



DAY 2 · HOUR 1

Model Contract Language, Job Protection, and Reskilling

Put the protections in writing before the technology becomes the practice.



Wage Watch

PITTA LLP

Labor, Employment & Employee Benefits Law Firm

By Joseph M. Bonomo, Esq. · Vincent F. Pitta, Esq. · Vito R. Pitta, Esq.

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From Day One Questions to Day Two Clauses

YESTERDAY: ASK THE QUESTIONS

What is the system?
What data does it collect?
What decision does it influence?
Who reviews the output?
What happens when it is wrong?

TODAY: WRITE THE ANSWERS

Define the trigger
Require disclosure
Limit use
Protect jobs
Guarantee training
Attach a remedy

NOTICE · INFORMATION · LIMITS · JOBS · TRAINING · REMEDY

Turning Technology Questions into Enforceable Contract Clauses

3

FROM QUESTION TO CLAUSE

- Convert bargaining questions into specific contract language that defines covered technology, required disclosures, decision uses, human review, correction rights, and preservation duties.
- Reject vague commitments like “meet and discuss,” “reasonable notice,” or “human in the loop” unless they clearly control triggers, timing, information, use, and remedies.
- Apply five drafting tests to every protection: what triggers the right, when the carrier must act, what the carrier must provide or avoid, who decides compliance, and what remedy applies.
- Ensure technology clauses protect staffing, overtime, seniority, assignments, qualifications, bargaining-unit work, and paid training obligations.
- Keep the focus on what the system does—not how the carrier describes it—so sales language cannot replace enforceable contractual limits.

TRIGGER · TIMING · OBLIGATION · DECISION-MAKER · REMEDY

Building a Complete Technology Protection Article

4

CONNECTED SYSTEM, NOT ISOLATED CLAUSE

A strong technology article must operate as a connected system—not a single clause or isolated protection.

- Define covered systems broadly and require notice before procurement, testing, pilots, deployment, expansion, or changes in use.
- Require meaningful disclosure and bargaining before implementation, including information on data flows, vendor roles, staffing assumptions, and employment impacts.
- Limit automated discipline, hidden quotas, secondary data use, and unsupported benchmarks while preserving employee access, correction rights, and human review.
- Protect bargaining-unit work, staffing, seniority, training, and enforceable remedies so violations can be corrected in both records and digital systems.

DEFINE · NOTICE · DISCLOSE · LIMIT · PROTECT · REMEDY

The Protection Architecture

5

A TECHNOLOGY ARTICLE IS A SYSTEM



A procedural meeting cannot substitute for a substantive protection.

Define Covered Technology by Function and Impact

6

FUNCTION + IMPACT

A narrow definition of “artificial intelligence” lets carriers avoid coverage by relabeling systems as analytics, automation, telematics, decision support, or vendor upgrades.

- Strong language should cover what the system does: collecting, scoring, ranking, predicting, monitoring, scheduling, assigning, disciplining, qualifying, centralizing, transferring, or eliminating work.
- The definition must include the full technology ecosystem, including cameras, dashboards, vendor modules, supervisor tools, and downstream labor-relations records.
- Coverage should apply to systems that inform, support, recommend, or materially influence employment decisions—not only systems that make final decisions.
- Broad scope is the gatekeeper for notice, disclosure, bargaining, work preservation, correction rights, and enforceable remedies.

COVER THE WORKPLACE FUNCTION, NOT THE SALES LABEL

Define the Function, Not the Marketing Label

COVERED TECHNOLOGY

Any system that collects, combines, interprets, scores, predicts, recommends, assigns, evaluates, monitors, coaches, disciplines, schedules, or transfers work.

COLLECTS

COMBINES

INTERPRETS

SCORES

PREDICTS

RECOMMENDS

ASSIGNS

EVALUATES

MONITORS

COACHES

DISCIPLINES

TRANSFERS WORK

FUNCTION CONTROLS — NOT PRODUCT NAME

Model Language

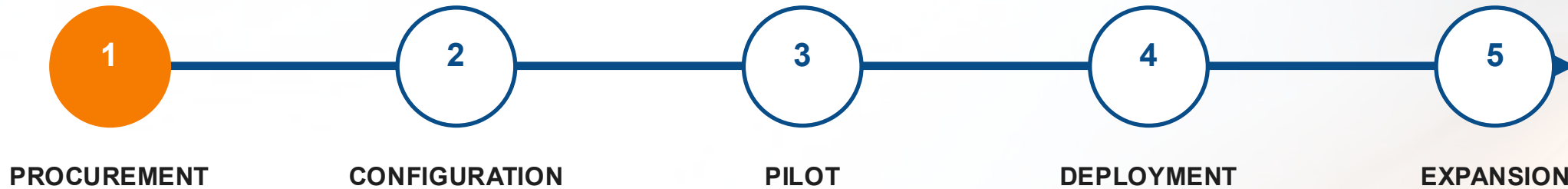


Covered Technology

“Covered Technology” means any software, device, model, platform, automated or algorithmic system, artificial-intelligence system, analytic tool, camera, sensor, telematics system, or vendor service that collects, combines, derives, interprets, scores, ranks, predicts, recommends, monitors, evaluates, schedules, assigns, coaches, disciplines, qualifies, disqualifies, transfers, centralizes, or eliminates work or affects an employee or bargaining-unit term or condition.

Advance Notice: Bargain Before the Concrete Dries

TRIGGER EARLY



NOTICE MUST IDENTIFY

Purpose · system · vendor · data · outputs · employment uses · affected classifications · locations · implementation schedule · staffing assumptions · claimed contractual authority

Notice after the contract is signed is often notice after the important decisions.

Model Language

Advanced Written Notice

The Carrier shall provide the Union written notice at the earliest of: issuance of a request for proposals; selection of a vendor; authorization of configuration or testing; or a decision to pilot, deploy, expand, or materially change Covered Technology, and no fewer than ____ days before any employee-facing or employment-related use.

Information Before Decision

10

A FOUR-PAGE BROCHURE IS NOT MEANINGFUL DISCLOSURE

VENDOR RECORD

Contracts · SOW · manuals ·
implementation materials

DATA MAP

Inputs · sources · metadata ·
integrations · derived data

OUTPUTS

Scores · alerts · rankings · thresholds ·
comparison groups

VALIDATION

Accuracy · errors · limitations ·
workplace testing

EMPLOYMENT EFFECTS

Staffing · work transfer · qualifications ·
discipline

GOVERNANCE

Human review · retention · access ·
security · change logs

Demand the machinery, not the slogan.

No Implementation Before the Process

PROCESS BEFORE ADVERSE USE

No employee-facing or employment use before required notice, disclosure, and process.

No benchmark. No discipline. No qualification consequence. No staffing or work-transfer consequence.



PAUSE

**PILOT ≠
PERMISSION**

**DISCUSSION ≠
WAIVER**

**DEMO ≠
DEAL**

Discussion is not consent. Demonstration is not agreement.

Human Review: Make It Meaningful

12

HUMAN REVIEW ≠ HUMAN RUBBER STAMP

1

QUALIFIED

Understands the work and the system

2

INDEPENDENT

Not rewarded for approving the alert

3

COMPLETE RECORD

Raw data · context · contrary evidence

4

AUTHORITY TO REJECT

Can override and must explain why

THE HUMAN OWNS AND EXPLAINS THE DECISION.

No Hidden Quotas or Performance Standards

THE AVERAGE IS NOT THE AGREEMENT

No score, benchmark, modeled duration, ranking, or vendor target becomes a performance standard without disclosure, validation, and agreement.

Any standard must account for safety, staffing, equipment, complexity, passenger need, professional judgment, and contract rights.



**VENDOR
TARGET**

NO UNILATERAL STANDARD

A vendor benchmark is not automatically a reasonable work rule.

Employee and Union Access, Correction, and Appeal

14

NO SECRET EMPLOYEE FILE



THE REMEDY MUST FOLLOW THE ERROR

Correct the source record · remove inaccurate scores and labels · notify downstream users · restore any lost pay, assignment, qualification, overtime, or opportunity

A member cannot answer an accusation built from hidden information.

Data Minimization, Retention, Security, and Secondary Use

15

COLLECT LESS · PROTECT MORE

PURPOSE

Collect only what is necessary for a defined use.

ACCESS

Role-based permissions and audit logs.

RETENTION

Defined periods, preservation rules, then deletion.

SECONDARY USE

No unrelated training, sale, off-duty capture, or protected-activity monitoring.

The safest unnecessary data is the data the carrier never collects.

Validation, Audit, and Vendor Accountability

16

TEST THE SYSTEM IN THE REAL WORKPLACE

Accuracy · false positives · false negatives · differential error

Safety · workload · staffing · overrides · employee challenges

Actual stations · equipment · uniforms · lighting · work processes · classifications

**CARRIER
OWNS
THE VENDOR**

NO VENDOR OPACITY DEFENSE

Vendor confidence is not workplace validation.

Change Control, Function Creep, and Pilot Sunset

17

MATERIAL CHANGE TRIGGERS A NEW PROCESS

PILOT SUNSET

Expires automatically
No past practice
No silent expansion
Data disposition required

LOCATION

MODULE

NEW NOTICE
+
NEW
PROCESS

CLASSIFICATION

DATA

THRESHOLD

USER

OUTPUT

PURPOSE

The most important change may occur after the original agreement is signed.

Enforcement and Remedies

18

A RIGHT WITHOUT A REMEDY IS A SUGGESTION

INDIVIDUAL RELIEF

- Rescind discipline
- Make whole
- Restore seniority, overtime, bids, assignment, qualification
- Expunge paper and digital records

SYSTEM RELIEF

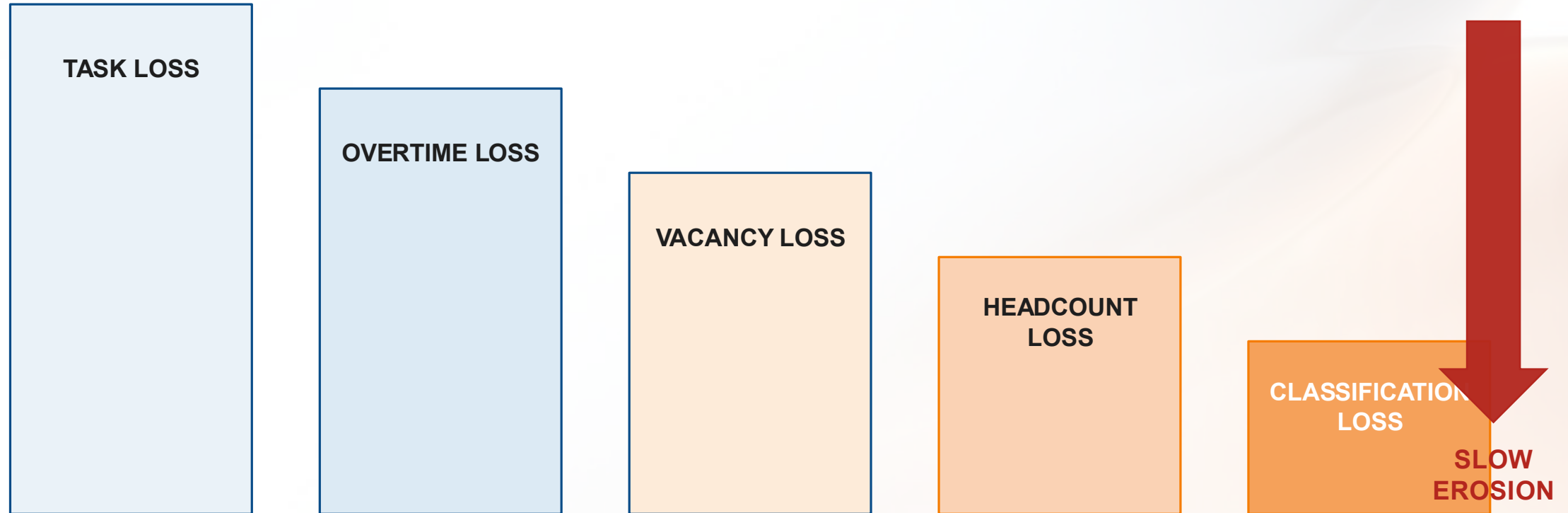
- Correct source data and derived scores
- Delete downstream consequences
- Suspend unauthorized use
- Audit, retrain, reconfigure, or discontinue the system

The remedy must reach the digital system as well as the paper discipline.

Job Protection: Stop the Slow Erosion

19

AUTOMATION RARELY REMOVES THE WHOLE JOB AT ONCE

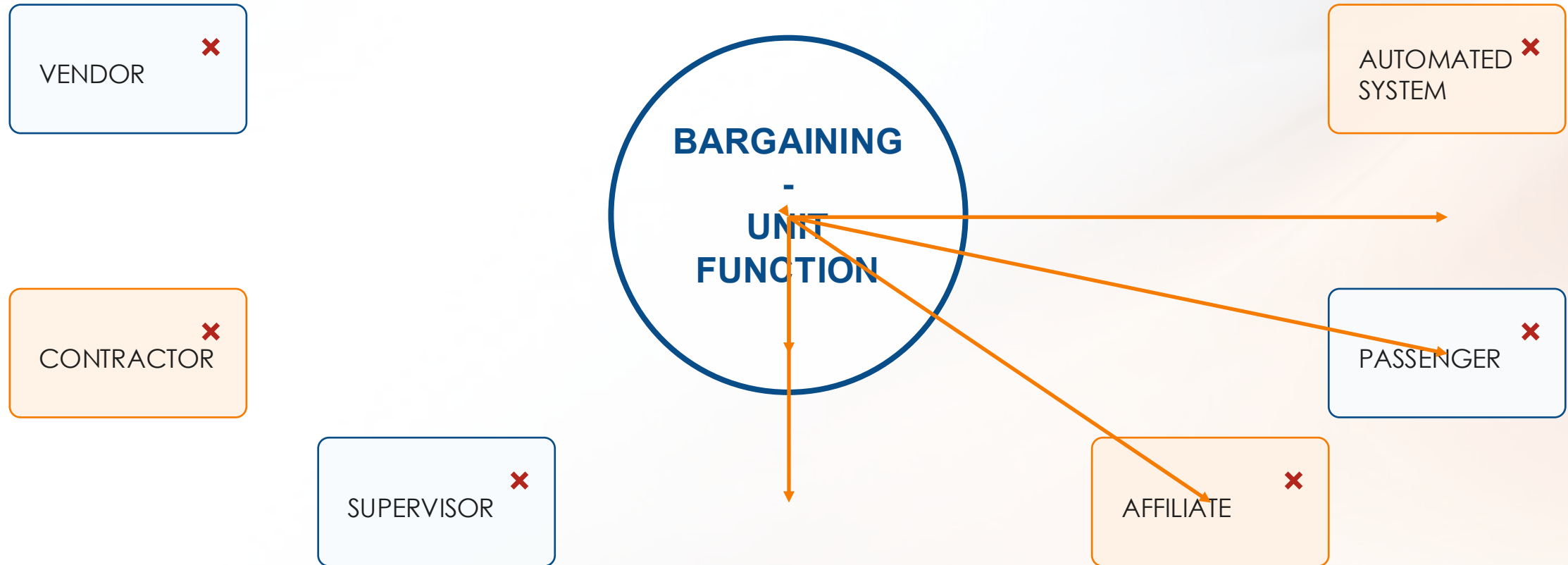


Protect the work before the title disappears.

Work Preservation and Subcontracting

20

BARGAINING-UNIT WORK FOLLOWS THE FUNCTION



Method may change. Jurisdiction does not disappear.

Staffing, Headcount, Hours, Overtime, and Vacancies

EFFICIENCY CLAIMS DO NOT SET STAFFING

HEADCOUNT

No technology-driven reduction

HOURS

No erosion of regular schedules

OVERTIME

No manipulation or artificial suppression

VACANCIES

No silent freeze or attrition strategy

MEASURE THE REAL WORKLOAD

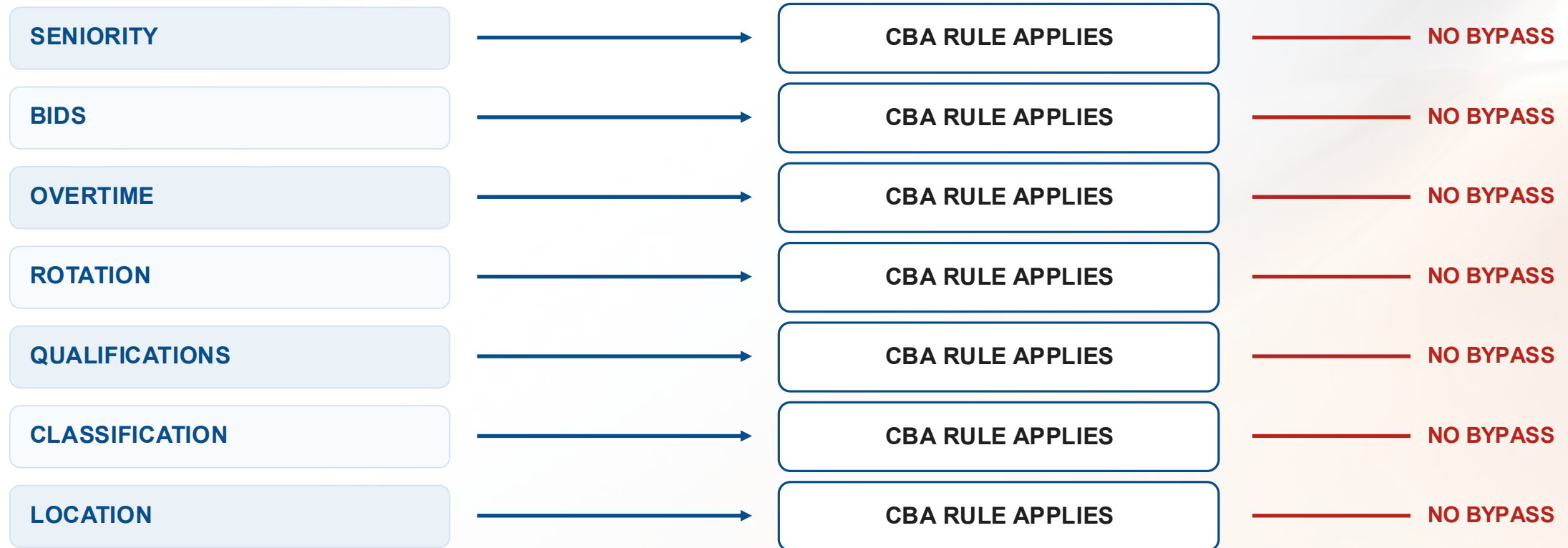
Safety · service · passenger needs · equipment · operational complexity · rest and fatigue · contractual staffing and assignment rules

A carrier can preserve the work on paper and still remove the jobs.

Seniority, Assignment, Classification, and Centralization

22

THE AGREEMENT CONTROLS THE ALLOCATION OF WORK



An efficient recommendation that violates the agreement is not acceptable.

Protect Skilled Judgment and Prevent Deskilling

23

DECISION SUPPORT

The system assists trained employees.

Employees verify, question, slow, override, or reject based on safety, law, procedure, facts, and professional judgment.

DECISION SUBSTITUTION

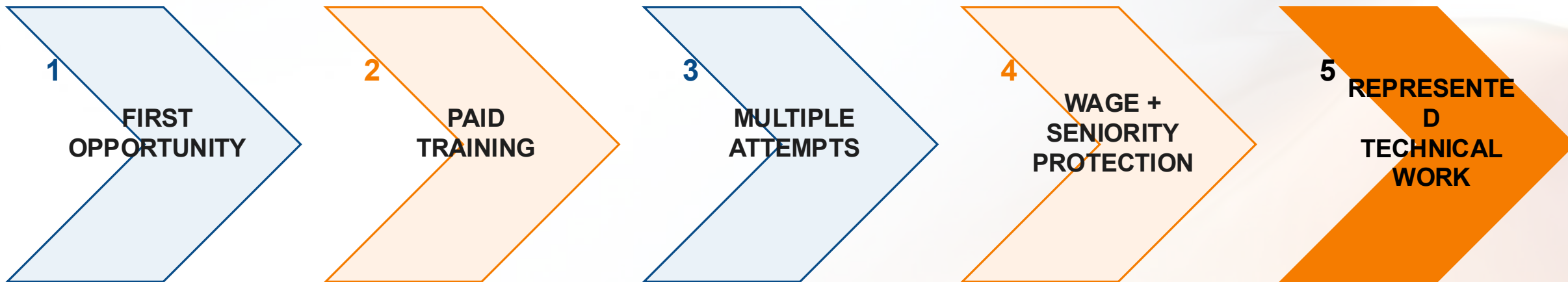
The system becomes the de facto order.

Employees are punished for reasonable override, verification, delay, disagreement, or refusal to rubber-stamp.

A system can assist skilled work without owning skilled judgment.

Paid Training, Upskilling, Retooling, and Reskilling

FIRST OPPORTUNITY FOR BARGAINING-UNIT EMPLOYEES



TRAINING MUST BE REAL

On paid time · practical and classification-specific · accessible · no discipline for employer training failures · properly classified and compensated

Training is not a consolation prize after the job has already moved.

Exercise: Redline the Weak Carrier Clause

CARRIER PROPOSAL

"The Company may introduce new technology in its discretion and will meet with the Union upon request to discuss any resulting impacts."

6:00

MINUTES

What triggers the right?

What is the timing?

What is the duty?

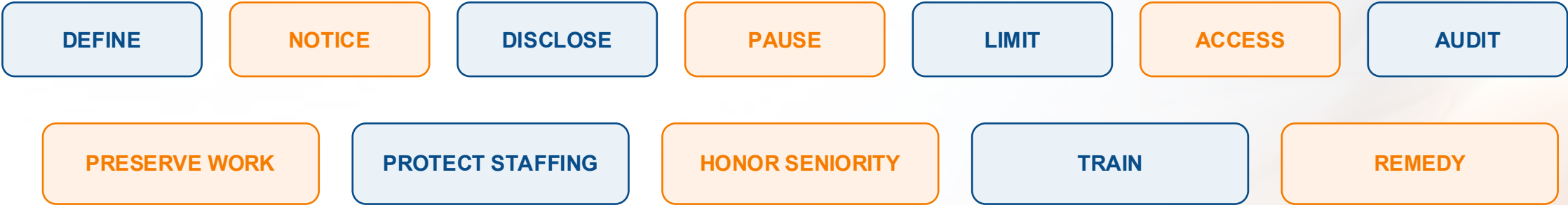
Who decides?

What is the remedy?

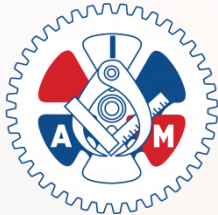
Identify the gaps. Write the union replacement.

The Model Package and Transition to Enforcement

THE UNION PACKAGE



NEXT: ENFORCE THE CLAUSE IN GRIEVANCE AND SYSTEM BOARD CASES





DAY 2 · HOUR 2

Grievance, Discipline and System Board Strategy

Do not let the machine become the witness.

PRESERVE · IDENTIFY · SEPARATE · INVESTIGATE · RECORD · REMEDY



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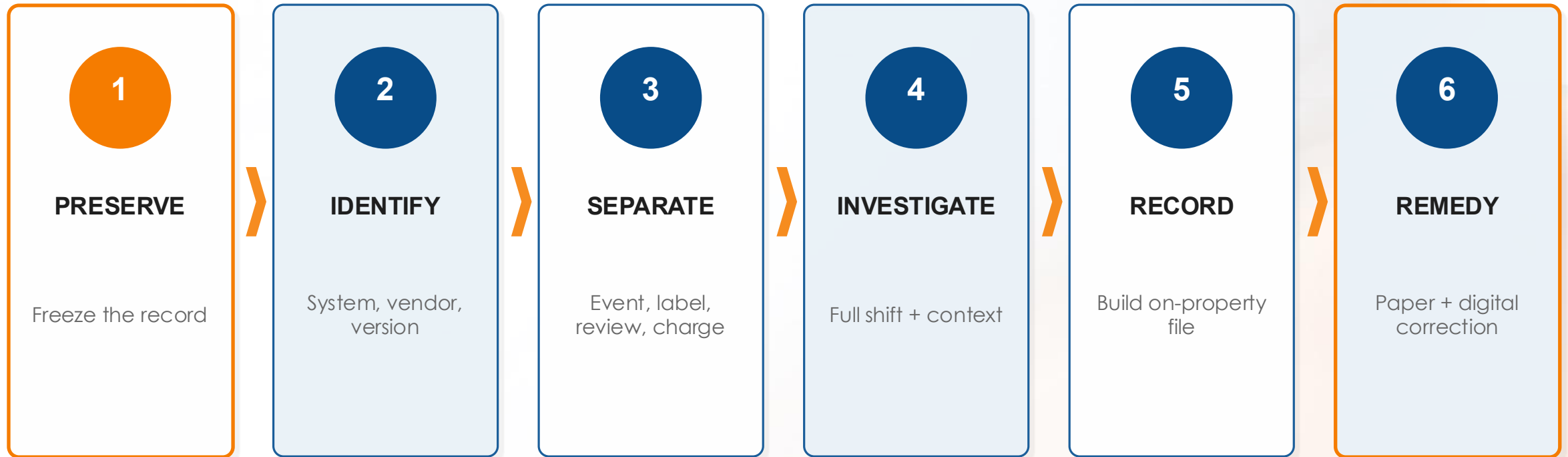
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The Six-Step Union Response

2



Do not begin with the carrier's conclusion. Begin with the sequence.

The Core Rule: Event Is Not Misconduct

A dashboard can start an investigation.

It cannot satisfy the carrier's contractual burden by itself.

DATA ≠ CONTEXT

ALERT ≠ VIOLATION

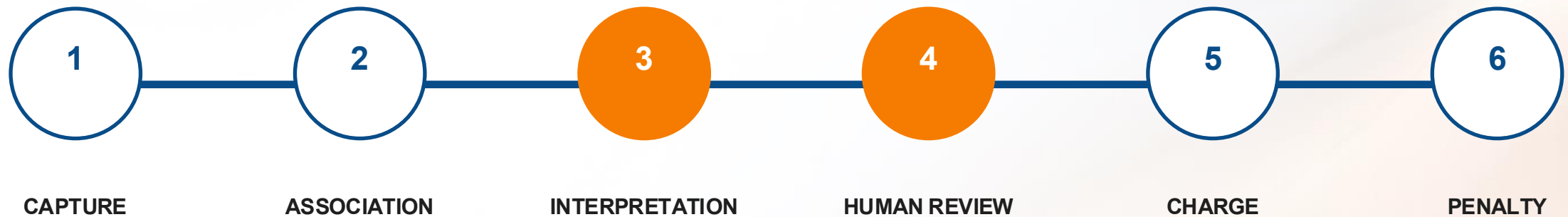
SCORE ≠ WITNESS

HUMAN LOOP ≠ MEANINGFUL
REVIEW

The agreement still controls proof, notice, investigation, consistency, and penalty.

The Discipline Pipeline: Attack Every Link

4



The report is the carrier's summary of the case — not the complete case.

A failure at any link can defeat or reduce the discipline.

Links 1 and 2: Capture and Association

CAPTURE: WHAT WAS RECORDED?

- Was the device functioning?
- Was the full event preserved?
- Were timestamps synchronized?
- Was the configuration the same?
- What was omitted from the clip or report?

ASSOCIATION: WHY THIS EMPLOYEE?

- Shared equipment or scanner?
- Crew assignment versus individual act?
- Logged-in account versus actual user?
- Vehicle or terminal reassigned?
- Who connected the event to the member?

The carrier must prove identity — not assume it from a dashboard field.

Link 3: Interpretation and Hidden Standards

RAW EVENT

Hard brake
Long transaction
Task open time



DESIGN CHOICE

Threshold
Formula
Comparison group



LABEL

High risk
Low productivity
Excessive override

Ask who chose the line, who changed it, and whether employees had notice before the score became a standard.

A vendor target is not automatically the agreement.

Link 4: Make the Human Own It

7

THE HUMAN-REVIEW TEST

What did you personally observe?

Did you review the full record?

Did you know the system limits?

Did you interview the employee?

Did you compare similar cases?

Could you reject the alert?

A human who only clicks “approve” is a signature block, not a safeguard.

Links 5 and 6: Charge and Penalty

EVENT

Hard brake
Long transaction
Delayed part
Open task
Manual override



CHARGE

Unsafe operation
Low productivity
Neglect
Failure to follow
procedure



PENALTY

Warning
Suspension
Disqualification
Termination
Loss of work

Even if something happened, the carrier must prove the rule, notice, consistency, and proportionate penalty.

Preservation Is the First Emergency

9

RAW DATA

FULL VIDEO

METADATA

VERSION / SETTINGS

USER LOGS

COMMUNICATIONS

OPERATIONAL
CONTEXT

COMPARATOR
CASES

ASK FOR THE FULL SHIFT, NOT THE SELECTED EVENT

Routine deletion, overwriting, model updates, and clip exports can destroy the most important context.

Preserve first. Argue second.

Build the Evidence Map

10

RAW RECORD

video · telematics ·
badge · scanner ·
task log

INTERPRETATION

threshold · label ·
score · benchmark

CONTEXT

staffing · weather ·
gate · equipment ·
instructions

COMPARATORS

similar alerts ·
reversals · no-
action decisions

REMEDY

pay ·
expungement ·
digital correction ·
system fix

A good evidence request follows the accusation all the way back to its source.

Interview the Grievant: Rebuild the Shift

11

DO NOT START WITH THE ALERT. START WITH THE WORKDAY.

Assignment and instructions

What changed before the event?

Equipment, staffing, gate, weather, workload

Witnesses and camera angles

Employee explanation and mitigation

What the dashboard could not see

Turn a system event back into airline work.

Question Carrier Management

12

MAKE THE HUMAN OWN THE DECISION

Who saw the raw evidence?
Who chose the threshold?
Who interviewed the member?
Who considered contrary facts?
Who selected the penalty?
Who can correct the record?

DO NOT ACCEPT

"The system shows..."
"The vendor says..."
"That is the score..."
"It is just coaching..."
"It is proprietary..."
"Labor Relations reviewed it."

Somebody must answer questions for the dashboard.

Draft the Grievance to Preserve the Case

NAME THE TECHNOLOGY

camera · telematics · dashboard · score · coaching · vendor report

INVOKE THE AGREEMENT

discipline · investigation · notice · evidence · seniority · assignments

DENY THE SHORTCUT

event does not prove misconduct; output does not prove just cause

DEMAND THE RECORD

raw data · full context · thresholds · reviewers · comparators

PRESERVE RLA POSITIONS

on-property path + appropriate major/minor/status quo language

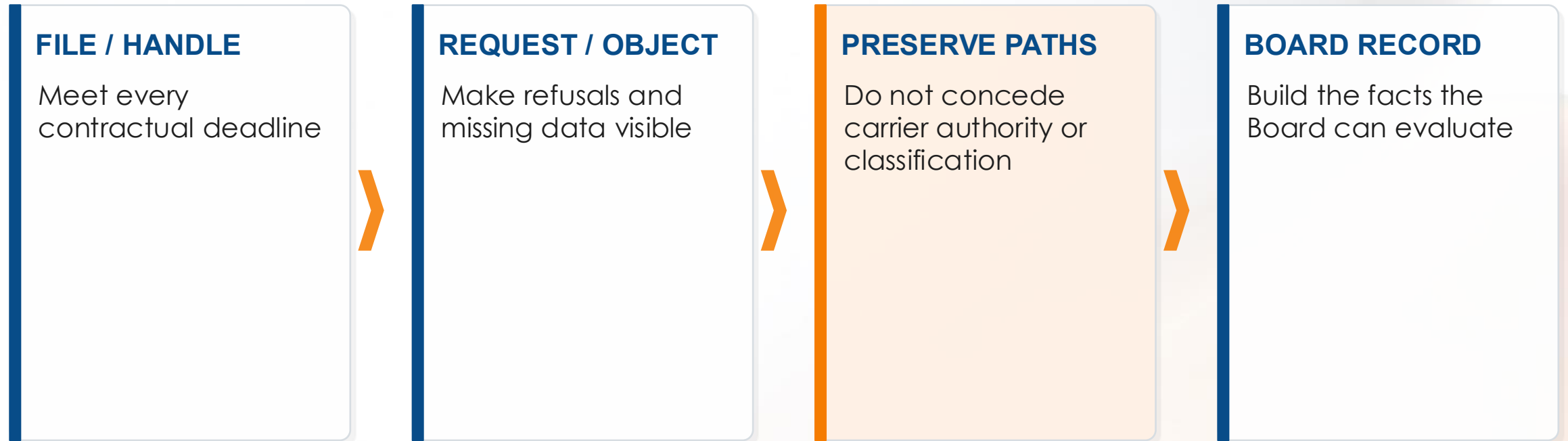
DEMAND COMPLETE REMEDY

paper and digital expungement · make-whole · system correction

Do not admit misconduct merely because a system recorded an event.

RLA and the On-Property Record

14



Force the carrier to state the claimed contractual authority and identify whether it contends the dispute is minor.

Classification is a forum question — not a substitute for the merits.

System Board Foundation

15

SOURCE

ASSOCIATION

COMPLETENESS

RELIABILITY

CHAIN

WITNESS

WEIGHT

A precise number can be precisely irrelevant to the contractual question.

Electronic evidence must be authenticated, complete, reliable, and contractually relevant.

Cross-Examination Themes

16

PERSONAL KNOWLEDGE

EVIDENCE REVIEWED

OMITTED CONTEXT

SYSTEM LIMITS

AUTHORITY TO DISAGREE

COMPARATORS

PENALTY DECISION

Short questions expose long gaps.

Vendor Witnesses and Proprietary Defenses

17

DO NOT LET “PROPRIETARY” END THE INQUIRY

- Design versus configuration
- Incident-date version
- Validation and limitations
- Human-review requirements
- Known errors and updates
- Available confidentiality accommodations

THE BLACK-BOX RESPONSE

The carrier cannot use secret criteria as a sword and proprietary language as a shield. Confidentiality may shape production; it should not eliminate explainability.

The carrier bought the tool; it did not buy an exemption from the agreement.

Remedies Beyond Reinstatement

18

RESCIND

Discipline and adverse action

MAKE WHOLE

Pay, benefits, overtime, assignments

RESTORE

Bid rights, qualifications, seniority

EXPUNGE

Paper file and electronic systems

CORRECT

Scores, profiles, coaching, derived data

FIX

System process and future safeguards

Automated discipline creates digital injuries; the remedy must reach the digital record.

Integrated Case: Ramp Hard-Braking Alert

FACT PATTERN

An 18-year Ramp employee with a clean recent record receives a five-day suspension after a vehicle-camera platform labels a hard-braking event “high risk.”

The employee says another vehicle entered the lane. The carrier preserved only a twelve-second clip, did not interview a nearby coworker, and retained the event as a confirmed high-risk score that may affect future assignments.

One case. Six links. Multiple remedies.

Exercise: Pipeline to Remedy

20

What must be preserved today?

Which pipeline link is weakest?

What should the grievance allege?

What are the three best witness questions?

What RLA positions must be preserved?

What paper, digital, and system remedy?

REPORT BACK

Weakest link · Best carrier-witness question · Complete remedy

Name the record. Name the gap. Name the remedy.

The Automated-Evidence Playbook

21

PRESERVE

IDENTIFY

SEPARATE

INVESTIGATE

RECORD

REMEDY

CARRY THIS INTO THE NEXT CASE

An alert is not a violation.
A score is not a witness.
A selected clip is not the whole operation.
A human signature is not always human review.

WIN THE FULL REMEDY

Reverse the discipline.
Correct the digital file.
Restore lost work.
Fix the process that produced the error.

Next: protect the Union's own information when using AI.



DAY 2 · HOUR 3

Protect the File. Use the Tool. Build Union Power.

Privilege · Confidentiality · Safe AI Use · WageWatch

PROTECT · VERIFY · DEPLOY · IMPLEMENT



Wage Watch

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The One-Sentence Rule

2

DO NOT PUT INTO A PUBLIC AI TOOL...

anything you would not voluntarily hand to management, a vendor, the carrier's lawyer, or a reporter.

SAFE

generic checklist
blank template
public article

RISKY

sanitized hypothetical
draft member message
limited facts

NO

live file
medical note
witness statement
counsel email

Use AI to help you think about the work — not to disclose the work.

Three Buckets of Risk

3

MEMBER PRIVACY

medical · leave · discipline
· personal facts

1

UNION STRATEGY

bargaining · organizing ·
settlement · internal
debate

2

LEGAL / REPRESENTATION

counsel advice · legal
analysis · arbitration
strategy

3

If information falls into one bucket, slow down. If it falls into more than one, stop and check first.

Buckets beat panic when deadlines are tight.

Tool, Account, and Workflow Matter

4

PUBLIC / PERSONAL ACCOUNT

Public, generic, or truly sanitized information only.

UNION-CONTROLLED WORKSPACE

Approved categories, access controls, retention rules, and user training.

COUNSEL-REVIEWED WORKFLOW

Privileged, medical, bargaining, legal, and high-risk representational work.

Popular is not the same as approved. Convenient is not the same as authorized.

The Red Zone

5

LIVE FILES WITH NAMES AND FACTS

WITNESS STATEMENTS AND CREDIBILITY NOTES

SETTLEMENT AUTHORITY

MEMBER LISTS AND ORGANIZING TARGETS

MEDICAL · LEAVE · TESTING INFORMATION

BARGAINING BOTTOM LINES

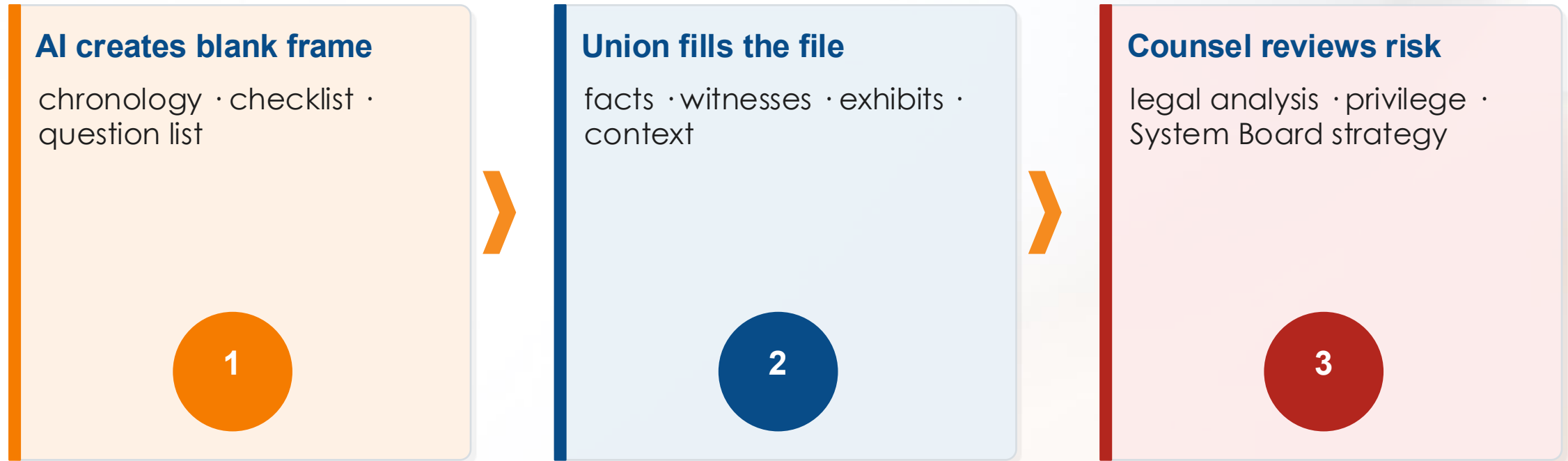
COUNSEL ADVICE AND LEGAL ANALYSIS

INTERNAL STRATEGY MEMOS

A proper noun from a live matter is a smoke alarm. Pause before pasting.

Safe Grievance and Arbitration Workflow

6



AI may help with the frame. The representative owns the facts.

Four High-Risk Categories

BARGAINING STRATEGY

bottom lines · tradeoffs · internal splits

WITNESSES

identity · fear · credibility notes

MEDICAL / LEAVE

diagnoses · restrictions · testing

COUNSEL COMMUNICATIONS

legal advice · work product · risk analysis

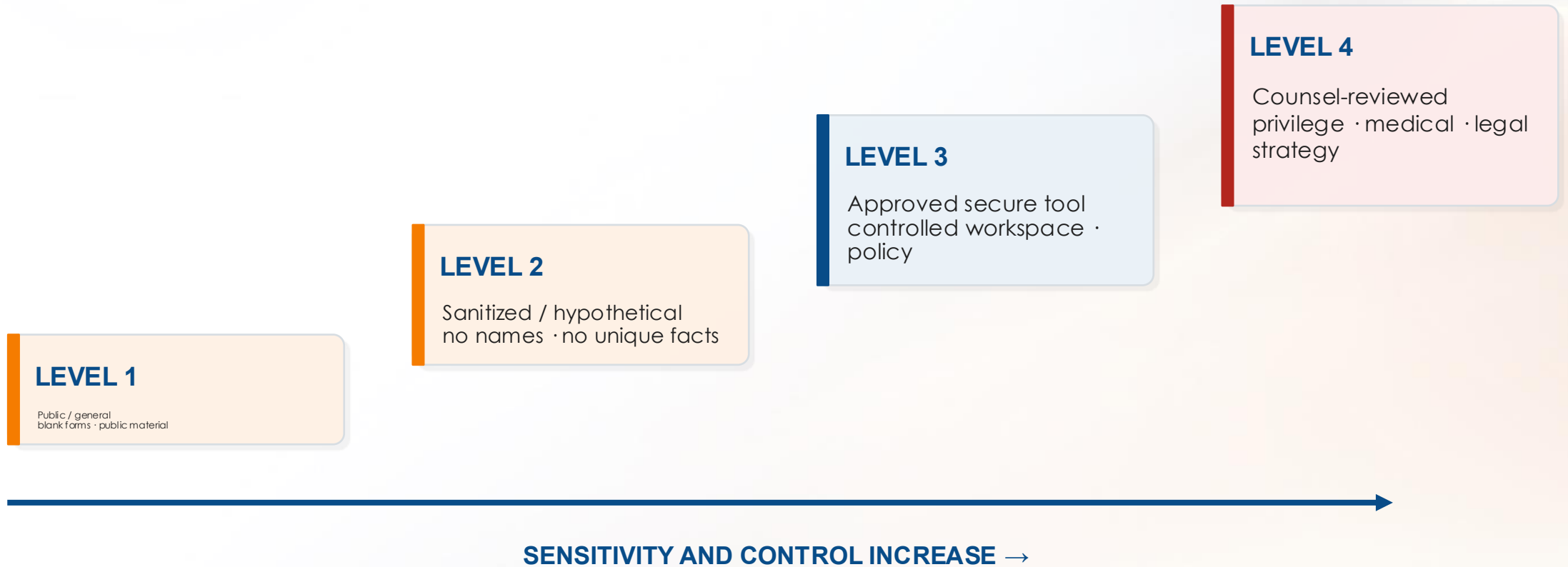
Removing a name does not necessarily remove the sensitivity.

High-risk material requires higher control.

The Safe AI Use Ladder

8

When sensitivity goes up, the rung goes up.



Sanitize. Summarize. Segregate. Verify.

9

SANITIZE

Remove identifiers and unique facts.

SUMMARIZE

Give only what the task requires.

SEGREGATE

Keep protected material out.

VERIFY

Check every material output.

Confidentiality protects the file. Verification protects the decision.

A safe input does not guarantee a correct output.

Bad Prompt → Better Prompt → Best Workflow

BAD

Uploads the live file and asks AI to decide the case.



BETTER

Requests a generic framework, checklist, or outline.



BEST

Controlled file + verified facts + human or counsel review.

The best prompt is the one that needs less confidential information.

One-Page Local AI Use Rule

Public tools: public, generic, or sanitized use only

No live files, medical, witnesses, strategy, or counsel emails

Approved tools for sensitive workflows and role-based access

Human review before use or distribution

Report accidental disclosure quickly

Name one tool approver and escalation contact

A one-page rule people follow beats a thirty-page policy nobody opens.

The Pivot: Do Not Give Management a Technology Monopoly

12

MANAGEMENT TECHNOLOGY

measure · score · predict · control ·
discipline · automate · reduce
headcount



UNION TECHNOLOGY

preserve · compare · verify ·
organize · bargain · enforce · build
power

Do not be anti-technology. Be pro-worker technology.

Proof → Pattern → Pressure → Protection

PROOF

What facts can workers preserve?



PATTERN

Is the issue shared?



PRESSURE

What union action follows?



PROTECTION

How do we safeguard workers?

The question is not what AI can do. The question is what it helps workers prove.

Tool, Not Boss

14

A worker-side tool should help workers record facts, understand rights, and act collectively.

It should not become another system that watches, ranks, shames, or exposes them.

Increase worker power?

Reduce risk?

Workers understand collection and use?

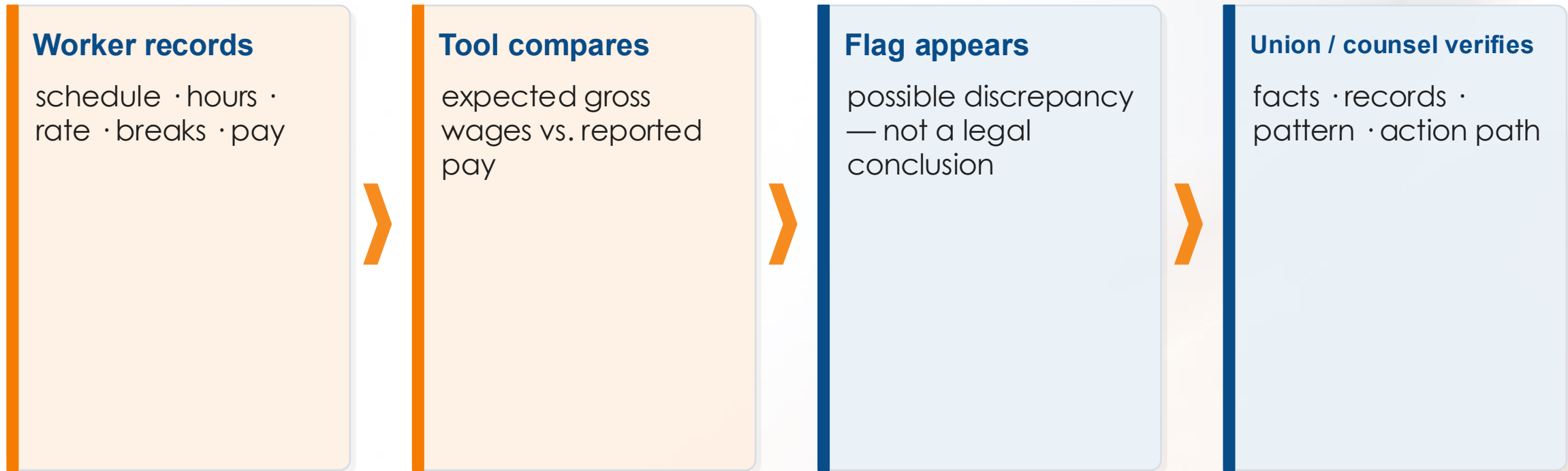
Union can act on output?

Preserve trust?

Trust is not a feature. Trust is the whole product.

WageWatch: From Short Paycheck to Preserved Record

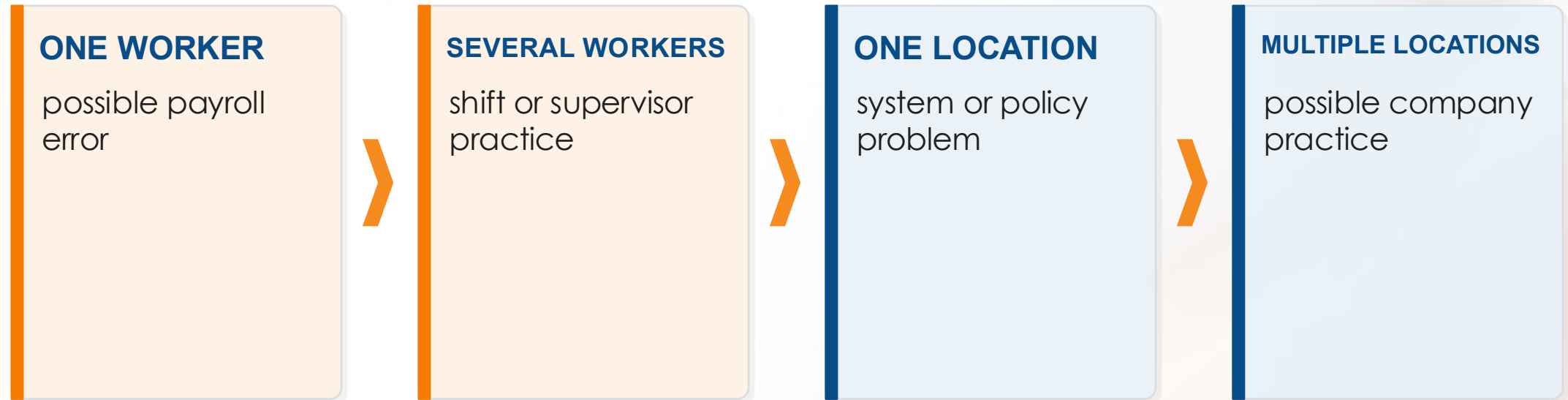
15



A discrepancy is a smoke alarm — investigate before you act.

From One Discrepancy to a Pattern

16



Verify before grievance, bargaining, organizing, public pressure, or legal action.

Pattern changes leverage.

Union Uses: Enforcement, Organizing, Bargaining, and Legal Review

ENFORCEMENT

payroll correction · grievance · audit

ORGANIZING

shared issue · member engagement ·
campaign hook

BARGAINING

proposal · committee agenda · contract
campaign

LEGAL REVIEW

common policy · damages · litigation path

Data helps find the conversation. Workers still organize workers.

Real World Example: Contract Rates Become Payroll Alerts

Payroll Activity

Financial and employment information

Payrolls
162

Discrepancies
94
2024/04/06 - 2026/02/21

Value
\$63,771.94

Discrepant Payrolls

Period End ↓	Hours Worked ↕	Discrepancy
2026-02-22	27	\$460.84
2026-02-08	27	\$460.84
2026-02-01	36	\$563.72
2026-01-25	36	\$533.28
2026-01-18	45	\$984.68
2026-01-11	45	\$954.24
2026-01-04	31.5	\$378.96
2025-12-28	30.5	\$481.84
2025-12-21	45	\$1,045.56
2025-12-14	27	\$399.96

Pattern view: 94 discrepant payrolls / \$63,771.94 flagged

IAM Airline Division AI Bargaining Curriculum - Day 2 Hour 3

1 • CONTRACT RULES

IAM Air Division wage and benefit rates can be mapped by classification, location, pay period, and covered rule.

2 • GEOLOCATION + WORKER RECORD

Worksite, schedule, hours, rate, breaks, and reported pay become a structured record instead of a memory.

3 • EXPECTED GROSS VS. ACTUAL GROSS

WageWatch calculates the expected gross pay and flags potential shortfalls for worker review.

4 • VERIFICATION AND PATTERN

Union or counsel verifies the issue; repeated alerts can support grievances, audits, bargaining, organizing, or legal review.

The app flags the issue. The union verifies the facts. The pattern creates leverage.



Pay Period Summary

Employer
The Arsenal

Pay period
09/01/25 - 09/07/25

Hours recorded
51.5

Gross payment
\$1000 [Edit](#)

Calculated gross
[Tap to reveal](#)

Discrepancy detected

We have detected a potential discrepancy in your gross payment for this period.

ACTUAL GROSS **\$1000**
POTENTIAL DISCREPANCY **\$(717.5)**

We detected a discrepancy in your gross wages for the respective pay period. Please click below if you wish to discuss these calculations, explore your rights further about submitted discrepancies, and you will only be contacted if you click this because solely inputting data into the WageWatch App does not obligate any attorney or law firm follow up.

[Agree to be contacted](#)

Calendar Schedule Payroll

Worker alert: actual gross vs. calculated shortfall



CBA Comparison: Compare Fast. Verify Slowly.

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SOURCE QUOTE

DEFINITIONS

SIDE LETTERS / MOUs

EFFECTIVE DATES

UNIT SCOPE

PAST PRACTICE

AWARDS

REMEDY

AI DRAFTS THE MATRIX. THE UNION OWNS THE JUDGMENT.

Use the chart for discussion, not final advice. Mark uncertainty and read the actual clause.

A fast matrix is useful. An unverified matrix is dangerous.

The Employer Measures Work. The Union Proves Work.

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THE MORNING'S IMPLEMENTATION RULE

Put protections in the agreement. Make the human own automated discipline. Protect the file. Verify the output. Connect every tool to action.

PROOF

PATTERN

PRESSURE

PROTECTION

Become hard-to-fool union people in a technology workplace.

Conclusion: From AI Risk to Union Power

FINAL

The union’s job is not to stop technology.
It is to make technology answer to working people.

- 1

Bargain before deployment
Demand notice, disclosure, information rights, and bargaining before procurement, pilots, expansion, or changed use.
- 2

Protect the work
Preserve bargaining-unit work, staffing, overtime, seniority, assignments, qualifications, and skilled judgment.
- 3

Challenge the evidence
Treat dashboards, scores, camera alerts, and vendor reports as evidence requiring context, proof, and contractual standards.
- 4

Safeguard the information
Keep member privacy, witness statements, strategy, and counsel communications out of public AI tools.
- 5

Build worker power
Use worker-centered technology to preserve facts, identify patterns, enforce rights, and create collective leverage.



Show us the system. Show us the data. Show us the impact. Come to the bargaining table.