

Question part 2 of 3- Submitted via website for TWU Town Hall Call. (Questions as randomly written pertaining to chapter 11)

Anonymous

Why is the proposed 401 less for TWU members than for pilots?

Sent from my HTC on the Now Network from Sprint!

Section 1113 assures that all creditors, the debtor and all affected parties are treated fairly and equitably. This will be analyzed by our experts.

Anonymous

Has any group included a forensic accountant group to go over AA's books?

RIF-If I decide to leave AA if I am laid off is there a severance option?

It is unknown at this time what changes will end up being implemented in the bankruptcy proceedings.

Robert Thompson

I have a suggestion:

Instead of a massive layoff why couldn't we accept a wage freeze for all employees?

(Answered on town hall call)

Johnny Tiepelman

How will the RIF process be carried out?

It depends on whether or not the reduction in force procedure is changed during the bankruptcy process.

Carmen Ricciardi

It's quite apparent to me that American Airlines wants to keep some in-house maintenance, but only if the wages at the OH bases are in comparison with MRO's wages. In order to get OH AMT wages lower, more AMT's will be downgraded to OSM's, and years down the road OSM's will become the majority classification at the bases. Other carriers that decided to outsource OH maintenance rewarded their Line mechanics with top wages, some reaching over \$50/hr. My question is.....

"Is the TWU willing to fore go the fight for OH maintenance, which we all know is a losing battle, and concentrate all our efforts in negotiating higher wages for the Line Mechanics, similar to SWA or UPS?"

We are going to fight like hell on behalf of all our members. The Negotiations Committee is working hard to mitigate the job and economic losses to our members as outlined in the AMR original ask.

We currently have AA AMT's that work for 3rd Party maintenance outfits that perform maintenance on other carriers. This is work AA AMT's could be doing. Why isn't the union pressing AA to go out and get this work?? And, don't you find it as a conflict of interest and a detriment to our union when our own people work for 3rd party outfits that one day will replace our AMT's on the line???? What measures can the union take to prevent this from happening?????

The union has no right to tell our members where they can or cannot work.

Dan McClain

For those that are working. Could you please tape or give us highlights of the town hall?

A link to the audio of the town hall is on the website.

Jim Ellis

Would the Union consider separating the Line and Base maintenance when it comes to pay scales to try and save more jobs?

Everything is being looked at by the Negotiations Committee, assisted by our experts and advisors.

Tom Doonan

Contracting out facility maintenance at the hangars, gem and cargo is not going to be beneficial for this airline not alone any other business this large in the world. What makes American is going to get off getting a series of contractors to do repairs to these buildings. We are talking electricians, plumbers, construction and all of the other menial type work that we have been expected to do. You can't tell me that having these contractors is going to be any cheaper than what it is to keep what they have. Just the delays while waiting to get a hangar door open without tearing the drive units apart would be astronomical. Not to mention getting them to work on all of the obsolete equipment that we have here in Chicago. What the hell are they thinking???

Tom from Chicago
Good question. No answer. Submitted to our negotiating committee Title II.

Steve Horton

I wrote this and feel it is viable. I dare anyone to approach the AMR stockholders with this plan. It would work! The star telegram didn't respond or print this so I am sending it all over the system!

Miss/Mrs. Ahles ----- I know you cover American Airlines and all the bankruptcy issues surrounding them but I have a question that I can't seem to get an answer for. Please hear me out; I may be insane then again I may be onto something.

Why do all the savings have to come at the workers expense? These are the very folks who make sure you fly safe and your things arrive with you and take care of you while you're in the air. Well I have an unusual spin to look at in this issue. I do not have exact pay numbers but am sure with proper authorization one could find them out. Why not cut the top executives at American Airlines? Why not lay off Tom Horton and Jeff Brundage and many more on the top heavy AA ship? Totally gut the entire palace over at Centerport and hire a company to come in and manage the airline? Point being is the first time the airline went into the dumps Don Cary was ousted and Mr. Arpy was brought in.

Point being is they cut off the head to solve the problem and nothing changed. Base line employees took concessions including huge pay cuts to save the airline only to watch the executives laugh in their face and take bonuses. They tell us to keep the executives working at AA they have to pay them out. Well heck if the job isn't good enough and the loyalty isn't there please by all means let them go. Send them packing, on their way. No signing bonus, no departure "buy outs" nothing! The base line employees stay thru thick and thin to provide a service and upper management beats them up with pay cuts and insurance premiums etc. Would you want to work under those conditions? I think not.

They say times have changed and for AA to be profitable they are going to have to lay off 13000 people and close a maintenance base. Seems to me if times have changed maybe the executives at AA should be changed. Time to get rid of the dirty diaper and let someone who really cares run the ship. I am by no means saying this will solve all the problems but I do have to wonder if the stockholders might like the idea! Remember it is all about making money, no matter who pays!

Just a fresh idea to a century old problem. I am willing to bet it would work. I am willing to bet a company could be hired to manage the affairs of AA and fewer jobs would be cut! I bet the executives at Centerport have never brought this kind of plan to the stockholders. As a matter of fact they haven't

even offered to cut their pay to help relieve the airline. Maybe that would be another option. Bottom line is:

#1. No sign on bonus for ANY executive.

#2. No bonus PERIOD

#3. If your not dedicated to the airline, LEAVE please so those that are can continue to enjoy working there!

#4. Try thinking outside the BOX!

Thank you for your time

Curious.....

No question, but interesting,

Patrick Eaton

It seems that if our (The Labor Force) giving up 17.5% of our LIVES netted our airline 1.3 -1.6 Billion a year, then why does Management REFUSE to join us in our fight to save our airline???? We (The labor Force) have given up so much,only to watch management steal our profits. They (Management) claim that they must give Huge Bonuses to the decision makers so that they will not seek another career with another airline carrier ETC. MAN ARE WE GETTING LIED TO!!!!!! It appears that we have the best THIEVES of any large corporation leading the AMR corporation THAT AMERICAN AIRLINES LABOR HELPED BUILD!!!!!!!!!!!!

I Patrick Eaton , a 45 year veteran of AMERICAN AIRLINES, have tears in my eyes for ALL of My Brothers and Sisters in the Labor Force , So many lives being put on hold for the second and third time due to our decision makers making decisions of how big a bonus they will give themselves.

LABOR FORCE= PROUD ORGANIZED MEN AND WOMEN

IT'S MANAGERMENTS TURN and believe me we (LABOR) will not turn our backs on AMERICAN AIRLINES
No question.

Dennis Dorigan

Is there any discussion of a stand instead to reduce the number of layoffs

Stand- in-stand is current language; whether it remains viable depends on the outcome of the process.

Kevin Harris

What is a realistic number for the amount of layoffs and percentage of outsourcing the union feels they can negotiate with the company?

(Answered on call)

Michael Bertoncelli

Hello, I am a retiree. I would like to know if we will lose our health insurance and pension.

(Answered on call: "TWU is a "cradle to grave" union. We believe members have earned their benefits and deserve them. This comes under Section 1114 of the bankruptcy law, which applies to retirees. Retiree pensions are protected by the Pension Benefit Guaranty Corporation (PBGC) and they will be responsible for paying pensions if the company is successful in abandoning its plan. We are unsure of where retiree medical will fall out; the truth is that future funding is greatly at risk."

Eugene Senger

I know that the question's I am asking are not bankruptcy questions but they need to be asked and possibly answered, or addressed.

What is wrong with the idiot's that run this airline? **Not sure.** They want to buy up another airline when this is over with. They can't run this one at the size that it is. What makes them think they can run something even bigger? **Unable to answer that question, but maybe you can submit it to AMR.**

Anonymous

Is amr outsourcing all jobs older face can do age discrimination

No.

James Kottmyer

When and if an agreement is voted on and in place will the lost jobs be taken over on the first day or will there be a grace period given to company to get contractors in place. If so, why not tell the company the have so many days or the jobs are returned to TWU personel.

(Answered on call: "if judge rejects the contract, we have no contract, and the company can move right away on outsourcing. Practically they will obviously implement as per some business schedule. If, instead, we reach an agreement, that timeline could possibly be part of the agreement if approved by the membership.")

Greg Jacobs

Can you tell us when the layoffs will occur ? **No** We don't know if it's next month or next year. Will the layoffs be spread out over a certain amount of time? **We do not know at this time.** We have no control of what's going to happen, and being in the dark is the worst part.

We understand your frustration, but at this point we have no answer to your questions. It all depends what happens during the bankruptcy proceedings.

William K. Wilkerson

Will the "death benefit" still be payable upon the retiree's death? If so, where to report the death?

Under a "waiver", AA agreed to pay 80%, annually, on my hearing aid expense. Will this still be honored?

Interesting question and we can review our material, but unsure of a "waiver". At this time we do not know the answer until we get involved in the 1114 process.

Rich Ansel

Will a buyout be offered to TWU members that are 55 plus? This would eliminate the need to layoff so many junior union members, who would hit the streets in a bleak job market.

(Answered on call: "Good question. Such offerings have occurred at many large companies, including airlines, that sought reorganization in chapter 11 bankruptcies. It is one of the many items our experts are exploring. We will keep you updated." Since the call, we did make such a proposal to the company.

Marie Caffey

Why is the Company waiting to actually start laying employees off? Is this a part of the bankruptcy process?

The company's original ask included about 9000 TWU jobs. This is part of the bankruptcy process, and your Negotiations Committee is currently working hard to mitigate these job losses.

Kenneth Pitzer

What chance is there of not losing our retiree health care insurance?

That is part of the Section 1114 process. We believe our members have earned these negotiated benefits, and AMR should honor them, however we are unsure where retiree medical will fall out; the fact is future funding is greatly at risk.

Anonymous

When we had 400 airplanes we had 42000 employees, when we had 600 airplanes we had 112000 employees. The ratio of each title group per airframe needs to be highlighted, then the fat will be visible MANAGEMENT. Example we had 154 title one per airframe in 1986 with 400 airplanes and 144 when we had 600 airplanes. But now 300% more non union positions. And you have to consider back then we had SABRE, SKYCHEF etc that had more MGT that are gone now so MGT is 400% fatter!!!!!!! 29 years of observing "planned failure" AMR was born in 1982 the "B" scale was born in 1983 any questions?

No questions.

Nick Vargas

This process is devastating to everyone involved both by the unfortunate brothers and sisters who will be RIF'd and as well as the remaining brothers and sisters, I'm a crew chief with 22 years and although nothing is etched in stone I do feel I will be bumped from my station, my question is, what is the INTL doing to protect the future of the remaining clerks? who will be left to so much more with so many less. I'm sure many would feel lucky to even have the opportunity to have to decide on whether or not to relocate their family, that's the decision I will have to make to have to stay employed with a company I chose to be part of my life and now I have to relocate on my own dime? just to stay employed ??? This AA has said many times they were getting their bonus' to retain the talent, AA should be reimbursing me to retain my talent!!!!!! thank you for your time.... stay strong!!!

Your Negotiations Committee is working hard to mitigate the job and economic losses to our members and is fighting to protect our collective bargaining agreements on behalf of all TWU members. The TWU has put together a top-notch team to support local union presidents and TWU staff in this battle. If we don't reach a consensual agreement that is approved by the court, the judge can grant a motion to abrogate the ENTIRE agreement.

Francis Orges

Have you talked to the UAW about what they have done to save jobs and keep them here

Anonymous

Will the TWU talk to AA about a stand-in-stead opportunity or an early-out so some of us under 55 members can leave the company and save a job for someone who doesn't want to get laid off?

Such a proposal has been presented to the company.

Doug Ames

- Shouldn't we wait till AMR releases their Financial Status before we enter into ANY agreement?

Considering AMR's past deceptions and contempt of their employees, it's imperative we know the truth before any T/A is passed to us! The Negotiations Committee has requested all of the information needed by our team of experts to do an in-depth analysis of AMR's ask.

- Our Union President in TULE (TWU Local 514) is from the Fleet service classification.

What happens if he is out-sourced/ laid-off?

Will he be forced to resign?

How can you be a Union officer on layoff status? (These questions are a scenario)

Your Local President will not be forced to resign as long as he remains a dues paying member in good standing.

- Why isn't AMR being investigated for hiding profits and defrauding their stockholders and employees?

Ken Wolf

If American isn't allowed to terminate the pensions, will they raise the number of employees to be laid off in order to achieve the cost savings they claim they need to survive?

(Answered on call: "That is unclear. AMR is asking \$1.25 billion from us assuming the pension plans are terminated and picked up by the PBGC. If the pension plan is frozen instead, the company says they will need another \$600 or \$800 million in cuts."

Nancy Wood

Thank you for keeping the lines of communication open to our membership. In my opinion, communication is the key to unity, power and success.

Questions:

It appears that Chapter 11 Bankruptcy is corporation's way of getting rid of unions. Is TWU proposing any legislation to do away with Chapter 11? **The process does not eliminate Unions.**

How is the AFL-CIO and our European affiliates openly supporting TWU members at American Airlines? **We are unable to discuss internal strategies on this forum.**

As of Feb. 6, 2012, American hired Title III employees in MSP. Because of bankruptcy, there is a freeze on transfers. Why is American hiring? **Don't know, other cities also had hiring.**

When I signed up for Monday's conference call, I did not receive a confirmation of my signing up. How do I know I will be contacted?

The system is set up to automatically call anyone who registers.

Michael Bernette

Will the matching funds from the company on our prefunding retiree medical be taken? **There are specific applications for the use of those pre-funding monies, and each individual that participates will have their individual accounts. It is our position the company cannot arbitrarily take the funds.** Can matching funds from 401k plans be taken during bankruptcy? **No** Is there a difference? **Yes** 2. Will severance pay and the \$12,500 for no recall be in jeopardy? **Everything is in jeopardy. It is unknown at his time what changes will end up being implemented in the bankruptcy proceedings.** 3. Will grievances filed prior to bankruptcy be arbitrated still? **Yes, the local can still arbitrate.** 4. Can an early retirement package save jobs and still be viable for the company's benefit of cost savings? **We believe so, and have presented AMR with such a proposal.** 4. We have given everything that the American Airlines has asked of us over the last 8 years, even without a contract, will this strategy pay off for us now? **That and all the cost saving initiatives the TWU has taken part in will be brought up. At this point we don't know to what extent this will influence both the creditors committee and the judge.** 5. The car industry, banking and Wallstreet had bailouts from the government, any hope for the same for us? **Don't believe so.** 6. I have a son, brother, brother-in-law, nephew and niece who's jobs will be lost or affected by this, any crystal ball for the future? **Sorry – we have no crystal ball for the future,** Mike Burnette TWU 514 Tulsa, Oklahoma.