

<p style="text-align:center">TRANSPORT WORKERS UNION OF AMERICA AFL-CIO</p>
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**T.W.U. - A.T.D. POLICY AND RULES FOR
CONTRACT NEGOTIATIONS**

The provisions of the A.T.D., Negotiating Committee Policy, Article IV of the American Airlines System President's Council By-Laws and the T.W.U.A. Constitution will govern the T.W.U. Negotiating Committee.

GENERAL NEGOTIATING POLICY

I. Chairman

The ATD Director shall chair Negotiating committee meetings, or another International Officer assigned by the International President. The Chairman shall have a voice but no vote on committee decisions except to break a tie.

- International Officers and Representatives assigned shall have a voice but no vote on negotiating committee decisions.

The Chairman of the negotiations committee can be removed from his/her position by a two-thirds majority vote of the negotiations committee, with the concurrence of the International President. The International President will appoint a new Chairman.

II. Contracts Proposals

The Negotiating Committee will review contract proposals submitted by the members through their respective locals. The committee shall approve a package to submit, with committee recommendations, to the membership. A vote will be taken to authorize the Negotiating Committee to take whatever action is necessary, including strike action, to achieve these goals.

Note: All reference to full committee voting will mean by simple majority unless stated otherwise

III. Committee Meetings

Wherever possible, meetings will be conducted by the full committee. However, sub-committees shall be established when there is a particular need, such as issues pertaining to a particular contract group, or a specific item.

Any sub-committee decision must have the final approval of the full committee. The full Negotiating Committee will be expected to be available and on time for all committee meetings and joint sessions.

No changes or substitutions shall be made in committee members once negotiations have commenced except in extreme circumstances, and then only by two-thirds vote of the committee.

IV. Communications

No committee member or Local Union is to release any information, publicity, postings, or mailings regarding the status of the negotiations, without prior approval by two-thirds vote of full committee.

Sub-committee meetings and/or caucuses with company representatives will be held only with the knowledge and consent of the full committee.

The chairman of the committee will be the spokes-person for the Negotiating Committee. No committee member will speak on any issue in negotiations without approval of the chairman.

Any committee member appearing under the influence of intoxicants will be ruled out of order and ineligible to participate in official business of the committee

ARTICLE IV - BY-LAWS - A.A. SYSTEM COUNCIL SYSTEM COLLECTIVE BARGAINING

Joint Negotiations

Each Local Union participating in joint system-wide contract negotiations shall be represented on the Negotiating Committee by their Local President.

All contract groups will be represented in accordance with the following procedures.

- Each Local will be allowed one representative from each contract group or title group with 100 or more members. In the event a particular title group is below 100 members, a representative may be sent when financially feasible at the option of the Local Executive Board. Such representative will be selected by the Local Executive Board, or in accordance with the Local's By-Laws.
- There shall also be at least one representative from each contract group & title group represented in negotiations.
- Each Local Union represented on the committee shall be entitled to one vote, and an additional vote for each active American Airlines employed title group member in the Local as indicated in the last three financial reports filed with the International Secretary Treasurer preceding the month in which negotiations commence.
- Each Local President or Local Representative serving on the joint negotiating committee shall be entitled to one vote on questions to be decided by the committee. Where the total Local vote entitlement exceeds the Local Representatives on the committee then the Local President will cast the excess votes.
- The cumulative votes of all participating contract groups will determine ratification. However, should one or more individual contracts be rejected, notice of ratification will be withheld in order to determine the reason for rejection.

- In the event it is determined by the Presidents Council that a rejection was due to a parochial issue pertaining only to that contract group, then that contract shall not be ratified. The Presidents Council will consider what options shall be pursued in order to resolve the dispute. In the event the rejection involves items applicable to all contract groups, the contract shall be considered ratified.

Tentative Agreements

The full committee, subject to Membership ratification, shall sign negotiated settlements.

A ratification vote of all tentative agreements must be scheduled on the same date. This date will be a minimum of 30 days after a complete copy of the tentative agreement has been distributed. The negotiating committee will determine the distribution date. Ratification votes shall be conducted by secret mail ballot except that members on strike may vote by secret ballot box vote to expedite results.

Separate Negotiations

Each Local will be allowed one representative from each contract group or title group covered by the agreement being negotiated with 100 or more members. In the event a particular title group is below 100 members, a representative may be sent when financially feasible at the option of the Local Executive Board. The decision as to whether to send a representative will be made by the Local Executive Board, or in accordance with the Local's By-Laws.

There shall also be at least one representative from each title group covered by the contract. No changes or substitutions shall be made in committee members once negotiations have commenced except in extreme circumstances, and then only by two-thirds vote of the committee.

Local Union Presidents who are not members of a contract or title group in separate negotiations, but who represent members whose agreement is in separate negotiations may attend such negotiations; to assist their representatives, or speak in support of their representatives and affected members. Such Presidents may not vote on negotiating committee

decisions unless the Local Executive Board determines it is not financially feasible to send a representative from its title or contract groups covered by the agreement and the President is designated by secret ballot of the affected title or contract group to vote on their behalf.

In the event of a roll-call vote, the voting representative shall have an additional vote for each active American Airlines employed title or contract group member in the local as indicated in the last three financial reports filed with the International Secretary Treasurer preceding the month in which negotiations commence.

Wherever possible, meetings will be conducted by the full committee. However, sub-committees shall be established when there is a particular need, such as issues pertaining to a particular contract group, or a specific item. Any sub-committee decision must have the final approval of the full committee. The cumulative vote of all members covered by the agreement will determine ratification.

Tentative Agreements

Negotiated settlements shall be signed by the full committee, subject to Membership ratification.

A ratification vote of the tentative agreement must be scheduled on the same date. This date will be a minimum of 30 days after a complete copy of the tentative agreement has been distributed. The negotiating committee will determine the distribution date. Ratification votes shall be conducted by secret mail ballot except that members on strike may vote by secret ballot box vote to expedite results. Should a contract group reject the tentative agreement, the Negotiating Committee shall convene to determine the reasons for rejection, and the course of action to be taken to resolve the dispute.

Recommended by the AAL Presidents Council on March 15, 2000.

The International Administrative Committee on March 20, 2000, approved this negotiating policy and rules.