

## **American Airlines Mechanics for TEAMSTERS Organizing Committee**

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Dear Brothers and Sisters at US Airways and Our AA Coworkers,

As American Airlines mechanics and related workers, we extend this letter to you in hopes that we can and will come together to become a strong and cohesive workforce capable of taking on the world's largest airline. We believe we have a lot in common with US Airways mechanics and want to reach out to inform you of our situation at American.

We welcome you to our movement. We already have majority support for change at 14 stations, including the largest stations. Just like you, we are working hard to replace our weak union with a strong one. It is our intention, working with the Teamsters, to build a strong, active union where members set the priorities and are engaged in improving pay, benefits, work rules and protecting jobs.

At American, we are in the middle of very, very difficult times. Our company is in bankruptcy and our craft has taken a huge hit. Our pension has been frozen, the huge AFW maintenance base has been nearly shut down, thousands have been furloughed and our contract has been gutted to permit an obscene level of outsourcing. Our pay and benefits trail behind industry standards. At the same time, management has rewarded itself with fat bonuses.

We at American have been represented by the TWU since the late 1940s. We have experienced first-hand what a union that ignores our interests can do to the workforce's morale. It weakens our fight and our coworkers' willingness to get involved.

The TWU has sold us concessionary contracts since 1985; many of us at American have never worked under anything but givebacks. This cannot continue. The TWU contracts we have had to endure have taken:

- Money from our pockets - with a 17.5% reduction in base pay. In fact, 6 years from now we at AA will be making what a UAL guy makes today with the Teamsters. That's inexcusable.
- We've lost paid vacation days.
- We've lost paid sick days.
- We've lost double-time pay.
- We've lost job protection.
- We are paying more for less insurance coverage.
- Our shift differentials are ridiculously low.
- We have new work rules implemented with the TWU blessing.
- We've lost jobs: B-757 Heavy C-checks are gone; B-737 modifications are gone; AFW maintenance base is gone; Window shop is gone; Cleaners are all but gone. Work is walking out the door.

- The TWU has already agreed to outsource many more jobs, more lines and entire departments.

The door is wide open for much more work and jobs to leave Tulsa in the same way US Airways mechanics have watched their base in PIT continue to shrink. This Tulsa concern is one reason we need to make change now!

The TWU/AA relationship does nothing to improve our craft, but only decimates us and beats down our will to fight. We repeatedly find ourselves asking, who does the TWU represent? The TWU doesn't listen to the voice of the rank and file and we don't get to vote on International officers. Up until very recently, TWU local officers were still on AA's payroll. We need a union that is completely independent of the company in order to have true representation.

The TWU has pulled back its representation of us by combining locals and diminishing representatives. The TWU has worked with AA to drive a wedge between the maintenance bases and the line stations so as to control the whole; this can no longer be the SOP at American. Fear and intimidation are apparently the only tools that the TWU has left.

We all have to work together and realize and respect each other's needs. We must be unified and powerful to address the true battle we all face with our employer at the new American. We cannot let the company divide us!

As you can see, we have been abused and battered, but we remain firmly resolved and are taking all necessary action to build a strong member-driven union that can turn the situation around. We have learned from the past and have hope for the future. The mechanics at United Airlines were able to turn their situation from bleak to hopeful with the help of the Teamsters—certainly we can too. (Watch the United video at [www.AAMXTeamster.org](http://www.AAMXTeamster.org))

We support the Teamsters Aviation Mechanics Coalition's vision of a 30,000-strong organization of mechanics focused on rebuilding our craft and fighting the outsourcing threat. With the Teamsters, we *will have the* resources, expertise and ability to take on the new American Airlines.

We ask our brothers and sisters at US Airways to join us in our quest to have a voice in both our workplace and our union. We ask that you join us in working with Teamster mechanics that enjoy the best contracts in the industry. We ask you to join us in getting a fair shake at our workplace and we ask that you join us in building a strong member-driven union. Whether working at maintenance bases, line stations, automotive, building maintenance and all the mechanics and related personnel, we need to work towards a single vision and that is joining together as one with the power, experience and resources of the Teamsters to achieve our collective goals.

Sincerely,

**The Nationwide Committee of AA Mechanics for Change to the Teamsters**  
TUL, AFW, LAX, DWH, MIA, TPA, JFK, EWR, SFO, ATL, SAT, DCA, LAS,  
PHX, SEA, AUS, BOS, STL, DFW, ORD, LGA, GSW