



Vaccine mandate at American, Piedmont and Envoy Airlines

Remarks from the Passenger Service meeting at 78th CWA Convention 10/18/21

This is an ongoing situation with new information every day so let me share what I know and then answer your questions.

The Federal government has implemented 2 mandates;

- One for any business that has Federal contracts.
- OSHA that applies to a business with over 100 employees.

American has announced that they are covered under the Federal mandates and will implement the mandates. Mainline is covered in the mandate for a Federal contractor. Envoy and Piedmont has not yet determined legally which mandate they will fall under. There are no announced plan details or dates to comply with at this time. I am told they are waiting on information from the government on the rules. Some states have issued orders that made the mandate illegal. American's position is that Federal law trumps State law and is moving ahead with the mandates.

At mainline in a letter and posting on jet net American has announced a date of November 24 for all employees to register their vaccine with the company. They have also announced that they will include accommodations for legitimate medical reasons and deeply held religious beliefs. The forms are available on jet net. They will grant accommodations on a one by one basis. They are not interested in terminating anyone.

If for some reason a member is denied there will be time to add more information and reapply. Accommodations may look different for different members. For example an accommodation for a csa working at the airport may be different than a home based res agent. The CSA may have to wear a mask possibly n-95 and test (this is the accommodation used at United for a mechanic) and a home based res agent may be able to work from home and not go into the office for any reason. These are just examples of what could happen these are not accommodations that AA said they would use. On or about Dec 8th if you have not registered a vaccine your manager will meet with you and your union representative if you wish to discuss the vaccine policy and offer assistance if you do not understand how to fill out the paper work to request an accommodation. They will give you some time to think about the conversation and if you still don't register a vaccine there will be a follow up meeting. They are going to follow the contract to determine what course of action to take if members do not request an accommodation and do not vaccinate.

I have asked to discuss this as it is a change in status quo benefits and terms and conditions of employment which is not quite as binding but similar to effects bargaining. Effects bargaining does not exist under the Railroad labor act. There are many lawsuits that have been filed over the accommodations. CWA will fight to ensure that all members that have medical conditions and/or deeply held religious beliefs have the right to an accommodation which will allow them to work. This situation will be evolving and we will be monitoring the policy and evaluating the legal remedies that may be available to us.

As soon as a plan is released by Envoy and Piedmont we will send information out to members and request any legal remedies we can.