



TWU Mechanic & Related Contract Mediation Update **8/08/11- 8/12/11**

The Maintenance and Related Negotiating Committee represents Aviation Maintenance Technicians, Overhaul Support Mechanics, Aircraft Cleaners, and Parts Washers in Title I, Plant Maintenance Mechanics, Plant Maintenance Man, Utility Man, Building Cleaners and Cabin Cleaners in Title II.

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The TWU Maintenance and Related (M&R) Negotiating Committee reconvened in Hurst, Texas on August 8-12, 2011.

On Monday, August 8, 2011, the (M&R) Negotiating Committee met internally.

On Tuesday, August 9, 2011, the M&R Negotiating Committee met with management, Mediator Jack Kane and Senior Mediator Larry Gibbons. Management presented their counter proposals for:

- **Article 1-Scope**
- **Article 4-Compensation**
- **Article 5-Shift Differential**
- **Article 6-Overtime**
- **Article 7-Holidays**
- **Article 8-Vacations**
- **Article 12-Promotions and Jobs to be Posted**
- **Article 34-Sick Leave**
- **Article 40-Pension**
- **Article 41-Benefits**
- **Article 42-Job Security**
- **Article 47-Duration of Agreement**

Management also agreed to discuss modifications to Base Closure at the local level. The M&R Negotiating Committee prepared counter proposals for the following:

- **Article 1-Scope**
- **Article 4-Compensation**
- **Article 5-Shift Differential**

- **Article 6-Overtime**
- **Article 7-Holidays**
- **Article 8-Vacations**
- **Article 12-Promotions and Jobs to be Posted**
- **Article 34-Sick Leave**
- **Article 40-Pension**
- **Article 41-Benefits**
- **Article 42-Job Security**
- **Article 47-Duration of Agreement**

On Wednesday August 10, 2011, the TWU M&R Negotiating Committee prepared counter proposals. Once the counter proposals were ready, the M&R Negotiating Committee met with management, Mediator Jack Kane and Senior Mediator Larry Gibbons to present their counter proposals for:

- **Article 1-Scope**
- **Article 4-Compensation**
- **Article 5-Shift Differential**
- **Article 6-Overtime**
- **Article 7-Holidays**
- **Article 8-Vacations**
- **Article 12-Promotions and Jobs to be Posted**
- **Article 34-Sick Leave**
- **Article 40-Pension**
- **Article 41-Benefits**
- **Article 42-Job Security**
- **Article 47-Duration of Agreement**

On Thursday morning, August 11, 2011, the TWU M&R Negotiating Committee met with management, Mediator Jack Kane and Senior Mediator Larry Gibbons. Management presented their counter proposals for:

- **Article 1-Scope**
- **Article 4-Compensation**
- **Article 5-Shift Differential**
- **Article 6-Overtime**
- **Article 7-Holidays**
- **Article 8-Vacations**
- **Article 12-Promotions and Jobs to be Posted**
- **Article 34-Sick Leave**
- **Article 40-Pension**
- **Article 41-Benefits**
- **Article 42-Job Security**
- **Article 47-Duration of Agreement**

After the meeting with management and the NMB Mediators, the TWU M&R Negotiating Committee met, reviewed the counter proposals from management, and reached a Tentative Agreement (TA) on the following:

- **Article 5-Shift Differential**
- **Article 12-Promotions and Jobs to be Posted**

The TWU M&R Negotiating Committee continued to meet and prepare counter proposals for:

- **Article 1-Scope**
- **Article 4-Compensation**
- **Article 6-Overtime**
- **Article 7-Holidays**
- **Article 8-Vacations**
- **Article 34-Sick Leave**
- **Article 40-Pension**
- **Article 41-Benefits**
- **Article 42-Job Security**
- **Article 47-Duration of Agreement**

On Friday August 12, 2011, Co-Chairs Larry Pike, President Local 567 and ATD Representative Don Videtich of the TWU M&R Negotiating Committee met with NMB Mediator Jack Kane and Senior Mediator Larry Gibbons along with AA management.

Mediator Jack Kane informed Co-Chairs Larry Pike and Don Videtich, as well as American Airlines management, that due to the amount of time expended in these mediated sessions, insufficient progress, and insufficient hope for progress, the NMB could not justify scheduling future mediated sessions at this time.

As a general rule, the NMB does not provide consistent mediation dates unless the NMB feels the parties are close to an agreement.

The NMB's decision not to participate in further bargaining at this time is in line with what occurred with the APA, where the NMB have also pulled their mediators from ongoing bargaining between the pilots and US Airways.

The M&R Committee and AA Management have agreed to continue meeting without the NMB Mediators involvement. We anticipate meeting with AA Management in the near future. When the meeting dates are scheduled, we will update the membership.

Stay informed.

The M&R Negotiating Committee appreciates your patience and support as it works toward an agreement.