

# The Association.



## THE TWU-IAM ASSOCIATION

December 27, 2016

### **Neutral Javits Issues Initial Integrated Seniority Lists at American Airlines**

Sisters and Brothers,

The TWU-IAM Association today announced that Neutral Joshua Javits issued his Report and Recommendations and initial integrated seniority lists for the Mechanic and Related, Fleet Service and Stores work groups at American Airlines.

In June, the Association retained the services of Neutral Javits, former Chairman of the National Mediation Board and member of the National Academy of Arbitrators, to conduct a comprehensive analysis of the Association's Seniority Integration Committee's work and to resolve identified issues and differences that required expert attention to reach a fair and equitable integration of seniority lists. Neutral Javits' Report and Recommendations and initial integrated seniority lists—created in accordance with earlier seniority integration agreements—reflect this comprehensive analysis and explain how the seniority lists are integrated.

During the fact-finding stage of Neutral Javits' comprehensive analysis, TWU-IAM Association members submitted 836 detailed comments. Additionally, Neutral Javits met with and received remarks from the TWU-IAM negotiators and the Seniority Integration Committee. All of these comments were carefully deliberated by Neutral Javits and guided how he grappled with the more intricate and highly complex aspects of the seniority integration process.

Integrating seniority lists is the most important issue that affects our membership in an airline merger. The TWU-IAM Association and Neutral Javits have undertaken this seniority integration process with great care and deliberation so that all Association members at American Airlines are treated fairly and equitably.

All Association members will have until February 10, 2017 to protest in writing his or her placement on the initial integrated seniority lists in accordance with the process and requirements set forth in the accompanying communication from Neutral Javits. All protests must be received on or before February 10<sup>th</sup>. Final integrated seniority lists will be issued after all protests are considered.

Visit <http://www.usaamerger.com/> to view the Javits Report and Recommendations, the Report Summary Memo and Chart with instructions how to file a protest and all initial integrated seniority lists.