



TWU Contract Negotiations Communication Update

The TWU Negotiating Committees reconvened in Dallas, Texas the week of May 12 through May 16.

On Monday May 12, Chairman and CEO Gerard Arpey addressed the entire TWU Negotiating Committee.

On Tuesday May 13, the AA Negotiating Team presented their comprehensive package to your Negotiating Committee. The company's proposal came with constraints and restrictions. One restriction was that all groups would be required to ratify the agreement for it to become effective, and an additional constraint was that it was a time sensitive offer.

Your negotiating teams worked hard to reach an agreement that they felt would meet your expressed needs.

Despite the Internationals recommendation to allow the membership to vote on the proposal several of the Negotiating Committees voted to reject the company's offer without allowing a membership vote.

There is misinformation circulating around the system regarding the company's offer. We have decided to articulate a summary of the company's proposal to ensure the membership receives accurate information.

We will be evaluating our next steps over the next several days and will keep you informed.

SUMMARY OF COMPANY PROPOSAL TO ALL GROUPS

DURATION

- MODIFY ARTICLE 47 TO REFLECT A TWO (2) YEAR DURATION
- PROVIDE AN EARLY OPENER PROVISION THAT ALLOWS EITHER PARTY TO SERVE NOTICE NO EARLIER THAN SIX (6) MONTHS FROM THE AMENDABLE DATE

ARTICLE 1- SCOPE

- EAGLE ASM LETTER MODIFICATION (EXPAND FROM SIX (6) PERCENT TO EIGHT (8) PERCENT BY 2010 WITHOUT FURLOUGH PROTECTION)

ARTICLE 4- COMPENSATION

- DOS 5.0% PENSIONABLE LUMP SUM
- DOS + 12 3.5% PENSIONABLE LUMP SUM

ARTICLE 7- HOLIDAYS

- INCREASE NUMBER OF HOLIDAYS AS FOLLOWS:
 - ADD THE FRIDAY AFTER THANKSGIVING EFFECTIVE 2008
 - ADD MARTIN LUTHER KING DAY AND MEMORIAL DAY EFFECTIVE 2009
- INCREASE HOLIDAY WORK RATE FROM 1.5x TO 2.0x EFFECTIVE DOS
- MODIFY HOLIDAY PROVISION FROM 'AUTOMATICALLY OFF' TO 'AUTOMATICALLY REQUIRED.'

ARTICLE 8- VACATION

- EFFECTIVE JANUARY 1, 2009 PROVIDE THREE (3) DAT (DAY AT A TIME) VACATION DAYS

DETAILS TO BE DEVELOPED LOCALLY BETWEEN DOS AND SEPTEMBER 1, 2008 TO ADDRESS THE FOLLOWING:

DAT DAYS SELECTION OPTIONS:

- I.E.: IN CONJUNCTION WITH ANNUAL VACATION BID, IN CONJUNCTION WITH SHIFT BID, AD HOC, ETC.
- NUMBER OF DAT DAYS APPROVED FOR ANY GIVEN CALENDAR DATE TO BE DETERMINED BY MANAGEMENT
- OPTION OF PAY IN LIEU OF USE TO BE PAID IN JANUARY OF EACH YEAR 2008

ARTICLE 34 – SICK LEAVE

- M&R- RESTORE 100% PAY FOR SICK OCCURENCES
- MODIFY ACCRUAL RATE FOR 2008 TO REFLECT AN INCREASE TO SIX (6) DAYS (TO BE CREDITED FOR USE IN 2009)
- MODIFY ACCRUAL RATE FOR 2009 TO REFLECT AN INCREASE TO EIGHT (8) DAYS (TO BE CREDITED FOR USE IN 2010)

ARTICLE 41-BENEFITS

- CREATE A JOINT COMMITTEE TO EXPLORE IMPLEMENTATION OF A VEBA TRUST ADMINISTERED BY THE TWU SIMILAR TO THE AGREEMENT BETWEEN UAW AND GENERAL MOTORS
- PROFIT SHARING PLAN: EFFECTIVE 2008 TO BE PAID IN 2009

PLAN PAYS OUT AT FIRST DOLLAR OF PROFIT

PLAN ACCUMULATES AS FOLLOWS:

- \$1-\$250 MILLION = 30 PERCENT
- \$250 MILLION - \$500 = 25 PERCENT
- \$500 MILLION AND ABOVE = 20 PERCENT
- SUPPLEMENT EXISTING PROFIT SHARING PLAN WITH THE ABOVE EARNINGS THRESHOLD
- ELIMINATE AIP PLAN

VARIABLE COMP

- MUTUALLY COMMIT TO DEVELOP A VARIABLE COMPENSATION (GAIN SHARING) PLAN FOR EACH AGREEMENT

IN ADDITION, THE COMPANY PRESENTED PROPOSALS REGARDING WORK RULE CHANGES IN EACH CONTRACT GROUP.



TWU Mechanic and Related Contract Negotiations Communication Update

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

1-888-4TWUUpdate

1-888-489-8873

The week of May 12-16 the Company countered with a comprehensive contract proposal containing modifications to all seven collective bargaining agreements. The company made clear the Committee must make a decision by May 16. Your M&R Committee diligently reviewed this comprehensive proposal and deliberated for two days. Our decision was to reject the comprehensive proposal. We are prepared to continue the negotiation process.

Tentative agreements were reached on the following Articles:

- Article 2 (Definitions)
- Article 9 (Probationary Period)
- Article 10 (Seniority)
- Article 14 (Loss of Seniority)
- Article 16 (Recall from Layoff)
- Article 18 (Military Leave)
- Article 19 (Termination of Employment)
- Article 20 (Bulletin Boards)
- Article 21 (Rotation of Shifts)
- Article 22 (Regular & Relief Assignments)
- Article 24 (Absence from Duty)
- Article 28 (No Discrimination & Recognition of Rights of Compliance)
- Article 29 (Representation)
- Article 30 (Dismissal)
- Article 31 (Grievance Procedure)
- Article 32 (Board of Adjustment)
- Article 33 (No Strike - No Lockout)
- Article 35 (Temporary Employees)
- Article 37 (Severance Allowance)
- Article 38 (Union Security)
- Article 44 (Moving Expenses/Optional Severance for Protected Employees)
- Article 45 (Effect on Prior Agreements)

We the M&R Negotiating Committee appreciate your patience and support as we work towards an agreement.

1-888-4TWUUpdate

1-888-489-8873

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



<http://negotiate.twu.org>

Joint Negotiation Committee Update May 12–May 16, 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.

Your Joint Negotiation Committee met in Dallas this week in anticipation of receiving a comprehensive economic proposal from the company. AA Chairman and CEO Gerard Arpey attended the Monday session with the entire Negotiation Committee and opened his remarks by recognizing the TWU and thanking the entire membership for the efforts and sacrifices made by all who had helped create revenue, increased efficiencies, and worked as business partners since 2003. Although revenue and increased efficiencies were eroded by rising fuel cost, it was in recognition of those TWU efforts that the company was compelled to take into consideration all areas of major interests of our members and put its best efforts forward to address those concerns in a response to our economic package. During this meeting, Arpey reported on American's strategies to best deal with fuel prices, the current effects of economic downturn, and changes within the airline industry. Afterward, questions were offered from the floor.

On Tuesday morning, few brief comments were made by Mark Burdette, AA's VP of Employee Relations, again recognizing the TWU's efforts over the last few years. Then, Jim Weel, Director of Employee Relations, provided copies of the company's economic proposal to each member of the Negotiation Committee with a stipulation that all proposals need be accepted in all work groups before a ratification vote could be put forward. Proposals relative to all groups were offered in a printed PowerPoint presentation before the Negotiation Committee retired into its Subcommittees in order to address the remaining company proposals that were specific to their respective title groups. The Financial Consultant retained by the TWU, John Donnelly, was present to assist all Subcommittees the entire week.

Individual Subcommittees within the Joint Committee worked throughout the week presenting counterproposals and continued to hold talks with the company. After lengthy discussions and after many difficult decisions were made, on Friday evening the entire Joint Negotiation Committee reconvened and stated their individual positions on the final proposals. A vote was taken, and the result was to present the respective tentative agreements to the membership for a vote and possible ratification pending approval of all groups.

Title III Fleet Service and Title IV Ground Services

On Tuesday, May 13, the company presented the Title III Subcommittee with a full economic proposal. Each article in the economic proposal was carefully reviewed by the Subcommittee. A counterproposal was passed to the company on some articles. The articles received from the company and those countered are listed below. It was the direction of the Joint Negotiation Committee to allow the membership to vote for possible ratification of the current tentative agreements.

Counter proposals received in Title III Fleet Service and Title IV Ground Service from the Company this week are:

- Article 1 Recognition and Scope
- Article 4 Compensation
- Article 5 Shift Differential
- Article 6 Overtime
- Article 7 Holidays
- Article 8 Vacations
- Article 34 Sick Leave
- Article 39 Physical Examination
- Article 40 Pensions
- Article 41 Benefits
- Article 42 Job Security
- Article 43 Part Time Employees
- Article 47 Duration of the Agreement

Counterproposals given for consideration in Title III Fleet Service and Title IV Ground Service to the Company for the week are:

- Article 6 Overtime
- Article 42 Job Security
- Article 43 Part Time Employees

Tentative Agreements reached this week in Title III Fleet Service and Title IV Ground Services are:

- Article 1 Recognition and Scope
- Article 4 Compensation
- Article 5 Shift Differential
- Article 6 Overtime
- Article 7 Holidays
- Article 8 Vacations
- Article 34 Sick Leave
- Article 39 Physical Examination
- Article 40 Pensions
- Article 41 Benefits
- Article 42 Job Security
- Article 43 Part Time Employees
- Article 47 Duration of the Agreement

At the close of this week, those articles owed Title III Fleet Service and Title IV Ground Services by the Company are:

- None

At the close of this week, those articles owed the Company by Title III Fleet Service and Title IV Ground Services are:

- None

Flight Simulator Technicians

The Flight Simulator Technicians Sub-Committee met with the company for the week and received an economic proposal that fell short of members expectations. It was the direction of the Joint Negotiation Committee to allow the membership to vote for possible ratification of the current tentative agreements. More information will be forthcoming.

Counterproposals received in **Flight Simulator Technicians** from the Company for the week are:

- **Article 1 Recognition and Scope**
- **Article 4 Compensation**
- **Article 5 Shift Differential**
- **Article 6 Overtime**
- **Article 7 Holidays**
- **Article 8 Vacations**
- **Article 12 Promotions and Jobs to be Posted**
- **Article 34 Sick Leave**
- **Article 39 Physical Examination**
- **Article 40 Pensions**
- **Article 41 Benefits**
- **Article 47 Duration**

Counterproposals given for consideration in Flight **Simulator Technicians** to the Company for the week are:

- **Article 12 Promotions and Jobs to be Posted**

Tentative agreements reached this week in **Flight Simulator Technicians** are:

- **Article 1 Recognition and Scope**
- **Article 4 Compensation**
- **Article 5 Shift Differential**
- **Article 6 Overtime**
- **Article 7 Holidays**
- **Article 8 Vacations**
- **Article 12 Promotions and Jobs to be Posted**
- **Article 34 Sick Leave**
- **Article 39 Physical Examination**
- **Article 40 Pensions**
- **Article 41 Benefits**
- **Article 47 Duration**

At the close of this week, those articles **owed Flight Simulator Technicians** by the Company are:

- **None**

At the close of the week, the articles **owed the Company** by Flight Simulator Technicians are:

- **None**

Simulator Pilot and Ground School Instructors

The Simulator Pilot and Ground School Instructors met with the company throughout the week. After intense negotiation and while the results were not as originally anticipated, TA's were agreed to on all remaining articles. More information will be forthcoming.

Counterproposals received in **Simulator Pilot Ground School Instructors** from the Company for the week are:

- **Article 1 Recognition and Scope**
- **Article 2 Definitions**
- **Article 3 Hours of Work**
- **Article 4 Compensation**
- **Article 6 Overtime**

- Article 7 Holidays
- Article 8 Vacations
- Article 11 Classifications/Qualifications
- Article 34 Sick Leave
- Article 39 Physical Examination
- Article 40 Pensions
- Article 41 Benefits
- Article 42 Job Security
- Article 47 Duration

Counterproposals given for consideration in Simulator Pilot Ground School Instructors to the Company for the week are:

- Article 1 Recognition and Scope
- Article 2 Definitions
- Article 3 Hours of Work
- Article 42 Job Security

Tentative agreements reached this week in Simulator Pilot and Ground School Instructors are:

- Article 1 Recognition and Scope
- Article 2 Definitions
- Article 3 Hours of Work
- Article 4 Compensation
- Article 6 Overtime
- Article 7 Holidays
- Article 8 Vacations
- Article 11 Classifications/Qualifications
- Article 34 Sick Leave
- Article 39 Physical Examination
- Article 40 Pensions
- Article 41 Benefits
- Article 42 Job Security
- Article 47 Duration

At the close of this week, those articles owed Simulator Pilot and Ground School Instructors by the Company are:

- None

At the close of the week, the articles owed the Company by Simulator Pilot and Ground School Instructors are:

- None

1-888-4TWUUpdate (1-888-489-8873)
TWU ATD CONTRACT UPDATE HOTLINE

Due to the company's stipulation that all TWU work groups agree on their proposals, and the fact that this did not happen, these tentative agreements WILL NOT be presented to the membership for possible ratification at this time. We will update you on further developments as they occur.

We thank the membership for their continued support.

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

Article (Simulator Technicians)	TA'd	TWU passed	Company passed	Still in work
1 Recognition & Scope	May 16th	Mar 6th		TA
2 Definitions	Mar 5th	Nov 14th		TA
3 Hours of Work	Feb 1st	Jan 30th		TA
4 Compensation	May 16th	Mar 6th		TA
5 Shift Diff & Test Hop	May 16th	Mar 6th		TA
6 Overtime	May 16th	Mar 6th		TA
7 Holidays	May 16th	Jan 16th		TA
8 Vacations	May 16th	Mar 6th		TA
9 Probationary Period	Nov 13th	Nov 12th		TA
10 Seniority	Dec 5th	Nov 15th		TA
11 Classification/Qualifications	Mar 5th	Mar 5th		TA
12 Promotions & Jobs to be posted	May 16th	Jan 16th		TA
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	Feb 21st	Feb 20th		TA
17 Leaves of Absence	Feb 20th	Dec 5th		TA
18 Military Leave	Jan 22nd	Jan 16th		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 5th		TA
22	Jan 16th	Jan 16th		TA
23 Training Investigations	Dec 11th	Dec 10th	Dec 6th	TA
24 Absence From Work	Dec 3rd	Nov 15th		TA
25 Recall and Call in	May 16th	Mar 6th		TA
26 Field Work	Dec 6th	Dec 5th		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	Feb 20th	Jan 30th		TA
31 Grievance Procedure	Feb 20th	Jan 30th		TA
32 Arbitration	Feb 1st	Jan 30th		TA
33 No Strike No - Lock Out	Dec 6th	Dec 6th		TA
34 Sick Leave / Unused Sick Leave	May 16th	Mar 6th		TA
35 Temporary Employees	Dec 11th	Dec 11th		TA
36 Meal Periods	Feb 1st	Jan 30th		TA
37 Severance	Feb 20th	Feb 20th		TA
38 Union Security	Nov 13th	Nov 12th		TA
39 Physical Examinations	May 16th	Nov 15th		TA
40 Pension Benefits	May 16th	Mar 6th		TA
41 Health Benefits	May 16th	Mar 6th		TA
42 Job Security	May 16th	Mar 6th		TA
43 Part Time Employees	May 16th	Mar 6th		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	May 16th	Mar 6th		TA
LOMS		Mar 6th		X

Article (Instructors)	TA'd	TWU passed	Company passed	Still in work
1 Recognition & Scope	May 16th	Mar 6th		TA
2 Definitions	May 16th	Nov 14th		TA
3 Hours of Work	May 16th	Jan 30th		TA
4 Compensation	May 16th	Mar 6th		TA
5 Shift Diff & Test Hop	May 16th	Mar 6th		TA
6 Overtime	May 16th	Mar 6th		TA
7 Holidays	May 16th	Jan 16th		TA
8 Vacations	May 16th	Mar 6th		TA
9 Probationary Period	Nov 13th	Nov 12th		TA
10 Seniority	Dec 5th	Nov 15th		TA
11 Classification/Qualifications	May 16th	Mar 5th		TA
12 Promotions & Jobs to be posted	Jan 21st	Jan 16th		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	Feb 21st	Feb 20th		TA
17 Leaves of Absence	Feb 20th	Dec 5th		TA
18 Military Leave	Jan 22nd	Jan 16th		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 5th		TA
22	Jan 16th	Jan 16th		TA
23 Training Investigations	Dec 11th	Dec 10th	Dec 6th	TA
24 Absence From Work	Dec 3rd	Nov 15th		TA
25 Recall and Call in	Feb 1st	Mar 6th		TA
26 Field Work	Dec 6th	Dec 5th		TA
27 General	Feb 20th	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	Feb 20th	Jan 30th		TA
31 Grievance Procedure	Feb 20th	Jan 30th		TA
32 Arbitration	Feb 1st	Jan 30th		TA
33 No Strike No - Lock Out	Dec 6th	Dec 6th		TA
34 Sick Leave / Unused Sick Leave	May 16th	Mar 6th		TA
35 Temporary Employees	Dec 11th	Dec 11th		TA
36 Meal Periods	Feb 1st	Jan 30th		TA
37 Severance	Feb 20th	Feb 20th		TA
38 Union Security	Nov 13th	Nov 12th		TA
39 Physical Examinations	May 16th	Nov 15th		TA
40 Pension Benefits	May 16th	Mar 6th		TA
41 Health Benefits	May 16th	Mar 6th		TA
42 Job Security	May 16th	Mar 6th		TA
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 1st		TA
47 Duration	May 16th	Mar 6th		TA
LOMS		Mar 6th		X

*Tentative agreements reached during negotiations are not final until everything is final.



Tech Specialist Negotiation Update

The TWU Negotiating Committees reconvened in Dallas, Texas the week of May 12 through May 16.

Visit the new TWU negotiations web site at: <http://negotiate.twu.org>.

At 10:30 AM on Tuesday morning the company presented its long awaited comprehensive counter proposal to all groups in a joint meeting. The company stated that all TWU Title Groups must accept the proposal in order for a tentative agreement to be reached. After the presentation, the full TWU Committee met to discuss the proposal. The company proposal was largely viewed as being unacceptable as presented.

During the remainder of the week, the Technical Specialist Committee consisting of Howard McKinney/Gary Moffitt met several times with the company Committee consisting of Mark Easton/Bob DuBreuil. International Representative Dennis Burchette and International Staff Specialist Tony McCoy were present at some of those meetings, as did Mark Burdette and Jim Weel for the company. Although certain aspects of the company's proposal did provide some benefit, on the whole, we felt the company's proposal, as written and presented, fell short in key areas. During subsequent negotiations, some improvements were made and TAs were reached on the Notice of Intent, Article 1, Article 7, Article 12 and Article 23.

On Friday May 16, the Technical Specialist Committee rejected the company proposal. We will continue to negotiate until no further improvement or progress can be made.

The company's proposal has a conditional requirement that all TWU Title groups must accept their proposal in order for any tentative agreements to be ratified.

At this point, it is still impossible to predict what course negotiations will take. We will continue to negotiate in an effort to bring a tentative agreement back that is acceptable to our members.

Fraternally,
Howard McKinney
Gary Moffitt

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	TWU passed	Company passed	Still in work
Not.	Notice of Intent	16-May			TA
1	Recognition and Scope		6-Mar		X
2	Definitions	12-Feb	14-Nov		TA
3	Hours of Work		6-Mar	8-Jan	X
4	Compensation		6-Mar		X
5	Shift Dif & Test Hop Bonus		6-Mar		X
6	Overtime Dist		6-Mar		X

7	Holidays	16-May	6-Mar	TA
8	Vacations		6-Mar	X
9	Probationary Period	13-Dec	12-Nov	TA
10	Seniority	8-Jan	15-Nov	TA
11	Classifications & Qualifications	13-Feb		TA
12	Filling of Vacancies	16-May	15-Jan	TA
13	Seniority Lists	27-Feb	8-Jan	TA
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	14-Feb	5-Dec	TA
18	Military Leave	17-Jan	15-Jan	TA
19	Termination of Employment	6-Feb	5-Feb	TA
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	16-May	8-Jan	TA
24	Absence from Duty	3-Dec	15-Nov	TA
25	Recall and Call In Work	27-Feb	6-Mar	TA
26	Field Work		5-Dec	X
27	General	20-Feb	8-Jan	TA
28	No Discrimination & Recognition of Rights & Compliance of Rights & Compliance	14-Dec	14-Nov	TA
29	Representation	6-Feb	5-Feb	TA
30	Dismissal	20-Feb	5-Feb	TA
31	Grievance Procedure	20-Feb	5-Feb	TA
32	Boards of Adjustment	12-Feb	5-Feb	TA
33	No Strike - No Lock Out	7-Dec	6-Dec	TA
34	Sick Leave		6-Mar	X
35	Temporary Employees	8-Jan	8-Jan	TA
36	Meal Periods	5-Feb	5-Feb	TA
37	Severance Allowance	20-Feb	6-Mar	TA
38	Union Security	13-Nov	12-Nov	TA
39	Physical Examination		15-Nov	X
40	Pension		6-Mar	X
41	Benefits		6-Mar	X
42	Job Security		6-Mar	X
43	Part Time Employees	12-Feb	12-Feb	TA
44	Moving Expenses	9-Jan	8-Jan	TA
45	One Station Agreements	5-Feb	5-Feb	TA
46	Effect on Prior Agreements	23-Jan	8-Jan	TA
47	Duration of Agreement		6-Mar	X

LOMS

= TA

Total TAs 33