



TWU Mechanic & Related Contract Mediation Update **12/14/10-12/17/10**

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

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The TWU Maintenance and Related (M&R) Negotiating Committee reconvened in Hurst, Texas December 14-17, 2010.

On Monday, December 13th, the M&R Negotiating Committee met late in the afternoon to finalize contract Articles in preparation for the scheduled meeting with the mediator and Company representatives the following day.

On Tuesday morning (December 14, 2010) the M&R Negotiating Committee Co-Chairs, Larry Pike (President TWU Local 567) and Don Videtich (ATD Representative), along with Attorney Mark Richard, met with the NMB Mediators Jack Kane and Walter Darr, to discuss the logistics for this session. Based on the outcome of those discussions, the M&R Negotiating Committee met to make final selection of Articles to be presented to the Company the following day. This was based on the guidelines given by the Mediator to the Committee to focus on getting all the non-compensatory Articles resolved. The committee Co-Chairs then met with the Company to discuss Articles from the failed Tentative Agreement that could remain 'tentatively agreed to.'

The Articles that would remain tentatively agreed to were:

- Article 9- Probationary Period**
- Article 10- Seniority**
- Article 13- Seniority Lists**
- Article 18- Military Leave**
- Article 19- Termination of Employment**
- Article 20- Bulletin Boards**
- Article 22- Regular and Relief Assignments**
- Article 23- Attendance at Hearings, Investigations or Training Classes**
- Article 24- Absence from Duty**
- Article 25- Recall and Call in Work**
- Article 26- Field Trips**
- Article 29- Representation**
- Article 32- Boards of Adjustment**
- Article 33- No Strike – No Lock Out**
- Article 35- Temporary Employees**
- Article 37- Severance**
- Article 38- Union Security**
- Article 43- Part Time Employees**
- Article 44- Moving Expenses**
- Article 45- Effect on Prior Agreements**

Later that same afternoon (December 14, 2010), the M&R Negotiating Committee met with Jack Kane and Company representatives. The committee gave a power point presentation explaining the specific reasons why our members overwhelmingly rejected the Tentative Agreement (TA). The parties were then excused by the mediator to reconvene the next morning.

On Wednesday morning (December 15, 2010), the TWU M&R Committee met with both Mediators and Company Representatives to propose changes to the following Articles:

- Article 2- Definitions**
- Article 16- Recall**
- Article 17- Leaves of Absence**
- Article 46- One Station Complex Agreements**

The Company agreed to changes in Articles 2 and 46. After some discussion and changes in the language, the Company agreed to Articles 16 and 17.

Thursday, December 16, 2010 started with a meeting with the NMB Mediator Jack Kane, followed by prepping Articles 14, 27, 28, 30 and 31 to pass to the Company. After discussion with the Committee, Mediator Jack Kane and Company Representatives, the Company agreed to the changes made to the following Articles:

- Article 14-Loss of Seniority**
- Article 27-General**
- Article 28-No Discrimination, and Recognition of Rights and Compliance**
- Article 30-Grievance Procedure for Dismissal/Corrective Action**
- Article 31-Grievance Procedure for Contractual Violations**

Following the meeting with the Company, the Committee began final preparation to pass Article 12 to the Company.

Friday morning, December 17, the Co-Chairmen of the Negotiating Committee met with NMB Mediator Jack Kane to tentatively set the next time the TWU and Company negotiating teams will meet. After that discussion, the Committee decided to meet as TWU only on January 4-5, 2011 in Dallas to prepare the next set of Articles to be passed to the Company.

The next mediation session for the M&R Negotiating Committee with the NMB Mediator Jack Kane and the Company is January 10-14, 2011 in Hurst, Texas.

The M&R Negotiating Committee appreciates your patience and support as we work toward an agreement. We would also like to wish you and your families a Merry Christmas and a Happy New Year.