

# Grievance Update



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**M**y apologies for missing last month’s edition, but frankly, there was not much to report. As the AFA negotiations reached a peak, my ability to get much done with Labor Relations pretty much ground to a halt. The chief negotiator for the Company in the AFA talks is also the person I deal with on grievances. I expect the grievance train to pick up a lot of steam between now and the end of the year. In that vein . . .

### Arbitrations

An aggressive schedule (1 per month) begins in June (see below).

Additionally, before the end of the year, we must reschedule the postponed MEC 99-03-05/1 percent Allowable Time grievance with Arbitrator Krinsky.

### Global settlement

The Global Settlement Conference will continue May 23-24 in PIT. This conference is not designed to solve *all* the problems we have with the Company—only the grievances that have worked their way up to the System Board (arbitration) level. That number, in and of itself, is plenty of work already. Any case not settled will be scheduled for arbitration as expeditiously as possible.

<i>Arbitration Schedule</i>		
<u>Date</u>	<u>Arbitrator</u>	<u>Grievance</u>
6/6/00	Weinstock	MEC 99-07-08/Improper Leave Status
7/6-7/00	Holden	MEC 99-03-04/Promotion Out of Seniority
8/9-10/00	Douglas	MEC 97-09-01/Profit Sharing
9/6-7/00	Douglas	PIT 99-01-12/Drug & Alcohol Testing
10/3-4/00	Holden	MEC 99-05-06/Workers Comp Benefits

### “Wants better”

Conversations with pilots have revealed some confusion on this issue. “Wants better” was prohibited in the mid-1980s. The practice involved selecting a trip from the Availability & Improvement List, then telling the Future scheduler that you really want trip X, and to call you back if that trip opens up later. As the airline

grew, this became a totally unmanageable situation. After two hours, the running of the bid sheet would be almost complete only to have a late opening “wants better” choice open and, like dominos, would require the reworking of a significant portion of the list. Therefore, it was decided that once a pilot made a selection from the A/I List, he would be barred from



making another selection. Ok, fine. Read this carefully: **THIS HAS NOTHING TO DO WITH YOUR BLOCK TRIP!**

You can sign in for your block trip, and still pick up an open trip that conflicts with your block trip *at any time*. The wants better restriction appears at the top of page 25-9, paragraph 25(D)2.c.(1):

Once a lineholder has been signed in for a trip by use of the Availability/Improvement List, he shall be obligated to the trip unless released ...and he may not use the Availability/Improvement List on the day prior to the operation of this trip.

Signing in for your block trip does not mean that you still can't improve (once!) *at any time*. You can! For example, you have Trip #1 in your line. You go on the A/I list two days prior for Trip #2. It's not available so you sign in for *your* Trip #1. You may still indicate availability for Trip #2 or any other trip that is not currently open. You may also decide, after signing in for your trip at 1030, to fly tomorrow

instead and call back and select from an open trip before it goes to the Reserves beginning at 1300.

Keep this simple rule in mind: you can make one move off your block trip. You can make this move at any time.

### **Must ride for training**

Thanks to a PIT Grievance that was making its way through the system, the Company has agreed to expand the practice and policy for must rides for training to all training. Previously, it was only given for out-of-base training or initial training. You will now be able to receive must-ride status for recurrent training, even if the training location and your domicile are co-located. The Company agreed that events like recurrent lofts, PCs, etc., were important and did not want a pilot's inability to commute to interfere.



**“ Signing in for your block trip does not mean that you still can't improve (once!) at any time. You can! ”**