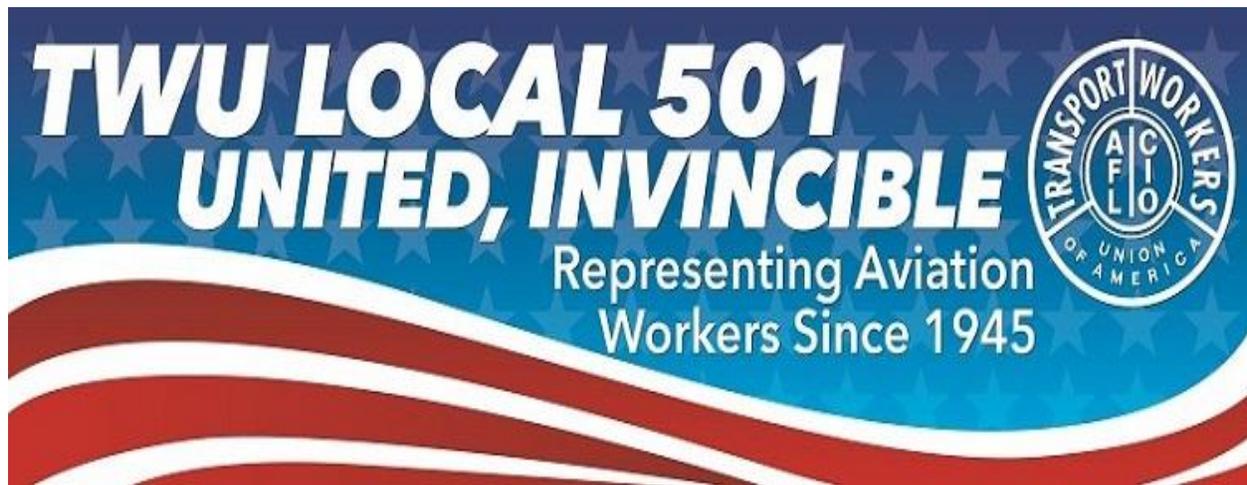


As we reflect back upon some of the challenging topics over the past year!

December 1, 2020



On behalf of our TWU Local 501 Executive Board our prayers are with ALL of our TWU members, families and friends enduring the pain, suffering and losses during the year 2020.

As we take a lookback starting with December 2019, the Association was working with the NMB and American Airlines to reach tentative agreements for our Fleet & M&R workgroups.

Although management negotiators were frequently absent from those negotiations at that time, the key items remaining were compensation, retro pay which ended up turning up as a bonus, payroll system which turned into the change of two week's pay in arrears and scope protection language.

The New Year of 2020 arrived and no one could have predicted the scenario we have endured.

In January, Negotiating updates continued late into the month. Finally on January 30th, 2020 the Association communicated that after four years of bargaining, agreements had been reached in principle. This then led to proof contract language in order to finalize the agreed upon provisions of the tentative contracts.

These JCBA's covered 30,000 members worth 4.2 Billion.

Moving forward into February, the company started to offer an early out under their own established terms and conditions. **At TWU Local 501, our Executive Board engaged our members heavily in our shops on negotiations.** Late February 2020, the process to finalize the contract language continued with the final stage being the implementation schedules.



By late February the spread of the corona virus pandemic had reached (37) International locations, including cases in the United States. In NYC our Local members recognized quickly just how serious and complex the situation involving covid19 was as the concerns mounted.

Our Executive Board worked as diligently as possible directly with our TWU International President John Samuelsen, in order to protect our members during this complex time. While this was no easy task to deal with, the best possible scenario played out in late March 2020 when the PSP came into play which we believe possibly saved many lives.

While battling the corona virus pandemic, our TA's covering our members could not be ignored. So, while communications were being produced any way possible, Podcasts became another effective avenue to inform our members.

An abundance of communications came fast and constant immediately entering March 2020. Negotiation updates, the voting process to come and the corona virus pandemic were all serious topics that needed a tremendous amount of attention. It was not until March 7, 2020 that the concluding of the JCBA's reviewing was communicated by the Association, with plans to finalize the final documents.

Finally, the reviewing of the final JCBA documents came to fruition and full text CBA's & Highlights were produced and made available for Association members.

On March 18th, 2020 our TWU International Vice – President/ Air Division Director Mike Mayes put out a corona virus pandemic update involving our Government Affairs, which communicated the TWU was working with congress to get 58 Billion for Airline Workers. The importance of this communication and effort cannot be ignored or ever forgotten.

This is a perfect example of when the TWU makes a call to action, our members have an obligation to do their part in assisting and supporting our organization in order to protect our lives and jobs!

On March 19th, 2020 a communication by the Association was produced informing our members on the contract voting process to come, which came with an Electronic Ratification Notice for the ratification of the Tentative JCBA's with American. When it came to our TWU Local 501 March 2020 membership meetings, our Executive Board strongly believed we were obligated to protect our members and decided it needed to be canceled due to the seriousness of Covid-19. This decision making pertaining to our membership meetings by our Local 501 Executive Board, will continue until further notice.

By March 26, 2020 our Association ratified new contracts at American for our Fleet & M&R members with the voting being over 90% in favor.

To our members, a day later on March 27, 2020 it was communicated that our TWU Local 501 Executive Board was Duly Elected to our 2nd consecutive, uncontested election Victory. Due to the corona virus pandemic this historic election along with our April 6, 2020, 75th Anniversary as

TWU Local 501 of the Airline Division could not be properly celebrated. As of the date of this communication our Executive Board has not even been sworn into our new term in office yet by our International, which had an effective date of June 1, 2020.

On this same day March 27, 2020 the International communicated that the Corona Virus Air Relief and Economic Security (CARES) Act was passed by the US Senate and signed into Law. This enabled our Local to begin dialog with management at American in NYC which established reduced work schedules with pay for our members, ironically on April 6, 2020 the same day as our TWU Local 501 75th Anniversary as part of the Transport Worker Union. (Airline Division).

An agreement between the Association and American for a special Paid Voluntary leave of absence for our members was produced on March 28, 2020.

Entering April came with the need to understand paid sick leave benefits and options available to our members, while embracing for a looming recession and waiting for stimulus checks. At this time the JCBA booklets we were all mailed were also broken down Article by Article by our Local and turned into a summary report for our membership.

In May 2020 our TWU Local 501 Executive Board started producing informational podcasts trying to communicate and inform our members on as many topics as possible.

On May 12-13/2020 seniority lists and a Javits Memorandum Letter became available and was followed by a TWU/IAM System Seniority Protest Process Communication by the Association.

Around this time, summer 2020 payroll changes communications started rolling out for timeline pay changes, pay changes, TWU pay change methodology and pay guides.

It was in June 2020 that our TWU Local 501 Executive Board after careful consideration made a difficult decision which was to re-set our representation team. There were numerous reasons for this action taken by our Administration, but it came with a vision and plan to move us forward into the future.

In late June is when the NYC Bi-Weekly pay issue battle started heating up between the TWU and American. While TWU Local 501 led the charge on this topic, there were a few others outside of our Local which played a major role in this fight. International President John Samuelsen certainly did his part in making sure the issue was attended to and as of today our position is that we believe the DOL will void the waiver it provided American. As this matter unfolds, we will keep our membership informed as accurately and timely as possible.

On July 10th, 2020 is when an Association communication to our members came out informing us that American Airlines would be sending out WARN ACT notifications to Association covered employees. The reality of this situation is that in July and still today we are in very unstable and worrisome times.

In early August our International was calling upon congress once again to pass a clean extension of the PSP through March 31, 2021.

The implementation of all elements of the new JCBA's definitely did not go seamless at this time either and are proving to be a long winded task into the future.

Podcasts from the International and from Locals throughout the system started to become the norm and the best way to communicate and inform our members.

On August 27, 2020 the Association put out a communication to our members of American Airlines announcement of furloughs to become effective on October 1, 2020.

When it came to September, our TWU Local 501 position taken pertaining to not assisting American with the upcoming bid process was due to the following reasons.

The system wide RIF was in violation of the JCBA in many ways. Replacing our FSC Line Control positions by Allocators, FT employees arbitrarily replaced by PT employees and the company intentionally violating our members re-call rights to name a few. These violations produced numerous International Grievances along with many grievances filed throughout the system.

As we entered October, Union Leaders plates were full but benefits enrollment and changes became naturally added to our responsibilities to assist our members.

The AMFA raid of our Association members that includes our TWU Local 501 M&R group along with the inclusion of some of our FSC positions due to craft and class recognition, has required our attention at the worst possible time.

Information on the AMFA raid and any other topic referenced in this communication, can be reviewed on our TWU Local 501 website. (Local501.twuatd.org). On October 20, 2020 our International produced a communication for our members on JCBA items & date implemented.

November involved the recognition of Veterans and the respect they deserve.



Our Executive Board is proud to communicate that we are doing everything possible to build and produce the strongest Veterans Committee, under the leadership of our TWU Local 501 Veterans Committee Coordinator Brother Brian Galarza pictured below on the left.



Let it be duly noted that our very own TWU Local 501 Executive Board Member Brother Chris Kiernan pictured below is the Chair person to the International veterans Committee.



With the 2020 Thanksgiving Day having just passed us by, it had to be one of the most unimaginable Holidays celebrated possibly for the majority of our members in their life time.

As we close this year out in unprecedented times, on behalf of your TWU Local 501 Executive Board we ask for your continued support, patience, and solidarity. We also encourage our members to stay safe, healthy and Always Be A Proud Member of The Transport Workers Union.

May the new year of 2021 bring us a brighter future, for all of our TWU family and friends but let us not forget all the loss and pain experienced in 2020. Moving forward there should be no member who does not understand clearly the uncertainty that we are living under and should not take anything for granted.

In Closing, watching our Local become reduced to maybe 30% of what it once was is totally heart breaking. All the jobs lost, the de-staffing of our stations and the reductions in places like SJU where we have only 10% of a membership that once was there.

In NYC at JFK where our membership was once greater in members than our entire Local is today as a whole. To see the dismantling of our LGA bag room in 2020 is just a reminder of how things used to be. So, please let us not take anything for granted as nothing is for certain and try to appreciate and count all your blessings.

Fraternally,

Victor J. Gonzalez

President, TWU Local 501
International Executive Board

