

## Question from the Floor

**Q.** Why is it that the company can question the use of an earned negotiated benefit (Sick Time)?— Danny Hightower, Facility Maintenance Hangars 1 & 2.

If the supervisor wants to speak with you about your sick time you should take your shop steward with you if one is available. If you are accused of sick time abuse, follow the sick time harassment procedures in the contract under Article 34 and or file a grievance.

### ARTICLE 24 – ABSENCE FROM DUTY

*“(b) The Company acknowledges the right of an employee to use his sick leave benefit for the purpose intended in this Agreement, as set forth in Article 34, Accordingly, no employee will be disciplined for the use of his sick leave benefit for such purpose.”*

### ARTICLE 34 – SICK LEAVE/UNUSED SICK LEAVE

*(e) The intended purpose of the sick leave benefit is to protect the earnings of the Employee during necessary absence from work due to illness or injury, and to aid the Employee in meeting bills when sickness or injury have temporarily taken away his ability to work. The parties acknowledge that the statements in the booklet entitled, “Attendance Control Guidelines and the Sick Leave Benefit”, originally distributed in August of 1969, do not conflict with the rights of employees under this Agreement. Accordingly, the Company will take the following actions before issuing a disciplinary notice for unsatisfactory attendance to an employee with a sick leave balance when such disciplinary notice considers occasions of absence involving sick leave.*

*(1) The supervisor will conduct a full discussion with the employee concerning his attendance record.*

*(2) If abuse of the sick leave policy referred to in Article 34 is suspected, the employee will be so advised of the reasons for suspected abuse. The employee may request those reasons in writing.*

*(3) Requiring the employee to provide a doctor’s slip stating he was treated for an illness or injury for sick leave eligibility in accordance with Article 34.*

*(4) A disciplinary notice issued subject to these conditions and actions will include the charge of suspected abuse of sick leave in connection with the involved absence(s). (5) These procedures will not apply to any incident where an employee is charged with the fraudulent abuse of the sick leave benefit.*

*(f) When an employee has a sick leave balance, it will not be the policy of the Company to require a slip from his doctor stating treatment for an illness or injury for all absences of one (1) to three (3) days in order for an employee to be eligible for sick leave pay, however, the Company reserves the right to require a doctor’s slip whenever circumstances indicate suspected abuses of the sick leave policy.*

*(1) Any employee suspected of abusing sick leave and who may be required to furnish a doctor’s slip stating that he was treated for an illness or injury will first have the circumstances leading to the suspicion fully discussed with him. He may, if he so desires, have a Union representative present during the discussion. Subsequent to this discussion, if the Company decides that a doctor’s slip is required, he will be given written notice of this requirement. Upon request of the employee, the specific reasons for the suspected abuse will be supplied to him, in writing. The requirement for this slip from the doctor will expire ninety (90) calendar days from the effective date of the written notice.*

*(2) Upon request of the Local Union President, any employee claiming harassment as a result of being required to furnish a doctor’s slip will have the opportunity to present his written claim for relief to a panel composed of the Vice President-Employee Relations and the Director of the Air Transport Division or their designee.*

If you have health issues that may cause you to miss work more than normal, it is important that you file for FMLA (Family Medical Leave Act) to protect yourself from company abuse. The Union and the company must follow Federal and HIPAA (Health Insurance Portability and Accountability Act) laws. All members should read the complete Articles 24, 34 and 39 in the TWU-AA Agreement and familiarize themselves with FMLA.

# TWU Safety Update

The TWU Safety Committee is here to serve and protect the membership. The committees' priority is to get folks home safe to their families. The TWU Safety Committees' vision is: **To promote and maintain a collaborative program that ensures the health, safety, and well-being of all employees.**

Based on these principles and vision, this team has created support for the off shifts, which started November 1<sup>st</sup>. The coverage will vary by personnel and numbers according to operational needs. As a minimum, there will be a TWU Safety committee person on all shifts of the weekdays.

Some of our objectives on the off shifts are to support, communicate, build teams, and remove risks. Base safety is in the process of working out the call logistics for contacting the TWU safety rep on duty. For now, utilize the current call list for safety concerns and immediate needs, available at the hall, safety office upstairs 3 & 4, <http://me.aa.com/tul/Safety/>, or local bulletin board. We will update accordingly.

We encourage, as always, for all work groups to utilize their area safety teams, stewards, crew chiefs, supervisors, area protocols, etc., to work and elevate safety concerns.

## **Deserved Recognition**

Recently, during a scheduled break, several employees of the CFM56 Engine Shop 256-7 were congregated in the break area. The group was talking and snacking as during a normal break. The normalcy evaporated when AMT Randy Rogers noticed another employee turning red and looking out of sorts. Randy asked the employee if he was OK. Getting no response and seeing that the employee was in great distress, AMT Terry Rinehart approached the employee and applied the Heimlich maneuver. This action cleared a piece of food that was lodged in the employees throat, obstructing his airway, and making breathing impossible. Once the food was dislodged, the employee resumed normal breathing. Randy and Terry have been nominated for employee recognition in the Safety category. Their observance of an employees distress, prompt evaluation of the circumstances, and quick action quite possibly saved the life of the employee.

## **TWU Local 514 Veterans Committee Needs Your Help**

The TWU Veterans Committee is looking for 8x10 copies of photos from past and present military personnel to use on the Veterans Day Float on November 11. They need to be copies because the photos will not be returned. The pictures can be dropped off at the TWU Grievance office or the TWU Hall located on Pine. (TWU Veterans Committee)

## **Retirement Seminars**

On Monday Nov. 8 at 7am, 11am and 3pm at the Tulsa Admin Bldg. Training Room A1 B6 – next to the American Airlines Federal Credit Union and the Employee Service Center.

## **Joint SS/Membership Meeting**

Monday November 22, 2010

7:15 am

11:45 am

3:45 pm

11:30 pm

**You have a voice let it be heard!**