

## ***Transport Workers Union of America AFL-CIO***



Air Transport Local 567  
2050 Golden Triangle Drive • Fort Worth, Texas 76177  
817-232-9471 • 888-232-9410 • Fax 817-232-8729

### May 2003 R.I.F. Arbitration Hearing

On June 1, 2004, I attending the R.I.F. arbitration case at the DFW Airport presented by Don Videtich, President of Local 565.

The dispute was over how the Juniority pool should be resized depending on what a person selected on their R.I.F. sheet, i.e. accept layoff, remain at their station at a lower classification or exercise their retained seniority in another title group. Those selections per the contract would reduce the number of junior members to be displaced in the system per Article 15 b (8) which states:

*the number of least senior employees in the appropriate classification selected for displacement will correspond to the number of laid off employees who elect to exercise their seniority to a job in their classification .*

On May 9, 2003, the R.I.F. was completed using the downsizing of the juniority pool according to testimony from Robert Van De Loo the ATD R.I.F. Coordinator and supported by testimony from Ed Koziatek, Jim Little and two company R.I.F. administrators and evidence from the prior 8 R.I.F.'s.

On May 10, 2004, Jim Weel, Manger Employee Relations, of American Airlines testified that he heard of a disagreement from the Tulsa local over the resizing of the list and he directed that the R.I.F. be done, by not resizing the list. This unnecessarily exposed over 200 of our members to the R.I.F. and eventually affected over 80 members that were unnecessarily separated them from their homes and families.

Jim Little credibly testified that he discussed the issue with Jim Weel prior to Weel directing the process to be redone, and stood by the fact that the juniority pool should be resized.

During this case Ed Koziatek credibly testified on the history of Article 15 and essentially in 1971, Article 15b was designed so that the most senior member affected by a R.I.F. would bump the most junior member in the system. This would go on until seniority leveled off. In 1974 the language changed, and provided that the most senior member could chose to displace anybody identified in the juniority pool (this allows the senior a member affected to choose a desirable station) after the list was resized to the number of members that elected to bump the system.

PCW Local 2348 • ibpar/afl-cio

***Affiliated with American Federation of Labor-Congress of Industrial Organizations***

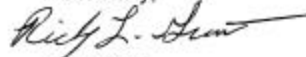


In my opinion based on the language and the evidence and testimony of Ed Koziatek, Jim Little, Robert Van De Loo, Keith Stewart, Stan Crosser and the 2 company R.I.F. administrators, the juniority list should have been downsized proportional to those who did not elect to bump the system and chose to downgrade in Tulsa. The case was presented well and all the evidence was entered.

So what's next....The arbitrator and the company and union board members will rehash the testimony and evidence and decide what the proper application of Article 15 is. That is the easy part.

The next question is "What to do with all the members that were improperly bumped and displaced?" Do they force them back to their original stations? Or offer them a choice to stay or return? Do they receive moving expenses? Are the members that chose layoff going to receive back pay? There are many things for the board to consider. Once the award is published, we will provide your shop steward with a copy and possibly post it on your web site, [www.local567.twuatd.org](http://www.local567.twuatd.org).

Fraternally,



Rick Grant  
Vice President  
TWU Local 567

RG: ts