



RIF Letter of Agreement - Bid Area Recall Rights

AIR LINE TECHNICIANS
ASSOCIATION

The Teamsters want you to ratify an LOA covering the Teamsters' handling of the RIF.

As we previously explained, because the Company wants to amend, add or delete provisions to our in-force contract, certain procedures must be followed, and specific people must be negotiating and deciding the issues. Vinny Graziano and Reardon are not the proper parties so how is this legitimate?

Just looking at the title of the LOA is troubling - "Bid Area Recall Rights grievances" it implies this LOA is going to settle all grievances related to the Recall process. We cannot vote for this.

The purpose of this LOA is not clear. Let us take a close look at the proposed LOA between the Company and the Teamsters Vinny Graziano. In Graziano's letter dated February 17, 2021, he states that there are no contractual provisions to allow a displaced technician to return to their original bid area from which they were displaced. **That is false. READ Article 6 Paragraph I...Its written in plain English below.**

Read your contract page 58. You have Bid Area Recall Rights to your previous position.

I. Recall to a permanent vacancy will be in Furlough Recall Date (FRD) seniority order, beginning with the most senior employee, among those employees who have recall rights to that vacancy,

This is a specific vacancy in a Bid Area. The area you were reduced from. **You have this right already.** The Teamsters cannot even read the contract they negotiated nor are they willing to enforce it. **This LOA will limit and remove rights you currently have. Read the Contract.**

The only Reason you are voting on it is because we have filed grievances across the system because the Union and Company failed to enforce the contract properly. This LOA will absolve them from their violations of the CBA.

They said you must vote on this to be legal...but you did not have to vote on the other two Letters of Agreement that eliminated your rights to the grievance procedure?

The Teamsters misinformed you in the first sentence of their letter, about Recall Rights. The only legal thing going on here and why you are voting is to cover for their mistakes. It is clear we need a Professional Union that will protect our rights and enforce the contract.

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

Building a Professional Craft Union for Technicians