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MEC Grievance E-Newsletter February 16th, 2017
Vol. 2, No. 03



Updates included in this issue:

- FMLA MEC Grievances
- FMLA Reminder

FMLA MEC Grievances:

On November 2nd, 2016 MEC grievance 22-99-2-63-16 MEC: FMLA Conversions - Section 18.G was filed. This grievance was filed over the 2-day reporting time line F/A's are now held to when FH has 5 business days to even respond back.

This grievance was denied and is on the System Board of Adjustment and we are currently waiting for arbitration dates.

On February 10th 2017 MEC grievance 22-99-02-07-17 - FMLA Contact Information - Section 18.J.3 was filed. The company had the wrong contact information for FH solutions posted. If this has affected you please contact both amiller@afaeagle.com and jsouk@afacwa.org with all of your supporting documentation.

On February 10th 2017 MEC grievance 22-99-02-07-17 MEC FMLA Conversions - Sections 18.G and 18.G.4 was filed. This grievance was filed over touching legs, CDO's and lost day reporting and how the FMLA days are being deducted. If you have had issues please send your documentation to jsouk@afacwa.org he is assisting us with the FMLA issues we also need everyone to continue to fill out the FMLA form found on www.afaeagle.com and keep reporting your issues to the DOL. This is one of the other ways we will be able to fight these issues with the company to enforce our Federally protected right to FMLA.

FMLA:

Please continue to use the FMLA form on www.afaeagle.com/fmla/ under the FMLA tab if you are experiencing any issues with the newly implemented F&H procedures. It is essential that everyone complete the information needed to continue our fight to maintain your FMLA rights. We have made progress with the Department of Labor ("DOL") in Texas, and we will continue to gather evidence as it comes in from you. Our lawyers are compiling this data and using it to show trends. For instance, AFA has learned that many of you have used the address provided in the RF 10 FMLA which does not have "group" mentioned in the email address. If you were affected by this error please report it to us right away by emailing jsouk@afacwa.org with all the information. We will inform the company of the missing information in the email address and request that anyone affected be made whole.

We ask that you file a complaint with the DOL if your FMLA is not being approved or if you have received any discipline due to your FMLA being denied or not coded properly.

AFA always recommends using email when dealing with F&H; this step will leave a paper trail, date and time stamp and the representative's name you are dealing with. We will continue to monitor these new company-issued FMLA guidelines and ensure state and federal laws are being followed.

We have put together an informational sheet to explain the different types of FMLA leave available depending on your circumstances, as well as a checklist to go through when calling in FMLA to the

Company: https://static1.squarespace.com/static/50dcbe2ce4b039551296e445/t/582f504503596eb48179f1cb/1479495749498/FMLA_Know+your+Rights.pdf

Finally, note that calling in "sick" is different from calling in FMLA. Calling in sick is covered under Section 11.E. of the Collective Bargaining Agreement and you do not have to discuss the nature of your illness with the Company, but only provide the approximate duration of your sick leave.

FMLA: Know Your Rights!

FMLA FORM CLICK FOLLOWING

LINK: <https://static1.squarespace.com/static/50dcbe2ce4b039551296e445/t/582f46375016e1920cc30ff2/1479493179345/DOL+FMLA+FORM.pdf>

FMLA

GUIDE: <https://static1.squarespace.com/static/50dcbe2ce4b039551296e445/t/53e4d24ae4b02331b2e65cb5/1407504970524/employeeguideFMLA.pdf>

