



# CAL Fleet Service Teamsters

## A Winning Alliance

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### Teamsters Reach Just-Cause Agreement with CAL

Teamster negotiators have reached an agreement with Continental for a just-cause provision for all fleet service workers, which takes effect immediately. Just-cause agreements provide important protections against arbitrary or unfair termination and other forms of inappropriate workplace discipline.

The agreement follows a meeting between union representatives and CAL management on Tuesday, June 8 in Houston.

"This is a very important agreement for our fleet service members, and it substantially increases their job security," said Dan Smith, the lead Teamster negotiator. "Workers deserve to know that they will be protected when they face disciplinary action. We also discussed other issues with the company, including shift-trade policies, and the company has committed to work on these issues with us."

A "just cause" agreement means that an employee may not be discharged unless an employer demonstrates affirmatively that an employee has received notice of charges against him/her, that the company's rule or order under which the employee is disciplined is reasonable, that there has been an investigation into the charges which has been fairly conducted, that there is substantial proof of a violation of the rule or order, that the employer treats employees equally for similar violations, and that the penalty against the employee is fair given the seriousness of the proven offense and given the employee's record of service. (For more information about "just cause," go to [www.team830.org/05\\_ShopSteward.htm](http://www.team830.org/05_ShopSteward.htm) [1].)

The company also agreed to work more closely with the Teamsters to accommodate the availability of union representatives at all hearings and investigations.

Smith was assisted by Teamsters Airline Division Attorney Nick Manicone, Business Agent Chris Moore (Local 19-Houston) and Paul Alves, Local 19 President Robert Rasch, and Local 210 (New York City) Business Agent Gabe Guzman.

Meanwhile, contract negotiations with Continental will begin June 29 in Houston, and IBT Business Agents Bob Luciano (Local 210-New York), Daisy Gonzalez (Local 769-Miami), Charles Alerio (Local 964-Cleveland) and Moore (Local 19-Houston) will participate, as well as Manicone. The negotiations will be chaired on the union side by IBT International Representative Smith (Local 104-Phoenix). Five fleet service members from the rank-and-file of the airline, whom will soon be announced, will also be on the committee and attending the meeting.