

GRIEVANCE COMMITTEE CHAIRPERSON

JOB DESCRIPTION

A. SCOPE

1. The Grievance Committee will have as its primary objective the protection of all flight attendants against arbitrary and unjust disciplinary action.
2. The Grievance Committee shall uphold the current agreement, MEC Policy, and the AFA-CWA Constitution and Bylaws.
3. The Grievance Committee shall act to secure the fastest possible procedures for all flight attendants in the arbitration of their grievances for disciplinary action.
4. The MEC Grievance Chairperson will be a member of the Grievance Screening Committee.

B. POLICY

1. The MEC Grievance Committee shall consist of one (1) Chairperson and one (1) Vice Chairperson and (as necessary) one (1) Committee Member. The responsibility of the Vice Chairperson(s) and/or Member shall be dictated by the Chairperson however:
 - (a) One Vice Chairperson or Committee Member will concentrate on discipline matters,
 - (b) One Vice Chairperson or Committee Member will concentrate on Contract/Company policy matters.
2. To assist Union attorneys in the preparation of all NWA flight attendant grievances.
3. To submit monthly reports on pending grievances and recent decisions for the MEC and LEC Grievance Committee.
4. To summarize important and interesting grievances for the Union (MEC Newsletter).
5. To update the Contract Information Digest.
6. Proposed settlements of disputes between the Union and the Company shall be presented to the LEC President or after an appeal has been filed to the

System Board of Adjustment, the proposed settlement must be presented to the MEC President.

7. Priority at the System Board shall be given to flight attendants who have been terminated by the Company. Issues of sufficient importance to the collective interest can be scheduled ahead of termination grievances with the MEC President's concurrence.

8. If any dispute arises regarding the merits of a contract grievance, the MEC will have the authority to terminate or continue the grievance process.

9. The Grievance Chairperson shall conduct a yearly Seminar for the Local Grievance Chairpersons. The System Board of Adjustment members shall assist in the development and presentation of the Seminar.

10. The MEC Grievance Committee will attend all sessions of Council Reports/Open Discussion at all regularly scheduled MEC meetings unless her/his presence is required at System Board of Adjustment.

11. This is a not a salaried position, but the volunteer would be reimbursed for lost flight time at his/her applicable flight attendant pay rate, as well as reimbursed for lost per diem and expenses.