Talking points from July 27, 2018 Friday Rep call:

The chart you received by email is at the request of some Reps from last week’s call and shows what is closed and what’s left to complete.
  • These closed articles have been posted to the Association updates as they happened.
  • Scope is now on the table being worked, we waited 3 weeks for Americans response and our response will be ready next week after review with our Attorneys.
  • Scope moved the right direction for M&R with the Company moving off maintenance spend for line, eliminating that and the add 20% increase; over what was negotiated during bankruptcy.
  • This move by the company will put us in a position to both limit and verify any line outsourcing.
  • The company proposal still lacks some elements of Scope to protect line work that will be in the unions counter proposal.
  • Scope for Facility Maintenance is now also added to the Company’s proposal and is no longer 100% eliminated through attrition and outsourcing, but the proposal still falls short of what we have today.
  • The same can be said for GSE, although theirs is slightly better.
  • With the proposals the Company had made previously on Scope, we would have continued to lose work and created a cost negative contract for the company.
  • Remember they are making 4 billion dollars annually, have said they will never lose money again...the sky is not falling.

Once Scope is closed, the Exec Committee will move into Medical and the remaining economic issues.
  • Medical has two elements, plan benefits or design and cost.
  • The union has proposed a retiree-medical element as well.
The update:

- While some may question how the Association update was written, the Company owes us Scope for 3 weeks and this session was for delivery - not negotiating.
- The next session will resume the negotiations and our team believes it will be a quick turnaround on the Scope proposal.

Some say Union all about dues:

- While dues are important, that’s not the whole story
- Dues pay to represent and protect the Members
- If we don’t protect those who follow, our group continues to shrink
- If our group shrinks, so does the value of our seniority

Flex Rate issues

- Company working on list – check date not provided yet
- Flex Rate issue still open in JCBA talks

Future talks/dates.

- Negotiators willing to meet any time or place
- Negotiators have proposed some dates/weeks in near future, waiting on company response

Asked where Fleet is at in negotiations:

- Fleet controls their negotiations, we control ours.
- We are not negotiating jointly but we do have some common issues that need resolution, like aircraft movement & deicing

AMP stories:

- The Company has to honor the T/A’s negotiated by the Association - not true.
- Negotiations continue with the Association until they finish and then AMP takes over - not true.
- The Company can’t choose to stop negotiations if AMP were to file cards - not true.
- AMP can sue the Company and Association to give us what’s been negotiated - not true.
• If AMP were to file, nobody can predict what American might do but they are under no legal obligation except to honor the current IAM & TWU CBA’s and negotiate with the AMP negotiating committee.

• If a filing with the NMB were to happen negotiations would stop. Before AMP could be negotiate, the NMB would do their investigation, determine if an election is warranted, set a date for an election, win the election, hold officer elections, create final Constitution, create bylaws, create locals, create a negotiating team, have the negotiators educated in negotiations, solicit contract proposals, prepare to negotiate, and then request American set dates to meet. A lengthy process...

Unlike some on the negotiating teams of the past, our current team has committed to explaining the JCBA, not selling it:

• Each member has a vote and will choose the outcome.

• The prep time our negotiating committee took was to chart a strategy they have not deviated from and this has proven successful.

• The Company controls how much time we negotiate and without pressure to do so they can take their time.

• We must continue to fight for the contract we want, not concede for an agreement that passes by the slimmest of margins.

• The Company would love to start over – no legal reason they couldn’t roll things backwards if we reject or change representation....and this leadership team has done that at US Airways and NWA!

Reminder to let the membership know that the quarterly meetings are upcoming. Attend your local union meeting and get the facts!