

Contractually Speaking

Recently, American Airlines started notifying Employees of awarded transfers electronically through e-mail or on Jetnet. Some members found out that their transfer rights have been suspended for 12 months due to not accepting a station transfer they were awarded, but they had not seen a notification of the award. When a TWU officer gets involved they are told the company notified the member electronically. This means the company e-mailed your supervisor and he was supposed to print it off and hand it to you. Many times this has not happened and caused major confusion. The good news is, there are openings across the system. Transfers and upgrades are taking place as you read this. The bad news is, if you have multiple transfers in place your last choice may be the first to be awarded and this will not allow you your first choice. You should only put in a transfer request that you are willing to accept so you will not be locked out of transferring for one year. Be sure to check Jetnet regularly if you have requested a 12L transfer especially if you are in the top 5 on the list. Although we have only included article 12L below the same issues affect 12M upgrades and it would be wise to read all of Article 12 concerning Promotions and Jobs to be posted.

Article 12 PROMOTIONS AND JOBS TO BE POSTED

(1) An employee may request a transfer from one station to another to fill a regular full time or part time vacancy not subject to bidding, provided that the employee's qualifications are sufficient for the conduct of the work to which he is to be assigned. All transfers for Title II vacancies at all stations will be posted and filled within the appropriate craft classification. After the provisions of Article 46 (One Station Agreement) or the TUL/AFW Transfer Process, if applicable, have been exhausted, the employee will be permitted to transfer before a new employee is hired at that station, provided:

- (1) he has a minimum of six (6) months' service with the Company,
- (2) he has submitted a written request for transfer to his supervisor not less than fifteen (15) calendar days prior to transfer date or, in the event the Automated Bid and Transfer system is operational in all stations system wide, requests for transfer will not be less than two (2) calendar days prior to his transfer date.
- (3) he has not completed or refused a transfer within the

twelve (12) month period preceding the transfer date.

- (4) each January 1 and July 1 a request for transfer not submitted within the preceding thirty (30) calendar days will be voided and it will be necessary for a new request to be submitted,
- (5) a vacancy created by the transfer of an employee may be filled by the Company at its option,
- (6) The Company will, upon granting an employee's request for transfer, furnish space-available transportation of the employee affected and for the members of his immediate family, to the extent permitted by law, from the station from which he is transferring to the station to which he is transferring. Other expenses incident to such transfer will be borne by the employee.
- (7) A copy of each request for transfer from one station to another will be furnished to the ranking local Union Representative at the station to which a transfer is being requested. Crew Chiefs and Inspectors will be permitted under this paragraph to transfer to an appropriate non-bid classification in their Occupational Title Group.

12(m) Upgrades to Mechanic

This is to confirm our understanding regarding the question that arose as a result of the settlement letter dated October 27, 2010 regarding 12(m) upgrades to a Line Maintenance Aircraft Maintenance Technician (AMT) position. The question centered on the applicability for 12(m) transfer requests for an AMT at the Overhaul Bases from non-OSM classifications. As you know, Attachment 11.12 specifically addresses the conditions for an OSM to upgrade to an AMT, and excludes non-OSM classifications.

Therefore, it is understood that for all 12(m) transfer requests or an AMT at the Overhaul Bases, the Company will waive any experience qualifications required for those employees who have an Airframe and/or Power Plant license. This waiver of experience is not applicable to work in Type 1 through 7.

This provision will not waive the testing or licensing requirements, which must be met to become an AMT.

Sincerely,

James B. Wheel
Director Employee Relations

Holidays, Happiness and Headaches

Thanksgiving, Christmas and New Years are all a part of the holiday cheer this time of year. Family, friends, food and celebrations are all a part of the Holiday Season.

Purchasing children gifts for Christmas just to see their smile on Christmas morning is a moment that parents live for. There will be large family gatherings with feasts of turkey, dressing and all the fixing's and enough cakes and pies to make everyone smile.

Celebrating with friends and family is an integral part of the holidays, as we enjoy socializing with those we don't see very often. These things and more are what make up the holiday season.

For some, holiday happiness turns into holiday headaches. Family gatherings, entertaining, feeding everyone and buying gifts can become overwhelming and burdensome. Personal issues like stress, anxiety, depression, financial distress, and over indulgence are often encountered. Problems like these not only affect the person having them, but can affect everyone around them.

People have a tendency to over indulge with alcohol or drugs to get relief. These things do not make the problems go away, and often only lead to more problems. Imagine the stress, anxiety, depression, financial burden and legal headaches that one DUI could cause the whole family. Drugs cause even more problems, with finances, family, health and could even effect employment.

If any of this sounds familiar to you, there are professionals that can help. Please take advantage of the resources that are available to you.

You can contact your insurance carrier for a referral or contact any of the numbers listed below for professional

help. If there is not a number for your specific need, call the TWU, EAP Coordinators: Steve Koster or Larry Wasson, or any TWU, Local 514 Officer or Executive Board Members.

Steve Koster

TWU, EAP Coordinator
Cell: 918-671-5141

Larry Wasson

TWU, EAP Coordinator
Shop: 918 292-3475

Narcotics Anonymous

918-747-0017
www.aaneok.org

Gambler Anonymous

918 760-4349-Local
800 522-4700-National
www.gamblersanonymous.org

Alanon Inter-Group

Office
4867 S Sheridan Rd
918 627-9114
www.tulsa.org/alanon

Aetna

800 572-2908
859 455-8650
www.aetnavigators.com

Helpline Referral

Dial 211

PaciCare

800 524-4574

Copes

Emergency Psychiatry
Service
918 744-4800

Community Care

918 594-5242 (24 hr)

Dual Recovery

Anonymous
Psychiatry and Substance
Care
Dual Diagnosis
918 664-4224
621-4458
662-9992
www.draonline.org

Alcoholics Anonymous

Central Service Office
4936 E 49th St
918 627-2224
www.okna.org/easc

Consumer Credit

Counseling Service

4646 S Harvard Ave
918 744-5611

Raffle for Tool Box

On January 10, 2011 at the regular scheduled Shop Stewards meeting, packets of raffle tickets will be issued to all Shop Stewards for the tool box of Neil Mason, a Facilities Maintenance Mechanic who passed away on April 22, 2010 at age 70. Neil was hired in 2000, took a leave of absence on March 28, 2010. Neil's wife cannot use the tool box and wants it to go to someone at the Tulsa Base. Raffle tickets will go for a dollar each, or six (6) for \$5. Tickets must be turned in by February 25, 2011. The raffle will take place at the February 28, 2011 membership meeting.

