

# The Association.



## THE TWU-IAM ASSOCIATION

December 16, 2022

TO: TWU AA Fleet Presidents & IAM AGCs

RE: AA Fleet Seniority Protests

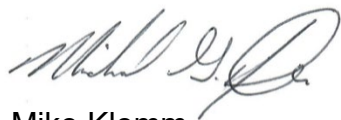
This communication is being sent to inform you of a procedural change in the Seniority Protest process of the Fleet Joint Collective Bargaining Agreement. The Fleet Association Leadership conducted a review and after some back-and-forth dialogue, it has been determined, the procedure outlined in the JCBA will be executed as written in the agreement. The contractual language calls for a seniority protest to be filed by a member within 30 days from the most recently published January 31<sup>st</sup> and July 31<sup>st</sup> seniority roster. It is also further stated in the JCBA, these seniority protests will be strictly confined to errors, changes, or omissions, which occurred of the most recent seniority roster posting only.

The Fleet Association Leadership's procedural change will be administered in the following manner: A seniority protest form will be filed and submitted to the President or AGC (designee) for that Local or Lodge in which the member has affiliation. The form will then be signed by that representative or designee for processing through the Local/Lodge to the appropriate Company Labor Relations representative or designee. A Seniority Protest Review Panel will be established for a review of the protest and all the supporting documents by the parties. In keeping with the current Association format, one representative from the TWU and the IAM will be present. Once a determination of the protest has been made, the representative for the union which the member is affiliated with, will sign the protest and copies will be made. One copy will be given to the Company, the Fleet Association Leadership, one to both Association representatives of the panel, and one sent to the member with the response from the Seniority Protest Review Panel by the Association affiliated representative.

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Therefore, effective January 1<sup>st</sup>, 2023, this methodology will be introduced to eliminate any confusion that may exist today or in the near future moving forward with matters pertaining to the Seniority Protest procedure. Again, we will be following the Article 11, Paragraph L language entirely as written in the JCBA. A Master Seniority Protest Spreadsheet will be maintained by both the Company and the Association at the leadership levels for accuracy and recordkeeping.

If there are any questions, feel free to contact the Fleet Association leadership.



Mike Klemm  
President/Directing General Chair  
District 141  
IAMAW



Andre Sutton  
International Vice President  
Air Division Director  
Transport Workers Union of America