

Attendance Arbitration Ruling



August 1, 2019

The Association is pleased to report to the membership we have received long-awaited awards for both the Attendance Policy and Holidays Pay arbitrations. Arbitrators were hired against American Airlines, Inc. and its employees of all collective bargaining agreements covering association members in AA & R, AAL, AAL, MTS, and their benefit funds. Arbitrators concurred with the Association and ruled American was in violation of the agreements.

In regard to the Attendance Policy award, the arbitrator ruled that many of the guidelines of the policy must be removed and must align with what was discussed and voted on in negotiations. The arbitrator ruled that AA must provide a written notice to employees detailing what it takes to be considered an absence. The award also instructed there exists consistency in the application of the policy on the assessment of points and that the company excessively penalized employees for using "absent" 200 times. The arbitrator also concluded that the part of the policy regarding the "inexcusables period," was in violation as well.

The award in the Holidays Pay arbitration was even more compelling. The arbitrator ruled that American violated Article 12 of all agreements uniformly are employees. Holiday pay while uncompensated AA, CB (Br) the members.

The Association thanks the law firm of Phillips, Richard and Reid, PLLC for its dedicated efforts in helping secure these victories for our members. Overall, this is a cold win for the members of the Association. We are committed to fighting for our members and preserving the intent and meaning of the language in our agreements.

In Solidarity,