

**Attachment A**

**TWU MECHANIC & RELATED and AMERICAN AIRLINES**

**TWU Proposal March 25, 2012**

**Average Annual Savings over 6-Year Period (in \$Millions)**

Issue	Jobs Lost	Annual Savings*	Annual Savings**
General Wage Increases DOS		11.1	11.1
Pension DCP		-31.5	-31.5
Sick Leave Usage	16	-1.3	-1.4
Health Ins - Actives		-2.6	-2.6
Health Ins - Retirees		-24.9	-24.9
Personal Vac	33	-2.6	-3.0
Flex Vacation Bidding	6	-0.4	-0.4
Community Funded Wage Related		-12.0	-12.0
Title II - Line Outsourced	43	-0.4	-0.8
Title II - PMT Mechs AFW Abolished	91	-5.7	-6.4
Title II - PMT MAN AFW Abolished	11	-0.5	-0.5
Title II - Cross Training Productivity	10	-0.6	-0.7
Title II - Utility Abolished	44	-2.1	-2.3
Title II - Cabin Cleaner Outsourced	19	0.1	-0.0
Title II - Bld Cleaner Outsourced	85	-0.8	-0.9
Title II - Automotive Non-Power		-0.3	-0.3
Title II - PMT Art. 4 Package		-3.5	-3.5
Title II - QAM		-0.2	-0.2
Title II - One Shop Letter		-2.0	-2.0
Base - AMT Abolished	208	-15.8	-17.8
Base - OSM Abolished	98	-5.6	-6.3
Base - CC/Insp Abolished	47	-3.7	-4.2
Base - AC Abolished	39	-1.5	-1.6
Base - PW Abolished	17	-0.7	-0.8
Base - AMT Outsourced	823	-11.9	-18.9
Base - OSM Outsourced	170	0.4	-0.7
Base - CC/Insp Outsourced	149	-14.8	-16.1
Base - One-Time Savings Inventory etc.		-2.7	-2.7
Base - One Seventh Rule		-7.5	-7.5
Base - OSMs in Wheel and Brake Center	8	-0.1	-0.1
Line - DWH One Station		-0.4	-0.4
Line - Avionics AMT Efficiency	41	-3.2	-3.6
Line - Hanger/Terminal OT Separation	33	-2.5	-2.8
Line - Standard OT Policy / Field Trips	10	-0.8	-0.9
Line - Holdover Eligibility	10	-0.8	-0.9
Line - Electronic Bidding Transfers, et.al	9	-0.7	-0.8
Line - Fewer Shift Bids	6	-0.5	-0.5
Line - Overtime Grievances	0	-0.9	-1.0
Line - DFW Operational Improvements	50	-3.9	-4.4
Line - Chicago Holiday Letter	3	-0.2	-0.3
Productivity Enhancements/pay penalty Line	0	-6.6	-6.6
<b>Total Savings</b>		<b>-164.7</b>	<b>-181.3</b>
Head Count Change:	2,079		
Jobs Outsourced	1,435		
Jobs Lost to Productivity	644		
Jobs Demoted	0		

\* Values based on Company's assumed vendor rates and employees ousourced at cost of junior employee.

\*\* Values based on Company's assumed vendor rates and employees ousourced at cost of average employee.

**Attachment B**

**TWU MECHANIC & RELATED and AMERICAN AIRLINES**  
**Company March 22, 2012 Proposal**  
**Average Annual Savings over 6-Year Period (in \$Millions)**

Issue	Jobs Lost	Annual Savings*	Annual Savings**
Pension DCP		-40.6	-40.6
Health Ins - Actives		-14.8	-14.8
Health Ins - Retirees		-24.9	-24.9
Vacation Capped		-1.2	-1.2
Personal Vac	33	-2.5	-2.9
Flex Vacation Bidding	6	-0.4	-0.4
MRT Premium		-1.5	-1.5
Community Funded Wage Related		-12.0	-12.0
Title II - Line Outsourced	99	-0.8	-1.5
Title II - Cargo GSE Outsource	60	-0.8	-1.2
Title II - Cargo FAC Outsource	6	-0.0	-0.1
Title II - PMT Mechs AFW Abolished	103	-6.3	-7.1
Title II - PMT MAN AFW Abolished	15	-0.6	-0.7
Title II - DAS Fac Non Powered Outsourced	38	-0.5	-0.8
Title II - Utility Outsourced	30	-0.5	-0.6
Title II - Cabin Cleaner Outsourced	19	0.1	0.0
Title II - Bld Cleaner Outsourced	79	-0.8	-0.8
Title II - Terminal Dispatch Outsourced	273	-2.1	-4.2
Title II - Corporate Outsourced	82	-0.6	-1.3
Title II - TULE Facility Mech Outsourced	160	-2.0	-3.3
Title II - PM Mechanic to PM Man	82	-1.8	-2.0
Base - AMT Abolished	38	-2.8	-3.2
Base - AC Abolished	48	-1.7	-2.0
Base - PW Abolished	9	-0.4	-0.4
Base - AMT Outsourced	2122	-25.4	-43.7
Base - OSM Outsourced	215	0.9	-0.5
Base - CC/Insp Outsourced	290	-28.0	-30.7
Base - AMT Converted to OSM	341	-6.5	-7.3
Base - OSMs in Wheel and Brake Center	8	-0.1	-0.1
Line - AMT Outsourced	244	-8.2	-8.9
Line - CC/Insp Outsourced	5	-0.6	-0.6
Line - DWH One Station		-0.3	-0.4
Line - Avionics AMT Efficiency	60	-4.5	-5.1
Line - Crew Chief Efficiency	55	-3.9	-4.5
Line - Crew Chief converted to AMT		-0.8	-0.8
Line - Hanger/Terminal OT Separation	14	-1.0	-1.2
Line - Standard OT Policy / Field Trips	31	-2.3	-2.6
Line - Management Control of QAM	8	-0.6	-0.6
Line - Fewer Shift Bids	8	-0.6	-0.7
Bump and Roll		-8.4	-8.5
Eliminate Baker Letter	25	-1.9	-2.1
Unlimited Loaning	14	-1.3	-1.3
<b>Total Savings</b>		<b>-213.1</b>	<b>-\$247.2</b>
Head Count Change:	4,620		
Jobs Outsourced	3,835		
Jobs Lost to Productivity	362		
Jobs Demoted	423		

\* Values based on Company's assumed vendor rates and employees outsourced at cost of junior employee.

\*\* Values based on Company's assumed vendor rates and employees outsourced at cost of average employee.

**Attachment C**

**TWU FLEET SERVICE CLERKS and AMERICAN AIRLINES  
TWU March 9, 2012 Proposal  
Average Annual Savings over 6-Year Period (in \$Millions)**

Issue	Jobs	Annual Savings *	Annual Savings **	Annual Savings ***
Wage Cut - 5.0%		-25.4	-25.4	-25.4
Longevity		-2.5	-2.5	-2.5
Pension DCP		-17.7	-17.7	-17.7
Health Ins - Actives		-2.7	-2.7	-2.7
Health Ins - Retirees		-25.2	-25.2	-25.2
Vacation Capped	29	-1.3	-1.4	-1.4
PV Days	24	-1.3	-1.4	-1.4
Rolling Holiday Rule		-1.1	-1.1	-1.1
Sick Leave Pay		-1.4	-1.4	-1.4
Line Station Outsource	509	-8.9	-11.4	-14.5
Cabin Service Outsourced	936	-18.0	-22.4	-23.5
Cargo Outsourced	180	-3.0	-3.8	-4.9
Fueling Outsourced	154	-2.6	-3.3	-4.3
Bag Transfers Outsourced	236	-3.0	-4.1	-4.1
Bus Drivers Outsourced	45	-0.8	-1.0	-1.2
M&E FSCs Abolished	89	-4.8	-5.3	-5.3
OT Policy		-1.8	-1.8	-1.8
5 Yr Recall		-1.6	-1.6	-1.6
PT Cap DFW		-3.2	-3.2	-3.2
<b>Total Savings</b>		<b>-\$126.3</b>	<b>-\$136.8</b>	<b>-\$143.3</b>
Headcount Change:	2,202			
Jobs Outsourced	2,149			
Jobs Lost to Productivity	53			

\* Values based on Company's assumed vendor rates and employees outsourced at cost of junior employee.

\*\* Values based on Company's assumed vendor rates and employees outsourced at cost of average employee.

\*\*\* Values based on \$15.00 assumed vendor rate and employees outsourced at cost of average employee.

**Attachment D**

**TWU FLEET SERVICE CLERKS and AMERICAN AIRLINES  
Company March 22, 2012 Proposal  
Annual Average Savings over 6-Year Period (in \$Millions)**

Issue	Jobs	Annual Savings *	Annual Savings **	Annual Savings ***
Longevity		-2.5	-2.5	-2.5
Pension DCP		-24.5	-24.5	-24.5
Health Ins - Actives		-15.9	-15.9	-15.9
Health Ins - Retirees		-25.2	-25.2	-25.2
Health Ins - PT		-4.3	-4.3	-4.3
Vacation Capped	30	-1.2	-1.3	-1.3
PV Days	24	-1.3	-1.4	-1.4
Rolling Holiday Rule		-1.1	-1.1	-1.1
Sick Leave Pay		-1.5	-1.5	-1.5
Line Station Outsource	1,317	-21.9	-28.7	-36.8
Cabin Service Outsourced	936	-17.2	-21.8	-21.8
Cargo Outsourced	953	-15.2	-19.7	-25.3
Fueling Outsourced	194	-3.1	-4.1	-5.3
Bag Transfers Outsourced	236	-2.8	-4.0	-4.0
Bag Expeditors Outsourced	60	-1.0	-1.3	-1.6
Bus Drivers Outsourced	45	-0.7	-0.9	-1.2
M&E FSCs Abolished	89	-4.8	-5.3	-5.3
OT Policy		-1.8	-1.8	-1.8
Baker	9	-0.5	-0.5	-0.5
5 Yr Recall		-1.6	-1.6	-1.6
PT Cap DFW		-3.2	-3.2	-3.2
Relocation Allowance		0.0	0.0	0.0
PT Crew Chief	10	-0.5	-0.6	-0.6
<b>Total Savings</b>		<b>-\$152.0</b>	<b>-\$171.3</b>	<b>-\$186.8</b>
Headcount Change:	3,903			
Jobs Outsourced	3,830			
Jobs Lost to Productivity	73			

\* Values based on Company's assumed vendor rates and employees ousourced at cost of junior employee.  
 \*\* Values based on Company's assumed vendor rates and employees ousourced at cost of average employee.  
 \*\*\* Values based on \$15.00 assumed vendor rate and employees ousourced at cost of average employee.

**Attachment E**

**TWU STORE CLERKS and AMERICAN AIRLINES  
TWU March 29, 2012 Proposal  
Average Annual Savings over 6-Year Period (in \$Millions)**

Issue	Jobs	Annual Savings*	Annual Savings**
Skill Premium		1.90	1.90
Pension DCP		-2.40	-2.40
Health Ins - Actives		-0.30	-0.30
Health Ins - Retirees		-2.78	-2.78
Vacation Bidding Flexibility		-0.01	-0.01
Vacation Capped	1	-0.07	-0.07
PV Days		-0.16	-0.18
AFW WB Abolished	96	-4.90	-5.48
AFW Warehouse Abolished	30	-1.53	-1.71
TUL NB LC Outsourced	64	-3.27	-3.65
Int/Ext Shop Support (0200/7590)	30	-1.53	-1.71
Fewer Bids	5	-0.27	-0.30
Local OT Policy		-0.07	-0.07
Baker	2	-0.11	-0.12
One Seventh Rule		-1.09	-1.09
VMI Letter		-0.01	-0.01
<b>Total Savings</b>		<b>-16.60</b>	<b>-18.00</b>
Headcount Change:	228		
Jobs Outsourced	220		
Jobs Lost to Productivity	8		

\* Values based on employees ousourced at cost of junior employee.

\*\* Values based on employees ousourced at cost of average employee.

**Attachment F**

**TWU STORE CLERKS and AMERICAN AIRLINES  
Company March 22, 2012 Proposal  
Average Annual Savings over 6-Year Period (in \$Millions)**

Issue	Jobs	Annual Savings*	Annual Savings**
Pension DCP		-3.14	-3.14
Health Ins - Actives		-1.69	-1.69
Health Ins - Retirees		-2.78	-2.78
Vacation Bidding Flexibility		-0.01	-0.01
Sick Leave Pay		-0.11	-0.11
Vacation Capped	1	-0.06	-0.07
PV Days		-0.16	-0.18
AFW WB Abolished	96	-4.78	-5.21
TUL NB HC Outsourced	42	-2.09	-2.28
TUL NB LC Outsourced	64	-3.18	-3.48
TUL NB MOD Outsourced	16	-0.80	-0.87
Int/Ext Shop Support (0200/7590)	30	-1.49	-1.63
M&R B checks Outsourced	3	-0.05	-0.05
Line GSE Outsourced	7	-0.11	-0.12
Fewer Bids	6	-0.31	-0.34
Local OT Policy		-0.07	-0.07
Baker	2	-0.10	-0.11
Transfer Acceptance		-0.04	-0.05
<b>Total Savings</b>		<b>-21.00</b>	<b>-22.21</b>
Headcount Change:	267		
Jobs Outsourced	258		
Jobs Lost to Productivity	9		

\* Values based on employees ousourced at cost of junior employee.

\*\* Values based on employees ousourced at cost of average employee.