

We have quite a few topics to discuss, so please bear with us on the length of this correspondence.

- Voluntary Separation packages are out and may be found in your company provided email account. There are just a few differences from past package offerings. We have included on our website the LOA that details the components of the individual packages as well as the differences. This guide is located on the home page in the rotating information area. (www.teamsterslocal513.org)
- When selecting a voluntary separation in Crew Bid please ensure that the number of preferences reflects the number of selections. For example: I desire the EOP. I need to adjust my preference selection to 1. If the default of 4 remains and there are not the same number of selections (4), you will receive an error.
- Are you currently awaiting your Voluntary Separation date? Should you desire to separate earlier you may contact Bid Production and ask to separate earlier should dates become available.
- Lynn Dziad has been appointed as Assistant Business Agent. Please join us in welcoming her to her new position. Her new contact number is: 859.982.5731
- If you have experienced a violation and are unable to resolve please contact a representative to have the violation addressed. Additionally, we have a violation submission page on our website should you desire to email the violation.
- Year to date we have recorded 244 Counseling Reports administered (CVG 153/DTW 91), 33 have been rescinded.
- Have you experienced any anomalies with using your FMLA? Please advise us of any/all issues that have come to your attention so that we may address and remedy.
- Keep submitting your contract wishes and desires (facontract@teamsterslocal513.org). The committee sat last week with the company and discussed Sec 24-25, 8, 17 and 27. Currently, we have Tentatively Agreed (TA) to Section 5, 7, 8,13,26,28 and 33. Our next dates for negotiations are 15-18AUG11.
- We have been discussing with the Company the method in which to implement the remedy of the Attendance Policy Arbitration. Our hope is that this will be wrapped up in the next couple of weeks.
- We have also been discussing with management ways to create additional mixed lines for our members. We feel that this will provide greater flexibility and quality of life for you. Last we met was 28JUL11 and are currently working internally on language that will serve this purpose.
- We are working towards having our membership participate in the ASAP (Aviation Safety Action Program) program. Currently the maintenance and pilot groups participate in this safety program. Participation is voluntary and the purpose is to enable our members to be active participants in creating and fostering a safer work environment. We will keep you updated on our progress with this goal.
- 26JUL11 was the monthly membership meeting. We always enjoy seeing new faces! Of the items discussed we feel that clarity needs to be shed on a particular topic. Through our interactions and conversations with other unionized airline associations and local unions we have learned that there are many more options for grievance resolutions that are available to

unionized groups. One in particular is that, upon request, the NMB (National Mediation Board) offers free arbitration. We are still researching the viability of this option. Our hope is that this will be a valuable resource to remedy violations that may not warrant the cost of a full arbitration. Full arbitrations may cost thousands of dollars. We feel a violation is a violation and should be allowed to complete the grievance process. That being said we will not be utilizing this for every grievance-grievant. This option would necessitate a good fit for the case. It would not become standard procedure, moving forward. Also, please take note; this is not to be confused with mediation.

- We have noticed a spike in fatigue (FE) calls. Please take note that you have contractual rights specific to fatigue. Section 23.P6 a-f details these rights and responsibilities.

6. Flight Attendant Fatigue

a. A Flight Attendant is expected to report for duty adequately rested in order to comply with her obligation to complete her assignment.

b. The Company will maintain and publish a written administrative procedure to be followed when a Flight Attendant declares herself fatigued while on duty. The administrative procedure will include, but not be limited to the following:

- 1. A procedure for the Flight Attendant to notify Crew Scheduling of her inability to continue on duty because of fatigue.*
- 2. A procedure to be followed by Crew Scheduling after being notified by a Flight Attendant that she is fatigued.*
- 3. A procedure to be followed by a supervisory Flight Attendant when contacting a Flight Attendant who has declared herself fatigued.*

c. A Flight Attendant who declares herself fatigued while on duty will be immediately removed from duty and will not be credited and paid for the portion of her trip that she does not operate because of fatigue.

d. A Flight Attendant will only declare herself fatigued when she is legitimately fatigued.

e. The Company, after a review of a Flight Attendant declaring herself fatigued, may discipline the Flight Attendant for abuse of this paragraph, however the Flight Attendant will have access to the grievance procedure provided for in this Agreement.

f. Upon the request of either party, the Company and the Union will meet and confer regarding the issue of fatigue.

- Should management attempt to discuss the events surrounding your FE call at the time of the FE call it is your right to state:
 - I will be happy to address your questions after I have completed my rest and am able.