



# IAM INFORMED

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## JetBlue Management Cracks Down on Discipline, Write-Ups and Terminations After Peak Summer Travel



Reports around the system are that JetBlue supervisors are turning up the heat and starting to discipline and terminate GO Crewmembers for things that supervisors looked the other way on when they needed all hands on deck during the peak summer travel season.

When GO Crewmembers have a Union Contract, unjustified discipline and terminations will stop. GO Crewmembers will have access to a fair grievance procedure that is NOT controlled by JetBlue management. GO Crewmembers will have trained GO Crewmember Union Representatives that will defend GO Crewmembers who are disciplined or terminated without "just cause." Every Union Contract contains a "just cause" provision, which has seven tests. If any of the seven tests are not

met, then discipline cannot be issued.

These are the seven tests: (1) Did the employee know the company's policy; (2) Is the company's policy reasonable; (3) Did the company investigate to determine if the employee violated the policy; (4) Was the investigation fair and objective; (5) Did substantial evidence exist of the employee's violation of the policy; (6) Was the company's policy consistently applied; and (7) Is the discipline reasonable and proportional (did the punishment fit the crime?).

If any of the above tests are not met, then the discipline is unjustified.

Without having "just cause," JetBlue management can discipline and terminate Crewmembers at any time for any reason. It's called "at will employment." *The CBB states in part: The guidelines presented in the Blue Book are not intended and will in no way be considered to be a contract of employment between JetBlue and any Crewmember...no Crewmember of JetBlue has a contract of employment. [JetBlue] reserves the right to accept a resignation or to separate the employment relationship at any time within the Company's discretion...JetBlue management has the sole prerogative and discretion to determine the seriousness of violations.*

It's time for change.



**Ground Ops Crew members deserve to be at the table whenever decisions that impact the JetBlue workplace are made.** When we work together, we win together. Contact an IAM Organizer today to find out how you can bring real unity to JetBlue. **Call or Text: (954) 298-9138.**

### Have you signed a card yet?

Once a majority of Crewmembers at Ground Ops have authorized a union election, IAMAW Organizers will deliver the signed cards to the Federal Government, triggering a vote at JetBlue. Get a card from any union organizer, or have one sent to you from [IAMJetBlue.com](http://IAMJetBlue.com).

