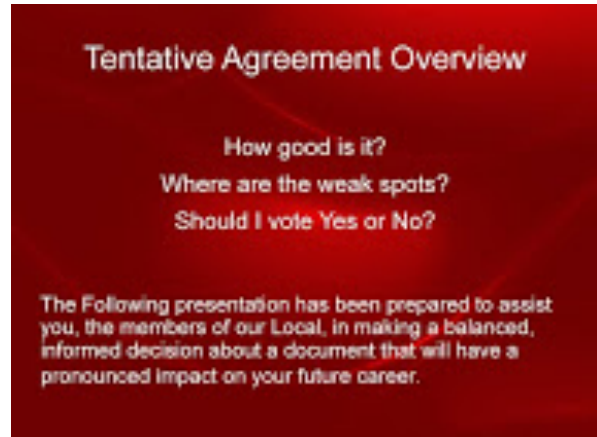
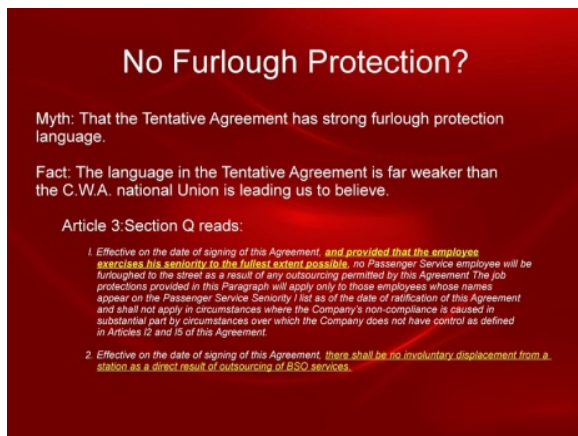


Make Sure You Have the All the Facts About the Tentative Agreement with American Airlines

A PowerPoint PDF has been circulating among some CWA Locals that the creators claim will assist Legacy US Airways members in making a “balanced, informed decision” about voting on the Tentative Agreement (TA) with American Airlines. The first page of the PowerPoint is pictured on the right. **Unfortunately, much of the information in the PowerPoint is inaccurate or incomplete.** The presentation urges members to vote “no” on the Tentative Agreement, but there is no indication of who authored the PowerPoint so that viewers can judge their credentials and motivations.



This document has been prepared by the CWA-IBT Association and is intended to explain some of the most important problems in the PowerPoint. **Reliance on the inaccurate information in the PowerPoint and a “no” vote could cost you thousands of dollars in pay raises and other improvements if the TA is not ratified.** We do not cover every point, but we urge you to refer to the contract and comparison charts for a fuller understanding of the TA, all of which are available at <http://american-agents.org/resources/tentative-agreement-information/>.



The PowerPoint begins with a criticism of the TA’s **furlough protections**, quoting language in the TA that also exists in the current US Airways agreement, without mentioning improvements made by the TA to that language. In other words, **existing furlough protection language is not only retained, but also strengthened by the TA.** Improvements include:

- Under the TA, employees will receive 30 days notice of any furlough, rather than the current 14 days notice.
- Full-time employees who displace to a full-time position in a different location will be provided moving expenses under the TA. They currently receive no moving expenses.
- **The TA extends protections against furloughs of any kind**, except those due to force majeure. Current furlough protections only apply to certain changes in technology.

The PowerPoint criticizes the TA’s treatment of **Medical Insurance Coverage**. However, it ignores the Letter of Agreement between the CWA-IBT Association and American Airlines, which allows the parties to negotiate an improved healthcare plan by June 1, 2016. The current US Airways plan remains in place until 2017. Employees will have received two wage increases by 2017 if the TA is ratified by December 1, 2015.

In addition, the PowerPoint provides a comparison between the *least* expensive US Airways plan and the *most* expensive American Airlines plan. American Airlines has at least one other health care plan with comparable coverage at a lower premium, which is not mentioned in the PowerPoint. And the American Airlines standard plan discussed in the PowerPoint has no-cost preventive care; a lower in-network, out-of-pocket maximum; and potentially lower prescription costs—none of which are mentioned in the PowerPoint’s chart.

Medical Insurance Coverage

According to Article 27 of the Tentative Agreement:

Legacy US Airways Passenger Service employees hired prior to the date of ratification will maintain coverage under the US Airways Medical and Dental Plans through December 31, 2016. Effective January 1, 2017, the US Airways Medical and Dental Plans (PPO00/80, PPO90/70, PPO80/60, Out-of-Area 100, Out-of-Area 90, Out-of-Area 80 and PPO Dental) including the inflation formulas therein, are also eliminated. Legacy US Airways Passenger Service employees will be covered on and from January 1, 2017, if coverage is elected by a Legacy US Airways Passenger Service employee, by the Medical and Dental Plans according to the terms and conditions as provided in this Article.

Also:

The Standard medical option annual In-Network deductible will increase by fifty dollars (\$50.00) in 2017 until the In-Network deductible reaches eight hundred and fifty dollars (\$850.00) for single coverage and the family In-Network deductible will increase by one hundred and fifty dollars (\$150.00) in 2017 until it reaches two thousand five hundred and fifty dollars (\$2,550) for family coverage.

The table on the next page compares the legacy AA Standard plan with the legacy US 80/20 PPO (our current lowest cost/coverage plan) for 2016. Please read it carefully. It's an eye opener.

Under the TA, no-cost **life insurance** is increased to twice the employee’s annual salary, and employees will be able to purchase short- and long-term disability insurance. The PowerPoint ignores these improvements.

CSA & CAR PHL Pay Rate Comparison Current / Proposed

		Current CBA												
	Start	1	1.5	2	3	4	5	6	7	8	9	10	11	12
CSA *+	\$12.00	\$12.00	\$12.00	\$12.02	\$13.08	\$14.03	\$14.95	\$15.90	\$16.82	\$17.33	\$18.07	\$18.82	\$19.62	\$21.44
CAR *+	\$12.00	\$12.00	N/A	\$12.00	\$12.00	\$12.00	\$12.74	\$13.11	\$13.46	\$13.77	\$14.22	\$14.57		

		Proposed TA										
	Start	1	2	3	4	5	6	7	8	9	10	11
CSA	\$13.48	\$14.31	\$15.07	\$16.07	\$17.26	\$18.62	\$20.08	\$21.44	\$22.69	\$24.30	\$27.25	\$29.27
CAR+	\$12.00	\$12.00	\$12.00	\$12.00	\$12.49	\$15.55	\$16.01	\$16.45	\$16.84	\$17.40	\$17.84	

		Wage Increases										
	Start	1	2	3	4	5	6	7	8	9	10	11
CSA	\$1.48	\$2.31	\$3.05	\$2.99	\$3.23	\$3.67	\$4.18	\$4.82	\$5.36	\$6.23	\$8.43	\$9.65
CAR	0	0	0	0	\$0.49	\$2.81	\$2.90	\$2.99	\$3.07	\$3.18	\$3.27	

* - Includes \$6.50 per hour Customer Contact Premium
 + - Reflects City of Philadelphia \$12.00 Airport Minimum Wage

So, the CAR Group (or should we rename them CSA-light) have their job duties radically altered and for this they're rewarded, here in PHL, with no raise at all until after four years of service. Then after ten years of service they can expect a total pay increase of \$3.27 per hour. Agent job duties at Vendor pay with no exclusively protected work. To paraphrase Nancy Reagan: Just Vote NO.

The PowerPoint’s “Pay Rate Comparison” chart is particularly problematic because it omits a great deal of critical information. In addition to the 30% weighted wage increases that apply upon ratification of the TA and the 2%, 2%, 2.5%, and 2.5% increases on the anniversaries of the ratification over the next four years, there are several valuable provisions:

- The TA increases shift premiums and applies them for the first time in several years to Legacy American Airlines employees, so that employees who report to work at or after noon will earn an extra \$.55 per hour, and employees who report to work at or after 6:00 p.m. will earn an extra \$.62 per hour.
- The TA says that CSCs and PSCs will earn an extra \$2.00 per hour on their base pay; HBRs and OBRs on an escalation or tariff desk will earn an extra \$1.50 per hour; HBRs and OBRs on an elite desk and LPCSRs will earn an extra \$1.00 per hour.

None of these valuable wage increases are mentioned in the PowerPoint, which downplays the sheer scale of the pay raises offered by the TA.

The PowerPoint criticizes the Classifications provisions of the TA. The Bargaining Committee was able to gain exclusivity for agents, meaning that only agents can do certain work. This exclusivity protects agents' work and jobs.

Article 4B spells it out: Agents must do this work, not CARs or contractors. We want to state this as clearly as possible because it is so important: CARS will not take your jobs, and you will not be forced to become a CAR.

The Bargaining Committee fought hard to protect the work that is to be done exclusively by passenger service employees, as detailed in Article 4B:

- Article 4(B)(1) of the TA lists 25 duties to be done exclusively by passenger service employees, including issuing and reissuing tickets, passenger check-in and seat assignments, and passenger boarding.
- Article 4(B)(2) of the TA lists 7 additional duties that are exclusive to CSAs, CSCs, and CARs, including accepting, checking and tagging baggage at kiosks in the ticket counter area, assisting passengers with self-service kiosk check-in, and queuing lines at the ticket counters and kiosks.

The PowerPoint does concede that some contractual provisions are improvements over the current US Airways contract, including the new double-time language for overtime in certain situations and Weingarten rights. However, the PowerPoint authors criticize the Bargaining Committee for achieving **a method by which Legacy US Airways employees who had their pay date seniority frozen as a result of the bankruptcy can have their pay date seniority adjusted**. The Bargaining Committee fought hard and convinced American Airlines

to fix a problem that arose ten years ago. This is yet another improvement over the existing contract.

Does the company have any incentive to offer more than is already in the TA?

The PowerPoint urges a “no” vote on ratification, saying we should tell the company to offer something better. But what incentive would the company have to offer something better if the TA is rejected? The Bargaining Committee has already worked through months of difficult negotiations to obtain the very best tentative agreement from the company, using our collective strength.

What does rejection of the TA mean?

If the TA is rejected, the parties could be stuck at the bargaining table for years, with no guarantees that a different TA would be better than what is before us now. **In the meantime, all employees would go without pay raises, and Legacy American Airlines employees would go without the protections of any union contract.**

If the TA is rejected and American Airlines decides to end negotiations, which it may legally do under the Railway Labor Act, the company can, after a 10-day period, implement whatever offer it last had on the table, which could be **something worse than this TA**. The response could be **a strike of unknown duration**, without pay, to try to regain what the TA is already offering today.

We believe that the PowerPoint offers criticism without evidence and incomplete information. We also believe that a “no” vote on the TA means a very uncertain future.

What does a “yes” vote mean?

A “yes” vote offers a great deal of certainty. If the TA is ratified, on December 1, 2015, the 30% wage increase, shift and other premiums where applicable, and the double-time rate will all take effect with the next pay period, before the holidays. And all the other protections of a union contract will extend to Legacy US Airways and American Airlines employees.

For a fuller picture of what the TA offers, including how it compares to the existing US Airways agreement, see the charts available at <http://american-agents.org/app/uploads/2015/11/CWA-IBT-TA-comparison-11.1.pdf>.