AA Proposal

AA Proposal	**Date: 4/26/2010**	**Time:**
Subject: Discipline, Grievances, Hearings and Appeals		**Version:**
Proposal Reference(s):		
Contract Reference(s): Section 21		

The parties have previously agreed to the following:

- Amend all CR-1 references to Personnel Employment History (PEH).
- Amend contractual language of Section 21 that refers to "stenographic report" to read "transcript recorded by a third-party certified court reporter.

The Company proposes to close Section 21 with the following modifications:

- Clarify fact that any grievance filed by either the Company or the Association must clearly state the issue(s) in dispute, including specific identification of the contractual provisions that are alleged to have been violated (with the grievance being limited only to the specific provisions identified) and how they are alleged to have been violated, date(s) of such violation(s), and specific relief being sought.
- Amend 21.A.1.g. to include an appeal process by the pilot and the applicable Managing Director – Flight in the event a pilot believes a PEH entry includes detail beyond that which is outlined in 21.A.1.g.

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