AA Proposal

AA Proposal	**Date: 6/23/2009**	**Time: 10:00 AM**
Subject: Discipline, Grievances, Hearings and Appeals		**Version: 5**
Proposal Reference(s): APA Proposals – 11/28/2007, 06/30/2008; AA Proposals – 1/23/2008, 5/7/08,5/28/2008		
Contract Reference(s): Section 21, Section 24		

The Company proposes the following changes to Section 21:

- Add the following language to Section 24.B stating the Company's intent to migrate to an electronic personnel file and eliminate current paper files:

  "The Company intends to migrate to an electronic personnel file for all pilots. Upon completion of the migration, the Company's current paper personnel file will no longer be maintained as such. The Company intends to provide individual access to any electronic records in a manner similar to that provided for in the current paper files (including through paper printouts / photocopies)."

- Amend all CR-1 references to Personnel Employment History (PEH).

- Add the following language to Section 21.D.2.:

  "Any grievance filed by either the Company, a pilot or the Association must clearly state the issue(s) in dispute, including but not limited to the specific contractual provision(s) violated, the date(s) of such violation(s), a concise statement of the claim showing the grievant is entitled to relief and a concise statement of the relief being sought."

- Incorporate existing ACARS and FOQA Letters of Agreement and Memorandums of Understanding into a new Flight Data Management area of Section 24.

- Amend contractual language of Section 21 that refers to "stenographic report" to read "transcript recorded by a third-party certified court reporter."

AA Proposal

- Amend to include the following language:

  "It is the Company's current practice to place its Policies and Procedures on Jetnet. The Company will use its best efforts to communicate any changes to its Policies and Procedures specific to Pilots via the Flight Department website (aapilots.com). As an accommodation, the Company will endeavor to provide electronic notification via email to APA Legal whenever any new or revised rule or policy impacting pilots is posted on Jetnet and/or AAPilots.com."