



Transport Workers Union of America AFL-CIO

Local 563

Representing Aircraft Mechanics and Stores Personnel

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Grievance Road Block

Dear Members,

When the Company violates the contract there are times when the only recourse is to file a grievance. Depending on the violation, going through the grievance procedure can be lengthy. Grievances can take up to two years to secure a remedy.

First step and second step replies from the Company have time limits. The Company incurs a financial penalty for an untimely response to a second step. There have been fewer delays in second step responses. However, most of the Company's answers have not been acceptable to you. The next step is for you to forward the grievance to the Local. What happens next can be best describe as; your grievance is placed into a system docket limbo. The Local has worked diligently to resolve your grievances; at the end of 2010 Local 563 had only three grievances remaining on the system docket currently awaiting arbitration. We are presently sending final disposition letters to each Member that had an active grievance.

This year, 2011 brings new challenges. The Company for some reason has set in place road blocks that make resolving a grievance at times impossible, causing needless delay. The Company has refused at times to supply documentation that can support your grievance. Information is critical to the Union, without it we cannot verify how a decision was reached and in most cases favors the Company. The grievance process places the burden on the Grievant and the Union to prove the Company violated the agreement. The Company actions continue to demonstrate the operation comes first before the employee.

Please keep in mind when filing a grievance, take the time to document all information that can be used to support the grievance and ensure the Union Steward you are working with understands your grievance and has in their possession all information that will support your position.

WORKING TOGETHER AS A UNION WE CAN ENSURE THE CONTRACT IS UPHELD.

Fraternally,

Andrew Schaffer

Vice President