



March 15, 2023

Our CWA-IBT Association Bargaining Committee met with American Airlines management last week in our sixth round of bargaining for a new contract.

The two sides exchanged proposals on the following articles:

Article 7, Overtime-Reservations

Article 9, Filling of Vacancies

Article 12, Reductions in Force

Article 25, Grievance Procedure

Article 26, System Boards of Adjustment

Article 30, Safety and Health

The bargaining has been difficult because our Bargaining Teams are fighting for improvements in these articles, but the company is standing their ground. Nonetheless, the two sides reached tentative agreements on Article 12, Reductions in Force and Article 30, Safety and Health.

To make real gains at the bargaining table, we must increase the pressure on the company. **How do we do that? Members at every station and center must show unity and solidarity with the Bargaining Teams.** It's the only way to move the company on the issues that are important to members, like giving us the work-life balance that we all deserve.

Check in with your stewards or local officers to find out about mobilization actions at your station or center. And share your Solidarity Selfies and group pictures with us at info@american-agents.com. We'll post them on [Facebook.com/AmericanAgentsConnected](https://www.facebook.com/AmericanAgentsConnected).

Our next round of bargaining will take place **April 4-7**.

Profit-Sharing Update

For the purpose of determining profit-sharing payments, the quarter ending this month (March 2023) will replace last year's first quarter, when there was no profit for the Company. American Airlines reports that it is on track to see a profit in Q1 this year and final numbers will be calculated for profit sharing soon, with a possible payout in May 2023. However, employees should be aware that no specifics have been decided yet, and CWA-IBT will provide more information as soon as it is available.

Solidarity Alert



CWA-IBT Association bargaining teams alongside APFA bargaining team, March 8, 2023

Our Bargaining Teams met up with the bargainers for the Association of Professional Flight Attendants (APFA) last week in Dallas. They have been in bargaining for three years and just gave their economic proposal to the company last week. We agreed to support each other as we fight for fair contracts for agents and flight attendants at AA.

Stay Informed, Get Involved

Make sure we have your personal email address and cell phone number by filling in [this form](#). And share this message with co-workers who may not already be on our email and text lists.

Be sure to follow us on [Facebook.com/AmericanAgentsConnected](https://www.facebook.com/AmericanAgentsConnected) where you can like and share our updates and other bargaining related content. Look for and use the hashtag **#FairPayAA**.

In unity,

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