

The Association.



THE TWU-IAM ASSOCIATION

November 11, 2016

Sisters and Brothers,

The Association Mechanic & Related/Stores Negotiating Committee met with American Airlines the week of November 7th in LAS. During this week's session, the committee exchanged and discussed the following articles:

Reduction in Force- MCT – We reached a tentative agreement on this portion of the Hours of Service article.

One Station Agreements- M&R & MLS – We reached a tentative agreement on the elimination of this article.

Hours of Service M&R, MLS & MCT – We exchanged a proposal on this article. A few items remain and we are moving closer to an agreement on this article in its entirety.

Classification- We began preparing our proposal on this article in preparation to pass to the company. This is a very complex Article due the variances in the different agreements and some of this will have to wait on the decision by Arbitrator Javits.

Overtime – M&R – We did not exchange or discuss this article in this session. We remain steadfast in our positions on NO mandatory overtime, limiting job continuation and pay for overtime bypass.

We are also working through the overtime distribution procedures; particularly how the overtime will be called.

Vacation – M&R & MLS – We are awaiting the company to respond to our proposal.

Vacation – MCT – We have not yet received a counter proposal from the company on this article.

Holidays – M&R, MLS, MTS and MCT – We have narrowed this article down to holiday payment. We did not receive a proposal from the company this week.

Limited Duty- M&R, MLS, MTS and MCT – We gave the company a counter proposal on this article

Current TAs:

Purpose	Preamble	Safety & Health
Bulletin Boards	Uniforms	MCT-Dress Attire
Sick Leave	Leaves of Absence	Part Time Employees/Eliminated
Absence from Duty	Representation	Probationary Period
Management Rights	No Strike / No Lockout	Fitness for Duty
Recognition of Rights and Compliance	System Board of Adjustment/Arbitration	Temporary Employees/Eliminated
Furlough/Severance	Termination of Employment/Eliminated	Field Trip/Travel Pay
Shift Swaps (Change of Shift)	Training- M&R MCT MLS	Shift Swap MCT
Rebids, Hours of Service (HOS)	Ten Hour Shifts (HOS)	Realignment (HOS)
Reduction in Force (HOS) M&R, MLS & MCT	Recall (HOS)	One Station Agreements M&R & MLS

We spent a portion of this week continuing discussions with the company regarding their plan on implementing Cross Utilization in Line Maintenance. The company has served notice to the Association of their plans to implement Cross Utilization in ATL beginning on November 14, 2016. The implementation in ATL will be a learning process for future cities in which

Cross Utilization will be implemented. The discussions were productive and the Association welcomes the company's open approach in an effort to make implementation a success.

Upcoming negotiating sessions:

The week of Nov. 14-DFW The week of Dec. 5-DCA The week of Dec. 12
LAS

The week of Jan. 9-PHX The week of Jan 24-MCO

Fraternally,

Mechanic and Related/Stores Committee:

Jason Best

Mike Bush

Ken Coley

John Coveny

Dale Danker

Mark Huffman

Bennie Martino

Gary Peterson

Rollie Reaves

Sean Ryan

Jay Sleeman

Mark Strength

PLEASE POST ON ALL BULLETIN BOARDS