

The Association.



THE TWU-IAM ASSOCIATION

Date: July 24 - 2026

TO: All Association Sisters and Brothers

RE: TWU-IAM M&R ASSOCIATION BULLETIN

The TWU-IAM Association has received the System Board of Adjustment's decision regarding the Association's grievance challenging American Airlines' application of **Article 19.L** of the Maintenance and Related Joint Collective Bargaining Agreement (JCBA).

BOARD DECISION

The majority of the Board determined that **American Airlines misinterpreted and misapplied Article 19.L** by failing to comply with the requirements of **Article 19.AA.1** when assigning Article 19 Field Trips. As a result, the Board has directed the Company to cease and desist from the improper application of the contractual provisions at issue.

REMEDY PHASE

While the Board has ruled in favor of the Association on the contractual violation, it has retained jurisdiction to determine whether additional **make-whole remedies** are warranted for affected employees.

By agreement of the parties:

- The Board has remanded the remedy issue to the parties for **60 days**.
- During this period, the Association and American Airlines will attempt to reach a solution regarding any appropriate employee remedies.
- If no agreement is reached, either party may return to the Board under its retained **Phase II (Remedy) Jurisdiction**.
- The Board will then determine whether affected employees are entitled to make whole relief and, if so, the extent of that relief.

NEXT STEPS

The TWU-IAM Association will continue to aggressively pursue an appropriate remedy on behalf of affected members and will provide updates as additional developments occur.

Fraternally,

**TWU-IAM Association
Maintenance and Related Representatives**