



Scanner Arbitration Decision

In a recent decision by Arbitrator John Barnard, regarding the use of hand-held scanners by Supervisors, he clarified the language of Article 5, Paragraph F, Page 10 of the CBA which states, "F. Receives and records (either manually or by means of an electronic scanner, worn or held by a Ramp Agent) Customer baggage, air freight, air mail, and comat as required. Re-stickers misconnect bags." The grievance was awarded but there were some stipulations and restrictions in the arbitrator's decision.

The following are excerpts directly from the Arbitration decision:

Referring to Joint ex 4, a complete version of the new work rules dated November 19, 2019, Article Two, Scope (2), supervisors working alone on the upload of no more than 30 items or, on the download of no more than 30 items, can scan in these described instances.

Referring then to the grievance filed by Ramp Agent [NAME], and as discussed, such grievance is granted.

Further here, based upon the testimony and evidence as presented in the arbitration, it is clear that **scanning is inseparable from loading or unloading. It is one function. If a supervisor cannot scan, he cannot work alone at the bottom of the beltloader. (Emphasis Added)**

Finally, and based upon the discussion and conclusions, and referring to Joint ex 4, specifically Article Two, Scope, (2), Can Supervisor perform the following covered work alone?

Upload- yes, but no more than 30 items

Download- yes, but no more than 30 items

Note. This work alone can be done either in the bin or at the bottom of the belt.

In this described occurrence, the supervisors then can also scan and load or unload up to thirty (30) items on the upload and thirty (30) items on the download while working alone. (Emphasis Added)

The entire decision will be place on the website very shortly. Here is a brief synopsis and guidance regarding these types of grievances going forward.

- 1) The Supervisor may not scan over 30 bags on the upload or download of the flight regardless.
- 2) The Supervisor may scan and load 30 bags on the upload or download of the flight unassisted in the bin or at the bottom of the belt.
- 3) The Supervisor may load or unload, but not scan, any number of bags while assisting another agent.

Going forward, on all grievances that involve scanning being done by a Supervisor in order to successfully prove a violation, we will need:

- 1) The Statement of Grievance detailing the Flight number, FWD or AFT, number of bags and the Supervisor's name.
- 2) The Scanning Report
- 3) Witness Statement regarding the flight

Do not take/give the Supervisor or another agent a scanner unless you have logged out of/or into it. Ensure that they utilize their own number. We must protect our work and each other.