

The logo of the Transport Workers Union of America (TWU) is centered in the background. It features a circular emblem with a central figure, possibly a worker or a symbol, and the text "TRANSPORT WORKERS UNION OF AMERICA" around the perimeter. The emblem is flanked by two large, stylized wings.

# Transport Workers Union M&R Comprehensive Proposal

June 11, 2009

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- RE: June 8, 2009 American Airlines Presentation M&E
- The M&E Negotiations Committee reviewed and deliberated over the Company's presentation provided on Monday. The men and women who make up the M&E organization represented by the TWU have risen to the challenges facing our future. In your presentation a key element was identified as, we are at a "crossroad" in our organization. What is our future and what will we look like in the competitive MRO arena. We too recognize the challenges facing our organization. Our proven track record shows we have met each of these challenges head on and have found solutions. We find today's crossroad challenge no different. With this in mind the TWU commits to finding business solutions related to the flexibility of manpower in the work force. These areas include Article 3 and Article 12. In your presentation you provided information about DWH lease agreement renewal in the future, however, you did not provide any specifics as to your plans for this location or other facilities. If the company has plans for this location, or any other facility, the TWU is willing to collaborate on your plan once identified. We believe should we reach agreement on the following proposals we can overcome the challenges identified as "white space" in 2012.

# Articles With Tentative Agreements (29)

- Article 2 - Definitions
- Article 9 – Probationary Period
- Article 10 - Seniority
- Article 13 – Classifications And Qualifications
- Article 14 – Loss Of Seniority
- Article 16 – Recall From Layoff
- Article 17 – Leaves Of Absence
- Article 18 – Military Leave
- Article 19 – Termination Of Employment
- Article 20 – Bulletin Boards
- Article 21 – Rotation Of Shifts
- Article 22 – Regular And Relief Assignments
- Article 23 – Attendance At Hearings, Investigations, Or Training Classes
- Article 24 – Absence From Duty
- Article 26 – Field Trips
- Article 27 - General
- Article 28 – No Discrimination, And Recognition Of Rights And Compliance
- Article 29 - Representation
- Article 30 - Dismissal
- Article 31 – Grievance Procedure
- Article 32 – Boards Of Adjustment
- Article 33 – No Strike – No Lockout
- Article 35 – Temporary Employees
- Article 37 – Severance Allowance
- Article 38 – Union Security
- Article 39 – Physical Examination
- Article 43 – Part-Time Employees
- Article 44 – Moving Expenses / Optional Severance For Protected Employees
- Article 45 – Effect On Prior Agreements

# Article 1 – Recognition and Scope

- Current table position

# Article 3 – Hours of Work

- Current table position with future discussion

# Article 4 - Compensation

- A one time 6% lump sum from the amendable date to DOS.
- The TWU Proposes a 3.5% structural increase 5-1-2010.
- The TWU proposes a 3.5% structural increase 4-1-2011
- Title II Cabin Cleaners and Building Cleaners move to Utility Man Pay Scale.
- Profit Sharing language has been added as attachment 4.2

# Article 5 – Shift Differential And Test Hop Bonus

- We propose changing Test Flight and Observer Aviation Accident Insurance from \$100,000 to \$250,000

# Article 6 - Overtime

- Current book

# Article 7 - Holidays

- We propose the addition of Memorial Day.
- We propose a change from 1.5 times pay to double time for all hours worked.
- We added language in paragraph c for recognizing the holiday on the eve prior.
- We accept the company proposal for change from “Holiday off” to “Holiday work.”
- Recognize the 10 hour shift “holiday off” payment.

# Article 8 – Vacations

- Change to reflect all employees with 10 years or less will have 80 hours of vacation.

# Article 11 – Classifications and Qualifications

- Current table position

# Article 12 – Promotions and Jobs to be Posted

- Open for future discussion

# Article 15 – Reduction in Force

- Current table position

# Article 25 – Recall and Call-In Work

- Current book

# Article 34 – Sick Leave / Unused Sick Leave

- Usage of each sick day paid at 8 hours, 10 if applicable
- Accrual of one additional sick day the first year – 2008
- Accrual of two additional sick days for a total of 8 in 2009.
- Continuation of 8 days of accrual thereafter

# Article 36 – Meal Periods

- Current book

# Article 40 – Retirement Benefits

- Current table position

# Article 41 – Group Insurance Contributions

- Current table position

# Article 42 – Job Security

- Current book

# Article 47 – Duration Of Agreement

- The dates are changed to reflect a 36 month agreement from the amendable date of 5-1-2008.

# Letters of Memorandum

- Current table position

# Letters of Agreement

- We agree to the latest joint committee recommendations. All open letters not resolved will remain in their current status and active.