



The Piedmont Agent

Piedmont Works Because We Work

October 2011 – Issue #2

Bargaining Report

The Union and Company met with Piedmont management on September 19, 20, and 21. We agreed to some contractual language regarding vacation scheduling but most of the time was spent discussing how much the Union's economic proposals would cost the Company. The Company said that our proposals were exorbitant. We argued that the proposals were necessary for our agents to earn a decent living working in the airline industry. We also told the Company it would be more useful to come up with their own economic proposals at which time we might compromise on some of our proposals. The Company said they would give this some considerable thought and come to the next negotiations session with some better ideas on what they think would be an economic package. Our next meeting is scheduled for October 10, 11 and 12.

CLT Agents Stage Silent Walk

Over 40 CLT agents staged a silent walk in E Concourse on Friday afternoon. They marched from Gate 1 to Gate 18 to Gate 35. The walk lasted 10 minutes. Company was pissed. They brought it up at negotiations on Monday and told us that USAirways wanted to know what the heck was going on

Report from CLT:

Our Union at Work

By Abdur Bilal

As we emerge from the birth of a work place without a voice, into a unionized workforce it is natural for us to experience the growing pains that come with such growth and development.

Yes, there are times when we are not able to represent every individual issue that workers face, but we believe we will be able to do so when a contract is signed and a grievance procedure is in place.

What we have done is respond to your voices when issues were affecting us station-wide. We heard your voices when management asked part-timers to work a 16 hr. work week. We met with management several times to discuss this issue, and finally agreed for part-timers to work 60% of the bid. We also agreed to implement this new procedure in September instead of June.

We also heard you when you voiced your disagreement with the structure of the fall schedule. We sat with management who painstakingly pointed out the reduction in work hours for the fall schedule. The alternative to this unusual bidding schedule was to furlough some of

the work force. To us it was important for everyone to stay employed rather than have the inconvenience of bidding several times for the fall schedule.

You disagreed with management for withholding the bid lines for the September schedule. We heard your voices. So we met with management to discuss this issue. In response to our concerns management restored the lines to the bid.

We were there when agents were told to leave before the end of their shift due to the reduced fall schedule. We approached management on this issue, and they agreed to allow workers, who wanted to work to the end of their shifts, to sign their names on a list to stay, to be assigned in seniority order, provided there was work.

When agents were asked to work the allotted 60% of their September schedule it was brought to our attention that roster apps was not calculating the time to be worked correctly. We brought this issue to management, who rightfully address the situation by suspending the 60% to be worked for the month of September.

We presented a safety campaign from July to September which highlighted the importance of working with safe equipment, and providing a safe environment for customers. This we believed is important if we are to raise our standards, protect ourselves from accidents and make demands for a better work-place. Workers are adopting union principles, and shop stewards are stepping up to represent their co-workers, as we face the daily challenges at CLT.

Workers throughout the country who have been terminated, and are given a chance to regain their employment, are represented by stewards in the Fair System Board Hearing either

in PHL. or here in CLT. To date many of our fellow workers have returned to their jobs.

With every issue raised, management at CLT has dealt with us respectfully, and members of the union have returned the favor with a humbling degree of professionalism. As we respectfully raise our voices for fairness, better wages and better working conditions let us continue to support our union in its growth and development.

Family & Medical Leave Fact Sheet

Everyone should know that an approved family or medical leave absence does not count as a dependability event and cannot be counted against you for evaluation purposes.

You are eligible for FMLA if:

- (i) You have been employed by Piedmont for at least twelve months;
- (ii) You've worked at least 1,250 hours during the previous twelve-months
- (iii) You are based at a location that employs more than fifty (50) Piedmont employees within a seventy-five (75) mile radius.

You may take FMLA for the following reasons:

- (i) Birth of a child, adoption or foster care (within 12 months of adoption or placement);
- (ii) To take care of a spouse, child under 18 (or over 18 with serious mental or physical disabilities) with a serious health condition
- (iii) If you cannot perform the functions of your job due to a serious health condition

A serious health condition includes:

- 1 A period of incapacity lasting more than three consecutive days and any subsequent treatment relating to the same condition

2 Intermittent Leave: Any incapacity or treatment for a chronic serious health condition which continues over an extended period of time, requires periodic visits (at least twice a year) to a doctor, and may involve occasional episodes of incapacity. A visit to a doctor is not necessary for each absence.

3 A health condition that makes the employee unable to perform the essential functions of the employee's job.

Pay and Benefits During FMLA Leave

(a) You will be required to exhaust all paid leave time, which shall run concurrently with the FMLA leave, except that sick time may be used only if the leave is due to your own health condition. If all paid time is exhausted the remainder of the leave will be unpaid.

(b) On FMLA leave you will continue to participate in the Piedmont health insurance plan on the same basis as if actively at work. When you are unpaid you will be responsible for transmitting the contribution directly to the Company.

You may take up to twelve weeks of leave in a twelve-month period. Piedmont uses a rolling twelve-month period measured backward from the date the employee uses any FMLA leave.

The applicable forms can be found on line at the Piedmont Company web-site: www.piedmont-airlines.net.

DO NOT OPERATE UNSAFE EQUIPMENT

When operating ground equipment, all local airport and company rules/regulations will be observed. The following is a list of general rules all agents should follow to prevent personal injuries or damage to aircraft, ground equipment and airport facilities

It is imperative that only safe and operational equipment be used around aircraft. Anytime agents are assigned to ground equipment, they must perform a visual and manual inspection of the equipment before operation. It is also the responsibility of supervisory personnel to ensure that inspections are being completed. ***If the equipment is not functioning***

properly, a supervisor must be notified so the equipment's tagged out-of-service, inspected, and repaired if needed

(US Airways Express Ground Operations Section 4-Receipt and Dispatch Oct. 6, 2010 – Rev 19)

Report any defective equipment to your supervisor immediately. **Any piece of ground equipment tagged with bright orange "WARNING-DO NOT OPERATE" tag (ME-250) must not be operated.** Only Supervisors, Managers or Maintenance personnel are permitted to tag any piece of ground equipment out of service. The equipment is ***NOT TO BE OPERATED*** until the discrepancy tag has been removed by a Supervisor/Qualified Maintenance or GSE personnel.

(US Airways Express Ground Operations Section 2-Ramp Safety October 6, 2010 – Rev 19)

SAFETY FIRST!!!

Benefits of Being a Union Member

UnionPlus.org offers over 40 members-only discounts including AT&T Wireless, credit counseling, entertainment, mortgage program, free legal advice, a union backed credit card, and union discount for car rentals and movers. For more information look at the PiedmontAgent.org web-site and click on "Member Benefits". If you're not already a union member call 301-335-6099 and we'll send you a membership application card.

Q&A About Union Dues

Q: How much is union dues?

A: Union dues are 1.3% of your salary and does not include any overtime work. If you work 20 hours a week and make \$10/hr., union dues will be \$2.60/per week. There is no initiation fee for joining the union and you will not pay any union dues until there is a ratified collective bargaining agreement between Piedmont and CWA.