



AIR LINE TECHNICIANS
ASSOCIATION

RIF Vacancies - LOA

1st Letter of Agreement September 28, 2020

The Teamsters want us to ratify a Letter of Agreement covering the Teamsters' handling of the RIF. Before we get to that specific LOA, what about the other agreements Vinnie Graziano entered into allegedly for our benefit. The Teamsters' constitution states we vote on any change to the contract.

We think altering Articles of the contract, i.e., Scope, Seniority, Reduction in Force (RIF) and Recall, and Grievance Procedures to name a view, counts as material changes to the contract and therefore, no such LOA is valid unless we vote on it and ratify it. In at least two agreements, that did not happen. On September 28, 2020, Vinnie Graziano posted a Mechanics' Update talking about a Letter of Agreement he entered into with the Company. As we said before, Graziano does not have the authority to do that. But this is worse than that.

Here are a few "lowlights" from that first Teamsters ["RIF Vacancies LOA" signed on 9-28-2020.](#)

1. "Numerous issues were identified with the current furlough process and numerous grievances were filed . . ." Really? For what and why? When we searched the forced upon us Electronic Grievance System, we couldn't find the grievances. **So, where are they and what were they for?**

2. The Teamsters claimed they filed grievances and hired lawyers because "many members were negatively affected with little recourse to made whole." How can that be?? Grieve and if that fails seek an injunction in federal court. Simple. What Graziano is really saying is the Teamsters stood by while the Company took advantage of us again. **If the Teamsters knew there were violations, why did they do nothing to stop the Company from violating the contract and our rights?**

3. Out of nowhere, Graziano says he is "happy to report that we've come to an agreement." What? When did we review that agreement? When did we vote on that agreement? When did we ratify that agreement? We did not even see this LOA until after Graziano illicitly signed it.

4. Most stunning is that this secret agreement allegedly prevents us from grieving the RIF and excuses the Company's violations. Who would agree to this? Not us.

We did not vote on this LOA, we did not ratify this LOA, and we certainly do not agree with this LOA. Just another reason to vote no - we have no idea what other secret agreements are in the background.

STAY INFORMED!

The United ALTA Organizing Committees
IAH *SFO * LAX * MCO * DEN* ORD * EWR * IAD

READ THE CONTRACT DON'T GIVE AWAY YOUR RIGHTS - VOTE NO

Building a Professional Craft Union for Technicians