

The Association.



THE TWU-IAM ASSOCIATION

Date: July 15, 2026

TO: All Association Sisters and Brothers

RE: Association Clarification Regarding Union Authority Under the M&R, MLS, MCT, and MTS Collective Bargaining Agreements

In reference to the M&R, MLS, MCT, and MTS Agreements (CBA) between American Airlines and the TWU/IAM Association, ratified on March 26, 2020, the Association has identified the need for a formal clarification regarding terminology used throughout all Agreements.

Any reference within these Agreements to the **“local Union,” “Union,”** or any similar designation referring to Union authority shall be interpreted to mean the **TWU Local President and/or the IAM General Chairperson/International Representative**. This clarification is intended to ensure that decision-making authority, as well as the authority to enter into agreements that may affect other stations, contractual provisions, or system-wide operations, rests solely with these designated officials.

Furthermore, this clarification eliminates the possibility of local Union representatives below the level of TWU Local President or IAM General Chairperson from making decisions, commitments, understandings, or agreements that could impact contractual obligations, established practices, or operational matters beyond their immediate area of responsibility.

Effective August 1, 2026, any agreement entered into between local management and local Union representatives that has not been approved by the designated Association officials identified above shall not be recognized as a valid agreement by the Association and will be treated as null and void.

The only exception to this policy shall be matters arising under **Article 14 Rebid provisions**, which may continue to be addressed at the local level in accordance with the applicable Collective Bargaining Agreement.

Faternally,

The Association Leadership