



# Transport Workers Union of America, AFL-CIO

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“United Invincible”

February 17, 2016

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Mr. James B. Weel  
 Managing Director Labor Relations – Technical Operations  
 American Airlines  
 PO Box 619616, MD 5235  
 Fort Worth, TX 75261-9616

RE: 29(d) Grievance – Brake Riding

Dear Jim:

In accordance with Articles 11 and 29 (d) of the AA/TWU Agreement M&R and Fleet Service Agreements, please accept this communication as official notice of violation and protest listed below:

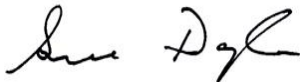
- American Airlines has failed to comply with Article 11 of the Fleet Service Agreement by proposing a specific change in the established classification description in the form of a written amendment prior to commencing with the training of Fleet Service Clerks in brake riding of aircrafts.
- American Airlines has failed to comply with Article 11 of the Fleet Service Agreement by unilaterally moving work under the jurisdiction of the M&R Agreement, and not in the Fleet Service Agreement, specifically at MCO.
- American Airlines has violated Article 11 of the Fleet Service Agreement by moving, in MCO and/or proposing elsewhere, work that we believe contractually requires a change in the Fleet Service classification description, not simply by a change “in the tasks associated with towing/pushing out of aircraft and related guideman functions.” Again, this change in “associated tasks...” has been unilaterally created by American Airlines without negotiation with TWU.
- American Airlines has violated Article 11 of the M&R Agreement by proposing to move work that has historically been AMT work at stations in which AMT’s are staffed.

- American Airlines has already violated Article 11 and the past practice of “brake riding by AMT’s during aircraft movement” in station(s) currently staffed with TWU Title I members.
- American Airlines is ignoring the differences, in the current contract language in the Fleet Service and Maintenance and Related Agreements.

The TWU International and Locals 501, 502, 505, 507, 510, 512, 513, 514, 529, 567, 568 and 591 stand collectively in objecting to this change in current practice. A change of this magnitude, attempting to circumvent such a long standing past practice, strikes at the core of collective bargaining and that is where any discussion on this subject matter such should be taking place. Due to the importance of this issue we are requesting American reconsider this decision and open the dialogue up in collective bargaining; not arbitration while engaged in collective bargaining. As always, TWU is willing to discuss the matter further in advance of arbitration; however, failure to reach a satisfactory solution will result in the TWU taking this dispute to an expedited 29 (d) arbitration.

Please feel free to contact me regarding further questions.

Sincerely,



International Vice President  
Transport Workers Union of America AFL-CIO

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C: A. Garcia  
AA Staff  
TWU AA Locals