

Contractually Speaking

Article 3 of the AA/TWU Agreement covers "Hours of Work." On September 30, AA sent notice to the Union that they were canceling 4/10's for all of the CAM business unit. This was not discussed with the union even though the company has a contractual right to do so. On October 18, 2010, Sam Cirri, John Hewitt, and others met with Pete Laszcz, Director of CAM, and expressed concerns of union members and the company's lack of communicating their decision to change the 4/10 shift without input from members of the union – even though there is supposed to be a working together process in place.

Article 3 Hours of Work

(a) The workday will consist of a twenty-four (24) hour period beginning at 12 o'clock midnight, and a regular day's work will consist of eight (8) hours (also referred to as 5/8's) or ten (10) hours (also referred to as 4/10's), if applicable, exclusive of meal periods.

(b) Where the Company maintains a seven (7) day operation, individual work units may be scheduled in whole or in part on schedules of four (4) days of ten (10) hours each, when mutually agreed between the Company and the Union. This agreement must be approved by the Director of the Air Transport Division and the Vice President overseeing the work unit. When a 4/10's schedule is adopted, it will be subject to the provisions outlined below.

(1) It is understood there are few locations where a 4/10's schedule will meet the needs of the service, and that this alternative schedule will be approved only when it involves no anticipated increased expense for the Company and no anticipated loss of productivity or any other recognizable degradation of performance.

(2) It is understood and agreed that either party will have the right to cancel a 4/10's schedule with thirty (30) calendar days of written notice to the other party. (Emphasis Underscored)

Note: Although there is an attachment of 3.1 Letter of Agreement and 4/10 guidelines for Tulsa, the preceding is only the first part of Article 3:

Membership Meeting

Monday October 25th

7:15 am

11:45 am

3:45 pm

11:30 pm

You have a voice; let it be heard!

Benefits Open Enrollment

Deadline: October 31, 2010

There is only have a few more days to secure your 2011 Benefits. After enrollment, be sure to print a copy for your records.

Get Your Flu Vaccinations

Seasonal flu vaccinations are available on a first-come, first-served basis. The cost is \$20 (payable by check only) and are available at locations listed below starting Oct. 1, 2010. The 2010 - 2011 flu vaccine will protect against three different flu viruses: an H3N2 virus, an influenza B virus and the H1N1 virus that caused so much illness last season.

TULE Medical

Tuesday-Friday

8 a.m. – 10 a.m.

2 p.m. – 4 p.m.



Local 514 Endorses Judge Carl Funderburk



On the November 2 ballot you will have a choice of candidates for several District Judge positions. District Judges are elected based upon their judicial district and each judicial district has a set number of positions. In Tulsa County and Pawnee County for example, there are three judicial positions on the ballot. Judicial races are non-partisan. Candidates running for District Judge are not identified by political affiliation and cannot take a position on any given issue. Voters choose among the candidates by looking at their qualifications.

You, or someone you know, is more likely to come in contact with a Judge than a legislator or governor. Look around your shop, at your family members, friends, and acquaintances – how many have been involved with the judicial system, whether as a party, witness or a juror. Judges make their decisions based on the facts and the law. In order to understand the facts, a judge needs a wide range of life experience.

Carl Funderburk is a candidate for District Judge, position 13, in Tulsa County and Pawnee County. He is currently a special judge in the family division for Tulsa County. Before his legal career began, he worked at the Westside YMCA from 1980 to 1996. It was there that he met his wife, Cassandra. Cassandra is now a principle at Remington Elementary in Tulsa. After graduating law school in 1995, he continued working at the YMCA and worked part-time as an attorney. In 1996 he started practicing full-time and in 1997 he was hired by then District Attorney, Bill LaFortune, to work as an assistant district attorney.

Judge Funderburk was hired in 2002 as a referee to the Juvenile Courts. He was promoted to Special Judge in 2005, where he continued in the juvenile division. One of his big accomplishments while working in the juvenile division was the establishment of the on-site Juvenile Court at the Tulsa State Fair. You may have read about this in the newspaper recently.

Judge Funderburk knows what it is like to work for a living and volunteer in the community. He knows from experience that it is difficult to take off of work or to lose a day's pay because of court. As a result, he is known for his innovative thinking. Judge Funderburk will often hold court after 5:00 p.m. to accommodate work schedules. He also staggers his dockets so that parties and their attorneys do not have to wait as long in court for their case to be called. These are the reasons that TWU Local 514 has endorsed Judge Funderburk.



Time to Pick Your Vacation

October 15 is the date that your station, shop, dock and/or work unit should have started picking your vacation for the following year. Be sure to review Article 8 of the contract and any guidelines that may affect your vacation selection. Vacation is one of the few things done by company seniority rather than occupational or title seniority. Remember that you normally pick vacation in weekly blocks, a week being 7 days and not 5 days and that your vacation starts after your days off for the week of vacation that you picked.

Article 8 Vacations
Paragraph(c) Preference for the period in which an employee will be permitted to take his vacation will be granted within each station, building, dock/shop, or other vacation work unit in the order of Company seniority provided, however, that vacation schedules may be so arranged within each work group or section as will not interfere with the requirements of the service. The Company will post requests for vacation preference for the following year on Company bulletin boards not later than October 15th of each year; and an eligible employee will list his preference not later than November 15th. The vacation periods will be assigned and posted on Company bulletin boards by December 1st, whenever possible. Any employee not expressing a preference will be assigned a vacation, if eligible. Except in an emergency, an employee's vacation will commence immediately following his regularly scheduled days off.