



A way forward.

Safeguard your career.

No disciplinary records, just confidential, collaborative problem-solving.

Involving management in workplace disputes risks disciplinary actions for all parties. Peer Dispute Resolution is a confidential, non-punitive alternative. Keep resolutions between peers and safeguard your work relationships without the worry of penalties.

The Employee Assistance Program

Call for confidential support.

American Airlines: (704) 572-4859

United Airlines & UGE: (303) 525-3334

Hawaiian: (808) 367-3774

Ease workplace disputes with the Peer Dispute Resolution Program

Navigating through workplace disputes with coworkers can be tricky, but you don't have to do it alone. **Our peer dispute resolution program is easy to use, and completely confidential.**

Open Dialogue:

Disagreements happen, but they don't have to escalate. Begin with a straightforward conversation – it's often the first step towards understanding and resolution.

Collaborative Support:

Partner with our PDR specialists who provide expert guidance, helping you to resolve workplace conflicts with confidentiality and respect.

Mediation Process:

Sometimes dialog and collaborations aren't enough. Our program offers specialized mediation that can help resolve complex issues.

Take Positive Action:

Choose PDR to maintain a professional and harmonious workplace. Together, we can turn conflict into cooperation.



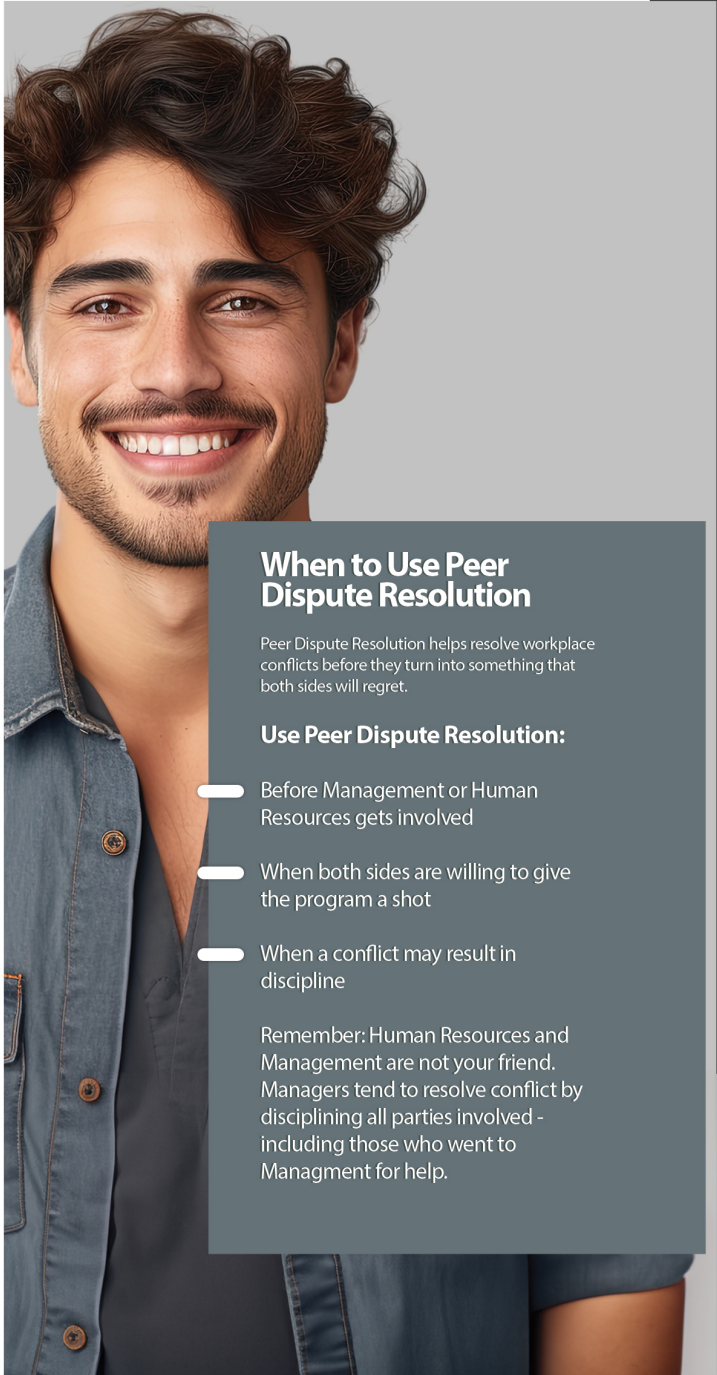
IAMAW DISTRICT 141



IAMAW District 141
Employee Assistance Program

Peer Dispute Resolution





When to Use Peer Dispute Resolution

Peer Dispute Resolution helps resolve workplace conflicts before they turn into something that both sides will regret.

Use Peer Dispute Resolution:

- Before Management or Human Resources gets involved
- When both sides are willing to give the program a shot
- When a conflict may result in discipline

Remember: Human Resources and Management are not your friend. Managers tend to resolve conflict by disciplining all parties involved - including those who went to Management for help.

We can work it out.

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IAMAW DISTRICT 141

Resolve and Thrive: Peer Dispute Resolution Program

Peer-to-Peer Solutions

Engage in open, honest dialogues with your coworkers. Find common ground and collaborative solutions through mutual respect and understanding.

A Respectful, Confidential Approach

Handle disputes with empathy and discretion. Our program ensures a safe space for respectful and confidential conversations, fostering a culture of trust.

Effective and Efficient

Experience the efficiency of solving issues directly with your peers. Our guided process is designed to be quick and effective, minimizing disruptions to your work life.

Avoid Legal and Career Hazards

Navigate conflicts without the complexities and risks of legal procedures. Protect your career and relationships by resolving issues amicably within our supportive framework.

Be a part of a positive change

Learn valuable conflict resolution skills and help create a more harmonious workplace for everyone.

Building a Better Workplace

Your participation strengthens our community. Together, we can transform challenges into opportunities for personal and professional growth.

