

M&R Negotiations Update - 12/10/10

The full TWU Maintenance and Related (M&R) Negotiating Committee reconvened at the TWU ATD office in Hurst, Texas December 9, 2010. Present at this meeting were TWU economist John Donnelly and TWU ATD Director Garry Drummond. Donnelly began an economic analysis of the TWU M&R Articles.

In anticipation of our scheduled mediated session with management and mediator Jack Kane, which takes place

December 14th through 17th in Dallas, we discussed the committee's table strategy.

At the conclusion of this mediated session, the committee will post an update here. Stay informed.

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

Stores Negotiations Update - 12/10/10

The TWU Stores Negotiating Committee reconvened at the TWU- ATD office in Hurst, Texas for meetings from December 8, 2010 through December 10, 2010. The 3-Day meeting was spent preparing for next week's session in Mediation. This will be the first session with American Airlines since the May, 2010 Tentative Agreement was resoundingly rejected.

TWU- ATD Director Garry Drummond and TWU Economist John Donnelly were present at these meetings. Mr. Donnelly prepared an economic analysis of the TWU Stores Proposal.

In anticipation of our scheduled mediated session with American Airlines and mediator Jack Kane, which takes place next week, December 14th through 17th in Dallas, we discussed and finalized our committee's table strategy.

At the conclusion of this mediated session, the committee will post an update here. We urge our Membership to stay informed.

The Stores Negotiating Committee appreciates your patience and support as we work toward an agreement.

M&R Negotiations Update - 12/17/10

The TWU Maintenance and Related (M&R) Negotiating Committee reconvened in Hurst, Texas December 14-17, 2010.

On Monday, December 13th, the M&R Negotiating Committee met late in the afternoon to finalize contract Articles in preparation for the scheduled meeting with the mediator and Company representatives the following day.

On Tuesday morning (December 14, 2010) the M&R Negotiating Committee Co-Chairs, Larry Pike (President TWU Local 567) and Don Videtich (ATD Representative), along with Attorney Mark Richard, met with the NMB Mediators Jack Kane and Walter Darr, to discuss the logistics for this session. Based on the outcome of those discussions, the M&R Negotiating Committee met to make final selection of Articles to be presented to the Company the following day. This was based on the guidelines given by the Mediator to the Committee to focus on getting all the non-compensatory Articles resolved. The committee Co-Chairs then met with the Company to discuss Articles from the failed Tentative Agreement that could remain 'tentatively agreed to.' The Articles that would remain tentatively agreed to were:

Article 9- Probationary Period
Article 10- Seniority
Article 13- Seniority Lists
Article 18- Military Leave
Article 19- Termination of Employment

Article 20- Bulletin Boards
Article 22- Regular and Relief Assignments
Article 23- Attendance at Hearings, Investigations or Training Classes
Article 24- Absence from Duty
Article 25- Recall and Call in Work
Article 26- Field Trips
Article 29- Representation
Article 32- Boards of Adjustment
Article 33- No Strike – No Lock Out
Article 35- Temporary Employees
Article 37- Severance
Article 38- Union Security
Article 43- Part Time Employees
Article 44- Moving Expenses
Article 45- Effect on Prior Agreements

Later that same afternoon (December 14, 2010), the M&R Negotiating Committee met with Jack Kane and Company representatives. The committee gave a power point presentation explaining the specific reasons why our members overwhelmingly rejected the Tentative Agreement (TA). The parties were then excused by the mediator to reconvene the next morning.

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On Wednesday morning (December 15, 2010), the TWU M&R Committee met with both Mediators and Company Representatives to propose changes to the following Articles:

[Article 2- Definitions](#)

[Article 16- Recall](#)

[Article 17- Leaves of Absence](#)

[Article 46- One Station Complex Agreements](#)

The Company agreed to changes in Articles 2 and 46. After some discussion and changes in the language, the Company agreed to Articles 16 and 17.

Thursday, December 16, 2010 started with a meeting with the NMB Mediator Jack Kane, followed by prepping Articles 14, 27, 28, 30 and 31 to pass to the Company. After discussion with the Committee, Mediator Jack Kane and Company Representatives, the Company agreed to the changes made to the following Articles:

[Article 14-Loss of Seniority](#)

[Article 27-General](#)

Stores Negotiations Update - 12/17/10

The TWU Stores Negotiating Committee reconvened in Hurst, Texas December 14-17, 2010.

On Tuesday morning (December 14, 2010), the Stores Negotiating Committee Co-Chairs, Steve Gukelberger (TWU Local 562, JFK) and Don Videtich (ATD Representative), along with Attorney Mark Richard, met with the NMB Mediators Jack Kane and Walter Darr, to discuss the logistics for this session. After these discussions, the Stores Negotiating Committee met to select and prepare the Articles to be presented to the Company the following day. Our decision of what to present was based on the guidelines given by the Mediator to focus on getting all the non-compensatory Articles resolved. The committee Co-Chairs then met with the Company to establish which Articles from the failed Tentative Agreement would remain T.A.'d.

The Articles the parties agreed to keep T.A.'d were:

Article 9- Probationary Period

Article 10- Seniority

Article 13- Seniority Lists

Article 18- Military Leave

Article 19- Termination of Employment

Article 20- Bulletin Boards

Article 22- (Blank)

Article 23- Attendance at Hearings, Investigations or Training Classes

Article 24- Absence from Duty

Article 25- Recall and Call in Work

Article 26- Field Trips

Article 29- Representation

Article 32- Boards of Adjustment

Article 33- No Strike – No Lock Out

Article 35- Temporary Employees

Article 37- Severance

Article 38- Union Security

Article 43- Part Time Employees

Article 44- Moving Expenses

Article 45- Effect on Prior Agreements

That afternoon (December 14th), the Stores Committee met with Jack Kane and Company representatives. The committee gave a power point presentation explaining the specific reasons why our members overwhelmingly rejected the Tentative Agreement (TA). The parties were then excused by the mediator to reconvene the next morning.

[Article 28-No Discrimination, and Recognition of Rights and Compliance](#)

[Article 30-Grievance Procedure for Dismissal/Corrective Action](#)

[Article 31-Grievance Procedure for Contractual Violations](#)

Following the meeting with the Company, the Committee began final preparation to pass Article 12 to the Company.

Friday morning, December 17, the Co-Chairmen of the Negotiating Committee met with NMB Mediator Jack Kane to tentatively set the next time the TWU and Company negotiating teams will meet. After that discussion, the Committee decided to meet as TWU only on January 4-5, 2011 in Dallas to prepare the next set of Articles to be passed to the Company.

The next mediation session for the M&R Negotiating Committee with the NMB Mediator Jack Kane and the Company is January 10-14, 2011 in Hurst, Texas.

The M&R Negotiating Committee appreciates your patience and support as we work toward an agreement. We would also like to wish you and your families a Merry Christmas and a Happy New Year.

On Wednesday morning (December 15th), the TWU Stores Committee met with both Mediators and Company Representatives to propose changes to the following Articles:

[Article 2-Definitions](#)

[Article 16-Recall](#)

[Article 17-Leaves of Absence](#)

[Article 46-One Station Complex Agreements](#)

The Company agreed to changes in Articles 2 and 46. After some discussion and changes in the language, the Company agreed to Articles 16 and 17.

Thursday, December 16th started with a meeting with the NMB Mediator Jack Kane, followed by prepping Articles 14, 27, 28, 30 and 31 to pass to the Company. After discussion with the Committee, Mediator Jack Kane and Company Representatives, the Company agreed to the changes made to the following Articles:

[Article 14-Loss of Seniority](#)

[Article 27-General](#)

[Article 28-No Discrimination, and Recognition of Rights and Compliance](#)

[Article 30-Grievance Procedure for Dismissal/Corrective Action](#)

[Article 31-Grievance Procedure for Contractual Violations](#)

Following the meeting with the Company, the Committee began our preparation to pass Article 12 to the Company.

On Friday morning, (December 17th), The Stores Committee sat down with the Company to ask questions and try to understand their intent of the changes they had made in Article 12 of the failed Tentative Agreement. This discussion was needed, because the prior discussions on Article 12 were done without Stores Representatives in the room. After this meeting, the Co-Chairmen of the Negotiating Committees (Stores and M & R) met with NMB Mediator Jack Kane to tentatively set the next time the TWU and Company negotiating teams will meet. No definite date was set, but as soon as we get that date, we will put it out to the Membership. The Committee did decide to meet internally on January 4-5, 2011 in Dallas to prepare the next set of Articles to be passed to the Company.

The Stores Negotiating Committee appreciates your patience and support as we work toward an agreement. We would also like to wish you and your families a Merry Christmas and a Happy New Year.