

The Association.



THE TWU-IAM ASSOCIATION

Despite DC Blizzard, Association, American Continue Talks

January 29, 2016

Sisters and Brothers,

With some difficulty traveling due to winter storm Jonas, the Mechanic & Related/Stores and Fleet Service Negotiating Committees met with American Airlines the week of January 25th in Washington DC.

We continue to make steady and thorough progress toward a new joint collective bargaining agreement, and remain firm in our stance to advocate what is best for the membership. Our main goal continues to be to incorporate the best of both contracts into a joint agreement.

The following is the update from this negotiation session for Mechanic and Related/Stores:

- We have exchanged proposals with the company regarding fitness for duty and engaged in lengthy discussions on the understanding and interpretation of this article in a forward looking application. We are now awaiting the company's response to our proposal.
- We have also exchanged proposals on grievance procedures, which is a particularly complex task, as we are blending two existing, mature practices. This article is the foundation of our ability to enforce your rights under the agreement, so we are working through it with extreme diligence and care. We are now awaiting the company's response to our proposal.
- Due to various complexities surrounding the abovementioned articles, we were unable to present our proposals to the company regarding the system board of adjustment and probation articles, but plan to do so in our next session.
- On Thursday, we received initial proposals from the company on bulletin boards and uniforms.

We are scheduled to continue negotiations during the following weeks: February 8th in BWI, February 29th in DFW, March 7th in DCA, March 21st in DFW and March 28th TBD.

We appreciate your continued patience and solidarity throughout this process, and will continue to provide updates after each session.

In solidarity,

Jason Best

Mike Bush

Ken Coley

John Coveny

Dale Danker

Mark Huffman

Bennie Martino

Gary Peterson

Larry Pike

Sean Ryan

Jay Sleeman

Mark Strength