



# Transport Workers Union of America, AFL-CIO

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**"AMERICA'S FIGHTING DEMOCRATIC UNION"**

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October 20, 2020

To the American Airlines MLS, M&R, & Fleet Service membership:

Below is a comprehensive list of the JCBA implementation items through October 1, 2020. These statements being made by local management, at some locations, that items listed below were not implemented. To avoid any confusion, the items listed below "are implemented" irrespective of what local management says. If management attempts to circumvent this list, speak to a union representative and have them attempt to resolve the issue, if the issue is not resolved file a grievance.

## JCBA ITEMS & DATE IMPLEMENTED

	<u>Date</u>
Pay items:	
Chart Rates - All	3/30/20
All premiums	3/30/20
Skill Pay - All	3/30/20
Fuel Tank Entry premium - (M&R)	3/30/20
MLS Driver premium - (MLS)	3/30/20
Taxi and Run Up premium - (M&R)	3/30/20
Shift Differential (TWU)	3/28/20
Signing Bonus - All	5/22/20
VC Lump Sum - All	5/22/20
Retirement:	
TWU - 5% contribution/4% match	5/1/20
Benefits:	
HRA implementation - All	4/11/20
Miscellaneous:	
Overtime Rules for Workbrain (2.0X) - All	3/30/20
Minimum one hour OT - All	3/30/20
100% Sick Pay - (M&R)	3/30/20
Probationary period (90 work days) (M&R)	4/2/20
Insufficient rest periods/Short turn programmed	4/2/20
Combined Seniority lists - All	4/10/20
Sick Leave payout upon separation - All	4/10/20
Overtime Rules for AUTOTA (2.0X) - All	4/11/20
Qualification test discontinued, where applicable (M&R/MLS)	4/13/20
OJI implementation - All	5/1/20

WorkBrain total Comp Days bank increased to 17.5 days (M&R)	5/8/20
MTS to TCC transtion (M&R)	5/11/20
Leave of Absence duration under JCBA terms - all	5/20/20
OT Bypass - Auto TA only 2.0X - All	5/20/20
SIDA badge - OT rate when paperwork is late or delayed -All	5/20/20
Limited Duty bank 60/90 days - All	5/20/20
Meal Period to 1.5X for WB - All	5/20/20
Holiday implementation - Pay/Comp Day - All	5/25/20
Meal Period: Window/Discontinue Leave early TWU - (M&R)	6/15/20
DAT/HAT codes and ability both IAM/TWU - (M&R)	6/15/20
Initial Inspection at bases (M&R)	6/15/20
Field Trip rate - 1.75x (M&R)	6/17/20
Training travel time rates - All	6/17/20
Per Diem rate - All	6/17/20
Adverse Condition pay coding - All	6/24/20
50/50 scope report - 4/20 & 5/20 (M&R)	7/28/20
Article 14 C. (20:00 to 00:00 change)	8/10/20
OJI - Pay Continuance WB - All	9/15/20
DAT day selection - Tech Ops	
10/15/20	
3 SK days added to all TWU so that VEOPs can cash out SK pay	10/2/20

Shift Trade WorkBrain migration:

(Tech Ops) ATL, BOS, DCA, IAH, LAS, LAX, MCO, PHL, PHX, SEA, SFO, TPA	8/10/20	(Fleet) ATL, AUS, BOS, DCA, LAS, LAX, MCO,PHL, PHX,
SAT		
(Tech Ops) EWR, JFK, LGA, ORD, SJU	9/7/20	
(Fleet) JFK, LGA, ORD, SJU		

Scope Related - M&R:

Art 6 F.3 – Minimum Headcount of 2600 – Base Maintenance	3/26/20
Art 6 G. - Engines/APUs	3/26/20
Art 6 H. - Component Minimum Headcount	3/26/20
Art 6 J. - Line Mntc. (LM) Staffing	3/26/20
Art 6 K. - Scheduled LM work @ staffed Stations	3/26/20
Art. 6 L. - Time Sensitive items by vendor	3/26/20
Art 6 R. - Fac. Mntc. Bases (M&R)	3/26/20
Art 6 U. - GSE (M&R)	3/26/20
Art. 6E. - DWH - Report due Mid Aug.	4/1/20
Art 6 F. - 50/50 – Base Report (Provided 7/28)	4/1/20
Art 6 P. - Intl Outsourcing - Report due mid-Aug	4/1/20

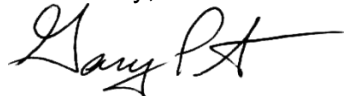
Art 6. W - Reports - Due at various intervals (M&R)  
Art 6 - Scope - Tooling (MLS)  
Art 6 N 3 - Fuel Tank work

4/1/20  
6/15/20  
Varies by station

Scope Related - Fleet:  
8 stations insourcing

End of August

Fraternally,

A handwritten signature in black ink, appearing to read "Gary Peterson". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Gary Peterson  
TWU International Vice President  
AD Systems Coordinator

GP:kk opeiu 153