

## NEGOTIATIONS UPDATE

(Source: ATD Press Release Nov.9<sup>th</sup> 2010) On November 7&8, 2010 the TWU met with Allied Pilots Association (APA) and the Association of Professional Flight Attendants (APFA) to discuss their respective negotiations with American Airlines and experiences with the National Mediation Board(NMB). We have very good relations with both unions and these type of meetings between the three groups will continue for as long as any of us are in negotiations.

(Source Star Telegram Oct 19<sup>th</sup> 2010) According to the Allied Pilots Association (APA) and the Association of Professional Flight Attendants (APFA) the NMB (National Mediation Board) may put negotiations between the two independent unions and American Airlines on ice. APA President Capt. David Bates stated Oct 19th that NMB Chairman Harry Hoglander called him to say the board can't schedule any further meetings in 2010. Captain Bates stated that "Mr. Hoglander cited 'under manning' within the NMB and the lack of progress so far in the talks

as the rationale for this decision," The APFA seems to have gotten similar feedback from the Board when they met with federal mediators in October. The APFA is also waiting for an answer from the NMB on their ongoing request to be released from talks for self help. These developments are unfortunate and the TWU will support any attempt by either union to restart bargaining.

The Mechanic and Related and the Stores Negotiating Committees have meetings scheduled with NMB Mediator Jack Kane on Monday November 15 and November 16 respectfully in Hurst Texas. The meetings will entail debriefing Mediator Kane on the rejected tentative agreement, specifically the membership's reasons for rejection along with discussions on scheduling future bargaining sessions. We will update the membership as soon as new information becomes available.

Sam Cirri, President  
TWU, Local 514

## A MESSAGE FROM ASAP

The M&E ASAP Program is still running normally and available to all M&E employees with safety concerns or to report errors/violations. However, due to recent mishandled reports and information by the FAA from within the M&E ASAP program that violates the existing Memorandum of Understanding, TWU Event Review Committee (ERC) members are encouraging TWU membership to consider the following. The Transport Workers Union is strongly advising its members to contact one of the below listed experts prior to bringing forward any information you may consider appropriate for ASAP.

The Transport Workers Union is not discouraging the due diligence of its membership in identifying and correcting safety concerns; however, it is important that one of the experts below make the determination of whether the report would be treated fairly in the current environment within ASAP before a report is submitted.

The Transport Workers Union is working diligently to ensure the integrity of the ASAP program is restored.

Once the Transport Workers Union feels the issues at the FAA AMR Certificate Management Office (CMO) are corrected and trust is restored, open reporting will once again be encouraged.

Safety of Flight and Compliance Coordinator  
Brad Brugger –TWU (918) 855-7825

TWU ASAP Advocates  
Pedro Mari –TWU (918) 808-4986  
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### REMINDER:

**Be sure that your jetnet information reflects that your name appears exactly as it is on your driver's license. Otherwise, you may be stopped from boarding your flight. The same goes for passports.**

# Transport Workers Union Short Term Disability

Recently TWU members received a mailing from TWU Air Transport Division offering open enrollment to the new ATD - sponsored Voluntary Short Term Disability Insurance from Standard Insurance Company. This has caused some confusion for many of our members; therefore, we have put together some of the most asked questions.

**Q. Who fills out the “To Be Completed By Human Resources” section of the enrollment form?**

A. You (the member) can fill that section out. Actually the TWU/American Airlines is the employer. American Airlines has no part of the administration or filling out any forms for this insurance.

**Q. If I already have Short Term Insurance with TWU through Trans America what happens?**

A. All current members who have the TWU Short Term Disability with Trans America will automatically be rolled over to the new Voluntary Short Term Disability (VSTD) Insurance with the Standard insurance.

**Q. If I have American Airlines OSTD with Metlife Insurance, can I still get the TWU Short Term Disability?**

A. Complicated answer. Yes, you can enroll in the Union VSTD insurance. (see next questions)

**Q. Can I collect from American OSTD and Union VSTD at the same time?**

A. No. You can only collect from one Short Term Disability Insurance for the same illness or injury. You can NOT collect 100% of your wages by having the AA policy and the Union policy.

**Q. How can I withdraw from the American Airlines OSTD if I want to enroll in the Union VSTD?**

A. You have to wait until open enrollment in October to withdraw in the American OSTD provided you have had the Metlife OSTD for 2 years or have a life event.

*Note: American OSTD has a minimum of two (2) year enrollment in the plan.*

There will be another TWU Voluntary Short Term Disability open enrollment in October 2011.

**Q. If I am currently off work for an illness or injury can I still sign up for TWU Standard VSTD?**

A. Yes, but will not become effective until you come back to work one full day. Your new effective date would be the following day.

**Q. If injured on the job or at work will this Short Term Disability pay?**

A. No, Short Term Disability through Union VSTD or American OSTD will not pay for work related injuries or illness which are covered by Workers Compensation.

**Q. Do I have to use my sick time before collecting Short Term Disability?**

A. Yes, you have to use your sick prior to collecting Short Term Disability.

Example 1: you have no sick time available VSTD will pay on the eighth day off work.

Example 2: you have 80 hrs sick time available VSTD will pay the first day not covered by your sick time.

**Q. How much will TWU Standard Insurance Voluntary Short Term Disability Pay?**

A. 50% of your insured per-disability earnings reduced by deductible income from other sources.

For additional information, contact D'Ann Johnson, (918) 384-9760, or phone (866) 386-6060.