

## Transport Workers Union of America AFL-CIO

### Local 563

*Representing Aircraft Mechanics and Stores Personnel*

2720 S. River Road, Suite 40  
Des Plaines, IL 60018

Phone: (847) 299-4871  
Fax: (847) 299-4881

November 17, 2010

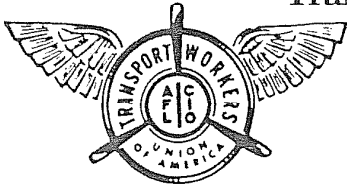
Dear Members,

On October 20, 2010, the TWU International filed a grievance against the company pertaining to the amount of aircraft maintenance experience required to transfer into an AMT position from another title group. The Executive Board of Local 563 would like to take a moment and generally explain what this grievance actually means to our Aircraft Mechanic members.

During the 2001 AMT contract negotiations, the Junior Mechanic program was removed from the contract. Formerly, anyone accepted to an AMT position had to have 48 months of experience to become a full-fledged Mechanic and if they were short of this requirement they would have to work as a junior Mechanic until their prior experience plus their junior Mechanic time equaled this prerequisite. Pursuant to this change in the contract the Company revised the QAM on May 1, 2003 as follows:

**“[An AMT] shall possess a minimum of twenty-four (24) months of verifiable, hands-on experience of actual time spent in the repair, maintenance, overhaul, or manufacture of aircraft with a gross weight in excess of 70,000 lbs. (including fuel), or engines with 15,000 lbs. or more of thrust, or AMR Eagle aircraft. Alternatively, [the new hire] shall possess a minimum of forty-eight (48) months of verifiable, hands-on the experience of the actual time spent in the repair, maintenance, overhaul, or manufacture of aircraft with a gross weight between 12,500 lbs. and 70,000 lbs. (including fuel) or engines with a thrust rating of 5000lbs. to 15,000 lbs. Military aviation experience will only be considered for actual work that is comparable to that performed by an Aviation Maintenance Technician – Line. Only work experience performed within the proceeding ten (10) years will be considered. (Reference letter dated May 7, 1997).”**

Subsequent to this change in the contract and the QAM, American Airlines has maintained that two (2) years of experience is required for new hires and transferees from other title groups before consideration can be given for an AMT position, whereas Bobby Gless, the TWU ATD Deputy Director/AA System Coordinator believes that zero (0) experience for inter-Title Group transferees is the standard.



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In his 29D grievance of October 20, 2010, the International through Mr. Gless took the position that, in abolishing the Junior Mechanic program, the Company, whether it knew it or not, also intended, at the same time, to remove all aircraft maintenance experience requirements for anyone transferring into an AMT position from other title groups, but not for new hires. Therefore, the remedy that the International seeks in its October 20, 2010 29D grievance is that the experience requirement for AMTs as contained in the May 1, 2003 revision to the QAM will remain valid for **new hires only**.

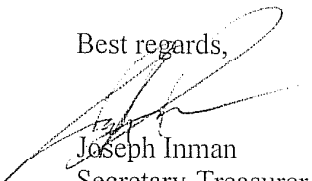
What this means to the status of the AMT as a profession is that any person from any other title group who has an A&P license with **zero** experience would be free to transfer into an AMT position before a new hire who has an A&P license and 3 years of experience on aircraft with gross weight 12,500lbs would even be considered for an AMT position at American Airlines.

The TWU International's position in this grievance is diametrically opposed to that of the Executive Board of this Local. We firmly believe that eliminating experience requirements for persons entering the profession of AMT is not only detrimental to that profession but also jeopardizes the safety of American Airlines passengers and crews for which we are responsible. In our future correspondence with you, we will be further detailing the negative effects this grievance will have on our AMT members, as we outline our reasoning for opposing this outrageous affront to our great profession, and ask for your help as we embark on a journey to TAKE IT BACK!!

If not now, When!

If not you, Who!

Best regards,

  
Joseph Inman  
Secretary-Treasurer

For The Executive Board



"We Move America"

October 20, 2010

Mr. Jim Weel  
Managing Director Employee Relations  
American Airlines Inc.  
P.O. Box 619616 MD 5235  
DFW Airport, TX 75261-9147

Subject: 29(d) Grievance – QAM Objection - Article 11(f)

Dear Jim:

With American Airlines' recent decision to require a 24 month experience for Line AMT upgrades, we formally protest the change per Article 11(f).

The July 10, 2002 letters were settlements to active grievances and "shall not be used by either party as precedent in any further matter". In addition, several follow up discussions took place regarding the issue leading the TWU to believe there was no 24 month requirement moving forward. The OSM to Line upgrade in 2008 further upheld our beliefs surrounding the issue. The TWU's position remains unchanged in that the 2001 QAM is the recognized and approved governing document.

With this information, let this document serve as notice of a dispute per Article 29(d) of the Joint Collective Bargaining Agreements. We plan to expedite this case to the top of the next Maintenance Docket. We ask per Article 11(f)(2) that you "continue with the previously established requirements" per the CBA for the upcoming transfers.

Sincerely,

Robert Gless  
Deputy Director/AA System Coordinator

RFG:kla opeiu 153 afl-cio

C: G. Drummond  
D. Videtich  
T. Gillespie  
T. McCoy

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1791 Hurstview Dr.  
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www.TWU.org



# AmericanAirlines®

October 27, 2010

Mr. Robert Gless  
Deputy Director - ATD  
AA System Coordinator  
Transport Workers Union of America, AFL-CIO  
1791 Hurstview Drive  
Hurst, TX 76054

## Intl TWU – 29d – QAM Objection – Article 11(f)

Dear Bobby,

This is to confirm our understanding regarding full and final settlement of the 29(d) Presidential grievance you filed dated October 20, 2010 relative to the Company's imposed qualifications requirement of twenty-four (24) months credited experience to the Qualifications Administration Manual (QAM) for a Line Aviation Maintenance Technician (AMT).

In the interest of resolving this matter the Company will commit to the following on a prospective basis.

1. The Company will no longer require twenty-four (24) months of credited experience for purposes of qualification as a Line Aviation Maintenance Technician (AMT).
2. All other requirements for the Line AMT per the QAM remain in effect.
3. For employees interested in transferring to a Line AMT position under Article 12(m), the employee must meet the basic qualifications as outlined in the QAM and will be eligible for vacancies at a Line station where the Company staffs Technical Crew Chiefs. There are currently twelve (12) Line stations staffed with Tech Crew Chiefs:

BOS	JFK	ORD
DCA	LAX	SAN
DEN	LGA	SFO
DFW	MIA	STL

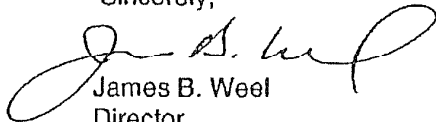
4. It is understood between the parties that at stations/locations that do not have Technical Crew Chiefs staffed, prior to hiring off the street the Company will contact the TWU International AA System Coordinator in the event there are 12(m) transfers on file to consider for that location prior to hiring off the street.

5. For employees that successfully complete the transfer to the new location, the employee will be provided the necessary training required for the Line Operation at the new location per Attachment (a). In addition the employee will have a station orientation that will include a briefing by a TWU local union representative to cover the local rules, guidelines, bidding procedures and the ASAP program etc.
6. Employees will be subject to the qualifying period conditions outlined in Article 12(m) (4) of the AATWU Mechanic and related agreement. In addition, during the qualifying period, employees will be subject to local guidelines or agreements regarding overtime and field trip opportunities.
7. This settlement does not impact the Company's right to determine, to what extent, credited experience will be required for new external hires into Line AMT positions.

If the above accurately reflects your understanding of the settlement agreement, please indicate by signing below.

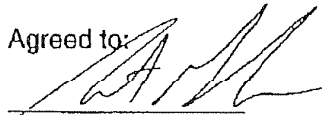
If you have any questions, please contact me at 817-967-1447.

Sincerely,



James B. Weel  
Director  
Employee Relations

Agreed to:



Robert F. Gless  
Deputy Director - ATD  
AA System Coordinator  
Transport Workers Union of America

cc: J. Ream  
G. Drummond  
K. Durst  
M. Burdette  
B. Collins  
D. Videtich  
M. Cipperly  
M. Tinsman  
M. Nelson  
HR Operations Support Managers  
Talent Services

## Attachment (a)

As referenced above, below is the list of identified training requirements for 12(m) upgrades to the AMT classification. This training will include but is not limited to:

- Lock out/Tag out
- Hand Signals/A/C Marshalling
- FOD Prevention
- E-6 Log Book
- Fire Protection-Hangar
- A/C Lock Out / Tag out
- WBT Lightning Strike
- Noise the Invisible Hazard
- Fall Protection- Self-Retracting Life Line
- AIR GTI Familiarization
- MEL Familiarization
- M&E Employee Introduction to AA Operations
- Door Operations Slide Activation Indicators
- Yellow Placard Familiarization
- Ramp Driving Safety
- RVSM Familiarization
- Maintenance Stands Awareness
- RII Awareness
- International Garbage
- Fall Protection P&P
- Airport Operations Area – Security
- ER Awareness
- NEF Manual Familiarization
- FMR Accountability
- Prohibited Items
- SFAR 88
- Line Maintenance Uniform Policy
- Maintenance Documentation Compliance
- Parts Handling
- IDG Servicing
- Landing Gear Handle Requirements
- M&E Manual System Overview
- 8130 Tag for AMT & Stores
- B757 General Familiarization (per fleet assigned)
- B757 Oil service
- B767 Tire Critical Items
- D707 AF-PP-E General Familiarization (per fleet assigned)
- B767-757 Avionics System Familiarization (per fleet assigned)

**Attachment (a) cont.**

B737 AF-PP-E General Familiarization (per fleet assigned)  
B737 Avionics General Familiarization (per fleet assigned)  
B777 Airframe Systems & Avionics (per fleet assigned)  
MD80 AF-PP-E General Familiarization (per fleet assigned)  
MD80 Avionics Systems General Familiarization (per fleet assigned)

In addition, the Company is committed to periodically meet with the employee ( e.g. every 30 days or so) during the qualifying period in order to keep apprised of the employee's progress and to allow the employee the opportunity to ask any questions or raise any concerns.