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# SENIORITY PROTECTION IS A TEAMSTER CORE VALUE

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## **SETTING THE RECORD STRAIGHT**

Since the announcement of a merger between American Airlines and US Airways, there has been a lot of discussion about how the two companies will be integrated, especially around our seniority issues. A lot of what has been rumored is false and misleading.

This is a factsheet on Teamster seniority integration that is intended to set the record straight. The bottom line is that the Teamsters are in the best position and have the best record when it comes to fighting for and protecting seniority issues during the merger process.

## **CRAFT SENIORITY AT AMERICAN WILL BE PROTECTED**

- Seniority protection is a Teamster core value – it is a union value and it means everything! It is the Teamsters' policy to aggressively protect our members' seniority in every way possible. We will not unfairly protect one work group over another or pit one group against another. We will honestly, fairly and aggressively fight to protect the seniority of each member.
- The Teamsters' standard policy for the mechanic and related class and craft is craft seniority. Craft seniority at your carrier is a top priority. In case there is any confusion, we want to be clear that the recently distributed Airline Division seniority integration policy letter mentions "date of hire," but this is intended to refer to our pilot members.
- At both American ("craft") and US Air ("occupational"), "craft seniority" has been the standard at both airlines and the Teamsters will protect the craft seniority standard you have moving forward in seniority integration discussions.

## **MEMBERS WILL BE INVOLVED IN THE ENTIRE PROCESS**

- The Teamsters will deeply involve rank-and-file members in the seniority integration process. A rank-and-file committee will be established at both airlines that will set the priorities and work through the seniority issues that arise. The committee will work with and have the backing of the Teamsters Airline Division.
- Seniority integration will not become an issue for quite a while. Before seniority integration takes place, the National Mediation Board must determine that AA and US Air constitute a single carrier and the combined AA-US Air contract will be negotiated. This combined agreement will bring the two carrier contracts together through negotiations into a new agreement for the new American Airlines. Only then will seniority integration take place.

## **THE TEAMSTERS HAVE VAST EXPERIENCE**

- The Teamsters Airline Division has been through many mergers in the airline industry for both pilots and mechanics. We have represented our members well and have protected member seniority. Workers affected are involved in every step and Teamster experience in seniority issues is unmatched by any other organization.
- The Teamsters never hesitate to use their resources on the members' behalf and often call on expert help from attorneys and mediators to help protect our members and make sure all issues are addressed.

## **THE SENIORITY INTEGRATION IS GUIDED BY FEDERAL LAW THAT ALSO PROTECTS WORKERS**

- The seniority integration policy is also guided by federal law. Under the McCaskill-Bond bill, the unions involved in a merger are required to negotiate "a fair and equitable" seniority integration. If this standard is not met, then the unions must submit the matter to final and binding arbitration. All unions involved must adhere to this law.
- In addition, Article 1 of the current AA mechanics collective bargaining agreement and Article 3 of the current US Airways collective bargaining agreement require that Articles 3 and 13 of the Allegheny Mohawk Labor Protective Provisions be adhered to for the purposes of seniority integration.

Considering all of these legal, legislative, contractual, expert and common-sense guidelines, you can rest assured that the Teamsters, the Airline Division, and your rank-and-file integration committees will fairly integrate seniority lists at the world's largest airline. The membership's best interest and input will determine how seniority integration is handled.

We will do everything we can to fight for your seniority during the merger. You worked hard to earn your seniority at AA and we take that very seriously. When it comes to handling complex seniority integration issues in a fair and equitable manner, no union has more experience in the airline industry than the Teamsters.

We are committed to protecting and bringing jobs back at the new American Airlines so that the seniority list can grow!

**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)*