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**TRANSPORT WORKERS  
UNION OF AMERICA  
AFL-CIO**

**International Headquarters  
& Offices of the Railroad  
Division & Transit Utility,  
Universities and Service  
Division**  
501 3<sup>rd</sup> Street NW, 9<sup>th</sup> Floor  
Washington, DC 20001  
202.719.3900

**Regional Headquarters Air  
Transport Division**  
1791 Hurstview Dr.  
Hurst, TX 76054  
817.282.2544

[www.TWU.org](http://www.TWU.org)



January 11, 2013

Mr. James Weel  
Managing Director Employee Relations  
American Airlines Inc.  
P.O. Box 619616 MD 5235  
DFW Airport, TX 75261-9147

Subject: 29(d) Grievance

Dear Jim:

In accordance with Article 29 (d) of the AATWU Agreement, please accept this communication as official notice of violations of the M&R and MLS Collective Bargaining Agreements between American Airlines and the Transport Workers Union. The violations include but are not limited to:

AA management has allowed junior employees, impacted by the recent reduction in force that were scheduled to be laid off to the street, to remain on property receiving compensation and benefits while senior employees were laid off to the street.

AA management has allowed junior employees, who selected the Early Out option, to remain on property while more senior employees were laid off to the street.

PTRs were not issued, or were issued late, for employees that left the company. This action renders them unable to receive benefits, unemployment payments or to receive their severance.

We, therefore, grieve the matter and appeal under Article 29 (d) of the Mechanic and Related Agreement and the Material Logistics Specialist Agreement. Due to the importance of this issue we are requesting a review of this matter immediately.

Hopefully, American Airlines and the TWU can resolve this matter without arbitration. Failure to reach a satisfactory solution will result in the TWU taking this dispute to an expedited 29 (d) arbitration. At this time we are unaware of any such violations in our other TWU agreements, but we reserve the right to protest should we become aware.

Please feel free to contact me if you have any questions.

Sincerely,

Donald M. Videtich  
International Representative  
Transport Workers Union of America, AFL-CIO

DMV:kla opeiu 153 afl-cio

C: Garry Drummond  
LeeAnn Hartness

R. Gless  
ATD-AA Staff