



UNION NEWS

Union Steward

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Approved for posting,

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IAM 751 Files Unfair Labor Practice Charge Against Boeing for Unilateral Changes to Discipline Policy

Aug 11, 2020 – Today, IAM District 751 filed an Unfair Labor Practice (ULP) charge against Boeing for unilaterally implementing major changes to its disciplinary policy, which is called the Employee Corrective Action Process Requirements, otherwise known as the ECAPR, without bargaining their decision or the effects of their decision with the Union.

This ULP is meant to reset the disciplinary policy, which is used to determine the method and severity of discipline handed out to our members for violations of Company rules, policies or other procedures that we are held accountable to every day. The ULP itself does not require a specific outcome — only that the Company must bargain with the Union about the change.

The National Labor Relations Act gives unions the right to demand to bargain any changes to working conditions. We believe that, with a change this significant, this bargaining process must occur before the employer implements the changes. In this case, these severe changes were made and implemented without allowing the bargaining process to be completed.

The District demanded Boeing suspend use of the changes made to the ECAPR, in order to reset the policy, and allow the bargaining process to be completed. When the Company determined they would not suspend the use of these changes, we had no choice but to file a ULP to defend our members' rights.

The reason the District feels so strongly is due to the fact that, in many categories of the ECAPR, violations would now be aggravated to a higher level of discipline; in fact, several violations could mean termination on a first offense for our members. These changes erode the disciplinary process, which is meant to change behavior. We bargained just cause in our contract, and these changes make our members more vulnerable to discipline. We will always resist the Company's efforts to bring us closer to "at will" employment.

Discipline is an important aspect of managing employees, and we recognize that. However, addressing behavior, work performance or other issues should happen with the use of progressive discipline, in order that actions leading to these violations are addressed and employees are allowed to correct their behavior.

It is progressive discipline that is being eroded by these changes to the ECAPR, leaving us no choice but to fight against them. Filing a ULP doesn't guarantee we will be able to remove all the Company's changes; again it is meant to reset the policy to allow the bargaining process to be completed. At this point, we will continue to bargain over these issues in an effort to remove provisions, soften changes or restore progressive discipline. We will keep you updated as progress is made.