System Board of Adjustment
United Airlines
and
International Brotherhood of Teamsters

Case #: HNL2018-0023

Location: Honolulu, HI

Grievant(s): Kenneth Kim

Employee(s) #: 125251

Issue: Awarding Personal Convenience Leave

Article(s): Article 10.E.1

Hearing Date: 10/2/2018

The Board has rendered a decision as follows:

The Company is not in violation of Article 10.E.1 when it awards Personal Convenience Leave no earlier than 24 hours prior to the time off requested. The language states, "Employees may request short term leaves of up to eighty (80) hours off for personal convenience reasons subject to the needs of service. Such requests will be approved no later than twenty-four (24) hours prior to the time off requested."

Pursuant to Article 9.C.2, employees requesting a VAC-DAT (Vacation-Day-At-A-Time) may do so "no more than sixty (60) days and no less than eight (8) hours prior to the beginning of the shift or sequence of shifts in question if there are open weeks or days as set forth in B.4 of this Article."

Vacation time is an accrued benefit, therefore VAC-DAT requests will be given preference to Personal Convenience Leave requests. Since VAC-DAT days can only be requested 60 days in advance, to allow time for employees to request and be awarded VAC-DAT days, Personal Convenience Leaves will be granted 24 hours prior to the requested time off. In addition, awarding a VAC-DAT day as well as a Personal Convenience Leave is subject to availability of open vacation weeks or days. Both VAC-DAT days and Personal Convenience Leaves decrement vacation liability.

The grievance is denied.

Paul J Alves 3/13/19

Paul Alves Date
IBT International Representative - Airline Division

Christopher A Carrick 3/13/19

Chris Carrick Date
Managing Director, SFO

Robert C Fisher 3/13/19

Robert Fisher Date
IBT International Representative - Airline Division

Julianne Cooney 2/27/2019

Julianne Cooney Date
Director, Labor Relations - Ground

The date of the latest signature shall be the date of the Board decision.