

The Association.



THE TWU-IAM ASSOCIATION

To: TWU/IAM Membership

From: TWU/IAM EAP Staff

Date: 7-12-2020

Re: WARN Letter

This is an informational note to address the fact that American Airlines has issued WARN letters to members of the Association. Let's start by talking about what a WARN letter is.

The Worker Adjustment and Retraining Notification Act (WARN Act) offers: "protection to workers, their families, and communities by requiring employers to provide notice 60 days in advance of covered plant closings and covered mass layoffs. Advance notice provides workers and their families some transition time to adjust to the prospective loss of employment, to seek and obtain alternative jobs and, if necessary, to enter skill training or retraining that will allow these workers to successfully compete in the job market. WARN also provides for notice to State dislocated worker units so that dislocated worker assistance can be promptly provided."

American is required by law to issue these letters if there is a possibility of a mass layoff. The issuance of WARN letters does not mean that there absolutely will be a layoff and a WARN letter issued to you does not mean that you absolutely will be laid off. Your TWU/IAM leadership believes that work conditions and contract language will minimize or eliminate layoffs for Association members.

We recognize that these are tough and stressful times. Life does not have many guarantees but we can guarantee that excessive drinking or drug use will NOT fix or solve any of life's problems. If possible, concentrate on the good things in your life and take good care of yourself through healthy eating, exercise and sleep.

We want you to know that the Association EAP staff has been working for months on researching multiple resources for those that may be affected by a layoff. Please reach out to any of your Association EAP representatives with questions, concerns, or suggestions.