

Question part 1 of 3- Submitted via website for TWU Town Hall Call. (Questions as randomly written pertaining to chapter 11)

Ken Oravec, CMH GSE Mechanic

With so many jobs on the chopping block, why are we fixated on Retiree medical and pensions at this point? Retiree medical will only apply if you retire before 65 and then only if you have a lot of medical issues before 65, that is very small segment of the union. I would be willing to concede this issue along with retirement going to a 401K if it means more people keep jobs and don't have to move from their present location. Jobs should be issue number 1, 2 and 3, before we rail for anything else. Thank you,

Your Negotiations Committee is working hard to mitigate the job, and economic losses to our members as outlined in the AMR ask and are fighting to protect our collective bargaining agreements on behalf of all TWU members.

Palmer Alexander

WHY ART. 1C; SHOULD BE TRIPLED? This is an ask by AMR. WHAT BECOMES OF THE KASHER AWARDS? IF REMOVED WHAT TYPE OF SENIORITY WILL EX TWA'ERS HAVE? At this time we do not know what changes will be implemented in the bankruptcy proceedings. OVER THE LAST 10 YRS THE TWU HAS MADE CONSESSIONS WORTH 600 MIL A YEAR AS WELL AS BROUGHT IN WORK ITS MRO EFFORTS. WHAT CAN BE DONE HIGHLIGHT OUR CONTRIBUTIONS? That and all the cost saving initiatives that the TWU has taken part in will be brought up. At this point we don't know to what extent this will influence both the creditors committee and the judge. CAN THE UNION APPEAL TO THE NMB/NLRB TO HAVE AA AND AE DECLARED ONE ENTITY? No.

Gary Smith

What is the timeline concerning AFW RIFs?

Once laid off from AFW, can I keep a transfer on file for another station?

At this time we do not know what specific changes will be implemented by the end of the process.

What is the "SMA" classification the company wants to eliminate?

Given the above "SMA" classification does not exist, what else are the inaccurate about?

Why does not the twu reduce or suspend dues from those about to be laid off?

Why has jim little or another senior leadership from the twu not been on the floor explaining themselves?

President Little and other senior leadership have been deeply involved in this process. President Little has committed to a transparent process, and has utilized many different methods to communicate our message, including press conferences, meetings in Washington, D.C., and Q & A from the membership.

Anonymous

i just don't understand..AA. gave us a contract too vote on...What did they say too the members ship...THIS IS OUR FINAL OFFER! How did that offer go from that too what they need now.....We gave back in 1 week too save AA...Now they want to throw all of us out!!!!!! Even united can have 1 jet a day and still keep the IAM at their sation.....We must save as many twu jobs....We should keep it at 7 flts at your sation....8000 twu jobs are too many jobs gone.....My family work at another airline for over 30yrs... That airline is gone.....I hope the twu and our lawyers can save as many jobs and sations,where so many familys live.....

No question.

Carole Coleman

One of the items that has not been brought up is flight benefits for furloughed employees. In 2003, furloughed employees got 3 years of flight benefits. It would be good to have that in place.

Not contractual matter.

Katy Kinser

How soon will we know the exact numbers and the seniority dates of the of the people being effected by the lay off with a break down per station?

How soon will the lay offs happen per station?

Will people be allowed to bump into other stations?

(Answered in town hall meeting – “Too early to know. We can estimate that about 9,000 of the 13,000 proposed layoffs are from TWU jobs. This business plan mimics the other legacy carriers who have outsourced this work. We fought to keep these jobs in 2003. Now we stand to lose so much. That is why we are fighting this on many levels; we are leading the way on exposing the dirty little secret on foreign maintenance work. As to bumping rights, it is governed by our contract. However if the judge rejects our contract thru Section 1113, that could have an impact on bumping rights since the entire contract is rejected. Protecting bumping rights is critical and we are on that issue.”

Dante

Been retired since 1986. Will I still have Health Ins. coverage by UHC after Medicare?

Our position would be yes however, we need to negotiate through this chapter 11 process.

Don Stark

Will my wife be able to syill medical benafits after i turn 65,she is 2 years younger?

We will not know until we have exhausted the chapter 11 process.

Juan Elvira

Is the TWU trying to push AA into a one airline operation with American Eagle?

(Answered in town hall meeting- "No, we want to protect both operations. The company business plan for AE has not yet been completed, and we are going to keep pressing for answers."

James Mooney

I was in Title III for 17years before going into Title II for 7 years now. If the company gets what there asking for what will be my options.

At this time we do not know what changes will be implemented in the bankruptcy proceedings.

Lonnie Barber

How would TWU fill about Bob Crandall coming back and running AA, could TWU work with him better than Horton. Bob say he would could back if the broad ask him to.

Unable to answer this as it is complete speculation.

Gerald Gaines

I have a few questions:

What will be the seniority date of title one that will be affected as far as going to the street?

If unkown when will we know the exact date?

Will their be a severance package if so what is it?

Will their still be bump rights to AFW if we get laid off here in Tule before AFW?

The answer to the above four questions are the same: It is unknown at this time what changes will end up being implemented in the bankruptcy proceedings. Under Bankruptcy Code Section 1113 CBAs will be negotiated among the company and the TWU, with any revisions being subject to approval of the members who are in good standing with the TWU. However, if an agreement is not ratified prior to the

Bankruptcy Court issuing a decision on the section 1113 motion, the Bankruptcy Court decides whether to grant or deny the company's motion, but will not rewrite the CBA.

Will the TWU members have a chance to vote on the proposal?

Yes, all members of each contract group who are in good standing with the TWU are entitled to vote to approve or reject proposed modifications to the CBAs. Any modifications must be approved by a majority of the members affected by the CBA in question.

Could the proposal be any worse by having the judge make the final decision?

Yes. The court may impose the original contract proposal made by AA/AE in the 1113 negotiations (the "original ask"); it may impose the last proposal made by AA/AE in the course of the negotiations; or it may simply grant the company motion to reject the contract without specifying what should be imposed. In the absence of law requiring one result or another, the result will depend to at least some extent on the discretion of the Bankruptcy Judge, who will make his determination based on all of the relevant facts presented to him, including those regarding the economics of the airline and the nature of the unsuccessful negotiations.

Frank Izquierdo

I currently work in facilities at Mia and my name is Frank Izquierdo - 653093.

Has any consideration been given to offering a package that would give incentive to some folks to retire? This worked at the previous airline that I worked with by reducing the impact on the younger work group and allowing the older work group to voluntarily move on. Too many advantages to list.

We have made such a proposal. The company has rejected our proposal, but we are still proceeding on our position as outlined in our cover letter to the company.

What about freezing the pension at what ever amount of years you currently have along with your vested amount? The company could then offer a 401k plan going forward and not offer any more pensions for new hires. This would save money and allow us to save more jobs which in turn would allow us to start saving in the new 401k plan. Note, this was also successfully done at the previous airline I worked at. Also too many advantages to list.

Everything is being looked at by the Negotiations Committees, assisted by our experts and advisors. Our position is a freeze rather than terminate the plan. In order to preserve what has already been vested and earned. However, we would rather see the plan stay intact.

Scott Singer

If we are laid off as an aircraft mechanic under this new company proposal do we get severance?

It is unknown at this time what changes will end up being implemented in the bankruptcy proceedings.

Randal Smith

Please tell me there is no way you would ever consider a 6 or 5 or even a 4 year contract. The last one was 5 years yet we are coming up on 9 years. It should not be longer than 3 years. We will be out of bankruptcy in less than 18 months, which will make upper management the heroes. They will get bigger bonuses and who knows what kind of extravagant perks. We don't seem to learn our lessons when it comes to negotiating. There has to be a penalty, at the end of the contract, that punishes the company by benefiting the union if they don't negotiate a new contract. In the old days it was making the contract retroactive. A snap back to a previous contract is always another option, since the last contract was a reduction in pay and benefits. **The Railway Labor Act governs contract negotiations (outside of the bankruptcy process), under which contracts have an amendable date rather than expiration date. The RLA contains no penalties to a company for the time it takes to reach an agreement. Items such as retroactive pay or snap back provisions must be negotiated.** What the company is asking for will destroy the inhouse maintenance. The people they don't get rid immediately, will be gone with attrition, due to the retirement of the MD80 Fleet. This contract represents their intentions, that is to get rid of maintenance. Another point that irritates me is, what they are offering us in lieu of our retirement, is matching 401K. They will match up to 5.5 percent, so in order to get the full amount we have to take more out of our pockets. The pilots on the other hand are offered 13 percent without having to match anything. These 2 numbers are so far apart, that it shows who it is, the company is trying to put the majority of the burden on. These percentages are directly relative to the quality of retirement that you can expect. There is no way these two numbers should be that far apart. **Section 1113 assures that all creditors, the debtor and all affected parties are treated fairly and equitably. This is being looked at by our experts.** I appreciate the opportunity to voice my opinions and ask my questions to Mr. Little.

Hugo Pergolizzi

Mr Little,with the last horrific proposal from the enemy{company}, what steps do we as a union take to get back to the t/a or better?

Unfortunately, under bankruptcy law these negotiations are by nature concessionary. We are going to fight as hard as we can for our members and their families, but at the end of the day we are not going to avoid some job cuts and other sacrifices. The Negotiations Committees are working hard to mitigate the job and economic losses to our members. We have also put together a team of experts to assist, and are listed on our web site.

Tammy George

How are we suppose to do anything when it comes up "restricted site" every time we try to open anything on the TWU website...including registering for the town hall?

Neither the bankruptcy website nor the registration for the town hall meeting site are "restricted sites".

Scott Singer

Hello I would like to know if the TWU is actively seeking some sort of early out package for retirement. I currently know of 4 individuals that are over 66 years of age and will not retire without getting something before leaving.

If AA and the TWU are serious about keeping narrow body maintenance in Tulsa we need a young workforce like myself that will be here for the next 20+ years.

I am afraid that if the younger folks get laid off they will not return after finding work elsewhere.

This has been proposed; the company has rejected our proposal. We are still pursuing in the interest of our members, as it is the right thing for the company to do under these circumstances.

Al Davis

There are those of us over the age of 55 that were considering retiring within a few years. We have paid into our retiree healthcare since we have started with this company. These were part of our benefits that we had already earned. Now that we were about to use them how can the co. just take them away and say to hell with you. These were the benefits that were ours. It would be criminal for them to just take them away. Would it not be better for everybody for them to just let us have what is ours and retire, making room for the younger workforce, and to reduce the numbers that would be laid off?

Yes, this is an option for the company however; there is no interest on their part to proceed in that manner.

Kevin Goodwin

It's important on the work rule changes they seek that management is willing to change their rules as well to be performance based rewarded as they have managed several overhaul docks in Tulsa down total ruins !! They should have some kind of accountability

We agree. Management should be held accountable.

Jason Brisby

I know that this will be a hard question to answer but I was wondering what are the odds of my self getting laid off as an OSM. I have a company Sen. date of 10-19-02 and an Occ. Sen date of 03/2011. The reason I ask is I am trying to get my Plan B ready and this will be my 4th lay off.

It is unknown at this time what changes will end up being implemented in the bankruptcy proceedings.

Anonymous

I think we should make sure that everybody knows how many of our fellow union brothers and sisters have lost their job due to the mismanagement of our once great company. While they were cutting and outsourcing our jobs, we need to let everybody know how many members of management were added. I would like everybody including President Obama, on

How much management spent on bonuses, and who received them. I've heard stated that we in fleet service gave back 30% to keep A/A out of bankruptcy but the public should know that we have a lot of clerks who are married to each other gave up 60% of the family income. THEY BOARD OF DIRECTORS SHOULD BE ASHAMED OF THEMSELVES

No Question.

Larry K. Berg

Will the TWU membership be given any of the information that was provided by AA to substantiate the ask "Term sheets" contract modifications? If not specific information, at least an overview of the justification that AA is presenting for each item that they request to modify.

We would sure like to do that, but due to legal constraints, we cannot distribute much of this information because of its proprietary nature to their business operation.

Patrick O'Callahan

I am a 28 year employee of American Airlines. I have spent all my years in EWR. EWR is currently part of the one station agreement with JFK and LGA. My question is as follows.

The Companies proposal suggests that they would like to drop the system protection for employees that have it. In a meeting with EWR's GM I asked her if the company gets this past does this mean that the one station agreement is gone? She said yes and that we would have to bump into 1 of the 13 standing cities.

Me and my fellow employees are concerned. This would eliminate all of us being able to use our seniority and bump into JFK and LGA.

The answer to this question depends on the outcome of the bankruptcy process.

Mike Gallagher

It seems like HR really does not have the correct info to give an explanation to what should be a cut and dry answer. Example: I am 56 years old with 22 years and my question after I figured it out through Jet Net which looks cut and dry : "In the event the PBGC takes over - what will happen to my benefits?" I was looking for an equation to figure out my losses for leaving at 56 and they said they could not answer that because there are too many variables. I have heard a 3% loss for every year before 60 years old and I also heard it was 5% for every year before 65 years old. How can you attempt to weigh your options if you don't have a dollar figure to go by? Thank you, brother Mike Gallagher

This is a good question and we have a number of these inquiries some of which have been answered on our website. Normal retirement for the PPGC benefit is age 65, and reduced in age increments. (The chart is located on their website) See <http://www.pbgc.gov>

John A. Giovenco Sr.

I notice Jim Little that you never said anything about all the Veterans that work at American Airlines and Eagle we all really need to let the President, Congress and our Senators know just how many Veterans work for American Airlines and I am sure they get contracts and Tax breaks because of it! And have been for many years also from other States around the USA. Tulsa the biggest more than likely American and American Eagle have been given these Tax breaks because of us Veterans, I am very disappointed that you never mention anything about the Veterans, We Fly the Aircraft's work on them load them clean them and other Veterans keep all our trucks and equipment running loaders work on all the buildings maintain them and Our Parts Dept keep the parts flowing to fix AA's Aircraft's to get them back flying many other Veterans work many other types of jobs behind the scenes, While President Obama is trying to offer \$9500 a year in Tax Breaks to hire Veterans American wants to lay off their Veterans many companies that I talk too as being a Veterans service officer for the VFW and a member as benefits chairman on the ATDVC committee also. These companies are trying to hire more Veterans, American uses the Veterans as a tool for public attention but I really feel not only do they not care about the hard work and dedication many employee's have giving American most of their lives i also feel they don't care about the Veterans that work for them. Good luck with your fight! We are all in this together. God Bless John Giovenco DFW Line Maint and ATDVC member

(Answered on town hall meeting) Yes, is mentioned to the media, but the media has not printed any information regarding our veterans.

Larry K. Berg

My understanding is that we the membership will vote on the final offer in order to reach a consensual agreement with AA. If the final offer is or is not supported by our negotiation committee, will the membership be provide with advice from our legal counsel on their ability to prevent contract modification if AA were to petition the court? Our legal councils opinion of AA meeting all criteria for the court to allow modification to the CBA.

Under Bankruptcy Code section 1113 CBAs will be negotiated among the company and the TWU, with any revisions being subject to approval of the members who are in good standing with the TWU. However, if an agreement is not ratified prior to the Bankruptcy Court issuing a decision on the section 1113 motion, the Bankruptcy Court decides whether to grant or deny the company's motion, but will not rewrite the CBA. Before the court makes that decision the TWU intends to give its members the opportunity to vote on the company's last proposal, even if the TWU and the company have not reached agreement on a TA.

Will the TWU membership be given any of the information that was provided by AA to substantiate the ask "Term sheets" contract modifications? If not specific information, at least an overview of the justification that AA is presenting for each item that they request to modify.

Due to legal constraints, we cannot distribute much of this information because of its proprietary nature to their business operation.

Jay Johnsrud

Is the TWU proposing an early out package for employees that are close to leaving the company as the APFA is doing? I am 54 years old with almost 24 years of company time and was planning on retiring in 1 year. I am now locked in at American if the retiree medical is gone. We could save a lot of jobs if we could get together with the company on a package buy out for employees in my position. Thanks Jay Johnsrud Local 513

We have given the company such a proposal; the company has rejected. We are pursuing.

Papa

I work at HDQ in Facilities Maintenance. Are we the Sacrificial station & department meant to save others jobs but not our own? We will be destroyed as a department and brothers & sisters. Are we brothers & sisters in arms or step children , orphans for the cause?

No. Your Negotiations Committee is working hard to do the best for all TWU members.

Anonymous

One thing no one has heard the union talk about is whether the union is asking AA: "What is American's measure of 40% of maintenance?" If the union is not focussed on having AA define precisely the criteria (measurments) it will be using than it (the union) is really setting itself up for future problems that it will have zero no legal recourse to fight.

The Negotiations Committee has requested all of the information needed by our team of experts to do an in-depth analysis of the company ask.

Anonymous

ISN'T IT POSSIBLE TO PUT IN AN AGE DISCRIMINATION LAWSUIT AS THE COMPANY WANTS TO OUTSOURCE EVERY JOB THAT SEASONED FACE CAN DO

Reductions in force are done by seniority –with the junior employee being the one directly affected there does not seem to be any basis for age discrimination.

Tom Carroll Jr.

Once again AA is going after what little we have when we get sick/injured.This is a very laborious ,dangerous job and our safety and protective measures (sick,IOD) should be preserved if not enhanced !

Will the TWU challenge the sick time proposals and go for 100% pay for all sicknesses as long as we have time in the bank and proper medical notes (if needed)?

Will The TWU look into what appears to be a 3rd party vendor monitoring our sick occurrences and stress that there may be HIPPA privacy issues?

Will the TWU seek enhancements to any IOD proposals? Why are we penalized for IOD after all we get injured by performing our duties!

AA's proposals and current form of monitoring amounts to nothing more than harassment!

The Negotiations Committee is fighting to protect our collective bargaining agreements; during the bankruptcy process negotiations are by nature concessionary, so it would be highly unlikely we would be able to get any enhancements to the current agreements.

Steve Halter

It seems to me that the TWU is taking a much bigger hit than any other union at AA. Im finding it hard to believe that between pension cuts, layoffs and work rule changes, it only amounts to a 20% savings. Has the TWU professional team come up with a percentage they feel the cuts really amount to?

The Negotiations Committee has requested all of the information needed by our team of experts to do an in-depth analysis of the company ask.

Can you break down the numbers the company is proposing to layoff in maintenance and related by title group? More specially AMT's?

The company's initial ask is on our bankruptcy website; your Negotiations Committee is working hard to mitigate the job losses outlined in that ask.

Tim Carroll

A lot after the guys here at TULE would like to know the RIF # for title one. The company is saying 2100 title one will be layed off which as you can imagine is a ridiculous number. 2100 mechanics at Tulsa would equate to over 2/3 of our work force. I would understand if you can't provide solid numbers but from our standpoint it would probably improve moral here at Tulsa. On a side note, we personally feel that management is trying to use this as a scare tactic for negotiation purposes

Thank you for your hard work and dedication in keeping American jobs where they belong, IN AMERICA.

The company's initial ask is on our bankruptcy website; your Negotiations Committee is working hard to mitigate the job losses outlined in that ask. The answer to this question depends on the outcome of the bankruptcy process.

Scott Hunter

When will we know how many AMTs are being laid off?

Which class 2 line stations are closing? Is bumping going to be allowed from line station to line station?

I have 3200 title one names under me on the master seniority list. Should I go ahead and pursue other employment? I'm not staying here as a cleaner. I'm an AMT, and will leave if I can't stay one.

When will we know REAL NUMBERS and what seniority date they are laying off AMT's to?

Unfortunately, we do not have the answers to those questions at this time, as they depend on the outcome of negotiations and the bankruptcy process.

Earl Kuppinger

I am 63, if I leave now there are changes going to happen that could effect my medical care, should I wait till the dust settles or leave now while the getting is good. The medical is a big deal. 65 is medicare, I can wait if need be.

That is a personal decision; we cannot predict what the end result of the bankruptcy process will be at this time.

Tim Glover

The company wants to do away with "system protection" for all of the members. Does this mean that we won't be able to exercise out seniority and transfer or bump low man in the system?

The answer to this question depends on the outcome of the bankruptcy process.

Tom Lombardo

Thanks for taking my question. Will the employees that are effected buy the closing of AFW be able to exerisze their bumping rights and bump into the system or will the company fight this, saying that it will be to much of a disruption to the system?

The answer to this question depends on the outcome of the bankruptcy process. In previous airline bankruptcies courts normally honor seniority and reduction in force procedures that are normally utilized during the reduction of the workforce; however there is no guarantee that will happen here.

Pat McAndrew

Hi there Pat McAndrew here from PHL. I want to know if our negotiators are informing the right people that we had a tradeoff with AA when we were hired. We were unskilled when hired but the price for that was ... spend 9 years on a payscale.

Tired of all this talk about labor costs being high.

Get a station by station audit of the places they want to outsource. 2 years ago PHL was bringing in more than 4 million in bag fees. I SAW the congratulatory note posted back then. HELP !!

No question, but thanks we have passed this on to our advisors.

Anonymous

I retired Nov. 28th 2011. from fleet service at age 59.

Will my pension be reduced from my current amount? and will my current medical benefits still be offered with no contributions??

If someone is already receiving benefits, the PBGC will review the plan records to determine what benefits that person will receive.

The PBGC will continue paying without interruption during their review, but those payments, an estimate of the benefits that PBGC can pay under the insurance program, may be less than what the person was receiving from his or her plan.

When the PBGC's calculations are complete, they will send a formal determination of benefits. The PBGC notes that the process may take two to three years from the date the PBGC takes over as trustee of the plan.

At this point in the process, we cannot the question about retiree medical benefits.

See <http://www.pbgc.gov/wr/benefits/payments/if-you-are-already-receiving-benefits.html>

Ron Jones

I am a 58 yo retired FSC and would like to know if the PBGC will recognize the leveling portion of my retirement if AA turns the pensions over to them AND will i take a reduction in my regular pension payment? Any idea how much my retiree medical would cost me per month if AA is allowed to dump its responsibility to retirees that prefunded. I hope AA is required to live up to what it promised retirees. My decision to leave AA was based on what i was offered especially medical. Thank you for all your hard work and thank God we have a union to fight for us. Ron Jones FSC and former Station Chairman MSY.

Good question the level income plan option was vacated by a filled motion shortly after the Nov 29, 2011 chapter 11 filing. Our position is non termination of the plan. If the plan is indeed taken over by the PPGC you would receive benefits under the PPGC schedule, and not other company options.

Anthony Lamitola

As of right now I haven't read anything about discontinuing retiree medical for those already retired . If it does come to that what would be the the process of the company to repay the retiree's for there portion of the unused prepaid medical?

The question cannot be answered at this time until it can be addressed in the 1114 process.

Gregory Johnson

Will the TWU ask AA to take the same cuts at headquarters as they are asking M&E to take?

Yes.

Sherry Jones

I recall a few years ago, one of the consulting groups that AA hired found that it was less expensive to have a fully loaded (all benefits) AA employee at some of the smaller stations than it was to have to contract workers. If I remember correctly this study was conducted somewhere around 2004-2006 and focused, in part, on the independantly contracted Mechanics and Facilities at smaller stations. I wish I could remember more of the specifics.

My first question is - Has this information been retrieved from the archives for use against AA during the bankruptcy process? After all, this was their study, conducted by their consulting group, paid for with their \$\$\$\$. And yet now, they are saying that it will save them money to outsource this same and more work.

We are not aware of this study. It may have been a station specific discussion during a PLI or other review. We will have the staff research our files and provide any data to our economists. If we have the data we will locate it.

My second question is based on activity that I believe as recently as the end of 2011, AA was participating in. I believe they were involved in the lobbying effort in Congress to have more restrictions placed on airlines that had their maintenance done overseas. I believe a part of their argument was that there was not the same level of oversight by the FAA in foreign countries as there was on companies here. Will bringing up the fact that AA supported this in such recent history have any value in the bankruptcy court?

It will be brought up – but not sure of the value.