

LABOR DAY

September 2, 2024

Brothers & Sisters,

On behalf of our Executive Board, we would like to bring to your attention and update you on some hot topics and also wish you ALL a Happy and Safe Labor Day. If you are fortunate enough to have the day off, enjoy it as this is a Holiday that was hard fought for by Unions when terrible working conditions, long hours, and low wages was the norm. If you are at work, I'm sure our contractual benefits such as Holiday pay wages will make the day feel better.

On to the business at hand:

Our members should be aware that our Association met with the company this past week in DFW HDQ on the days of August 26-28, 2024, to discuss the possibility of contractual extensions for our Fleet & M&R groups. While the Association did send out an official communication on 8/29/2024, to piggy back off of that information, a short-term economic only extension was the primary part of the discussions for a potential agreement.

On a TWU Presidents conference call at the end of last week, chaired by TWU Local 513 President/International Vice-President Brother Greg Cosey, he explained how important and sensitive in nature it was on how and when all the details would be shared in totality. Our members are encouraged to avoid any social media communications by folks that are purely communicating their opinions and speculations or intentionally trying to cause disruptions during this already difficult process.

The next sessions of meetings are September 5th-6th for the Maintenance and Related groups and September 12th for Fleet Service. The goal at this time is to allow the parties to extend the duration of our existing contract, without the need to draft a completely new document and provide our Union members with additional benefits.

TWU Local 501 Breakdown:

At one of our stations where we have TWU Local 501 members (EWR) the company and Local management are running it into the ground, we repeat. The operation and working conditions at EWR are atrocious and the morale of the employees is at an all-time low directly due to an incompetent/untrustworthy General Manager.

This GM is desperately trying to move people around on a daily basis, rather than utilizing Overtime or opening up additional positions so that the company can run a more efficient and safe operation. The higher ups at American cannot escape blame as they need to be held responsible for monitoring this GM's actions. We can only guess why they seem to be condoning EWR's continuous failures. To make matters worse every failure at EWR is met with phony cover up communication by this GM who keeps comparing EWR with smaller Non-Union worked stations as if the employees at EWR can be easily manipulated or are blind.

As one of many examples of the challenges we are facing in EWR, the GM recently refused to hold overtime and allowed workers to go home when the operation needed additional manpower causing numerous delays.

This GM thought (3) Crew Chiefs should be the crew!

That didn't work out so well for him!

At Philadelphia, another IAM run station, we recently discovered another unacceptable practice by the company. The company believes that posting up a mandatory overtime communication by the clock a 1/2 hour before employees go home without a company letterhead or managers signature on it should be considered a directive. TWU Local 501 believes that the company conducting business in this manner is unprofessional and problematic and we do not want our members exposed to this position or company mindset.

It is believed that we will eventually be challenged at all stations with this type of strategy and mentality by the company, so please be cognizant of and prepared for any challenges that come our way. JFK & LGA are starting to experience the company attempting to make changes on the job that we believe will not be productive starting with bids and our union input being ignored somewhat.

At SJU, unfortunately the Island was hit by Hurricane Ernesto on Late August 13, 2024 which has created a contractual dilemma we need to resolve with the company. TWU Local 501 believes that American has violated the M&R/Fleet CBA's which in turn has affected the pay of dozens of our members. While we would like to accomplish an expedited resolution with the company, due diligence and resilience will be needed so that we do not have to experience or challenge the company in the future with the position they have taken involving Ernesto which involved the closing of the station.

On behalf of our members from the LGA/JFK M&R group, last week our administration led by 1st VP John Frucci and JFK Section Chairman Charlie Sardone presented dozens of grievances in a GRB process. As the process unfolds the outcome and decisions will be communicated accordingly.

There is an Administration Centralization topic we want to brief our members on:

The first phase, which commenced on August 19, 2024, will streamline the administration of Mando, FMLA, WB Exceptions, and UAT coding to the DFW location.

Phase II of the initiative is scheduled for September 9, 2024, ORD and CLT. This phase will integrate coding for limited duty, MSS timecards, sick leave, and banked holidays.

Phase III of the initiative is scheduled for September 23, 2024, including all stations.

Should you have any Union questions or issues, do not hesitate to contact any officer or representative of the Local as we are in place to serve you to the best of our abilities. Hope to see you soon at our September JFK/LGA, SJU, PHL, EWR & BDL membership meetings.

In Solidarity,

Victor J. Gonzalez
President, TWU Local 501

International Executive Council