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WORKERS UNION  
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August 20, 2021

### **Resolution on Joint Representation and the effects on Collective Bargaining Agreements**

Whereas, Article XII Section 1 of the Transport Worker Union of America Constitution states the following: "The Membership of the Transport Workers Union of America shall function through Local Unions.";

Whereas, Article XII Section 2 additionally states the following: "...the supreme authority in the Local Union shall be the Membership of the Local Union.";

Whereas, a former TWU International President and his administration solely agreed to enter into an association between the Transport Worker Union of America and International Association of Machinist and Aerospace Workers (TWU-IAM Association) for representation of Members at American Airlines, absent a referendum of the affected Local's Leadership or Membership;

Whereas, the TWU-IAM Association that represents workers at American Airlines was formed, without support of the Local Union leadership and Membership, nor a vote for the Association;

Whereas, the TWU-IAM Association Constitution/Agreement was never fully discussed with the affected Local's Leadership or Membership to vet the full effects of such Constitution or Agreement;

Whereas, the Local Presidents and Negotiating Committee representing Members at American Airlines were excluded from standard contract negotiations, removing their ability to fully represent their Membership, which resulted in negatively impacting the Membership;

Whereas, the rights of the Membership at American Airlines have been diminished by entering into the TWU-IAM Association, by receiving equal voting rights during contract negotiations irrespective of the number of Members represented by the Locals, which has allowed for specific long standing and previously negotiated items to be stripped from Members at certain locations in this new collective bargaining agreement;

Whereas, contractual health benefits that our Membership received as a result of the TWU-IAM Association and American Airlines contract negotiations, is far less than that of those received by the IAM Membership;

Whereas, disparity in contractual seniority benefits received by our Membership as a result of the TWU-IAM Association and American Airlines contract negotiations; now therefore, be it

*Resolved*, that the Transport Workers Union of America (TWU), on behalf of its Members at American Airlines:

1. supports that prior to filing for applications with any government entity or entering any joint representation with any other Union or Association, a formal internal referendum by the Membership who will or may be affected, by such filing. All documentation relating to such joint representation be provided to the Membership for a period, ninety (90) calendar days or greater to review such documents, prior to the referendum.

2. supports that the Local Presidents and/or Negotiating Committee be allowed to fully participate in any negotiations for contractual or representational rights of the Membership.
3. supports that the Membership receive any and all benefits equal to any other Union or Association, if in a joint representational agreement, as determined by the Local Presidents and/or Negotiating Committee.
4. urges the International to support and allow the Local Presidents to determine the Negotiating Committee for any future negotiations of each collective bargaining agreement; allow them to establish negotiating practices and guidelines to directly negotiate with American Airlines; to determine dates, times, and locations of such negotiations, and to ensure that the Memberships best interests are served; now therefore, be it finally

*Resolved*, that the Transport Workers Union of America (TWU) Local 514.

1. urges that this resolution will take effect and a response be sent to TWU Local 514, no later than ninety (90) calendar days from the conclusion of the 26th TWU Constitutional Convention in September of 2021.

### Signatures on File

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Dale Danker, President

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Kendal Anderson, Vice President

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D'Ann Johnson, Financial Secretary/Treasurer

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Terry Buck, Recording Secretary

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Pat Kinnamon, Chairman of Maintenance

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Linda Dill, Chairwoman of MLS

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Travis Scott, Chairman of Plant Maintenance

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Jason Best, Chairman of MCT's

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Joe Brown, Executive Board Member

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Gene Chapin, Executive Board Membership

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Scott Chisum, Executive Board Member

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Tracy Hardin, Executive Board Member

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Marla Johnson, Executive Board Member

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Daron Morgan, Executive Board Member