



Transport Workers Union of America, AFL-CIO

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"AMERICA'S FIGHTING DEMOCRATIC UNION"

November 12, 2021

TO: TWU AA Locals 501 - 591

RE: M&R Membership

Dear Brothers & Sisters:

Over the last few months, I have had several conversations with the Local Presidents from Locals 514, 567, and 591, as well as two additional face-to-face meetings with the M&R Presidents and Vice Presidents to evaluate the best pathway forward. We determined that changing our internal process for both outsourcing accountability and third step (GRB) grievance hearings would be beneficial for both the membership, as well as the local executive boards. As such, we will be further improving our internal processes for both outsourcing accountability and third step (GRB) grievance hearings going forward. Rob Simpson will take over the accountability for Line Maintenance Line Maintenance Outsourcing and Bruce Rohr will take over the accountability Base Maintenance Outsourcing. In addition, both will coordinate and assemble the necessary paperwork for presentation of grievances at the GRB.

I want to thank our M&R Locals for their participation in further improving our representation of the membership. I also know AMFA organizers, with zero contract experience, will attempt to highjack these improvements to solicit AMFA cards. I have no doubt that American Airlines would take advantage of AMFA's inability to administer the contract at American and outsource more work. Perhaps AMFA should explain their failed history at United, Alaska, Southwest and Northwest. What should be a reminder to everyone, is how American announced hundreds of new M&R jobs immediately after AMFA's last failed raid.

AMFA has zero knowledge or experience with our contract, nor do they have the necessary resources to handle what a company like American can do. AMFA, and their organizers, lack any understanding of what was negotiated into the contract and would be played like a fiddle by American Airlines, potentially costing hundreds, if not thousands, of jobs in Base, Line, Facilities, and GSE to outsourcing and offshoring of our work.

I was asked to attend the Local 514 December membership meetings and will be there to answer any of the membership's questions regarding the contract and why TWU is the right union to represent the membership now and into the future. I will do the same for the members at the other Locals during membership meetings over the next few months, further dispelling the snake oil being sold to the members by AMFA organizers who have zero contract experience.

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
International Vice President
Air Division Director

GP:kk opeiu 153