



Stores Mediation Update 12/14/10 -12/17/10

The TWU Stores Negotiating Committee reconvened in Hurst, Texas December 14-17, 2010.

On Tuesday morning (December 14, 2010), the Stores Negotiating Committee Co-Chairs, Steve Gukelberger (TWU Local 562, JFK) 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. After these discussions, the Stores Negotiating Committee met to select and prepare the Articles to be presented to the Company the following day. Our decision of what to present was based on the guidelines given by the Mediator to focus on getting all the non-compensatory Articles resolved. The committee Co-Chairs then met with the Company to establish which Articles from the failed Tentative Agreement would remain T.A.'d. The Articles the parties agreed to keep T.A.'d 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- (Blank)**
- 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

That afternoon (December 14th), the Stores 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 15th), the TWU Stores 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 16th 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 our preparation to pass Article 12 to the Company.

On Friday morning, (December 17th), The Stores Committee sat down with the Company to ask questions and try to understand their intent of the changes they had made in Article 12 of the failed Tentative Agreement. This discussion was needed, because the prior discussions on Article 12 were done without Stores Representatives in the room. After this meeting, the Co-Chairmen of the Negotiating Committees (Stores and M & R) met with NMB Mediator Jack Kane to tentatively set the next time the TWU and Company negotiating teams will meet. No definite date was set, but as soon as we get that date, we will put it out to the Membership. The Committee did decide to meet internally on January 4-5, 2011 in Dallas to prepare the next set of Articles to be passed to the Company.

The Stores 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