



Special points of interest:

- The grievance procedure
- Hotel Committee
- District Scholarship
- EJ Cabin Cleaning

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Grievance Procedures Explained

What is a grievance? A grievance is a dispute between the IAM and the company. Every effort is made to resolve disputes before utilizing the grievance procedure. When there is an impasse, a grievance is filed. Grievances are heard based on a three step procedure. Step 1 is usually heard in the base by Janie DeVito. If there is a conflict of interest then the grievance is taken out of base to either Newark or Houston. If the grievance is denied at the step 1 level, then the grievance is sent to a District Chairperson. The step 2 grievance is heard by senior management in Houston. If the step 2 decision is denied, it is the responsibility of the District to determine if there is a reasonable chance of winning at step 3 technically known as System Board of Adjustment. The System Board of Adjustment is arbitration and is very expensive to the membership. It is the fiduciary

Hotel Committee

By Lauren Herold

The Hotel Committee is a group of local lodge members representing Express-Jet & Continental Airline Flight Attendants who collect, report, and track incoming information relative to crew lodging, hotel transportation and pertinent factors which impact crew layovers. Hotel issues & complaints received (cont.)

responsibility of the Union to spend your Union funds in a way that best benefits you. Not all cases meet this test. While a grievance is important, it's merit is what determines the outcome.

What kind of issues are grievances? Grievances come in many forms. These include but are not limited to contract violations, discipline, attendance, and job performance issues. It is up to your grievance reps to determine if you do have a grievance. While others may claim to have the knowledge necessary to advise you, you should always seek the advice of your trained grievance reps. Others may cloud, or damage your chances of winning a legitimate grievance. What do I do if I have a grievance? First of all, the Railway Labor Act requires you to "fly and grieve later" never refuse a direct order unless it puts you and others in direct harm. Contact your grievance representative as soon as possible. You only have 30 days from the date of the incident to file a grievance, after that, your rights are lost. It is important for you to report any contract violation, while it may be no big deal to you, it will directly effect the interpretation of the contract for others. If a section of the contract is repeatedly violated and no one files a grievance, it will set a precedent that is very difficult to overturn. At CAL CLE we currently have 47 grievances open at step 1 and 16 at step 2.

District Scholarship

The 2006 District Lodge 142 Scholarship Program will be an essay competition open to all members in good standing, as well as their legal children who are 2006 graduating high school seniors. The winners of the competition will receive scholarship tuition of \$1,000.00, to be paid directly to the college or accredited institution of higher learning. To apply

EJ Negotiations

The Union and the Company met separately with the mediator in order to discuss our issues. We were able to schedule additional dates on April 24th, 25th and 26th. Your patience is appreciated. Your Negotiating Committee wants to thank you for your continued solidarity and support. Your support is essential to reach an agreement that you will ratify. We will update you with future developments

April's Meeting

April's meeting will be on Thursday, the 13th at 4pm. We must have a quorum (15 members) to do your work, please make the effort to come. The meeting is at 669 N. Rocky River Drive, Berea. Check the website for a map. www.2339C.org

Local Lodge 2339-C

Serving Cleveland

Hotel Committee cont.

every month from the IAM, ALPA, and Flight Attendants (that are reported to Operation Performance) are addressed & reviewed by Continental Airlines Corporate Travel Department at monthly meetings held at Continental Airlines Headquarters. Giancarlo D'Argento, Director of Corporate Travel, and members of the Corporate Travel Team preside over this meeting to an audience representing IAM & ALPA Hotel Chairpersons from each base. Awards to hotels are subject to a hotel inspection and approval. When the need arises for crew lodging in a new location, there are several steps and actions that take place before a contract is awarded to any given hotel. A request

for proposal that outlines the business needs to accommodate crew lodging is mailed to hotels within the region of the city that have a good standing record in resources such as the CBC (Convention Visitor Bureau). Some examples of the business needs listed on the proposal include the number of rooms required per month (with arrival/departure times), daily rates and background information related to property ownership and most important, property management. Hotels that wish to be considered for crew lodging must return the proposal that meets the above needs and is then subject to a formal hotel inspections conducted by Hotel Representatives. As

your LL2339C Base Chairperson in Cleveland, I have attended the monthly meetings hosted by Corporate Travel in order to obtain the wide range of changes and share that information with our members through the LL2339C website. I am grateful for the learning experience and to each of you who have taken the time to share your concerns, compliments and complaints on crew lodging to Operations Performance. Most importantly, I ask each of you to extend a warm welcome to Chrysta Leonard to LL2339C Cleveland Hotel Committee. Chrysta brings an abundance of experience to the hotel committee and we are sincerely thankful for the support and commitment she has shown to our local lodge. Please continue to report hotel and transportation issues to Operation Performance, LL2339C website and leave a hard copy of your report in Chrysta Leonard's or Lauren Herold's V file.

" a chain is only as strong as it's weakest link"

District Scholarship cont.

for the competition, a fully completed application form together with an essay must be sent by U.S. Mail to the District Office and post-marked no later than midnight, April 30th, 2006. Winners will be announced on June 30th, 2006. Application forms and specific rules and

regulations are available through your Local Lodge. Additionally, the General Chairperson assigned to your base can provide answers to any other inquiries concerning the entire program. Good Luck to all entrants!



Services Available to Local Lodge Members.

www.pghcentral.com



ExpressJet Cabin Cleaning

ExpressJet Union Representatives are still receiving reports that flight attendants are being told by various company personnel, other than Inflight or Inflight Management, that they are required to clean the planes before 10:30 am, at the various hub locations. If this happens to you, please re-

port it to the Union and include the flight number, time, employee's name, and any other pertinent information. The company has assured the Union that when they receive specific reports they will address the issue with everyone involved to ensure that it does not happen again.

Delegates Go To IAM Education Center

Delegates from all four locals are slated to attend a Flight Attendant conference at the Winpisinger center in Maryland from May 30 through June 2. Many topics will be discussed including legislative, work-life, grievance and contract education.