

February 21, 2026

Brothers & Sisters of TWU Local 501

With another snow storm anticipated and reported to arrive this weekend, it's important that our members are aware of the following information, guidance and contractual language for your safety. Your Local 501 Leaders experience and anticipation of how American Airlines has operated, treated and guided employees under adverse conditions is disturbing so we are hopeful this communication reaches as many of our members as possible.

Government officials across the Northeast are using strong, urgent language about the incoming storm — **emphasizing dangerous travel**, whiteout conditions, power outages, **and the need for people to stay off the roads and prepare for extended disruptions.**

Below are some of the Official Government phrases used:

1. "Life-threatening conditions"
2. "Whiteout conditions" / "Near-zero visibility"

Officials warn that blowing snow and wind gusts over 35 mph will make travel extremely dangerous.

3. "Hazardous or impossible travel"
4. "Heavy snow, ice, and high winds"
5. "Risk of power outages and loss of communication services"
6. "Stay off the roads" / "Avoid unnecessary travel"
7. "Prepare for extended disruptions"

State of Emergency

New York State

Declared: This afternoon announced during the governor's press briefing.

Effective: Immediately upon announcement and Covers: 22 counties

New Jersey

Declared: Earlier today explicitly stated in the governor's announcement.

Effective: 12:00 p.m. (noon) Sunday and Covers: All 21 counties.

JCBA:

ARTICLE 14 (i) Adverse Condition Day –

When a decision is made by the Federal, State or Local Government officials that prohibits an individual employee from reporting to work (i.e. Travel Ban, Curfew, **or State of Emergency**), the employee will notify the Company as soon as practical **and the Company will approve the options listed below.**

1. An employee who is scheduled and reports to work on time will be entitled to full pay for the day; **unless the employee voluntarily agrees to, either take the rest of the day off without pay, or the employee may use any other compensated time off (excluding block vacation and sick) to make up his wages for time missed when absent due to adverse conditions;**
2. **or Employees that report late to work will have the option to extend their shift to fulfill their scheduled hours;**
3. **Make up time (the employee will be eligible to work a like period of time on a scheduled shift at a time selected by the employee.** Such employee will notify the company of the shift to be worked as far in advance as practicable, but no later than the day prior to the shift they have selected to work. The shift must be worked within thirty (30) calendar days of the absence and will be paid at straight time rates);
4. **Or when an employee is absent due to adverse conditions and is unable to report to work, he will not receive regular pay for that day.** The employee at his option may use any other compensated time off (excluding block vacation and sick) to make up his wages for time missed when absent due to adverse conditions.
5. When an employee is unable to report to work due to adverse conditions for an overtime shift, the employee will not be charged overtime hours for equalization purposes.
6. **If any of the above applies, an employee will not be charged with an absence/tardiness under the attendance control policy.**

Our history involving Adverse Conditions becomes very complicated when dealing with the company as their position seems to be that Article 14 (i) of the JCBA never applies.

At Local 501 our Union leadership will always be committed to do everything in our power to protect our members with all challenges and obstacles.

Be Safe and as always, do not hesitate to reach out and utilize you representatives for assistance as we are in place to serve you to the best of our abilities.

In Solidarity,

Victor J. Gonzalez

President, TWU Local 501

International Vice- President