



2022 Q1 Grievance Report

BACK PAY

QUARTER	TOTAL
Total Since 2008:	\$3,760,919.99
Q1 2022	\$42,169.84
Q4 2021	\$908,101.20
Q3 2021	\$1,779.53
Q2 2021	\$46,485.45

Back pay acquired through the Grievance Process in Q1 was notable, at \$44,169.84.

This was down from Q4, which saw recaptured pay in the unusually high amount of \$908,101.84. The \$44,169 figure is in keeping with historic trends, and is almost identical to recaptured pay in Q2 of 2021, which was \$46,485.45.

Q1 brings the total back pay returned to union members since 2008 to \$3,760,919.99.

"Back Pay" is calculated by combining compensation from overtime bypass, shift premium pay, and settlements won by IAMAW District 141 officers.

JOBS SAVED

QUARTER	TOTAL
Total Since 2008:	1,286
Q1 2022	19
Q4 2021	49
Q3 2021	15
Q2 2021	19

Grievance Committees have been effective in preventing job losses.

The number of jobs saved includes employees returned to work following a successful grievance. This number does not include those whose terminations were prevented through such actions as counseling, inclusion in an Employee Assistance Program, or other union-related interventions.

JOBS SAVED

QUARTER	TOTAL
Total Since 2008:	1,286
Q1 2022	19
Q4 2021	49
Q3 2021	15
Q2 2021	19

Active membership in District 141 of the IAMAW continues to reflect the impact that the 2019 pandemic has had on the airline industry.

Despite federal and state financial assistance intended to preserve aviation-related workforces, many airlines chose to offer lucrative buyouts and pension bonuses as a means of shedding workers. This action reduced the overall number of union workers more than any other factor from 2019-present.

Historical Data

Active Membership

Year	Total Active Membership
2020	38,264
2008	22,887

The total number of dues-paying members. This figure includes all carriers covered by District 141 of the IAM.
Back Pay

Year	Total Amount
2008 to 2020	\$2,552,652.32
Q1 2020	\$14,740.38
Q4 2019	\$44,333.92
Q3 2019	\$68,473.60
Q2 2019	\$68,091.32
Q1 2019	\$12,135.00
Q4 2018	\$15,147.95
Q3 2018	\$52,864.81
Q2 2018	\$28,617.49
Q1 2018	\$66,036.16
Q4 2017	\$12,674.96
Q3 2017	\$90,493.35
Q2 2017	\$68,853.38
Q1 2017	\$67,407.60

Back Pay is calculated by combining owed back pay, overtime bypass, shift pay, premium pay, and settlements won by IAM141 officers. Total includes all carriers covered by District 141 of the IAM.

Jobs Saved

Year	Total
2008 to 2020	1,143
Q1 2020	12
Q4 2019	18
Q3 2019	11
Q2 2019	12
Q1 2019	11
Q4 2018	6
Q3 2018	8
Q2 2018	23
Q1 2018	6
Q4 2017	13
Q3 2017	12
Q2 2017	9
Q1 2017	27

Employees who were returned to work following a resolved grievance. Total includes all carriers covered by District 141 of the IAM.