AA Proposal

AA Proposal	**Date: 8/27/2008**	**Time:**
Subject: System Board of Adjustment		**Version: 8**
Proposal Reference(s): APA Proposals – 11/28/2007, 6/30/2008, 08/25/2008; AA Proposal – 1/23/2008, 1/24/2008, 5/7/2008, 5/28/2008, 7/23/2008, 08/13/2008.		
Contract Reference(s): Section 23; Arbitrator and System Board Protocol (New)		

The Company proposes to make the following modifications to Section 23:

A: Establishment

Add additional sentence at the end of Section 23.A. as follows:

With the exception of expedited grievances, all grievances shall be submitted to and heard by the System Board on a "first-in, first-up" basis.

The Company accepts APA's proposal of 08/25/2008 on Selection of Arbitrator, reproduced as follows:

C: Selection of Arbitrator

1. The Association and the Company shall, by mutual agreement, establish a list of Arbitrators to serve as the neutral member of the Five Member System Board. Arbitrators will be categorized as suitable for Disciplinary/Discharge hearings, and/or Contractual Dispute hearings. There shall be a minimum number of ten (10) Arbitrators on each list with the understanding that an Arbitrator can be on both lists.

2. Every July, the Association and the Company shall disclose to each other the names of the arbitrators that they want to either strike from, or add to, the list of acceptable arbitrators. Every August, the Association and the Company will meet to review and formally amend, if necessary, the list of acceptable arbitrators. At the end of the August meeting, both lists of acceptable arbitrators will be populated with ten (10) acceptable arbitrators. The Association and the Company shall retain the right to amend the list of acceptable arbitrators on an ad hoc basis any time during the year.

AA Proposal

3. Either the Association or the Company, by written notice to the other, may at any time and without cause, remove any of the named Arbitrators. Any Arbitrator so removed shall complete any pending matters in accordance with the Basic Working Agreement. If future arbitration dates have been reserved with the removed Arbitrator pursuant to the Agreement, the System Board Coordinator shall cancel those future dates, and the party requesting the removal of said Arbitrator will be responsible for any cancellation fees that may be incurred as a result of the cancellation of future dates. Upon the removal of any Arbitrator, the System Board Coordinator shall contact the remaining Arbitrators to obtain additional dates.

The Company proposes to amend Section 23.G.2. as follows:

G: Representation

2. The Board acting as a whole, or the Arbitrator, or the Association or Company representative(s) may summon witnesses ~~or documents~~ that are requested by the parties to the dispute. This Section 23 shall not restrict any additional rights granted under applicable law.

- The Company accepts APA's proposal of 08/25/2008 on providing documents and names of witnesses twenty-one (21) days in advance of hearings.
- The Company accepts APA's proposal of 08/25/2008 on protocol for System Board members and Arbitrators.
- The Company accepts APA's proposal of 08/25/2008 on the deletion of the reference to Section 23.C.4 in 23.C.3.