

The Association.



THE TWU-IAM ASSOCIATION

March 26, 2018

The Truth About American's **FAKE SCOPE** Proposal

Brothers and Sisters,

The TWU/IAM Association seeks to protect your jobs and the **WORK** you do. Without protecting your work, your job is at risk; and without a job, every other benefit in a contract is meaningless.

Steve Johnsen and American are proposing **FAKE SCOPE**. In their most recent and insulting offer Steve and company want to outsource at least 5,000 (a whopping 17 percent) Association jobs, across all classifications. This is not our number, it's theirs, and it's wholly unacceptable.

American Airlines should be ashamed of their cowardly attempt to bypass the negotiating committee by trying to fool us into believing how great their "take it or leave it" scope/job protection, medical insurance, wages and retirement security proposals are.

Without the 30,000 dedicated, hardworking Association members, there is no American Airlines, there are no profits that enrich the top executives and there is definitely no Steve Johnsen. If Steve Johnsen and American's corporate leadership want a bargain, they should go shop at Walmart, not at the doorstep of the TWU-IAM Association.

Fraternally,

Your Association Negotiating Committee

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