

February 15, 2026

TWU Local 501 Update

Brothers and Sisters,

On Presidents Day, it's important to pause and recognize the meaning behind this federal holiday. It honors the leadership, sacrifice, and public service of those who have shaped our nation. For working people—especially our members who keep American Airlines moving every single day— it's also a reminder of the power of collective action and the importance of standing together to protect our rights.

Your Union has fought hard to ensure that Presidents Day is recognized with premium holiday pay under our JCBA. This was not a gift from the company—it was won through bargaining, persistence, and the strength of our membership. As you work through this holiday, know that your Union made sure your time and sacrifice are valued and that Presidents Day should remind us that leadership matters!

While reflecting on the holiday in a positive manner, we must also address the frustration many of you are feeling with the upcoming **American Airlines profit-sharing payout** which is deeply disappointing. Our members work tirelessly year-round, under strenuous conditions, yet this payout does not reflect the dedication, sacrifice, and professionalism you bring to the job every day.

Across the system, the concerns are loud and clear with the way the company is operating:

- Workgroups are chronically understaffed
- Members are being pressured with forced overtime and extensions
- Injuries, sick calls, and operational delays are constant

Morale is being eroded by a management team whose decisions are increasingly viewed as incompetent, unethical, and disconnected from reality.

The company continues to preach **“safety first,”** yet their actions tell a different story. We don't need to point out the outdated equipment or the lack of resources on the job—you live it every day and the hypocrisy is obvious, and it's unacceptable.

The recent snowstorm that affected our members with Adverse Conditions is just a small and perfect example of how little respect management has for the workforce and our safety. Instead of honoring the clear language in our JCBA that protects members during hazardous travel conditions, the company chose to ignore it.

For the record: **Adverse Conditions does not only come into play when there are snowstorms** but hurricanes, tornadoes and many other circumstances can trigger Adverse Conditions.

American's intentional manner in the way they communicated with employees and their position on the topic of Adverse Conditions, created an unnecessary confusion and disruption during the storm. Creating a **lingering contractual dispute** instead of doing the right thing is reckless.

Placing employees in the position to risk their safety on dangerous roads or face discipline for not reporting to work—despite flight operations being minimal to nonexistent is totally irresponsible. That is not leadership. That is not respect.

That is not how a responsible airline should treat its frontline workers.

Government Shutdown Update:

- Because this is a partial shutdown, not all agencies are impacted equally.
- TSA agents are working without pay, raising concerns about airport delays—especially with spring travel approaching.
- Negotiations remain stalled, and no compromise is visible yet.

As always, TWU Local 501 stands with you. We see the challenges you face, we hear your concerns, and we will continue fighting to hold this company accountable.

Stay safe, stay united, and stay strong and be kind to one another!

In Solidarity,

Victor J. Gonzalez

Victor J. Gonzalez

President, TWU Local 501

International Vice – President/ Air Division