



The Piedmont Agent

Piedmont Works Because We Work

Meet Your Bargaining Team

Dennis Dougherty works in utilities at PHL. He's full-time and has been there 4 years. His goal in negotiations is to have a "Fair and Decent Relationship between the Company and the Employees. I want the employees to prosper with the Company and to reach a fair contract."

Abdur Bilal is a full time Ramp Agent at CLT – He moved to Charlotte from New York City. Abdur wants a "Fair Contract with good benefits and a better relationship between management and employees as Piedmont moves forward and continues to expand."

Charmaine Celestine is a part time Gate Agent from LGA – She's part time and has worked at Piedmont for over ten years. "We need to finally have someone back us up. One thing I want to get out of these contracts is more money!"

Jimmy Tarlau is the Chief Negotiator – He is the Assistant to the Vice President of CWA District 2-13. He has worked for CWA for 28 years. His goal is "For a speedy contract negotiations. We don't want this to drag on for years. We need to have a process to solve all the problems at the stations and also to upgrade the pay and benefits of Piedmont employees."

Negotiations Schedule

Our next rounds of negotiations are scheduled for

September 19, 20, 21

October 10,11,12

November 1,2, 3

Bargaining Report

By Abdur Bilal

Over the past six months our negotiation team has been engaged with Piedmont in seeking our first contract. Our mandate given to us by you is to negotiate a contract that is in keeping with the needs of the work force in every station where there are Piedmont workers. These goals are fair wages, better benefits and a more stable work place.

We have made some improvement in redefining the relationship between Piedmont and its workers, in areas such as, Grievance Procedures, Seniority, Shift Trade, Sick Leaves, and a number of other proposals.

We submitted an economic package which included wages, holidays, improved benefits for part time workers, same severance package for all stations in the event of closure as in LGA, along with a number of other serious proposals.

We have also made it known to Piedmont that as many as 75% of its work force show up for work on a daily basis. They are paid less than poverty wages and the benefits that are given to them do not come close to that which is given to the other unionized group in the company, pilots, flight attendants and mechanics. They seem to think we don't deserve better!

It was pointed out to Piedmont by a member of the bargaining team "We the workers understand the role we play in making the operation safe and profitable for the company and its shareholders, we understand that we are responsible for lives and property, and we take our jobs seriously. Therefore, it is time that Piedmont take us

seriously, and give us the wages and benefits that we deserve. The company seems to forget that Piedmont work because we work! Remember *safety first*.

Outraged US Airways Express Flight Attendants Demand Economic Justice - Deliver Petition to US Airways CEO Doug Parker

PSA Flight Attendants and their supporters signed a petition en masse urging airline management to negotiate in good faith on important economic and quality of life issues. PSA Flight Attendants turned the heat up on management by delivering the petition to US Airways Group, CEO Doug Parker today. PSA Airlines is a wholly-owned subsidiary of US Airways.

"Just as PSA contributes to the success of US Airways, PSA Flight Attendants are key to the success of PSA and US Airways. It is time that their role as first responders is recognized with meaningful contract improvements" said Veda Shook, AFA International President.

PSA Airlines, headquartered in Dayton, Ohio, operates as a US Airways Express carrier. After many years of financial difficulties, US Airways has returned to profitability and workers at all US Airways carriers should share in that success.

Know Your Rights

If you are called into a meeting which may result in discipline, you have the right to have a union steward with you. For a list of stewards at your station, check our website: www.piedmontagent.org

Fair Treatment Board Hearing

If an employee is terminated, they should request a Fair Treatment Board Hearing by calling Sharon Custis at 800-354-3394. FSB Hearings are held the 1st and 3rd Thursdays of the month in PHL and CLT. Contact the Union and we will provide representation at the hearing. An employee is only allowed one hearing while at Piedmont and you can be denied a hearing in cases of theft, physical violence, travel violation and violation of other 'zero tolerance' policies.

Remember once we have a union contract the grievance and arbitration procedure will replace the FTB Hearings. It will be a much fairer process.

Getting A Good Contract Will Take Action

We've tried to be reasonable

The negotiating team has explained to management why part-timers need improved benefits, why all agents need a decent pay increase and why we have to stop the uncertainty about what happens to agents when a station closes.

We've tried to explain why we can't live with poverty wages.

Now it's time to show Piedmont management what a union is all about.

Our Next Safety Week will be September 12th

Passenger Safety

The Federal Aviation Administration holds US Airways Express directly responsible for providing adequate passenger protection at each airport served and Gate position used.

- Gate doors must remain closed to prevent passengers from wandering out onto the loading ramp prior to flight departure being announced. Open gate doors must be attended by ground personnel at all times during enplaning/departing process.
 - When a passenger boarding bridge is not utilized: Station personnel must monitor passenger transiting between the aircraft and the terminal.
 - Care must be taken to ensure passengers are not enplaned or deplaned during hazardous operation around the aircraft: (i.e. prop wash or jet blast situations).
 - Ground handling personnel must be present to control passenger movement
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Union Proposals for Part-time Agents

- 2 hours of sick pay for each month
 - 4 hours holiday pay on holidays you don't work
 - 4 hours of OT when you work a holiday
 - Bereavement pay and jury duty pay
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**Piedmont Works Because We Work For
more information go to:**

www.piedmontagent.org
