

# Questions for the TWU/IAM Alliance

## THE ALLIANCE

1. **Q: Why did the TWU and IAM form a representation alliance?**

A: The alliance was formed because both the TWU and the IAM concluded that joining forces as partners would offer members of both unions the most bargaining leverage and representation resources possible at the “new” American Airlines.

2. **Q: Who will administer the Associations?**

A: There are three Associations – Mechanic and Related, Fleet, and Stores -- that will be jointly administered by the TWU and IAM International Presidents, or their designees.

3. **Q: How much authority will the Associations have over each respective union?**

A: The Associations will have no authority over TWU and IAM. Rather, the Associations will govern system-wide negotiations and other system-wide representation issues as outlined in the Association Agreements.

4. **Q: Who will be the first Director of the Association, TWU or IAM?**

A: The IAM International President will be first Chairperson for a two-year term followed by the TWU International President.

5. **Q: Will I have the opportunity to vote on whether or not I am represented by the Association?**

A: Yes. Following the completion of the American – US Airways’ merger, the Associations will file representation applications with the National Mediation Board (NMB), a federal agency, which will culminate in three separate elections, one for each of the Mechanic & Related, Fleet Service and Stores classifications. You will vote in the election of the classification in which you work with others from both carriers.

6. **Q: Will I still be a member of my Union, or will I become a member of the Association?**

A: The Association will have no members, but it will hold certification for the combined work group. Union membership will be based on a person’s location, as outlined in Appendix B to each Association agreement.

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**7. Q: Will the structure of either Union change at any level?**

A: No. TWU and IAM will remain separate and independent, but they will jointly administer the single contract negotiated and ratified by the classification following completion of the merger for their respective members.

**8. Q: Is the AA TWU Presidents Council being dissolved?**

A: No, the AA TWU Presidents Council will still meet per the by-laws.

## **REPRESENTATION ASSIGNMENTS**

**1. Q: What methodology was used to allocate station representation to each Union?**

A: The guiding principle was the fair standard of each Union retaining responsibility of representation based on the percentage of membership with which they entered the Alliance. A snapshot of station staffing lists was used to determine system membership numbers, and then the lists were used to show which union had the majority of members working at each station or location.

**2. Q: When were the station assignments determined and where did the employee information come from?**

A: The best efforts of both unions were used to determine employee numbers at each carrier and at each location when discussions began in February 2013. These numbers were used by both TWU and IAM representatives to determine representation allocation. The Association agreements recognize final and accurate numbers will be supplied by the respective carriers as of the payroll closing date(s) immediately prior to the signing of the agreements. If necessary, adjustments may be made to Appendix B after the final snapshot is received from the carriers.

**3. Q: Were employees on leave of absence or recall at a particular station considered when determining the assignment of a station to a particular union?**

A: Members with recall rights were not on the station staffing lists today but could be if they become active after possible re-staffing of cities following ratification of single joint CBAs. Any future changes in the carrier's staffing that significantly affects the ratio will be addressed by the Association Director and the Association Vice Director under the terms of the Association agreements.

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4. **Q: If a current TWU station within a one station set is being reassigned to the IAM, how does that impact the one-station agreement?**

A: This will need to be worked out while negotiating a single contract that covers the employees of the merged company.

## NEGOTIATIONS

1. **Q: What impact will the formation of an Alliance have on collective bargaining with the new merged carrier?**

A: The most important reason for the formation of the Alliance between the IAM and TWU is the advantages it gives us in seeking to roll back the bankruptcy driven concessions both groups have endured and secure an industry leading contract at the world's largest carrier. When the carriers merge, the Company will seek the synergies associated with having single collective bargaining agreements covering the AA and US Airways work groups. Working together we can choose the most favorable provisions from both agreements covering our common work groups and build on them in negotiations to make sure the membership is properly rewarded for the financial and productivity gains produced by a single operation. Of equal importance, both organizations can focus all of their efforts and resources on securing the best possible agreement for our members rather than wasting time and effort in lengthy and bitter representation fights that will create long term divisions and inevitably limit and delay improvements for both our memberships. The Alliance assures that the resources and work of both organizations will be focused where it should be— on improving the work lives of our members.

2. **Q: Will the formation of the Association change my current contract?**

A: No. Your contract will remain in full force and effect and will not be changed until 1) either union reaches a new agreement for their members only at the pre-merger carrier in which they currently represent employees, or 2) the Association negotiates a single agreement to cover employees of both pre-merger airline in a particular classification and it is ratified by the combined TWU-IAM memberships.

3. **Q: Will the forming of the Association impact the current IAM-US Airways negotiations?**

A: No. The IAM will continue bargaining with US Airways for its current members at the stand-alone carrier until the National Mediation Board determines US Airways and

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American Airlines are operating as a single carrier. The IAM's position is that US Airways must fulfill its bargaining responsibilities with the IAM before joint negotiations begin.

4. **Q: When will the Association begin bargaining a combined/joint contract?**

A: After the airlines' merger is completed and the membership approves a TWU/IAM joint representation alliance.

5. **Q: How will the Association negotiate a joint contract for each of the different classes and crafts at American Airlines and US Airways?**

A. Per the Association constitutions, the Negotiating Committee shall be comprised of an equal number of representatives from the TWU and the IAM for each class & craft.

6. **Q: Will the "Association" have separate negotiating committees for each class and craft?**

A: Yes. Each class and craft (Mechanic & Related, Fleet Service and Stores) will have their own negotiating committee.

7. **Q: Will the formation of the Alliance affect the seniority integration agreement reached between the TWU, IAM, American Airlines and US Airways?**

A: No. Seniority will be integrated as set forth in the previously announced Seniority Integration Agreement.

## DUES

1. **Q: Would my dues remain the same even if responsibility for my location shifts to a different Alliance member?**

A: No. Dues will be determined under the Constitution and bylaws of the Union with representation responsibility for the location.

2. **Q: Will our dues structure be different at each station depending on which Union is servicing the members there?**

A: Yes. The TWU and IAM have different dues structures. The TWU has a 2x the hourly rate dues structure. IAM dues vary and are set by the membership of each Local Lodge.

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**3. Q: Will TWU Local assets be assigned over to the IAM if a Local is disbanded?**

A: TWU assets will not be assigned to the IAM. Under the TWU Constitution, such funds would be placed in a special fund to be run by the TWU IAC for the benefit of the TWU ATD.