

The Association.



THE TWU-IAM ASSOCIATION

Association Mechanic & Related/Stores Negotiations Continue in Dallas

3/25/16

Sisters and brothers,

The Mechanic & Related/Stores Negotiating Committee met with American Airlines the week of March 21st in DFW.

On Wednesday March 23, the company briefed your Committee, ten minutes prior to their announcement, about the decision to follow the rest of the industry in having a profit-sharing program for its employees.

Although this might be considered a step in the right direction, your Committee must review the profit-sharing plan as proposed to determine its effects on our future. The fact the Company has established a profit sharing plan does not change your Committee's approach to negotiations, particularly our approach toward compensation, including industry-leading wages. In regard to profit-sharing, American stated that they were not asking for anything in return, and we plan to hold them to their words!

Your Negotiating Committee, during this session, worked on the following articles:

—Grievance Procedure – Your Committee has had several exchanges and intense table discussion on this Article to ensure the rights of our members are protected. We continue to have discussions over the fundamental differences about how discipline may be issued to our members by the Company.

—Probationary Period – We have reached tentative agreements on this article for M&R, MLS, MTS and MCT.

—Hours of Work – We received an initial proposal from the company on this article and your Committee is in the process of reviewing for our counter-proposal.

—One Station Agreements - We received an initial proposal from the company on this article and your Committee is in the process of reviewing before making our response.

—Rotation of Shifts - We received an initial proposal from the company on this article and your Committee is in the process of reviewing before making our response.

—Sick Leave/OJI- Your Committee presented the company with our initial proposal on this article and awaiting their response.

In addition to next week in DFW, the parties have agreed to the negotiations schedule for the next three months, listed below:

The week of April 11- DFW The week of May 9- DCA The week of June 13 DFW

The week of April 18- DFW The week of May 16- DFW The week of June 20 DCA

The week of April 25- DCA The week of May 23- DFW The week of June 27 DFW

We thank you for your patience and support as we make steady progress toward a joint contract. We are fully dedicated to negotiating the best agreement as quickly as possible.

Fraternally,

<i>Jason Best</i>	<i>Mike Bush</i>	<i>Ken Coley</i>	<i>John Coveny</i>
<i>Dale Danker</i>	<i>Mark Huffman</i>	<i>Bennie Martino</i>	<i>Gary Peterson</i>
<i>Larry Pike</i>	<i>Sean Ryan</i>	<i>Jay Sleeman</i>	<i>Mark Strength</i>