



## AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

~Local 4~ ~Local 11~ ~Local 18~ ~Local 32~

Date: May 23, 2014  
TO: SWA Membership  
FR: Bob Cramer, Matthew Townsend, Shane Flachman, Mike Young  
RE: Urgent – Overtime Grievances

On May 1, 2014, Mark Lyon issued a memorandum on behalf of the Company (accessible on your Local's website), which advised that beginning on May 5, 2014, the Company had unilaterally chosen to disregard its own established past practice and cease abiding by the obligation in our contract and to award overtime properly. Specifically, the Company, for the first time ever, takes the position that when an employee is forced off the clock pursuant to the twenty-four (24) hour rule that an employee is not eligible to work the full next shift, and therefore OTCS doesn't have to call the Employee for overtime. We could not disagree more.

AMFA has already filed a group-all grievance over the Company's breach intended to cover all instances wherein the Company denies an employee the contractual right to overtime under these circumstances. However, in an effort to throw a further wrench in the process, the Company has advised AMFA of its position that every single individual instance of this breach must be grieved separately. AMFA disagrees with the Company's procedural position regarding the applicability and right of AMFA to file a group-all grievance. Nevertheless, we ask that every member that is affected by an overtime bypass under these circumstances file their own individual grievance. To facilitate this we have provided a sample grievance form for you to use in order to capture the breach that has negatively affected you. That form is also accessible on your Local's website.

We have heard from many members on this issue and we share your outrage over yet another instance of the Company intentionally breaching our Agreement in an effort to achieve through arbitration that which it could not secure through negotiation. Rest assured that we are already in discussion with AMFA Legal to hold the Company responsible for its latest breach.

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Bob Cramer, AMFA ALR, Local 4

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Matt Townsend, AMFA ALR, Local 11

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Mike Young, AMFA ALR, Local 32

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Shane Flachman, AMFA ALR, Local 18