



Robert T. Krabbe
Director, Labor Relations - Flight

February 15, 2019

Mr. Ken Diaz, President
United Master Executive Council
Association of Flight Attendants - CWA
One O'Hare Center
6250 N. River Rd. Suite 4020
Rosemont, IL 60018

Re: MEC 3-19

Dear Ken:

I am in receipt of MEC grievance 3-19 regarding the Company's alleged violation of Section 8.I.3.c. of the 2016-2021 Joint Collective Bargaining Agreement ("JCBA"). After a careful review of the facts, the grievance is sustained.

The terms of Section 8.I.3.c. of the JCBA provides:

Upon release to crew rest, Scheduling will only contact a Reserve during the last hour of the crew rest period at home Base.

The language of Section 8.I.3.c. is very clear and unambiguous and Schedulers should not be contacting flight attendants except during the last hour of crew rest. I will have the leadership team from Scheduling reiterate this provision of the JCBA to their team to avoid future issues.

I will note that it would appear that at least some of these calls were "courtesy" calls to remind the Reserve about an early morning assignment. While I agree that the calls should not be taking place except as provided for in Section 8.I.3.c., I would be remiss if I did not also point out that if the assignment for which Scheduling was placing the courtesy call was assigned during Reserve Preferencing, the individual would have still been, and will be in the future, responsible for that assignment.

As to the remedy, and although ORD 23-96 deals with completely different language that is not contained in the JCBA, I will agree that the remedy of restarting the rest period seems logical. With that said, it is important to point out that part of that remedy is that the Scheduler may restart rest as soon as she/he discovers the error. Alternatively, the

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individual must bring the violation to the Company's attention within the same rest period in which the improper contact was made.¹

Sincerely,

A handwritten signature in black ink, appearing to read "Robert T. Krabbe".

Robert T. Krabbe
Director, Labor Relations - Flight
United Airlines, Inc.

Cc: Eric Mennel – WHQLR
Jason Doetsch – WHQSK
Chad Melby - WHQSK
Maria Torre (via email)
AFA Legal (via email)

¹ "It is not the Board's intention to provide a remedy for a 10.D.3.c. violation which is not brought to the Company's attention promptly and within the same rest period in which the improper contact was made".
ORD 23-96 at page 22