



Air Transport District 143

APRIL 30, 2009

NW/DL ORGANIZING NEWS & INFO

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Please do not respond to this email. You may contact us at iamaw143@aol.com.

Air Transport District 143
2510 Lexington Ave S
St. Paul, MN 55120
651-688-2640
Fax: 651-688-7229
iamaw143@aol.com



NW/DELTA MERGER HOTLINE: 1-800-392-6554

The hotline will be updated each Friday, and the message will be emailed and posted on the website at iam143.org.

Another Union Advantage

Talking to our organizers in the field, we continually get reports of a steady stream of Delta employees being "walked out the door," suspended for an indefinite period and then terminated from their jobs for a number of reasons. Many of those terminated Delta employees talk to our organizers at the various locations, not knowing who else to turn to. They plead for information as to what to do or who can help them get their job back. Stories are told about being called into managers' offices, unexpectedly, for an interrogation. Employees are seated in front of two or more managers while being told of the serious infraction committed against Delta's rules and policies. Employees are not allowed to view documents, bring in witnesses, nor have anyone speak on their behalf. Employees stand accused and are guilty because Delta management say they are. Employees' fate, many times, have been decided before they ever set foot inside the manager's office. Charges are cited verbally and not in writing. Delta views the whole process as thorough, fair, and consistent with Delta's methodology; ask any Delta manager who's participated in it.

Compare that to a Union contract with a grievance process:

1. An employee will not be disciplined or discharged without being issued notification in writing by the Company of the reason(s) for such action within 15 calendar days after the date that the employee's immediate manager(s) knew of the offense.
2. Any non-probationary employee who has been disciplined or discharged by the Company may file a grievance within 10 days after the date of written notice of their discipline or discharge.
3. An employee shall have the right to be represented and assisted at a first step hearing by his/her steward, committee person, one or more general chairs, the President/Directing General Chair or grand lodge officer.
4. Within 10 days after closure of the hearing, the Company officer will issue a written decision.
5. Insofar as possible, all grievance hearings will be conducted during regular day shift hours.
6. Stewards and local committee members will not suffer loss of pay while investigating or handling complaints and grievances or attending Company investigations.
7. Necessary witnesses will not suffer loss of pay while attending grievance hearings or investigations.
8. At the conclusion of a Company's questioning of an employee in an investigation, a Union representative or fellow employee will be free to ask questions or clarify facts.
9. A Company investigation can be delayed for up to 4 hours to bring in a Union representative if none are available on the property.
10. Written notices of formal discipline shall become inactive and shall, upon the employee's request, be removed from their files after 18 months if there has been no subsequent formal discipline issued to the employee in the same category within such 18-month period.

Quite a difference, isn't there? And, this is only a part of the total process which oversees justice and fairness on the job. These rights and protections can be a continuing part of your future.

When the time comes, Vote Union ... Vote IAM.