

## **MEC GRIEVANCES FILED – OPR AND MANAGER FLYING**

24 July 2009

AFA this week filed two new MEC Grievances that we want you to be aware of. The first MEC Grievance has to do with Inflight Managers working on flights or entire trips - as a part of the minimum crew, or in addition to the minimum crew. Some bases are even going so far now as to conduct raffles, or lotteries, with the prize being a manager buying your trip and replacing you. Sounds like a pretty good proposition, doesn't it?

Although there are contractual guidelines for when and how a manager can replace you on a trip – those guidelines also make it clear that they are not to be a part of the working crew. To allow for that to happen, unless it is an emergency situation such as system wide shortage of immense proportions, or a sudden downline sick situation where the Company is facing the prospect of canceling the flight, amounts to giving away the contents of our Section 1 Scope provisions, which limits the Company from using anyone to perform our duties unless they are on our System Seniority list.

Of course, we all get excited at the prospect of an Inflight Manager “feeling our pain” by being in the aisle and on one of our monster carts. However, by doing that, we are essentially giving away our work. If management does replace one of us in a non-emergency situation, it should only be in situations where there is staffing beyond minimum crew, and at that point, our language in Section 3 prohibits the manager from actually performing our duties.

The second MEC grievance has to do with the Company's failure to provide separate quiet room facilities for OPR Reserve flight attendants at certain of our bases, and failing that, by not providing quiet room facilities at a nearby hotel, or providing day rooms.

In some bases, the Company is using the existing quiet room facility as the quiet room for OPR's. In all of these cases, the Union believes that the language in Section 7 describing OPR facilities is very clear; in that it describes those facilities being provided specifically, and only, to OPR Reserves.

Our OPR Reserves arrive at the airport knowing that they may be sitting for up to 6 hours, and in some cases beyond that. As such, they should not have to compete for lounge chairs, desks, pillows, etc., with the remainder of our flight attendants who may simply be commuting in or out of base, or other members who may have an “airport sit”. Nor should we have to allow for the Company's interpretation of this language to pit our OPR Reserves against non-OPR flight attendants in a clash over competition for scarce resources

We will keep you informed of the progress of these important MEC Grievances

as they proceed through the necessary processing steps. – Submitted by MEC  
Grievance Committee Chair Greg Riffle