

# Tired of TWU Selling Out Title II?

YOU WILL NOT BE LEFT BEHIND AS TEAMSTERS!

AA mechanics and related have shown widespread support for Teamster representation because we know the Teamsters are our only chance to repair the damage done to our craft and move our profession forward. But this campaign is not just about aviation mechanics. As Title I and Title II employees, we're all in this together. Title II employees have specific concerns and unique challenges.

Management has undermined our title group time and again with the TWU's blessing. We've lost many jobs to outsourcing at HDQ, FSU and SRO. Even more facility maintenance jobs have been outsourced at smaller stations like BDL, PHL, and EWR. And where we've retained Title II jobs, a huge number of the workforce has been replaced with MSPs (Maintenance Support Personnel). Our classification is diminished as AA replaces more and more Title II jobs with MSPs, whose job description is vague and subject to interpretation. This is similar to the OSMs (Overhaul Support Mechanics) added to the Title I classification.

In many stations, mechanics will soon be downgraded and suffer pay cuts in order to meet the concessionary terms that the TWU negotiated into our current contract. This has to stop!

The Teamsters have negotiated strong scope language covering facility maintenance mechanics at UAL and other carriers. Their successful record of protecting airline mechanic and related jobs and bringing outsourced work back in house is unparalleled in the industry.

The Teamsters are committed to fighting for Title II – and they know how to win. With Teamster support, our classification will be fairly integrated on the combined AA-US Airways seniority list. The Teamsters will fight to bring back outsourced Title II jobs and they will fight to replace and bring the MSP and OSM classifications up to the standards of full-fledged, full-paid mechanics.

We need and deserve a union that understands the issues facing AA Title II workers and we need a union that has a proven track record when it comes to fighting for facility maintenance in the airline industry. That union is the Teamsters!

But don't take our word for how the Teamsters have furthered GSE and other Title II employees at UAL. Check out the comparison on the reverse side of this leaflet.

***With the TEAMSTERS We Can WIN!***



*AA Mechanics and Related for*  
**TEAMSTERS**

*For more information, call the campaign hotline at 877-589-4951 or visit [www.teamster.org/aamx](http://www.teamster.org/aamx)*

## UAL Teamster Title II

## AA TWU Title II

### BASE HOURLY 2012 TOP-OUT

**\$31.17/hr** Technicians, GSE Technicians, Facilities MX Technician, Welders, Machinists

**\$20.17/hr** Utility Specialists

**\$33.51/hr** Flight Sim Techs, Avionics Shop Technicians

**\$34.12/hr** Meteorologists

**\$22.78/hr** Seamer

*\*Leads get 5% over top-out hourly plus premiums in all classifications*

**\$28.02/hr** Plant Maintenance

**\$21.16/hr** MSP

### PREMIUMS

**\$.51/hr** shift differential for swings

**\$.58/hr** shift differential for mids

**\$2.13/hr** GSE/GSE Coordinator premium for all hrs paid to employees assigned to GSE Bid Areas

**\$.50/hr** line work premium

**\$.30/hr** GSE test premiums per test up to a total of \$2.13/hr test premium

**\$4.25/hr** Flamespray Tech, Plater Tech and Plant Maintenance

**\$2.13/hr** for all hrs paid to Facilities Techs with HVAC, Electrician, Plumbing, Jet Bridge, Baggage certification

**\$3.48/hr** for all hrs paid to FCC-licensed in Bid Areas for Avionics, Airport Communications, Avionics Shop RQ, or Flight Sim Tech

**\$1.00/hr** longevity premium up to between 7-12 yrs of service and thereafter

**\$4.25/hr** Machinists and Welders

**\$1.95/hr** per diem for all hrs away from home base

**\$.01/hr** shift differential for swings

**\$.02/hr** shift differential for mids

**\$.55/hr** line work premium

**One half of the License Premium of \$3.45/hr** provided to Crew Chief-Plant Maintenance Mech, Tech Crew Chief-Plant Maintenance Mech, or Plant Maintenance Mech holding a High Pressure Steam/High Temperature Hot Water License, or other license required by Fed, State, or Local Govts., or Certificates agreed upon between Company and Union

**\$1.70/hr** Skill Premium to Crew Chief-Plant Maintenance Mech, Tech Crew Chief-Plant Maintenance Mech, or Plant Maintenance Mech regularly assigned to automotive and/or facility maint. work, (and in the **MSP classification** regularly assigned to hazardous waste function) and who is not receiving a License Premium

### JOB PROTECTION

**Letter of Agreement (LOA):** No employee on the UAL System Seniority List as of the date of signing of IBT-UAL collective bargaining agreement for the techs and related employees craft or class will be subject to furlough for the duration of the Agreement

**LOA:** Allows for Quarterly sit-down with Company to bring work back in house specific for facility maintenance. Additional LOA's do the same for GSEs, AMTs, etc

**TITLE II JOBS LOST:** Window Shop; 37 letters of agreement (Avionics takes a hit); 757 check line #1 with backshop support; four MD80 main cabin extra line; one 767 SIP/Failsafe line; one 737 NGS prototype; 757 NGS; AFW shops (thrust reverser, flight controls, door and linkage, 777 seats, floorboards); two 737 NGS lines; Blade and vane shop; four 737 main cabin extra lines; 777 MBV and backshop support; Cabin cleaning; Building cleaning; High voltage electrical maintenance; Gut Central Plant Ops & Maint. at TULE; TAESL GSE support (plant maintenance downsizing); Concrete, fencing, and major carpentry work