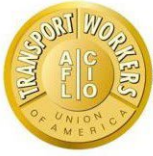


# The Association.



## THE TWU-IAM ASSOCIATION

September 06, 2024

To all M&R, MLS, MCT, and MTS Sisters and Brothers,

We would like to give you an update on the ongoing discussions between American Airlines and the M&R and MLS on the possibility of a contract extension.

In order to expedite these important discussions, the full M&R and MLS Negotiation Committee agreed to a smaller committee meeting with the company. For this smaller committee, the IAM is being led by District Lodge President John Coveny with the IAM Committee choosing General Chair Ken Coley and alternate Grievance Committeeman Chair Ryan Artolachipe, and the TWU is being led by International Representative Rollie Reaves, with the TWU Committee choosing Local 514 President Dale Danker and Local 591 President Gary Schaible.

Previously, the smaller committee met with American Airlines Wednesday August 28<sup>th</sup> through Friday August 30<sup>th</sup> to identify and start addressing the existing known contract related issues. The committee again met with the company on Thursday September 5<sup>th</sup> and Friday September 6<sup>th</sup> to continue working through those existing contractual issues.

Although much progress was made with addressing the identified existing issues, additional meetings will be needed. Those meeting dates for the M&R and MLS smaller committee are already scheduled for Wednesday September 11<sup>th</sup> through Friday September 13<sup>th</sup>. In addition, two days are scheduled for September 18<sup>th</sup> and 19<sup>th</sup>, just in case the Committee still needs them.

The Association principals, along with our Union economist, also continue meeting with the company to work towards reaching a full agreement on what the best in the industry wages and wage scales are for each Classification, based upon both base rates of pay as well as the applicable premiums. At this point, the company and Association have not reached agreement on the actual dollar values or pay scales for any new base and premium rates of pay. It is abundantly clear that all applicable pay premiums are being examined closely by our economist and the company.

The goal of your M&R and MLS Negotiation Committee is to quickly resolve, meaning in the next few weeks, any previously existing identified contractual issues which we believe can be resolved, while at the same time our economist and the principals continue to resolve the wage facet.

After your Negotiation Committee has been briefed on the overall picture of the outcome of the existing contractual issues which are able to be resolved, and the Negotiation Committee has the actual offer numbers on wages, your Negotiation Committee will update the membership on the next step.

Sincerely and fraternally,

Your unified TWU/IAM Association Negotiation Committee