



AIR TRANSPORT



DISTRICT LODGE 142

2010-81

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IAM / BUDGET RENT-A-CAR FLL MAY 2011 MEMBERSHIP UPDATE

I would like to welcome you as new members to the International Association of Machinists and Aerospace Workers and District Lodge 142 and congratulate you on your organizing victory. It has been many months since you first embarked on the path to becoming organized under an IAM contract and congratulations to everyone who stood up for their right to collectively bargain with their employer.

Negotiations for a first Agreement can sometimes take months and on the rarest of occasions first Agreements are never reached between a Union and an employer. We are fortunate in that we are not faced with that hurdle. If you are not aware, negotiations were conducted last week with Avis Rent-A-Car to finalize a new Collective Bargaining Agreement. While the parties came to a Tentative Agreement covering economic and non-economic areas of the Agreement, an issue arose pertaining to seniority dates within each classification (RSA & CSR). With some recent transfers of personnel between work groups, questions were asked that drove an examination of the language and practices referenced in Article 15 – Seniority. After consulting with numerous employees at both locations, and after a consult with legal, the decision was made that the issue has to be addressed and corrected in these negotiations. As of last Tuesday, the Union has put forth a proposal to the Company to correct this issue which should satisfy all parties.

Additionally, the Company had previously asked the Union to consider integrating the Avis and Budget work groups in FLL. At first this was not a popular idea with the FLL Avis or Budget RSA's. After some additional discussions held during negotiations, and after additional discussions with employees at both Avis and Budget, it was deemed to be worth exploring. To that end, a meeting is being held next Tuesday, May 24, at the FLL with employees from FLL Avis and a group of newly organized FLL Budget employees to discuss the pros and cons of seniority integration. While there may be some short term growing pains, my feeling is that in the long run there is a benefit to all FLL and MIA employees.

As soon as these two issues are clearer, it is our hope to release a Tentative Agreement to the membership at both Avis and Budget. The wait for this Agreement may seem unbearable so please remain patient. The new Agreement contains economic increases and many improvements in other areas also. We appreciate your continued support and solidarity. Updates and bulletins on Avis and Budget Rent-A-Car and other District Lodge 142 activities can always be found on the Web at www.iamdl142.org. With best wishes, I remain

Sincerely and fraternally,

James M. Samuel
GENERAL CHAIRPERSON

JMS/slb

cc: R. Roach, Jr.
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opeiu #320

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