



# Agreement reached on Joint Board of Adjustment

**October 8, 2009**

In a key moment in the course of negotiations, an agreement has been reached that has the potential to set the stage for permanently revising the current broken grievance procedure. The Union proposal for a Joint Board of Adjustment has been agreed to in a Memorandum of Understanding for immediate implementation.

The Joint Board of Adjustment will be a panel consisting of two members appointed by the Union and two from the Company. This will be implemented on a trial basis to replace the current 3<sup>rd</sup> Step of the grievance procedure, which now relies entirely on a review and decision from a single member of the Company's Labor Relations Department.

The Teamsters Airline Division has successfully utilized a Joint Board of Adjustment at carriers such as Continental, Frontier and Air Canada. The Division is confident that the process can be used here at United to eliminate the backlog of grievances that has created such a high level of frustration for the membership.

Non-punitive attendance discipline will continue to be addressed in the ongoing Dependability Subcommittee meetings and are temporarily held in abeyance pending the outcome of these talks.

To read the full Memorandum of Understanding please visit [www.IBTUALNegotiations.com](http://www.IBTUALNegotiations.com)

In addition to reaching an agreement on the Joint Board of Adjustment, the parties reached tentative agreements on the Preamble as well as Article XV — Extended Illness Status.

## **Negotiations Held at Teamsters Headquarters in Washington, D.C.**

For the first time, negotiations were held in Washington, D.C. at the Teamsters International Headquarters, located just steps from the Capitol Building. The Negotiating Team arrived in Washington, D.C. a day early to join Airline Division lobbyist Jack Albertine in visiting Congressional offices. The main issues discussed were the overseas outsourcing provisions in the House and Senate FAA Reauthorization Bills. The meetings were productive with all members being supportive of fixing the foreign outsourcing problem.

## **Pension Sub-Committee**

The Pension Sub-Committee is scheduled to meet and issue a report when negotiations continue on October 20<sup>th</sup> in San Francisco.

## **Upcoming Negotiations**

- October 20, 21, and 22<sup>nd</sup> in San Francisco
- November 12<sup>th</sup> and 13<sup>th</sup> in Chicago

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**In Attendance for the IBT:** David Bourne, I.B.T. Airline Division Director; Clacy Griswold - Airline Div. Rep., Paul Alves, - Airline Division Rep.; **Negotiating Team:** Rick Barnes, Larry Calhoun, Dion Cornelious, Bob Fisher, Kevin Giegoldt, Ramon Gonzalez, George R. Graham, Dominic Gulley, Ken Meidinger, Dave Saucedo **Business Agents:** Matthew Fazakas, Peter Finn, Dave Elmore, Bob McAllister, Paul Molenberg, John Murphy

**In Attendance for the Company:** Kellee Allain, Katherine Cassley, Paul Darrow, Anita Davis, Marcel Delhommeau, Gary Kaplan, Doug McKeen, Mark Prpich, Marzel Stratmann