

December 3rd, 2024

To: TWU Local 501 Executive Board/TWU Members/ International/IAM Leaders & Labor

TWU Presidents Conference call with International/ IAM Leadership and Labor on 12/2/2024

Update: On Return-to-Work Process:

To say that I am disgusted on the topic and discussion that was held in a short period of time is an understatement.

The company requested the call with the Union leaders and started out by stating their plan is to roll out the following process due to high injury rates in the system.

Initial Rollout: Select stations with Work Strategies: CLT, DFW, ORD

With my experience I will say that I believe it's a process that will fall apart before it begins.

The company made a very short presentation that revolved around the words Investigation and training with employees who have 2 or more OJI's within a 12-month period upon their return from an OJI.

I will say that numerous leaders on the call did produce many good questions and expressed numerous concerns about the intended process the company plans to implement.

The allotted timeframe for such a discussion was insufficient in my opinion and the company's hypocrisy is disturbing to me as my opinion is that the company is not sincere about safety on the job.

It seems to me that the company wants to distance themselves from the high injury rates in the system and take no responsibility for them.

In: ARTICLE 28 - SAFETY AND HEALTH of our CBA we already have language that if followed would eliminate the need for the company's new bright idea which is to investigate employees and then provide them training to prevent future OJI's. We all know very well that the company doesn't have a real interest when it comes to the safety of our members and to honestly assist with the real problems such as lack of man power and outdated equipment.

To be straight forward, the company instead of being proactive in preventing IOJ's are more re active and have a very good defense mechanism used to avoid taking any responsibility for their failures.

Here are some examples/verbiages inside of JCBA Article 28 that brings the company hypocrisy to light:

- **No employee will be required to work under unsafe or unsanitary conditions.**

- The Company, Union and employees will cooperate toward the prevention of work-related accidents, injury or illness and the furtherance of an aggressive safety program. A Safety Committee will be established at each location where employees hereunder are based. Such Committee shall be comprised of one Company and one Union representative. In any location with two hundred seventy-five (275) or more Fleet Service employees, there shall be up to five (5) members from both the Company and the Union. Unless agreed to otherwise, the Safety Committee shall meet at least once a month to resolve safety issues and review corrective action taken for all lost time accidents which may have occurred.
- Union members of the Safety Committee will function in an advisory capacity and will be informed of all lost time accidents.
- The Safety Committee shall receive and review Company accident, injury and job-related illness reports pertinent to the Safety Committee investigations, and make recommendations to prevent recurrence.
- Safety Committee members will receive 2 copies of available monthly summaries of employee accidents and injuries and have access, upon request, to specific Company reports resulting from employee on the job accidents or injuries.
- The Safety Committee shall receive and investigate complaints regarding unsafe and unsanitary working conditions and make recommendations to resolve the hazards and complaints.
- Both the Union and the Company shall cooperate in seeking resolutions to help reduce the accident frequency and severity rates.
- Employees will not be required to use unsafe tools or equipment.
- Employees injured while at work shall be given medical attention at the earliest possible moment, and employees shall be permitted to return to work without signing any release of liability pending the disposition of settlement of any claims for damage or compensation.
- It is the responsibility of the injured employee to report an injury to his immediate supervisor or if unavailable, another member of management, during the work period in which the injury occurred, if physically possible.

In conclusion, it was requested of Labor and the company personnel on the call if they could provide the Union with a guarantee in writing that our members would not be disciplined from these return-to-work investigations they are planning and the Union was denied! There is so many things that are wrong with this company return to work initiative that they are planning, but I will do my best to keep everyone informed and advised with this topic as it unfolds.

In Solidarity,

Victor J. Gonzalez

President, TWU Local 501
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