

President meeting 5/12

Topics covered:

Bargaining:

Looking over the financial status of American Airlines, Chris Shelton has made a decision that we will not open bargaining at this time. Therefore, we are not going to send the letter in June. The strategy would be to get through September, see what that brings and then maybe send the letter early instead of waiting until June because June is the last time frame that you can send it in. The thought is possibly sending it in January and hoping that we could start to meet earlier like May or June of next year. Of course, the company would have to agree to that, but I think they probably would because they will be more stable by then. They should know where they are going, just as they know that we would be opening (bargaining) next year, so I am going to try and get an agreement with Lynn if we can in fact make that happen.

This is where we stand right now.

The F/A and Pilots both opened before the pandemic and Marge has confirmed that they have not met in over a year. They are going to try and ramp up their bargaining. So what we're really doing is thinking about going another six months without bargaining. I understand the concerns as it takes a long time to bargain these contracts. It's not that easy.

We will still send out the surveys once we get through September. I'll try to get the agreement with Lynn (legal/labor) and then we'll start our preparations in the fall to do surveys and get ready for bargaining and send the letter in January.

I would like to have this coalition meeting. I'd also like to schedule a zoom meeting of the members after the powerpoint is put together, on the reasons that we chose not to open bargaining. This is a National decision that was made and Marge doesn't feel as officers we should have to explain why the decision not to open up bargaining.

No objections from any Presidents to delay.

Go over important things that we want to bring up directly to the Company.

Once powerpoints are put together we will have local meetings to explain them.

Reservations perfect attendance incentive program and the why's behind why Res was given this incentive versus Airport agents:

They have a 20% call out rate in reservations. They had 21k calls on hold May 11th. Then Res agents work 3-4 days a week at 12 hours a day. They can't get volunteers or that which is needed, so they are forced to go into mando. They have been begging for an incentive for Res to get them to work. So in order to make them come to work they have to have perfect attendance. For a perfect 6 months attendance, they will offer a point removal if on a level, two vacation days for next year or 500 dollars. We have been trying to get this program for everyone for a couple of years and the Company has been very resistant to us.

Then we found out the F/A have this program for during the holiday season, that if they can for a period of time refrain from calling out at all and have perfect attendance, they give them a ready

work off a point. If you do fifty(50) hours in a ten week period. The incentives are that you can work off a point, if it resulted in a level. If not, get two vacation days the following year. Some kind of incentive that means something to the employees. To drive them to work. The call out rate in the call center is tremendous.

In Unity,

Zattier