



Air Transport Local 591
Transport Workers Union of America, AFL-CIO

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2024 Year in Review

February 5, 2025

To the Local 591 Membership:

2024 was quite the year for your Local, and as always, I appreciate your trust in your Executive Board, and your trust in me leading the Local as your President. We have a solid group of unionists around the country who are continually focused on improving our Members lives. As I do every year, I believe it is important to take a look back at your Local's achievements during 2024 and lay out the goals for 2025, because we can always improve.

Negotiations

Last year I wrote about the preparation efforts your negotiations committee had done and would continue until July of last year. As a committee we worked diligently through every sentence of every article to rewrite where improvements or clarifications were needed. Much of the rewrites relied on the thousands of suggestions from you, the Members. I know I speak on behalf of your Local 591 negotiators Russ Dittmer and Mike Jezierski, when I say thank you for your participation by sending in those suggestions.

That said, in July the company notified the Association that they would be interested in discussing an economic extension. Knowing an extension would be a very real possibility, Russ, Mike and I immediately went into work completing our already in-work research and building wage comparators to make sure our Members were fully informed of exactly what all airlines were paying in the respective workgroups. These charts provided our Members a clear look at the industry high, which in most cases was Southwest Airlines, and ensured it set an expectation that the company would not try to go back on their word of industry best and not do like the United Airlines wage comparator which only includes Delta, American, and United, and excludes Southwest Airlines. We believe that an informed membership has tremendous leverage in obtaining what we deserve, because the company's failure to achieve the members economic expectations would have likely been met with a no vote.

Ultimately the company presented wages that, for those receiving line premium, puts us at \$1 an hour above Southwest Airlines. This was done without any concessions, thereby putting us back, where we always belong, at the top of the industry. We also negotiated a settlement and clarification agreement that brings many improvements and clearer contractual guidance to our Members. As a result of the extension, and in our soon

to be twelve years of existence as our Local, I am very proud that we have made some significant gains pushing our workgroups towards the best industry wages we all deserve. For example, when our Local started out in 2013, a topped-out Line AMT with license premiums was making \$33.57 an hour. Today, because of our solidarity as a Local, the starting wage for a new-hire Line AMT exceeds that, and the top-out pay has increased by nearly \$35 an hour. More than double the hourly rate is something I've been told far too often in the past just wasn't possible. A good deal of that credit goes to our first Local 591 President Gary Peterson and his vision, as well as what we achieved as a negotiating committee this past summer. But we aren't done with gains. My vision for the longest time is that an AMT should make wages that far exceed the cost of living each year. While pattern bargaining and industry leapfrogging certainly helped with obtaining the economic extension, I believe that we need to advance wages much further. When looking at the last 20 years, while mathematically we've kept up with inflation, I believe that is not enough, and that our wages need to outpace the cost of living significantly.

Likewise, we have made significant and double, or nearly double, wage gains in MLS, MTS, GSE, and Facilities Maintenance. Just as importantly, we have kept, by far, the largest number of these good paying Union jobs in the industry. I highlight this because it was your solidarity and the strength of our Local Membership which brought about those significant wage increases, especially compared to the nearly stagnant wages that most of us lived with throughout most of our careers.

With the extension and clarification letters agreed to, Russ, Mike, and I, along with several other members of the negotiating committee from both IAM and TWU, visited 14 stations on all three shifts, and held numerous zoom webinars, to help educate the Membership on the extension and answer any and all questions. Although it was a very tiring few weeks, it was also very rewarding to listen to the feedback and appreciation from Members being able to ask questions in person, especially when compared to some ratification votes in the past. As long as I am part of negotiations, the roadshow is definitely something that as a Local we will commit to doing into the future.

One thing our Membership should be really proud of with the extension is the participation level of our Members, with more than 80% voting, and an approval vote of more than 90%. While I was unable to obtain the station-by-station percentages from the Association who oversaw the vote, I am confident our numbers station by station would have reflected close to the total percentages.

While the extension provided the company with 27 months of labor peace, and we maintained the top number of jobs in every work group we represent, along with the top of the industry wages, there are still things that we need to fix. For starters, the MRO in El Salvador that currently has 17-18 aircraft being overhauled there every day. Just this past week, there were a total of 57 Base/Overhaul aircraft, of which 27 aircraft were being worked on at our overhaul facilities, and 30 aircraft sent to outsourced vendor for maintenance. Inside of those numbers, 33 aircraft had check work performed on them,

and only 9 of those aircraft were worked on in-house by our overhaul brothers and sisters. The 24 outsourced check aircraft include 17 aircraft having maintenance performed in El Salvador. Another issue is that we're still stuck with the two-tiers of medical benefits that creates an unacceptable disparity amongst Union members on the same seniority lists and needs to be addressed. Although the economic extensions bought the company labor peace for two additional years, what those extensions didn't buy was concessions of jobs or removal of positions on shifts at various stations around the country. Those extension wages also didn't buy management somehow now having the ability to harass our members who are working 100% In Accordance With all of their procedures. I urge all our Members to familiarize yourself with OSHA's AIR 21 Whistleblower Protection and contact a Local 591 Representative if you have any questions or have a situation that you believe that you may need to file a formal complaint on.

That said, and back to the contract extension, as a Local, Russ, Mike and I are already continuing preparations for negotiations that start just a short two years from now. We are in the planning stages of going to each station, and each shift, to sit down and hear directly from the Membership on the issues they need fixed at the table. Contract proposals are great, but our experience going to the stations that we did for the roadshow taught us that the most effective way to hear exactly what needs to be fixed is to sit down and listen at each station. It is also the best way to build solidarity and trust station by station that will be needed for the upcoming contract negotiations.

On a personal note, I would be remiss if I didn't express my thanks to our former MLS Executive Board Member, and Negotiating Committee Member Mike Bush, who retired last year. He lived the word professionalism, and his dedication to this Local and to his MLS brothers and sisters, was a constant source of inspiration for me and for others on the Board, and on the floor. While he will be missed, it is comforting to know that he is only a phone call away for insights, guidance and advice, and that is what we as a negotiating team often did, along with mentoring Mike Jezierski to confidently fill the big shoes Mike Bush has left behind.

Overall, we had a great negotiations committee that worked together very well and stayed respectful at all times despite sometimes having some heated debates on contract language. I look forward to continuing preparations soon with this committee. We knew what we were capable of, and in the end, we delivered the best wages in the industry while keeping the greatest number of jobs.

Representation

For starters I do want to thank all of your Executive Board, Chairpersons, Coordinators, Stewards, and Representatives for all of the hard work they do for our Local. Without the dedication and hard work that they do each and every day, we would not be able to deliver the high level of quality representation that Local 591 provides. That high level requires continual training of our representatives at all levels. During 2024 we

provided both initial and advanced representation classes to those representatives needing additional training. These training classes are built by your Vice President Pete Caruso and taught by him, along with some of your Executive Board Members, and all of your Coordinators. The feedback that I received from those who attended has been very good. This past year, we also got a special opportunity to teach some of these classes to the Working Women's Committee June meeting that your Local sponsored.

Along the educational lines, this past year, like in the past, we continued with educating our Executive Board by sending a few to the Harvard Program of Negotiations, others to Cornell online classes, and still others to the University of Wisconsin Madison Labor Program.

I have a simple concept on education, and that is the more-the better. I used to hear some of the stories of how the Union is outgunned, or out schooled, and that's a big part of the reason why I continued my college education to include a master's degree in Dispute Resolution which focusses on negotiations, arbitration and mediation. It is also a big part of why I am such a proponent of continual education, even if it's just a certificate program, because you never know exactly when something you learned in school could turn a conversation into something valuable for our Members. I say this about education to show that as a Local we are very serious about representing our Members to the best of our abilities, and bettering the skillsets of our Executive Board and representatives also helps provide the best representation possible, along with better contracts and/or agreements.

When it comes to addressing the issues in a region and/or station, some members still believe that the issues automatically go to the national level board members. In fact, the stations and regions are often best suited to and want the opportunity to fix the issue first. And as the RVPs are very aware of, I am always available to help when asked on any issue within a region or station.

Your representatives, in 2024, have filed over 1,500 grievances. That doesn't include the thousands of issues that your representatives resolved without filing a grievance, or the presidential grievances that were also filed on your behalf. Inside all of the grievances filed, we continue to see a success rate of over 50% being remedied within the station, and without need of advancement to the Grievance Review Board (GRB).

Other Presidential grievances filed last year included the use of Overhaul employees to accomplish temporary station manning field trips at stations normally staffed by vendors. Along those same lines, the base accomplishing Line field trips that was the subject of a 33-B grievance I filed in June 2023, and is a clear-cut violation of the agreement, we already have a request by your VP to the Association for arbitration in August 2023. I have discussed this grievance and situation in great depth with the TWU and IAM Executive Committee who negotiated that language, and they assured me that work is our Line work, and they are confident that we will prevail in arbitration, when we get a date for the arbitration.

The most recent Presidential grievance I filed was for the company not accounting for all the scheduled Line work at DWH in their DWH outsourcing report. Under the JCBA, DWH is allowed 25,000 hours of scheduled line work. Again, a request for arbitration by your VP has been submitted, and he is awaiting notification from the Association of the scheduled date for that arbitration case.

We do have three upcoming arbitration dates for 2025. The first one is a GSE case, and the next two are Facilities Maintenance cases, all out of Miami, that have been prepped and overseen by GSE/FAC Executive Board Member Santos Dorta.

As I said last year, our Local's preference with grievances filed is to get them resolved at the lowest level within the region because we know once a grievance leaves the GRB, that as a Local, we effectively lose control of when the grievance will be heard at an arbitration. This is because unresolved grievances that exit the GRB and need to be arbitrated contractually belong to the Association. The process, which can be frustrating at times, is for the Association, upon both Unions agreeing to arbitrate, getting with the company to set up dates for the case to be heard. To say 2024 was a frustrating year for arbitrations is an understatement, because zero cases involving Local 591 contractual issues were heard. The grievance process, and arbitration process within it, was a very high priority for change in our preparation for the 2025 negotiations, but with the extension in place, we will continue to prepare language for the contract negotiation talks in 2027.

As you may recall, a settlement was reached on the M&R JCBA Article 6-K, immediately return to service case in late 2023, and the terms of the agreement started in January 2024. As a result of that settlement, and as many of you are aware, the number of AMT field trips has gone up dramatically. Additionally, the terms of the settlement require compliance with the agreement, including a scheduled monthly compliance meeting that Executive Board Member Eric Albuquerque is tasked with overseeing for the Local. That meeting has brought our Members over one hundred thousand dollars that the company has paid when the company violated the terms of that settlement agreement. This settlement was a solid win that your Local 591 leadership played a major role in obtaining.

Additionally, late last year the Executive Board saw a need for an additional Executive Board Member at-large position and revised the Local Bylaws for the upcoming elections to include that position. Those revisions were approved in early January by the TWU International.

Moving on, a big part of representation is Membership meetings, and more importantly, attending Membership meetings. As a Local, during the year we have Membership Meetings every calendar quarter in each of our five Local regions, with no less than three meetings each. We have continued to stream our quarterly meetings live on zoom for all Local 591 Members to attend when they are unable to attend in person. This is something I am very proud to have started during Covid and continue today because it

allows you more options to attend a meeting. Just register ahead of the start of the meeting which you want to attend virtually, and you will receive an access code. Also, when time allowed in 2024, we were able to do some station visits in conjunction with the quarterly meetings.

In the Southwest region, DFW meeting attendance seems to break a new record each time we have a meeting, and a big reason for this is our new Local 591 Headquarters building in Grapevine Texas. Not only is it close, and has a large meeting room, but it is also building a sense of this being more than just an office, and more like our Union home to be proud of. I want to mention one informal meeting in particular. We were asked by some members, since the Quarterly meetings were already arranged at JFK that quarterly, to come to LGA and just have an info meeting. Frankly, it was a huge success. What I mean is, the new guard of members showed up in great numbers. They appreciated meeting their Local Union representatives, and hearing what we were working on, and they asked a lot of questions. I am hopeful that we can arrange more of these less formal meetings in the near future at more stations.

Finally, Friday call podcasts on YouTube came about as a result of the request from the Membership on lack of information. In the short few weeks since we started them, I am getting very good feedback on those videos. I am working to find the time between traveling to get an educational series going on things the company is trying to do from a software perspective. I also will soon be releasing a series of videos with our financial advisor on how you can work to improve your financial health, with topics from social security, investing, Medicare, retirement issues, etc.

Legislative and Political Involvement

During 2024, with the help of TWU International and their Government Affairs office, your Local was very active in speaking with elected officials in trying to get a few Bills passed in Congress. One piece of legislation that we were heavily involved in pushing for passage with both political parties was the Global Aircraft Maintenance Safety Improvement Act. This Bill, which will finally start to level the playing field between aircraft maintenance performed at foreign and domestic aircraft maintenance facilities, had a lot of input from Local 591. The language of the Bill was incorporated in the text of the 2024 FAA Reauthorization Bill, that passed both the House and Senate with tremendous bipartisan support.

We knew that upping the maintenance and oversight standards and having a more level playing field is the right thing to do. The goal is to return to the United States some of the jobs that were previously offshored because the government effectively incentivized offshoring by allowing airlines to utilize maintenance facilities which were almost totally unregulated. I am very proud of the work we did on this Bill. It just shows how powerful a voice that Local 591 has in Congress, because Congress listened to us. I know our voice is powerful because I continually get calls and/or emails on industry happenings or legislative

related questions from Congressional staff on both sides of the aisle. Our actions in Congress have effectively made us at Local 591 experts who they now come to with questions, and that is something that I am extremely proud of.

No resting with that win in Congress, as we must start the conversations in Congress on additional needs, like closing the loophole that allows the required oversight of a non-certificated mechanic to be via offsite via Zoom, and not in person. This issue was finally addressed in what is called the “Moss Interpretation” last September, but an uproar by the industry, including trade groups like ARSA, has put a hold on the favorable for safety purposes interpretation. Also, we are looking at ways to improve upon our previous Bill for outsourcing by strengthening the language even further. Finally, as a Local we are also looking to the future with the new technology that is quickly approaching. The reality is that with the FAA’s Advanced Air Mobility programs, we must remain focused on making sure we are always looking at how such technology could impact our jobs and making sure that those technologies don’t harm us.

Last year, AMT Executive Board Member Mark Eler represented our Local at the Aerospace Supply Chain Resiliency Task Force. This Department of Transportation taskforce was established to “identify and assess risks to the United States aerospace supply chains,” and the findings will be reported to Congress. In the last two years, we have had two Executive Board Members, with Mark in 2024, and Russ Dittmer in 2023, directly involved in high level governmental aerospace meetings in Washington DC, another win for Local 591 that I am extremely proud of.

Committee Members

There is no harder working group of representatives helping the lives of our Members than the folks from our Local 591 ASAP, Peer Support (EAP/Benefits), and Safety Committees. This includes the Coordinators and their peers/ reps who go above and beyond every day. They are usually the first person we call when any of us has a specific issue that is often outside the confines of the JCBA. I am always grateful for these Member professionals who dedicate their time to help the Membership of our Local.

On that note, every day, there are dozens upon dozens of benefits related questions from our members that are being answered by our Peer Support folks, simply because American has apparently decimated their benefits department. These benefit questions, which really should be handled by American, are in addition to the numerous real-life EAP type scenarios that they are helping our members deal with each day.

A major goal of our Local is to provide continual education for all of our representatives and committee members. This past year, between helping Members, our Safety Committee attended the National Safety Council, our ASAP Program attended the FAA Info-Share, and our Peer Support (EAP/Benefits) group continued with their annual training at the Labor Assistance Professionals Conference. As I mentioned last year, our

Peer Support (EAP/Benefits) program is now, and rightfully so, literally world renowned. I am very proud of their efforts at becoming a charter member of the International Peer Assist Aviation Coalition (IPAAC). The availability of Peer Support for our Membership has been a point of emphasis for this Local since day one, and our Peer Support Professionals have been there for the Membership and their families 24/7 365 days a year.

As long as I'm in this position, the pursuit of professionalism and betterment of our respective crafts will remain job one. That starts this year with officially kicking off our professional standards program. This Professional Standards project has been many years in the making, but thanks to our Peer Support and ASAP/SMS professionals—it will be off and running soon.

Additionally, as a Local we participate in the TWU International Working Women's Committee (WWC), and as mentioned earlier hosted an event where several members of your Executive Board, including myself, helped provide training in Union related topics to women from several TWU Locals. Our Local 591 Veteran's Committee led by Steve Losos and Pete Meyers is simply the best. They help provide our Veterans with the benefits they need and deserve. They also make us proud by volunteering at Veteran events around the country. Finally, we continue to participate in the annual Martin Luther King Jr. event that the TWU International Human Rights Committee hosts.

Financials

A big part of what we do as a Local is tied to the dues we collect from the membership. With those dues monies comes a great responsibility to ensure that every dollar is spent prudently. It is also why Treasurer Glenn Olsen, and I take being the steward of your money very seriously, and we must operate with the utmost fiduciary responsibility. I always view integrity as the critical key element to solid fiscal responsibility, and the fact that we have built up a rather large treasury is a good indicator of that integrity.

Much like 2023, in 2024 we continued to take advantage of the higher interest rates by moving portions of the Local's treasury between Certificate of Deposit (CD's) accounts, while still maintaining FDIC insurance on the monies. Our goal remained the same, to maximize returns, and at the same time making sure your money is secured at all times.

As always, we also believe in giving back to the Membership, and because of our fiscal prudence in 2024 we once again were able to spend a significant amount of money on Member events and other Member benefits.

Early last year we handed a new Local 591 Veteran hats to our Members who are Veterans. April brought our annual picnic sponsored by the SW region, always a fun family friendly event. In June we handed out Leatherman and Union made leather sheaths tools to all Local 591 Members in good standing. In September we kept an annual tradition going by feeding the entire Membership on the day put aside for us, Labor Day. The West Region

ended the month of September by hosting an LA Chargers football game event that was well attended by Members from many stations. The West Region also hosted a SF Giants baseball game in the SFO area. October brought the ORD family-friendly cookout event. That was followed in November by a Veteran challenge coin in time for our Veterans for Veterans Day. Later, ORD hosted a Top Golf outing, which I received many positive responses from. The end of November brought about the annual pocket calendars, and in December the Southeast Region hosted the annual Holiday Party in Miami that also saw a record turnout, including numerous out-of-town Members. More gifts to come soon with Thermal Mugs, lanyards, and more will likely happen as we progress through the year.

Finally, as we continued to build on improving our Local 591 national headquarters during this past year, I must say that we should all greatly appreciate the volunteer work that AMT Executive Board Member Mark Erler and his wife have put in on their weekends to help make the building something we can all be even prouder of. Unions are truly greater when we have volunteers like Mark and his family stepping up. We are on track to completing all the build out and necessary changes early this year because of them.

Final Thoughts

During 2024 we welcomed 176 AMT's, 46 MLS, and 22 GSE and Facilities Maintenance Mechanic new-hire Members into our Local. It is an exciting time to join our Local 591 ranks because of our ability to drive up wages significantly in a short period of time. Just remember that these gains are the result of a lot of hard work and solidarity by those who started before you, and nothing came easy from our company. I would also add as you begin your careers at American that you never forget the tremendous responsibility that comes with your respective jobs. Ultimately, and no matter how much pressure may be put upon you by management, compliance and safety must take priority at all times.

In 2025 we fully expect to move on from our current voluntary benefits broker for much more reasonable rates. A great deal of thanks to Tony Lepore, Ken Morse, Mark Erler, Glenn Olsen, Jorge Rojas, and Russ Dittmer for helping me pursue an effort to end the high prices for the union-sponsored insurance. This effort was a vision that I've had for several years and took a great deal of time and effort by several to get us to where we are on the doorsteps of being able to provide you with higher quality voluntary insurance options at lower premium rates and with higher benefits. We expect this effort to conclude in May and our Members will realize real savings soon after. A big shout out to a friend based at JFK airport for his assistance in helping find a quality option.

Turning our attention back to the company, we have proven many times in this Local that when we stand as one, we win. Even with obtaining the best wages in the airlines, we cannot sit back and relax, and we also cannot revert back to the old representation days of every station and/or every Local is only out for themselves. If we do that, we risk just as quickly the company pushing hard to have us backsliding on wages and work rules too. That means talking through a single unified voice and not allowing management to pick us

apart by having separate conversations. Weak links are exploited, as we have seen from time to time. We need to remember that all of our regions and stations working toward the same collective goal—that's how unions work best and are at their strongest. We are a short two years from negotiating, and the time to continue working to better unify our Local is now.

Finally, I want to thank each of you for your support in 2024, and I ask for it again in 2025 as we continue our quest to get what we have earned and deserve. I again need to thank our Executive Board, and all of our Representatives across the country, for their support and the tireless work they all did in 2024, and for the reassuring knowledge that they are up for the challenges we will face this year. As your Local President I never lose sight of the trust you put in me to lead our large nationwide Local, and why I strive to do better every day. I fully recognize how powerful Local 591 has become, and we must never forget the days under some former international regimes that undermined and weakened your Local leaders at every step. It is the thought of a brighter future that continually motivates me to never let us go backwards, that drives me to keep pushing our Local to be better, more professional, and more powerful.

Fraternally:

A handwritten signature in blue ink, appearing to read 'Gary Schaible', written in a cursive style.

Gary Schaible
President
TWU Local 591