



# RIF: Bid Area Recall Rights LOA

## 3rd Letter of Agreement signed February 11, 2021.

**AIR LINE TECHNICIANS**  
ASSOCIATION

The Teamsters want us to ratify a Letter of Agreement covering the Teamsters' handling of the RIF. We think it is important to understand what exactly you are voting for. We want to highlight the effect voting yes will have. **Paragraph 2 is largely what they want to add.**

### **Paragraph 2:**

*For employees who wish to elect to limit their recall to only their Bid Area, and for employees displaced by the RIF or Recall to another Bid Area at their original station and wish to be added to and remain on the recall list at their original station for their original Bid Area until recall is offered to their original Bid Area, the following will apply:*

[Read the 3<sup>rd</sup> Letter of Agreement before you vote.](#) [Read Article 6 RIF paragraph I, then choose.](#)

**Paragraph 2, Sections A-F all about original Station and original Bid Area.** But what happens once you have restricted yourself to that? If they roll up SFO, everyone is screwed because nowhere to go to.

**Paragraph 2, Section G is a way to cull the herd - this is reason alone to vote no.** Why would you be removed from the Recall list if you decline a Recall to the original Station? What if you did not sign up under A-F, are you screwed? Who knows what this one sentence really means?

**Paragraph 2, Section H is also very problematic.** Remember this LOA is attempting to change the contract permanently, so this appears to be in anticipation of the Company further violating / changing the Scope provisions.

**Paragraphs 3 is what effect the LOA will have going forward.** Paragraph 3 basically says after ratification, which should be no later than March 12, 2021, the LOA "will be implemented as soon as practicable and will apply only on a prospective basis," which means it only applies from that day going forward. **The big significance of this is that none of the past mistakes will be fixed or changed by this LOA and in fact will be for all intents and purposes erased.**

**Paragraph 4 is the part where you agree to let the Company and the Union, without your knowledge, input, or approval, handle any problem going forward related to this process, LOA, added language, etc.** This LOA should be rejected on this basis alone. You would be giving the Company and the Teamsters absolute power over a grievance you may have.

### **Questions the Teamsters should answer:**

- 1. How is this different from the current process? Make them be specific.**
- 2. What are they trying to accomplish with this LOA?**
- 3. What is LOA trying to fix? What mistakes/grievances did this address?**
- 4. What is the overall / long term impact? Who is most adversely affected?**
- 5. Why do this when the contract already covers Recall in detail?**

**VOTE NO - DEMAND TRANSPARENCY AND ACCOUNTABILITY**

**Building a Professional Craft Union for Technicians**