



**TRANSPORT WORKERS UNION OF AMERICA
AFL / CIO**

153-33 Rockaway Blvd Jamaica, N.Y. 11434
PHONE# 718-978-5590 FAX 718-978-5651

Bob Owens President
Chuck Schalk Vice President
Angel Colon Treasurer
Joe Urso Recording Secty
Steve Gukelberger Exec Board 1
Harry Charalambous Exec Board 2
Angelo Ragucci Exec Board 3

Local 562

JFK-LGA-EWR-PHL-SJU-BOS

www.twu562.org

July 8, 2010

Dear Brothers and Sisters:

The tentative agreement is available online at <http://aa.twu.org/>. Keep in mind that the Q&A which is also available at the link was put together by the company and the International. The questions are leading and the answers can be somewhat misleading as it's the company's spin. One example it says that this is a three year deal, well the deal covers from 2008 to 2013. The company is trying to pretend that the two years that they stalled didn't exist. We are well aware that this agreement covers from 2008 to 2013 and we must show the company that their abuse of the RLA will not enable them to two more years from us. They also throw in that there is an early opener clause (6 month) but leave out that we had such a clause in the 2003 agreement that would allow us to open the contract as early as April 30 2006, but here we are more than 4 years after that with a concessionary TA. Past behavior is a good indicator of future behavior, especially if they get away with it.

We've provided a list below to give you a quick view of the tentative agreement and how it meets the promise of "Restore and More".

	Restored?	SUMMARY OF 2003 CONCESSIONS
		Pay Related: Effective May 1, 2003:
1	NO*	Base wage pay reduction, varying percentages (all groups)
2	NO	Elimination of all longevity pay(I & II)
3	NO	Modified shift differential to \$.01, \$.02, \$.03 (I, II, V)
4	NO*	Elimination of weekend differential (I, II, V, at AFW, TUL, MCI)
5	NO*	Training pay at straight time for off shift and day off (I, II)
6	NO	Elimination of penalty lunch payment (I, II, V)
7	NO	Elimination of OT meal allowance (I, II, V,)
8	NO	Penalty hours pay for actual time worked @ 1.5x (I, II, V)
9	NO	Reduce OT rate from 2x to 1.5x (I, II, V)
10	YES	Work 40 hrs to reach OT rate for day off overtime (V)
11	NO	Elimination of Stock Clerk driver premium
12	NO*	Elimination of AMT premiums when displacing OSM employee
13	NO	Elimination of Early Call-In guarantees (I, II)
14	NO	Elimination of CC premium when not working as CC (V)
		Work Rules/ Other changes and effective dates:
		Effective April 15, 2003:
15	NO	Combine Systems/Structures into Generals (Title I)
16	NO	Added 7 day labor loan provision (Bases only)
17	NO	Increased AMT productivity through multiple work assignments/training

18	NO*	Holidays reduced from 10 to 5. The five (5) observed holidays will be: New Year's Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (all groups)
19	NO*	Holidays- 5 days with roll @ 1.5x (I, II, V) Effective May 1, 2003
20	NO*	Reduce annual SK accrual to 5 days @ 100% (all except I & II)
21	NO*	Reduce annual SK accrual to 5 days, 1st two at 50% (I & II) Effective May 3, 2003
22	NO*	4/10s at Overhaul docks/TUL, duration of agreement Effective within sixty (60) days of ratification:
23	NO	Outsource RON/Ultraclean (II)
24	NO*	One time System protection credit for headcount reductions realized from work rule changes Effective thirty (30) days from ratification:
25	NO	Reduce uniform provisioning and eliminate laundering (I, II, V)
26	NO	Outsource stores function at HDQ (6 Stock Clerks)
27	NO	Relocate 4 Stock Clerks at ORD/GEM to ORD/M & E hanger Effective as soon as practicable after DOS:
28	NO	Reduced VC accrual one week (all groups)
29	NO	Modify Crew Chief ratios: AMT- 1:11.5 FSC- 1:9 Fuelers- eliminated ratio Stores- 1:12 Benefits:
30	NO	Medical & Dental plan modifications. Effective 1/1/04 (elimination of Pilot Cap)
31	NO	SLOA Benefit Coverage reduced from 24 to 12 months (all groups) Effective 5/01/03
32	NO	Eliminate STD Plan (all groups) Effective 1/1/04
33	NO	Discontinue subsidized medical benefits RIF'd employees (all groups) Effective 4/15/03
		LETTERS OF MEMORANDUM
34	NO	Modify IOD to 10 days (all groups) Effective 5/01/03

* Clarifications

1	Pay partially restored, however still below max rate in 2001 Contract, over 40% lower when inflation is calculated in. (M&R 2003 = \$30.61, 2013 = 28.86) (MLS 2003 = \$23.39, 2013 = \$22.45)
4	Weekend differential partially restored, but only for actual weekend hours worked
5	"Day off" straight time pay for training eliminated
12	License pay restored to AMTs who displaced to ASM as a result of earlier RIFs

18	Holidays now reduced to 8
19	Holidays now reduced to 2x
20	Sick pay accrual now reduced to 8 days
21	Sick pay accrual now reduced to 8 days at 100%
22	Mandatory 4/10s were eliminated because the guys liked it
24	Title I System Protection moved to 6/6/2000, still below 2001 date

Additional 2010 Concessions (summary-not complete)	
1	Creation of new Title I Classification at OSM Base Rates
2	More than doubling of Eagle ASM Cap
3	Elimination of Retiree Medical for under 50
4	Elimination of DB Pension for new hires
5	Permanent probation for Crew Chiefs
6	Crew Chief Selection panel instead of Seniority
7	Permanent letters of discipline
8	Elimination of three day decision window for transfers and bid positions
9	Remove 1/7th work rule at OH
10	Definition of "Maintenance Base" made vague
11	Two year pay freeze (2008-2010)
12	MRT window reduced
13	"Drop In language" eliminates 7 day notice for shift change
14	5 year term, from 2008 to 2013

Potential loss to members of Work Rule Concessions over 5 year term

MRT	\$5,200	
Shift	\$5,300	
Holidays	\$9,800	
Vacation	\$4,200	
Meal		
Period	\$4,375	*paid every day
		*if injury caused 80 days out of
IOD Time	\$19,600	work
Total	\$54,075	

Clearly there is no "restore", let alone "more". Do not let the International off the hook, they made the promise in 2003 to get it all back in 2006, they failed, they made the promise of "Restore and More" in 2008, make them live up to it, reject this concessionary offer. Vote "NO".

Fraternally;

Bob Owens

Bob Owens
President
Local 562