Six alleged violations. Violations were concerning hexavalent chromium sanding practices. All alleged violations dismissed due to insufficient evidences, viable historical air samplings, and current practices and air samplings at time of inspection.
- **Inspection # 313692246-(Interior Shop 2705)**----One Citation. Citation was negotiated to less than serious. Citation pertained to the use of alodine in sink without completed written certification of hazard assessment.
- **Inspection # 313691693-(Duct Shop 2289)**----Three Citations. Citations were negotiated as: One serious was withdrawn, two serious were agreed to. Citations involved a blast booth that had numerous leaks and a welding area that had insufficient air monitoring history, and proper ventilation.
- **Inspection # 313689457-(Exposure Reports/Blade & Vane)**----Nine Citations. Citations were negotiated as: Four withdrawn; three serious; two less than serious. Citations involved employee's right of access to exposure reports, training of access, exposure to hazardous dusts, PPE assessments, and training.
- **Inspection # 313687576-(Wheel & Brake Center)** ----14 Citations. Citations were negotiated: (this case gets a little complicated.) About a third of the citations were withdrawn; a third serious, and a third less than serious. Citations involved an alodine tank spill, employee involvement, and Hazmat cleanup, operation of the tank, and appropriate PPE and training. There were negotiated abatement terms outlining certain requirements by the company on some of the citations.

The OSHA process of complaints, inspections, citations, negotiations, and finally court; if it makes it to that, can be a long tedious process. The OSHA area directors working along side the labor attorney have done a great job of representing our local in these five cases. They have worked closely with your TWU Safety Department and communicated and updated frequently the options and strategies used to negotiate the abatement of the findings.

Rate Your Officers

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

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



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