

## **Section 204 – Railway Labor Act.**

Section 204 of the Railway Labor Act says, in part, “disputes between an employee or group of employees and a carrier or carriers by air growing out of grievances or out of the interpretation or application of agreements concerning rates of pay, rules, or working conditions...shall be handled in the usual manner up to and including the chief operating officer of the carrier designated to handle such disputes; but, failing to reach an adjustment in this manner, the disputes may be referred...to an appropriate adjustment board.”

The language in ALPA contracts comes from this part of the RLA—the law requires that the contract spell out the details of the grievance process.

Similarly, Section 57 of the Canada Labour Code says, in part, “(1) Every collective agreement shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties to or employees bound by the collective agreement, concerning its interpretation, application, administration, or alleged contravention.”