AA Section 22 Proposal
Pre-Arbitration Conference

January 23, 2008

- Rename Section 22 to “Grievance Mediation and Facilitation”.

- Replace the Pre-Arbitration Conference process with a grievance mediation process, utilizing the grievance mediation services of the National Mediation Board (NMB) to determine if there a satisfactory resolution can be reached.

- Establish a Mediation Panel consisting of an equal number of Association and Company representatives, not exceeding three (3) representatives for each party, and a Mediator. The Mediator will be appointed by the NMB.

- The Company and the Association will equally share the fee and expenses for the Mediator.

- Mediation Panel to meet quarterly.

- Disputes not resolved through the mediation process will be submitted to the System Board within 30 days from the date the Mediation Panel determines that the grievance cannot be resolved and will be set for hearing.