



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

## 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.

### Director

Bryan Hutchinson  
(303) 229-5117 bryanrhutch@aol.com

### Chairs

Chris Davis (American Airlines)  
(704) 572-4859 chrisx1959@yahoo.com

Tony Rodriguez (United Airlines)  
(303) 525-3334 iameaptony@gmail.com

### EAP Regional Staff (AA)

**Maria Davis** - American Airlines (East)  
(215) 375-4974 mdavis9769@gmail.com

**Kendall Tuckett** - American Airlines (West)  
(480) 580-1312 flyme99@aol.com

### EAP Regional Staff (UA)

**Victor Acosta** - North East  
ATL, EWR, JFK, LGA, RDU, SJU  
(201) 640-0498 vicacoeap141@gmail.com

**Joe Washburn** - South East  
BWI, DCA, FLL, IAD, MCO, MIA, PHL,  
RSW, T PA (856) 725-6036  
rack9ball63@yahoo.com

**Noelle Sakamoto** - North West  
OAK, PDX, RNO, SEA, SJC, SMF  
(650) 520-6994

**Ken Cardoso** - Mountain  
BIL, COS, DEN, IND, MCI, PHX, SLC  
(720) 591-6797 659ken@gmail.com

**Belinda Hawkins** - South Central  
AUS, D FW, IAH, MSY, SAT, TUL  
(832) 471-7477 EAPiamBelinda@gmail.com

**Ron Robinson** - South West  
LAS, LAX, SAN, SNA  
(310) 486-1225 lbronnie@aol.com

**Kris Treder** - North Central  
BOS, CLE, MSP, ORD, PIT, STL  
(708) 552-6454 ktreder@iam141.org

IAM141.ORG/141 EAP



## 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.

