

# Attendance Arbitration Ruling



August 1, 2015

The International Brotherhood of Teamsters ("IBT") is pleased to report to the membership our team worked long and hard to reach for both the Attendance Policy and Holiday Pay Arbitration. Arbitration was held against American Airlines, Inc. and its implementation of attendance bargaining agreements covering Association members in M & S, M1, M2, M3, M4, M5, and Fleet Service. In both cases, arbitrators concurred with the Association and ruled American 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 rewritten and must align with what was discussed and understood in negotiation. The arbitrator stated that AA did not use discretion when imposing discipline nor did it allow for extenuating circumstances for absences. The award also stated that there was no consistency in the application of the policy on the assignment of points and that the company routinely penalized employees for using "Dunk N' Donuts" sick time. The arbitrator also concluded that the part of the policy regarding the "return-to-work period" was in violation as well.

The award in the Holiday Pay arbitration was even more compelling. The arbitrator ruled that American violated Article 22 of all agreements and that employees should be paid for all hours worked, including M, A, G, O, and Holiday hours, and military leave.

The Association thanks the law firm of Philip Richard and Reed, P.A., for its dedicated efforts in helping secure these victories for our members. Overall, this is a solid win for the members of the Association. We are committed to fighting for our members and preserving the trust and meaning of the language in our agreements.

In Solidarity,