



## RIF: Furlough Recall Date Grievances LOA 2nd Letter Signed November 30, 2020

AIR LINE TECHNICIANS  
ASSOCIATION

**The Teamsters want us to ratify a Letter of Agreement covering their handling of the RIF.** Under the Teamsters' constitution, we get to vote on any material change to the contract.

We think altering the contract, i.e., Scope, Seniority, Reduction in Force (RIF) and Recall, and Grievance Procedures to name a few, counts as material changes to the contract and therefore, no such Letter of Agreement is valid unless we vote on it.

*In at least two letters of agreements connected to this RIF that did not happen.*

**On November 30, 2020, Vinnie Graziano signed another Letter of Agreement called [LOA – “RIF Furlough Recall Date Grievances”](#) entered into with the company.**

Do you know why we are furloughed by Company Seniority? The United Consent Decree. The Seniority Rights the Teamsters are discussing were put in place by a Judge in 1976 to prevent discrimination of our Technicians in a RIF. [The United Consent Decree April 1976](#)

- 1. The 1st Teamsters LOA attempts deny your right to grieve this RIF.*
- 2. This second letter of agreement wants to limit your rights to see the [Snapshot or RIF list](#) outlined in [Article 6 Paragraph D](#) and seeks to limit your ability to file grievances.*

### **Paragraph 1**

**The process was decided "in collaboration with the IBT" (Not the membership)** and that there was some kind of "final process." That makes no sense because our contract clearly lays out the process for any RIF or Recall and we voted on that process not some process that the Teamsters and the Company now want to create outside of the contract.

### **Paragraph 10**

**An audit would be completed by February 15, 2021. Have we seen this audit?** No. We have never even seen the final lists for the RIF, and we have asked, multiple times, across the system to be provided the lists so we can see for ourselves what happened.

**The lists have never been provided.**

### **Paragraph 11**

All grievances are piled together and will be subject to the audit process.

**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 on March 19<sup>th</sup> we have no idea what other secret agreements are in the background. **Vote No Demand Transparency.**

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

**Building a Professional Craft Union for Technicians**