

# The Association.



## THE TWU-IAM ASSOCIATION

### Notice of Permanent Injunction

On August 12, 2019, the U.S. District Court for the Northern District of Texas issued a Permanent Injunction. The following statement from IAM, TWU, and the Association's most senior leaders, including Sito Pantoja, Alex Garcia, and John Samuelson, is made to all mechanic and related employees pursuant to the Permanent Injunction:

The Court now has issued a Permanent Injunction that binds us all indefinitely.

We therefore notify you, in no uncertain terms, that:

Any actions by mechanic and related employees that are designed or intended to harm or slow down American's operations is a violation of the Court's Permanent Injunction and the Railway Labor Act.

You **MUST** resume normal working schedules and practices.

You **MUST NOT** engage in any concerted refusal to perform normal operations.

Any individual employee represented by the Association who is found to have:

Refused to accept overtime or field trip requests as they would in the normal course;

Failed to complete maintenance repairs as they would in the normal course;

Slowed down in the performance of their job duties; or

Taken any other action intended to cause aircraft to be out of service (including specifically aircraft out of service at 7:00 a.m.) or otherwise cause flight delays or cancellations or interfere with American's operations;

**WILL** face discipline and fines from the Association, TWU and/or IAM.

Handwritten signature of Sito Pantoja in black ink.

Sito Pantoja  
**Director, TWU-IAM Association**  
**General Vice President**  
International Association of Machinists  
and Aerospace Workers

Handwritten signature of Alex Garcia in black ink.

Alex Garcia  
**Vice Director, TWU-IAM Association**  
**International Executive Vice President**  
Transport Workers Union of America

Handwritten signature of John Samuelson in black ink.

John Samuelson  
**International President**  
Transport Workers Union of America