

ISSUES FOR AVBG GRIEVANCES

Article 1. UNION RECOGNITION

1. Bargaining Unit Recognition
2. Failure to Bargain (Also **Article 10**)
3. Foreman Doing Bargaining Unit Work

Article 2. UNION SECURITY

Article 4. NO STRIKE NO LOCK OUT

1. "Illegal Strikes/Job Actions
2. "Legal" Strikes/Job Actions
3. No Lock Out Violations
4. No Transfer of Disputed Jobs

Article 6. ANTI-DISCRIMINATION

1. Discrimination/Harassment for Union Activity
2. Discrimination/Harassment for Race/National Origin
3. Discrimination/Harassment for Sex
4. Discrimination/Harassment for "Other" Reasons
5. Coercion

Article 8. UNION RIGHTS

1. Union Official Access to Premises
2. Failure to Provide Union Bulletin Board

Article 9. UNION AND LOCAL REPRESENTATIVES AND STEWARDS

1. Union Official Leave of Absence
2. Stewards' Grievance Time
3. Board/Officers' Time
4. Representation Rights

Article 10. GRIEVANCE AND ARBITRATION PROCEDURE

1. Unfair or Failure to Bargain
2. Violation of Previous Grievance Settlement
3. Discharge
- A. Absenteeism
- B. Abuse of Company Time
- C. Punch/off property on clock
- D. Sleeping
- E. Sleeping Away
- F. Safety Violations
- G. Intoxicants
- H. Drugs
- I. Firearms
- J. Fighting/Assault

Article 10. GRIEVANCE AND ARBITRATION PROCEDURE (CONT):

- K. Damaging Property
- L. Threats
- M. Strike Misconduct
- N. Security
- O. Theft
- P. Falsification of Records
- Q. Gambling
- R. Improper Conduct
- S. Deviation From Planned Procedure
- T. Disloyalty
- U. Faulty Workmanship
- V. Insubordination
- W. Probationary Period Discipline Cases
- X. Tardiness
- Y. Vile and Abusive
 - Suspensions – ("A" thru "Y")
 - Warning Notices – ("A" thru "Y")
 - Contact Reports
 - Letters of Concern
4. Poor Performance/Removal from Job
5. Arbitrability
6. Expedited Arbitration

Article 11. DISCIPLINE

1. Timeliness of Discipline
2. Unjust Discipline

Article 13. SENIORITY

1. Loss of Continuity/Service Credits
2. Discipline/Failure to Keep Company Notified During Absence
3. 1 Year Recall Rights
4. Service Restoration
5. Layoff & Transfer Violations
 - a. Improper Lack of Work
 - b. Improper Bump
 - c. Improper Placement
 - d. Improper/Delayed Recalls
 - e. Physical Limitation Moves
 - f. Temporary L.O.W.'s, Assignments, Openings, etc. and Temporary Assignment Guidelines
6. Return to Bargaining Unit

Article 13. SECTION 7. JOB POSTING

ISSUES FOR AVBG GRIEVANCES

Article 14. WORKING HOURS: STRAIGHT TIME-OVERTIME

1. Report In Time Payment
2. Night Shift Differential
3. Division of Overtime
4. Work Week
5. Work Day

Article 15. CALL IN AND REPORTING PAY

1. Early Reporting and Call-In Payment
2. Failure to Notify that Work is Unavailable

Article 16. HIGHER RATED WORK

1. Failure to Pay for Higher Rated Work

Article 17. LEAVE OF ABSENCE

Article 18. HEALTH AND WELFARE

Article 19. RETIREMENT

Article 20. VACATIONS

1. Eligibility
2. Scheduling/Use of
3. Computation of
4. Scheduling/Shutdowns

Article 21. HOLIDAYS

1. Eligibility
2. Premium Time

Article 22. SICK LEAVE

1. Plant Closing
2. Denial of Article 22 Benefits (Rate Guarantee, Bonuses, Special Placement, etc.)
3. Income Extension Aid
4. Notice/Bargaining – Transfer of Ongoing Production Work
5. Notice/Bargaining – Transfer of Non-Production Work
6. Notice/Bargaining – Subcontracting Trades Work 21-Day Notice
7. Notice/Automated Machines

Article 23. JOB POSTING

1. Failure to Fill Posting Through Recall
2. Violating Seniority

Article 24. JURY DUTY

Article 25. MILITARY PAY

Article 26. BEREAVEMENT

Article 27. UNIFORMS

Article 28. PARKING

Article 29. PART TIME EMPLOYEES

Article 30. ISSUES OF GENERAL APPLICATION

1. Wage Agreement Violations
2. Insurance Agreement Violations
3. Pension Agreement Violations
4. Other National Agreement Violations