



TWU Contract Negotiations Communication Update

On January 30 and outside the traditional negotiations schedule, the TWU-ATD leadership and some members of the Negotiations Team, met with APFA President Tommy Hutto-Blake and their Negotiations Committee for a comparison and fact finding discussion and talked of the possibility of future joint TWU-APFA strategy sessions. Areas of common interests were discussed as were plans for future meetings.



TWU with APFA Negotiations Committee Members

Your TWU Negotiations Committee convened in Dallas, Texas from **January 28 to February 1** and continued to work toward securing an industry leading labor agreement by the amendable date of April 30, 2008.

All TWU Negotiating Committee Member Weekly Attendance January 28- February 1, 2008

LOCAL	NAME	LOCAL	NAME	LOCAL	NAME
501	Mike Chiofalo	514	Dale Lantz	562	John Iuliano
501	George Miller	514	Howard McKinney	562	Steve Gukelberger
502	Donny Tyndall	514	Adam Ferrara	563	Steve Gilboy
505	Mike Mayes	521	Todd Gibbs	564	JR Ruiz
505	Robert Todd	529	Charlie Meyer	564	Ed Domenech - *Week
507	Tim Hughes	529	Steve Prehn	565	Keith Stewart
510	Pete Hogan	530	Chris Baker - *29	565	Frank Picarelli - *31
510	Brian McMahon	530	Michael Taylor	567	Gary Moffitt
512	Mike Rubel	530	Gordon Clark	567	Robert Strebeck
512	Rick Rodriguez	530	Bill Ballard	567	Johnny Griffith
513	Darrin Pierce	541	Jim Fudge	567	Larry Pike
513	Frank Pecoraro	541	Dale Holt	568	Tom Lee
514	Steve Luis	561	Todd Woodward	569	Glenn Jeanes
514	Dan Mitchell	561	Richard Rostock	590	Howard Blaydes
514	Sam Cirri	561	Tony Bernal		

*Excused



Mechanic & Related Negotiation Update

January 28 – February 1

The Mechanic and Related Negotiating Committee represents Aviation Maintenance Technicians, Overhaul Support Mechanics, Aircraft Cleaners, Parts Washers in Title I, also Plant Maintenance Mechanics, Plant Maintenance Man, Utility Man, Building Cleaners, Cabin Cleaners in Title II

The following Contract Articles remain under review:

- Article 8 (Vacations)
Waiting Company response
- Article 12 (Promotions and Jobs to be Posted)
Waiting Company response
- Article 13 (Seniority List)
Waiting company response from counter proposal
- Article 15 (Reduction in Force)
Established separate sub-committee
- Article 16 (Recall from Layoff)
Prepared counter proposal and presented back to the Company
- Article 17 (Leaves of Absence)
Prepared counter proposal and presented back to the Company
- Article 21 (Rotation of Shifts)
Established M&R sub-committee to address proposed changes from the Company (still in sub-committee)
- Article 23 (Attendance at Hearings, Investigations or Training Classes)
Waiting Company response
- Article 26 (Field Trips)
- Article 27 (General)
Prepared counter proposal and presented back to the Company
- Article 39 (Physical Examination)
Committee preparing counter proposal
- Article 46 (One Station Agreements)
Waiting Company response

The following Articles were presented this week:

- Article 3 (Hours of Work)
- Article 19 (Termination of Employment)
- Article 29 (Representation)
- Article 30 (Dismissal)
- Article 31 (Grievance Procedure)

- Article 32 (Board of Adjustments)
- Article 36 (Meal Periods)
- Article 45 (Effect on prior agreements)

We thank all of our Members for your continued support.

Remember - Tentative Agreements reached during the course of negotiations on one or more articles are not final and binding until agreements are reached on all articles - nothing is final until everything is final.

Article (Mechanic and Related)	Tentative Agreement Reached	Date Initially Passed	Still in work (X)
1 Recognition & Scope			
2 Definitions	Dec 4th	Nov 14th	TA
3 Hours of Work		an 30th	
4 Compensation			
5 Shift Diff & Test Hop			
6 Overtime			
7 Holidays			
8 Vacations		Jan 15 th	X
9 Probationary Period	Nov 13th	Nov 12th	TA
10 Seniority	Dec 12 th	Nov 15 th	TA
11 Classification/Qualifications			
12 Promotions & Jobs to be posted		Jan 15 th	X
13 Seniority Lists		Dec 11 th	X
14 Loss of Seniority	Nov 16th	Nov 14th	TA
15 Reduction in Force		Nov 12 th	X
16 Recall		Dec 5 th	X
17 Leaves of Absence		Dec 4 th	X
18 Military Leave	Jan 22	Jan 15th	TA
19 Termination of Employment		Jan 30 th	
20 Bulletin Boards	Nov 13th	Nov 13th	TA
21 Rotation of Shifts		Dec 4 th	X
22 Regular and Relief Assignments	Jan 15th	Jan 15th	TA
23 Training Investigations		Dec 11 th	X
24 Absence From Work	Dec 4th	Nov 15th	TA
25 Recall and Call in			
26 Field Work		Dec 5 th	X
27 General		Dec 13 th	X
28 No Discrimination, and Recognition of Rights of Compliance	Dec 11th	Nov 13th	TA
29 Representation		Jan 30 th	
30 Dismissal		Jan 30 th	
31 Grievance Procedure		Jan 30 th	
32 Arbitration		Jan 30 th	
33 No Strike No - Lock Out	Dec 11th	Dec 5th	TA
34 Sick Leave / Unused Sick Leave			
35 Temporary Employees	Dec 12th	Dec 11th	TA
36 Meal Periods		Jan 30 th	
37 Severance			
38 Union Security	Nov 13th	Nov 12th	TA
39 Physical Examinations		Nov 15 th	X
40 Pension Benefits			
41 Health Benefits			
42 Job Security			
43 Part Time Employees			
44 Special Moving Allowance	Dec 14th	Dec 13th	TA
45 Previous Agreements		Jan 30 th	
46 One-Station Rule		Jan 22 th	X
47 Duration			



Joint Negotiation Committee Update January 28-Feb 01, 2008

The TWU Joint Negotiating Committee represents Title III Fleet Service, Title IV Ground Service, Title V Stock Clerks, Simulator Pilot and Ground School Instructors, and Flight Simulator Technicians.

This week, January 28 through February 1, the Joint Negotiation Committee gathered in Texas and met with American Airlines. During the week, counter-proposals by the Company were exchanged on Article 21-Work Schedules and Article 27-General. In Article 21, the Company proposed changes to a language term that could potentially change the interpretation of the article as well as changes to the annual crossover bid. In Article 27, jury duty related issues, uniform issues, and attempts to make changes to safety language are all points of which the Negotiations Committee is focused. Other counters from the Company received this week were Article 29-Representation, Article 30-Dismissal, and Article 31-Grievance Procedure. Also, many new proposals to articles were given to the Company due to the fact that next week, some members of the Negotiations Committee will be in attendance at a TWU International Executive Board Meeting as required by the International Constitution. **The articles passed this week were:**

- **Article 3 Hours of Work**
- **Article 19 Termination of Employment**
- **Article 29 Representation**
- **Article 30 Dismissal**
- **Article 31 Grievance Procedure**
- **Article 32 Boards of Adjustment**
- **Article 36 Meal Periods**
- **Article 45 Effect on Prior Agreements (excluding Title V)**

The following Article was tentatively agreed to in **Title III Fleet Service and Title IV Ground Service:**

- **Article 19 Termination of Employment**

The following Article was tentatively agreed to in **Title V Stores:**

- **Article 19 Termination of Employment**

The following Articles were tentatively agreed to in **Simulator Technician and Simulator Pilot and Ground School Instructor Groups:**

- **Article 3 Hours of Work – Instructors Only**
- **Article 5 Shift Dif & Test Hop – Sim Techs Only**
- **Article 19 Termination of Employment**
- **Article 25 Recall and Call In**
- **Article 27 General**
- **Article 29 Representation**
- **Article 32 Arbitration**
- **Article 36 Meal Periods**
- **Article 43 Job Security**
- **Article 45 Previous Agreements**
- **Article 46 One Station Rule**

Your entire Joint Negotiating Committee continues to work toward the restoration and enhancement of wages and work rules that were given back to the company in 2003 under the threat of bankruptcy and the promise of "share the pain, share the gain." We will meet again beginning Monday, February 4 to Friday, February 8 and review all Letters of Memorandum for

possible incorporation into the bargaining agreement. We thank you all for your continued support.

Article (Fleet & Ground Service)	TA'd	Date Initially Passed	Still in work
1 Recognition & Scope			
2 Definitions		Nov 14th	X
3 Hours of Work		Jan 30th	X
4 Compensation			
5 Shift Differential			
6 Overtime			
7 Holidays		Jan 16th	X
8 Vacations			
9 Probationary Period	Nov 13th	Nov 12th	TA
10 Seniority	Dec 4th	Nov 15th	TA
11 Classification and Qualifications			
12 Promotions and Jobs to be posted		Jan 14th	X
13 System Seniority Lists	Jan 8th	Dec 11th	TA
14 Loss of Seniority	Nov 15th	Nov 14th	TA
15 Reduction in Force		Nov 12th	X
16 Recall		Jan 22 nd	
17 Leaves of Absence		Dec 5 th	X
18 Military Leave	Jan 22	Jan 14th	TA
19 Termination of Employment	Jan 31st	Jan 30th	TA
20 Bulletin Boards	Nov 15th	Nov 13th	TA
21 Work Schedules		Dec 5th	X
22	Jan 14th	Jan 14th	TA
23 Attendance at Hearings, Investigations, or Training Classes	Dec 11th	Dec 10th	TA
24 Absence From Duty	Dec 3rd	Nov 15th	TA
25 Recall and Call in Work			
26 Field Work	Dec 6th	Dec 5th	TA
27 General		Dec 13th	X
28 No Discrimination, and Recognition of Rights and Compliance	Dec 4th	Nov 13th	TA
29 Representation		Jan 30th	X
30 Dismissal		Jan 30th	X
31 Grievance Procedure		Jan 30th	X
32 Boards of Adjustment		Jan 30th	X
33 No Strike – No Lock Out	Dec 6th	Dec 6th	TA
34 Sick Leave			
35 Temporary Employees	Dec 11th	Dec 11th	TA
36 Meal Periods		Jan 30th	X
37 Severance Allowance			
38 Union Security	Nov 13th	Nov 12th	TA
39 Physical Examination		Nov 15th	X
40 Pension			
41 Benefits			
42 Job Security			
43 Part Time Employees			
44 Moving Expenses/Optional Severance for Protected Employees	Dec 12th	Dec 11th	TA
45 Effect on Prior Agreements		Jan 30th	X
46 One-Station Complex Agreements			
47 Duration of Agreement			
LOM			

Article (Stores)	TA'd	Date Initially Passed	Still in work
1 Recognition & Scope			
2 Definitions		Nov 13th	X
3 Hours of Work		Jan 30th	X
4 Compensation			
5 Shift Diff & Test Hop			
6 Overtime			
7 Holidays		Jan 16th	X
8 Vacations			
9 Probationary Period	Nov 13th	Nov 12th	TA
10 Seniority	Dec 11th	Nov 15th	TA
11 Classification/Qualifications			
12 Promotions & Jobs to be posted		Jan 15th	X
13 Seniority Lists	Jan 8th	Dec 11th	TA
14 Loss of Seniority	Nov 15th	Nov 13th	TA
15 Reduction in Force		Nov 12th	X
16 Recall		Jan 22nd	X
17 Leaves of Absence		Dec 5th	X
18 Military Leave	Jan 22nd	Jan 15th	TA
19 Termination of Employment	Jan 31st	Jan 30th	TA
20 Bulletin Boards	Nov 15th	Nov 13th	TA
21 Rotation of Shifts	Jan 23rd	Dec 5th	TA
22	Jan 14th	Jan 14th	TA
23 Training Investigations	Dec 11th	Dec 6th	TA
24 Absence From Work	Dec 3rd	Nov 15th	TA
25 Recall and Call in			
26 Field Work	Jan 15th	Dec 5th	TA
27 General		Dec 13th	X
28 No Discrimination, and Recognition of Rights of Compliance		Nov 13th	X
29 Representation		Jan 30th	X
30 Dismissal		Jan 30th	X
31 Grievance Procedure		Jan 30th	X
32 Boards of Adjustments		Jan 30th	X
33 No Strike No - Lock Out	Dec 6th	Dec 6th	TA
34 Sick Leave / Unused Sick Leave			
35 Temporary Employees	Dec 11th	Dec 11th	TA
36 Meal Periods		Jan 30th	X
37 Severance			
38 Union Security	Nov 13th	Nov 12th	TA
39 Physical Examinations		Nov 15th	X
40 Pension Benefits			
41 Health Benefits			
42 Job Security			
43 Part Time Employees			
44 Special Moving Allowance	Dec 12th	Dec 11th	TA
45 Effects on Prior Agreements		Jan 30 th	
46 One-Station Rule			
47 Duration			
LOMS			

Article (Simulator Technicians)	TA'd	Date Initially passed	Still in work
1 Recognition & Scope			
2 Definitions		Nov 14th	X
3 Hours of Work	Feb 1st	Jan 30th	TA
4 Compensation			
5 Shift Diff & Test Hop			
6 Overtime			
7 Holidays			
8 Vacations			
9 Probationary Period	Nov 13th	Nov 12th	TA
10 Seniority	Dec 5th	Nov 15th	TA
11 Classification/Qualifications			
12 Promotions & Jobs to be posted			
13 Seniority Lists	Dec 13th	Dec 11th	TA
14 Loss of Seniority	Nov 14th	Nov 14th	TA
15 Reduction in Force	Nov 13th	Nov 12th	TA
16 Recall			
17 Leaves of Absence		Dec 5th	X
18 Military Leave	Jan 22nd	Jan 23rd	TA
19 Termination of Employment	Feb 1st	Jan 30th	TA
20 Bulletin Boards	Nov 15 th	Nov 13th	TA
21 Rotation of Shifts	Dec 6th	Dec 5th	TA
22	Jan 15 th	Jan 14th	TA
23 Training Investigations	Dec 11 th	Dec 6th	TA
24 Absence From Work	Dec 3 rd	Nov 15th	TA
25 Recall and Call in	Feb 1 st	Feb 1st	TA
26 Field Work	Dec 6 th	Dec 5th	TA
27 General	Feb 1st	Dec 13th	TA
28 No Discrimination, and Recognition of Rights of Compliance	Dec 4 th	Nov 13th	TA
29 Representation	Feb 1st	Jan 30th	TA
30 Dismissal		Jan 30th	X
31 Grievance Procedure		Jan 30th	X
32 Arbitration	Feb 1st	Jan 30th	TA
33 No Strike No - Lock Out	Dec 6th	Dec 6th	TA
34 Sick Leave / Unused Sick Leave			
35 Temporary Employees	Dec 11th	Dec 11th	TA
36 Meal Periods	Feb 1st	Jan 30th	TA
37 Severance			
38 Union Security	Nov 13th	Nov 12th	TA
39 Physical Examinations		Nov 15th	X
40 Pension Benefits			
41 Health Benefits			
42 Job Security			
43 Part Time Employees	Feb 1 st	Feb 1st	TA
44 Special Moving Allowance	Dec 11th	Dec 11th	TA
45 Previous Agreements	Feb 1st	Jan 30th	TA
46 One-Station Rule	Feb 1st	Feb 1st	TA
47 Duration			
LOMS			

Article (Instructors)	TA'd	Date Initially Passed	Still in work
1 Recognition & Scope			
2 Definitions		Nov 14th	X
3 Hours of Work		Jan 30th	X
4 Compensation			
5 Shift Diff & Test Hop	Feb 1st	Feb 1 st	TA
6 Overtime			
7 Holidays			
8 Vacations			
9 Probationary Period	Nov 13th	Nov 12th	TA
10 Seniority	Dec 4th	Nov 15th	TA
11 Classification/Qualifications			
12 Promotions & Jobs to be posted	Jan 23rd	Jan 22nd	TA
13 Seniority Lists	Dec 13th	Dec 11th	TA
14 Loss of Seniority	Nov 14th	Nov 14th	TA
15 Reduction in Force	Nov 14th	Nov 12th	TA
16 Recall			
17 Leaves of Absence		Dec 5 th	X
18 Military Leave	Jan 22nd	Jan 23rd	TA
19 Termination of Employment	Feb 1st	Jan 30th	TA
20 Bulletin Boards	Nov 15th	Nov 13th	TA
21 Rotation of Shifts	Dec 6th	Dec 5 th	TA
22	Jan 15th	Jan 14th	TA
23 Training Investigations	Dec 11th	Dec 6 th	TA
24 Absence From Work	Dec 3rd	Nov 15th	TA
25 Recall and Call in	Feb 1st	Feb 1st	TA
26 Field Work	Dec 6th	Dec 5 th	TA
27 General	Feb 1st	Dec 13th	TA
28 No Discrimination, and Recognition of Rights of Compliance	Dec 4th	Nov 13th	TA
29 Representation	Feb 1st	Jan 30th	TA
30 Dismissal		Jan 30th	X
31 Grievance Procedure		Jan 30th	X
32 Arbitration	Feb 1st	Jan 30th	TA
33 No Strike No - Lock Out	Dec 6th	Dec 6th	TA
34 Sick Leave / Unused Sick Leave			
35 Temporary Employees	Dec 11th	Dec 11th	TA
36 Meal Periods	Feb 1st	Jan 30th	TA
37 Severance			
38 Union Security	Nov 13th	Nov 12th	TA
39 Physical Examinations		Nov 15th	X
40 Pension Benefits			
41 Health Benefits			
42 Job Security			
43 Part Time Employees	Feb 1st	Feb 1st	TA
44 Special Moving Allowance	Dec 11th	Dec 11th	TA
45 Previous Agreements	Feb 1st	Jan 30th	TA
46 One-Station Rule	Feb 1st	Feb 1 st	TA
47 Duration			
LOMS			

*Tentative Agreements reached during the course of negotiations on one or more articles are not final and binding until agreements are reached on all articles - nothing is final until everything is final.



TWU Contract Negotiations Communication Update

The TWU Negotiating Committees reconvened in Dallas, Texas the week of January 28 through February 1.

Tech Specialist Negotiation Update

Due to illness, the Company Negotiating Committee was unable to meet with us. Therefore, no discussions on existing proposals were held; no additional proposals were introduced, and no additional TAs was reached. The status of all Articles remains unchanged from last week as indicated below.

The following Contract Articles remain under review:

- Article 2 (Definitions)
- Article 3 (Hours of Work)
- Article 12 (Filling of Vacancies)
- Article 13 (Seniority Lists)
- Article 23 (Attendance at Hearings, Investigations, or Training)
- Article 17 (Leaves of Absence)
- Article 21 (Rotation of Shifts)
- Article 26 (Field Work)
- Article 27 (General)
- Article 39 (Physical Examination)

Discussions were initiated on the following Articles:

- No discussions on any additional Articles were initiated.

Tentative agreements were reached on the following Articles:

- Article 16 (Recall)
- Article 46 (Effect on Prior Agreements)

Remember – Tentative Agreements reached during the course of negotiations on one or more articles are not final and binding until agreements are reached on all articles - nothing is final until everything is final.

Article		TA'd	Initially Passed	Still in work
1	Recognition and Scope			
2	Definitions		14-Nov	X
3	Hours of Work		8-Jan	X
4	Compensation			
5	Shift Dif & Test Hop Bonus			
6	Overtime Dist			
7	Holidays			
8	Vacations			
9	Probationary Period	13-Dec	12-Nov	TA
10	Seniority	8-Jan	15-Nov	TA
11	Classifications & Qualifications			
12	Filling of Vacancies		15-Jan	X
13	Seniority Lists		8-Jan	X
14	Loss of Seniority	3-Dec	14-Nov	TA
15	Reduction in Force	13-Nov	12-Nov	TA
16	Recall	23-Jan	6-Dec	TA
17	Leaves of Absence		5-Dec	X
18	Military Leave	17-Jan	15-Jan	TA
19	Termination of Employment			
20	Bulletin Boards	14-Nov	14-Nov	TA
21	Rotation of Shifts		5-Dec	X
22	Regular & Relief Assignments	16-Jan	15-Jan	TA
23	Attendance at Hearings, Investigations, or Training		8-Jan	X
24	Absence from Duty	3-Dec	15-Nov	TA
25	Recall and Call in Work			
26	Field Work		5-Dec	X
27	General		8-Jan	X
28	No Discrimination & Recognition of Rights & Compliance of Rights & Compliance	14-Dec	14-Nov	TA
29	Representation			
30	Dismissal			
31	Grievance Procedure			
32	Boards of Adjustment			
33	No Strike - No Lock Out	7-Dec	6-Dec	TA
34	Sick Leave			
35	Temporary Employees	8-Jan	8-Jan	TA
36	Meal Periods			
37	Severance Allowance			
38	Union Security	13-Nov	12-Nov	TA
39	Physical Examination		15-Nov	X
40	Pension			
41	Benefits			
42	Job Security			
43	Part Time Employees			
44	Moving Expenses	9-Jan	8-Jan	TA
45	One Station Agreements			
46	Effect on Prior Agreements	23-Jan	8-Jan	TA
47	Duration of Agreement			
48				
LOMS				

