Teamsters, Mechanics Secure $99,000 Settlement from ABX Air | Teamsters http://teamster.org/content/teamsters-mechanics-secure-99000-settlement...
ABX Air has agreed to a settlement in a lawsuit the Teamsters Union filed on behalf of 17 wrongly terminated and disciplined mechanics. The agreement includes a $99,000 settlement for two mechanics, and the removal or lessening of disciplinary charges or evaluations that affected more than 20 employees - work records.

- This is a great settlement and I'm happy with it, said Greg Miller, a 14-year ABX Air mechanic who received a $59,500 settlement for his termination. It shows that the Teamsters know how to fight ABX Air to make sure workers' rights are not stomped on.

- The Teamsters didn't forget me, Greg, or our coworkers who were unjustly disciplined, said Scott Williams, a 13-year ABX Air mechanic who received a $39,500 settlement for being unfairly terminated. This settlement shows that with union representation, ABX Air would be a much better place to work for mechanics, sort workers and all other employees at our company.

The settlement also ensured that the company will provide neutral references for the terminated mechanics.

Additional Settlements, a Reminder Letter to Managers

As part of the settlement, and in response to the mechanics' complaints of surveillance, harassment and discriminatory treatment of union supporters, ABX Air will send a letter to Maintenance Department supervisors and managers that reminds them of mechanics' and other workers' rights when building a union and states the company's commitment to respect workers' rights under the law. The letter also outlines the company's policy, and, although ABX has denied any wrongdoing, enumerates and prohibits some of the objectionable actions identified through the lawsuit brought by the Teamsters and ABX Air mechanics.

- The lawsuit settlement is a great victory, said Keith Martin, an ABX Air mechanic based in Wilmington, Ohio. Although it's a shame we, with the support of the Teamsters, had to take our own company to court to prove that we still have our freedom of speech, we have affirmed our right to speak as a group without fear of repercussion. It's time we vote to become Teamsters, then bargain collectively and set some ground rules that will benefit all mechanics and ABX Air employees.

The settlement also reduces the discipline against a mechanic who was unfairly given a Last Chance discipline; he received 20 hours back pay and his employee record was revised. In addition, 20 other mechanics had unjust disciplinary actions expunged from their records or had improper comments or evaluations removed from their annual performance appraisals. ABX Air will also remove a reference to the company's desire to remain union-free from the performance appraisal of one long-time ABX Air mechanic.