

August 22, 2019

TWU LOCAL 501 PRESIDENTS MESSAGE

PHILADELPHIA FSC RE-STAFFING UPDATE

During the week of August 12, 2019, TWU Local 501 along with the Philadelphia Managing Director came together and agreed to set in motion an FSC transition plan pertaining to Re-Staffing Philadelphia with TWU Members, with a target date to commence with a TWU bid on September 14th, 2019.

The plan established was carefully discussed as Re-staffing a station is complicated in many ways, as we needed to navigate through Preferential Hiring issues, Cross Utilization, Working Locations, Working Conditions and ALL under the April 10, 2019 letter of Agreement signed by the TWU International/IAM Leadership and the Company.

The recall list notices were also carefully reviewed along with discussions on Training, Transfers, overtime and the completion of a bid.

The transition plan is for ALL persons who accepted the re-call back to Philadelphia to work under the representation of TWU Local 501, to receive or be contacted ASAP by the company if possible and be informed that they may report to Philadelphia on September 2, 2019.

This was established in order to meet the targeted September 14, 2019 date for the TWU bid under the TWU CBA to take effect. TWU Local 501 and the Philadelphia Managing Director have also agreed to work together to resolve any and all issues that may arise moving forward.

As for the Philadelphia Title 2 part of re-staffing, on August 20, 2019 Jim Weel of Labor Relations communicated to our Local that the plan was for all accepted recalls to report on September 3, 2019. Once again should any issues arise during the process please do not hesitate to contact Local 501 or Philadelphia management.

While it has been seven long years to return our Brothers back to TWU Local 501 in Philadelphia including the 9 months for the re-staffing process, The Local 501 Executive Board would like to welcome you back with open arms. If everything falls into place in September, our Local will conduct a membership meeting ASAP at the Philadelphia station.

Another important aspect of re-staffing a station at this time which needs to be shared is that for the process to be completed, there are an array of people and things involved to make it happen.

Another important topic is the TWU Re-Staffing of Newark.

Our Local has done it's best to trigger or bring back home our Brothers & Sisters into the TWU at Newark. As you can see by reading the above information Re-staffing is not an easy process. The latest lookback report received this month has Newark at 5678 Annual Scheduled departures which under the TWU CBA falls short of the 7300 and above annual departures needed for re-staffing.

NEGOTIATIONS

It seems American is more interested in their preliminary injunction against the Association and their recent subsequent court filing on August 13, 2019, than they are at getting back to the bargaining table. The Association has communicated to its members, the company and the NMB that they would meet with American anytime and anywhere to resume negotiations.

The company has made it clear that they have no plans to bargain without the assistance of the NMB and it seems their goal with the NMB is to take us into a PEB. The expectation as of today is that the NMB Board Members will be contacting both parties this week with their plan to establish further negotiations.

Please be advised that there is no timeframe for how long mediated negotiations may last and the NMB decides how long it goes.

The Association still has five major issues that need to be resolved, which ALL can have a tremendous impact on its members lives immediately and into the future either good or bad. In order to earn a decent living and protect our jobs, we cannot afford to accept Scope, Wages, Profit Sharing, Medical and Retirement offers from the company that will hurt our members especially after ALL of our sacrifices.

On August 16th, 2019, (27) members of Congress to be exact representing the communities in the New York metropolitan area sent out a signed letter to our International TWU President John Samuelsen, International IAM President Robert Martinez and Doug Parker CEO of American.

Their message was clear, they want to make sure that we have an opportunity to earn a living and raise our families in dignity and security. The members of congress stated that it is very important to them that American Jobs remain in the communities that they serve and that the organizations work together in good faith to come to an agreement that maintains good American jobs.

CURRENT LITIGATION BRIEF SUMMARY BETWEEN TWU AND AMERICAN

- All Litigation information can be found on our TWU International Website: www.twu.org or on our TWU Local 501 website: Local501.twuatd.org.
- On 5/20/19 American filed Case 4:19-cv-00414 in the United States District Court for the Northern District of Texas Fort Worth Division as a Complaint for Injunctive Relief.
- On June 14th, 2019, the United States District Court of Texas issued a Temporary Restraining Order to ALL employees represented by the Association Requiring Immediate Compliance.
- On June 24th, 2019 American Airlines submitted Proposed Conclusions of Law.
- On July 10th, 2019 American filed a Motion seeking Immediate Modification of the Restraining Order.
- On July 24th, 2019 American filed a response to our compliance Declarations and took a position that we had not complied with the June 14th, 2019 Temporary Restraining Order as modified on July 10, 2019.
- On August 9th, 2019 the International sent out a communication for clarity purposes pertaining to FSC being involved in the Litigation. It was communicated that TWU FSC Members and Material Logistics members were not subject to the current Litigation between TWU and American. The message did state that the litigation did involve TWU M&R Members across ALL Title groups.
- On August 12, 2019 the Final Judgement Containing Permanent Injunction was signed by Judge JOHN McBRYDE- UNITED STATES DISTRICT JUDGE.
- On August 12 & 13th, 2019 the Association sent out a Notice of Permanent Injunction communication, explaining the court issued directive.

As the summer gets closer to the end, Local 501 would like to remind our members that our membership meetings will be starting back up in September. We encourage our members to attend meetings for updated and accurate information on ALL topics **and this September we have a benefits presentation that should not be missed by any member.**

Below are some summer topics and information for TWU Local 501 future issues and planning.

- FSC Bids at JFK & SJU are in process.
- FSC LGA Bid review will be established within the next two weeks for the next bid.
- For information on Paid family Leave contact: 844 337 6303
- The paid family leave act is different than the NYC Paid Safe and Sick Leave Law.
- On June 25, 2019 numerous Local 501 Officers attended GSAP TRO in DFW.
- On July 24-25th, 2019 Local 501 was represented at the International WWC meeting.

- On August 6-8th, 2019 Local 501 was represented at the International Future leaders Meeting.
- On August 13, 2019 Local 501 was present in DFW for a Benefits cost review for 2020.
- On August 14, 2019 Local 501 was represented at the Presidents Council meeting which included IAM Leadership in Washington D.C.
- On August 20-22, 2019 Local 501 is represented at the International Veterans meeting.
- In the next few months our Local 501 leadership plans to conduct a 501 WWC meeting and also establish a Special meeting to Honor our TWU local 501 Veterans.
- On September 9-10, 2019 Local 501 will be represented at the BNA Benefits meeting.
- Pertaining to Safety, Local 501 will be pushing the company at ALL of our stations to run Evacuation Procedure Drills.
- Our Local will also be looking into the benefits of establishing our own Podcast as another way to communicate with our members.
- As our administration continues to run an efficient Local, there are many battles that we are dealing with such as the effects of the 737 MAX a/c issue has on us. At LGA we have DR3 Training and LGP issues which will be a major battle for us. At JFK/LGA we having the usual De-icing preparation in process. In SJU we have a FT/PT ratio issue that somehow needs to be adjusted for the betterment of our members.
- In the facilities maintenance shop at JFK we have a budget battle going on with the company who is failing to backfill vacated jobs and refuse to provide overtime. We simply believe that the company is trying to set us up for failure.

As for All of our stations and shops as a whole our Executive Board believes that while things may not be perfect, our members have the best possible working conditions in place. The Board also commits to continue our field visits, be as visible and informative as possible and with your support produce positive results with Robust Representation to the best of our abilities. Your Treasury has been increased by our Administration by 50% since 2013 and the grievance machinery is sharp.

“HAVE A SAFE AND JOYFUL LABOR DAY AND ALWAYS BE A PROUD MEMBER OF THE TWU”

In Solidarity,

Victor J. Gonzalez

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President, TWU Local 501

INTERNATIONAL EXECUTIVE BOARD