

ARTICLE V - MEC COMMITTEES

GRIEVANCE COMMITTEE

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 (on an as-needed basis) one (1) Committee Member. The responsibility of the Vice Chairperson(s) and/or Member** shall be dictated by the Chairperson however:

- (a) **One member of the committee** will concentrate on discipline matters,
- (b) **One member of the committee** will concentrate on Contract/Company policy matters.

2. The Duties of the MEC Grievance Committee shall be:

- (a) To assist Union attorneys in the preparation of all NWA flight attendant grievances
- (b) To submit monthly reports on pending grievances and recent decisions for the MEC and LEC Grievance Committee.
- (c) To summarize important and interesting grievances for the Union (MEC) Newsletter.
- (d) To conduct bimonthly meetings (once every two months), whether in person or by conference call, with all LECPs and/or designated LEC grievance chairpersons or designated representative. The agenda of the meetings shall consist of:
 1. Updates on grievances from each LEC;
 2. Updates on grievances filed by the MEC Grievance Committee;
 3. Filed, pending, and settled grievances;
 4. Issues of current labor relations conditions and trends; and,

5. Other issues deemed necessary for discussion

3. Proposed settlements of contractual grievances/disputes between the Union and the Company shall be presented to the MEC President. When applicable, proposed settlement shall be communicated to the LECP or designated LEC Grievance Chairperson.

4. The MEC President and MEC Grievance Chairperson shall be informed of all potential contractual grievances. The MEC President, MEC Grievance Chairperson, and LECP or designated LEC Grievance Chairperson, shall meet to discuss the merits of filing contractual grievances, with the exception of scheduling grievances, if so directed by the MEC President. No LEC member should file a contractual grievance, excluding scheduling grievances, without first informing the MEC Grievance Chairperson and MEC president of the potential grievance.

5. 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.

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

7. 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.

8. At least one MEC Grievance Committee member 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.

9. The Grievant will be advised, via Certified Mail, of the Grievance Screening Committee determination.

10. These are not salaried positions, but the volunteers 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, or as provided for in Section 23 of the NWA-AFA CBA.

C. GRIEVANCE SCREENING COMMITTEE

1. The Grievance Screening Committee shall review all disciplinary and scheduling grievances. The Screen Committee shall determine whether such grievances have sufficient merit to be scheduled for a hearing with the System Board of Adjustment.

2. In the case of a disciplinary grievance, the Grievance Screening Committee will consist of the MEC President, the grievant's LEC President, the MEC Grievance Chairperson, LEC Grievance Representative, and MEC Grievance Vice Chairperson. In the case of a scheduling grievance, the Grievance Screening Committee will consist of the MEC President, the MEC Grievance Chairperson, the MEC Grievance Vice Chairperson, and, when applicable, the LEC Representative who filed the grievance, and LEC President.

3. After a meeting to review a disciplinary or scheduling grievance (“**Final Review**”), the Grievance Screening Committee shall determine whether to advance the grievance to a System Board of Adjustment hearing based on the following: (1) the evidence in the file; (2) any additional investigation the Committee deems necessary; (3) the likelihood of success at arbitration on the merits of the grievance, and (4) **relevant contractual language**.

4. If the Grievance Screening Committee determines that a grievance has sufficient merit to represent the grievant’s disciplinary grievance at a System Board of Adjustment hearing, the LEC President, or a designated LEC member, shall make themselves available to attend the hearing.

5. If the Grievance Screening Committee determines a disciplinary grievance lacks sufficient merit, then the grievant will be notified that AFA will not represent the grievant at System Board of Adjustment. The decision is made by the majority. In the event of a tie, the tie would be broken by an MEC Grievance Committee Member.

6. The Committee's determination shall be communicated to the grievant, via Certified Mail, within 10 working days of that decision being reached.

7. If the Grievance Screening Committee determines that a scheduling grievance lacks sufficient merit, then the grievance shall be withdrawn, if settlement is not possible. The Screening Committee shall determine how and if the affected employee(s) will be notified of the decision.

8. In the event the LEC President disagrees with the decision of **The Screening Committee**, the grievance may be brought to the MEC for a final decision.