

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO - NORTHWEST
AIRLINES**

GRIEVANCE FORM

Grievant(s):	GREGORY RIFFLE(0000104880)	Date:	August 13, 2009
		AFA Grievance #:	88-77-02-110-09
		Base:	ALL
Grievance Rep:	GREGORY RIFFLE	Rep's Phone #:	

STATEMENT OF GRIEVANCE

Statement of Facts: (Include a brief statement of facts including date of violation.)

The Company recently announced to all flight attendants via the bid packet cover letter that any Reserve Increase Adjustments (RIA) picked up by a Reserve, and then later dropped due to leave, sick, or Pattern Releases will result in the value of that pattern being deducted from his/her Reserve Guarantee.

The contract makes clear that RIA's are to operate wholly on scheduled off-duty periods, and that such hours will be isolated from and paid in addition to Reserve Guarantee. As such, since the reserve is engaging in activity wholly on scheduled off-duty periods, and the hours are separated from Reserve Guarantee by contract terms, the loss of such hours, which do not negatively impact any scheduled on- duty periods of availability, should have no impact on Reserve Guarantee.

Applicable Contract Sections: (State specific contract section violated or other basis of grievance.)

Sec. 2 .VVV.	Sec. 6. G. 4. b.	Past Practice
Sec. 2. WWW.	Sec. 7. K. 3.	
Sec. 3. C.	Any/all other relevant	
Sec. 3. E. 4	sections	

Relief Sought: (If not specified, AFA reserves the right to request all available remedies at any point during the grievance/system board process.)

Company to cease and desist. Any flight attendants so affected to be made whole for any financial loss, and/or any resulting loss of contractual benefits to which they would otherwise have been entitled.

It is requested that copies of all correspondence relating to this grievance be sent to the grievant and the Union Officer / Designee, and to the AFA Legal Department as Listed Below. The grievant authorizes the Association of Flight Attendants, CWA AFL-CIO to act as his/her representative in the disposition of this grievance, and by so authorizing the grievance to be filed on his/her behalf, grants AFA the right to obtain all information necessary information including your Base employment file, your Corporate employment file and your automated performance development file to process the grievance.

Union Officer/Grievance Representative: _____

cc: AFA LEGAL twinston@afanet.org

- AFA National Office: 501 Third Street, N.W., Washington, D.C. 20001-2797, 202/434-1300
- ORD Field Office: 1 O'Hare Center, 6250 N. River Road, Suite 4200, Rosemont, IL 60018-4210, 847/292-7170
- PIT Field Office: 200 Marshall Drive, Coraopolis, PA 15108-2840, 412/262-3110