

The Association.



THE TWU-IAM ASSOCIATION

April 26, 2019

American, AGAIN, Shows Their Unwillingness to Negotiate an Agreement – NMB Fails with its Strategy

Brothers and Sisters,

The Association leadership met with American Airlines' negotiators and Federal Mediators this week in Ft. Lauderdale, FL. The Mediator's unorthodox approach to these negotiations failed to provide adequate space for the parties to face-off in the critical high stakes final issues to be resolved. The recent sessions were short three-day bursts that started late in the mornings and did not proceed into the evenings. The Mediators kept the negotiators in separate rooms instead of creating an environment that forced the negotiators to face each other to reach an agreement or stalemate. An arbitrary deadline was set (without agreement from the Association) that resulted in this session to be the last 3 days the NMB have scheduled for the parties to meet.

The company took advantage of this strategy (that undermines the process and favors the company) by continuing with their greed driven tactics and proposals. Company management is unwilling to acknowledge the workforce, whose sacrifices have created the world's largest airline that makes Billions in profits.

Given the company's unwillingness to move away from demanding massive concessions from our members, the Mediators have informed us that they will report to their superiors at the National Mediation Board (NMB) that they do not see a clear path to reaching an agreement. This process will take a number of weeks. It will be up to the NMB to determine the next step(s) in this process as outlined under the Railway Labor Act.

Since the beginning of these negotiations, company negotiators have continued to hold steadfast in their opening positions of massive concessions in SCOPE, failed to move off their substandard health and retirement positions and will not negotiate to secure best in the industry compensation. What they have focused on is continuing to spin their half-truths on Jetnet.

We are certain that the company will be lobbying the NMB to recommend a Presidential Emergency Board (PEB) since they cannot get the concessions they want from your negotiators. The recommendations from a PEB could favor the company. We must be prepared to reject those recommendations.

It is time for every Association represented member to clearly and unambiguously let the company know you will not accept another concessionary agreement. Your Association leadership has let the Company know that they are in for a fight. All of us must accept the fact this fight is truly on and it does personally affect each of us from this day forward.

Our collective success is up to you.

Faternally,

Your Association Negotiating Committees

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