

A stylized blue and white line drawing of a commercial airplane, viewed from a side-on perspective, flying towards the right. It is positioned behind the header text.

# **Air Transport Local 591**

## **Transport Workers Union of America, AFL-CIO**

**1905 Stone Myers Parkway Grapevine, TX 76051**  
**Phone: 817-591-4290**

December 24, 2024

On behalf of the Local 591 Executive Board, I would like to wish our Membership a Joyous Holiday Season, a very Merry Christmas, Happy Hanukkah and a Happy New Year.

2024 has been a very good year for our Local with both the ratification of the contract extension, and a huge victory against outsourced foreign aircraft maintenance in Congress.

Since our contract negotiations committee preparations began in September 2023, we as a Local have stressed how important it is for us all to be prepared for the battle with American for our contract. Now, it's pretty clear from the results that being well prepared, and American knowing that our membership fully engaged and informed, can be enough to shift the tide in our favor.

More importantly, the results of our contract extension did not just push the wages higher for the entire industry, but those efforts also kept the highest number of jobs of all airlines. Striving for the highest wages, and preserving the most jobs, has been and will continue to be our objective.

Of course, the battles and challenges don't end with the upcoming pay raises. We need to continue to prepare, continue to inform, continue to build and maintain unity and motivation, because the next contract battle comes in just two short years. We need to continue to build our solidarity, because knowing everyone has each other's back is how we will win the next contract battle with American.

On a different note, earlier this year your Local 591 was again very busy in Washington DC. Your Local, with assistance from TWU International, and other Locals, was a driving force on both sides of the political aisle to get legislation that was over twenty years in the making, putting real [restrictions on the outsourcing of aircraft maintenance](#) in foreign countries. Twenty plus years of hard work, and finally we're seeing the levelling of the industry regulation scales. Just last week we finally saw that push across a finish line with the [first mandatory drug and alcohol testing for foreign mechanics](#), just like we've already had here in the United States for a few decades.

Moving forward, we get to truly say it will be a Happy New Year with the pay raises that will put our wages back on the top of the industry at the start of 2025. These pay raises give us at Local 591 a real sense of pride, because it officially means that in the roughly twelve years since Local 591 was chartered, we have seen our Members wage rates close to double, or in some cases more than double, depending upon the Classification.

On that theme of *moving forward*, the Executive Board of TWU Local 591 also recognizes the unfortunate cultural change for the worse that we have seen with American management over the past year or so; more so since the contract extension was ratified. It is pretty evident the contract extension has led some in management to thinking that those higher wages are a green light to harass and/or intimidate our Members by questioning their findings on inspections, and/or issuing excessive discipline. This has been more prevalent in Line Maintenance, but not exclusive to Line Maintenance.

Those overzealous members in management refuse to accept that the company only bought labor peace with the 27-month extension by moving the amendable date of our contract to June of 2027. Make no mistake about it, your Executive Board is not going to put up with their antics.

In line with this harassing behavior, in the last year, it has become clearer than ever that the company is moving to time-track and monitor all activities at near microscopic levels. This is being done with all forms of technology, including computers, programs, and tablets. Make no mistake about it, the company is tracking ALL OF YOUR on-line activity, including location, keystrokes, manuals accessed, etc. Every company computer system we use daily, from LMO, ASOM, Sceptre, and many more track everything we do, and not just the transactions, but the time stamps, locations, etc. Simply said, the company is moving to a sort of data mining AI software that allows corporate Big Brother to monitor all of our work-related activity. In fact, we have seen recently where the company utilized this data-mined data to 'justify' their claim to drop staffing levels on some shifts. This is their new way of doing business with their algorithms, and no common sense or collaboration. Although we know the work is being accomplished, the problem is often we are not getting credit for much of our work. An example of missing credit, we gave "cursory checks" for free, work we previously didn't think we need documented or enter those in a computer system; however, all of that work needs to be accounted for in order to be recognized and protect all of our jobs, premium shifts, headcount, etc., in this new AI world. The company is overanalyzing all of that flawed data to make it look like they are maximizing productivity.

What we recognized is that a lot of our newer Members simply have not experienced this type of approach from management that some of us have experienced a few times during our careers. In response to this shift in perspective, Local 591 is planning an educational campaign. We plan to make an educational series of podcasts explaining how the incorporation of AI based software is being used to determine the lowest possible number of jobs needed, how we must refocus on the importance of working safe and compliant (IAW) despite management pressures, and also making sure that we are taking credit for all of our work in the new company-imposed AI environment. In addition, we will cover how to deal with management bullies, how to make sure our Labor Contract is enforced, and other important topics such as Professional Standards and Peer Support. Please take the time to watch the podcasts as they come out. We also welcome any feedback to make these podcasts more informative.

Finally, starting on Friday, January 3<sup>rd</sup>, the Local is planning on a weekly follow-up podcast each Friday as a summary of the President and Executive Board weekly update call with all of our Local Representatives across the country every Friday at 9:00 AM CT. This new post-call podcast will ensure that the important information given to the Representatives is also received by the Membership in an expedited fashion and to ensure you always have the latest information in real-time.

Once again, here's to wishing each of you a joyous Holiday Season, a very Merry Christmas, a Happy Hanukkah and a safe, happy, and prosperous New Year.

Fraternally,



Gary Schaible  
President  
TWU Local 591