

ROLLBACK OF WORKERS' RIGHTS AT STAKE IN NOVEMBER

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA



Teamster members and other workers are facing a significant political challenge in this election year. Big business and corporate apologists are continuing their push to strip unions of their ability to collectively bargain by pushing so-called right-to-work (RTW) legislation. And if they are successful, more

workers could lose their rights on the job.

Such efforts have already been successful in West Virginia, where earlier this year the Legislature overrode the veto of the governor to implement RTW and roll back the state's prevailing wage law. While supporters there promised more jobs will result from the move, history shows us that lower pay for residents will be the likely result. And that's not something West Virginians, or anyone else, needs.

But what happens if this country's voters decide to elect candidates in November who don't represent workers' values? Given the current make-up of Congress and many state legislatures, it is definitely possible that RTW could become a reality in more states or even nationwide. And that would be devastating for millions of families.

Those living in RTW states have a higher poverty rate than those in ones that support collective bargaining. In fact, nine of the 10 highest poverty states are RTW. That, in part, is attributable to lower salaries and benefits. Those with no rights at work make almost \$1,500 a year less. They are also less likely to receive employer-based health insurance or pensions.

Teamsters must help lead the charge to defeat efforts to spread anti-worker legislation. RTW is a ruse. Now pro-worker forces need to spread that message so everyday Americans understand what is at stake on Election Day.

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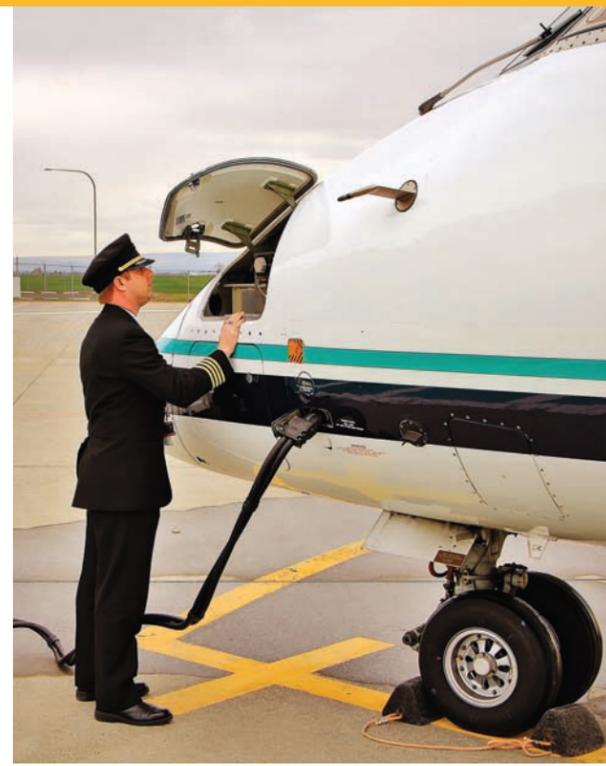
HORIZON PILOTS RATIFY AGREEMENT

Contract Brings Jet Operations to Airline

Teamster pilots with Horizon Air who are members of Local 1224 in Wilmington, Ohio, voted by a 2-1 margin to ratify a collective bargaining agreement that will bring jet flying back to the airline. There are approximately 576 Teamster pilots at Horizon Air.

The pact will provide for pay increases throughout the life of the agreement and implements a preferential bid system (PBS) with language that is the best in the regional industry and on par with that at major airlines.

The successful vote happened shortly after Horizon's parent company, Alaska Air Group, said it expects to place an order for 30 large regional jets in the first quarter of 2016. The fleet will transition from an all-turboprop to a mixed jet/turboprop fleet.



"The ratified contract gives me and my family stability in what would've been a potentially economically rocky future without steady employment," Miller said. "This contract is a fantastic investment for regional airliners. Coupled with the jet announcement, it will allow younger pilots to come to Horizon Air for a lengthy, satisfying career. This wouldn't have been possible without the unity that the committee displayed during negotiations. The committee handled negotiations exceptionally and they had the full support of the bargaining unit. I'm happy that I'm going back to work under the new pact, and I'm even happier that I'm able to help support my family with my union job."

"I want to commend Local 1224 and the negotiating

committee for their hard work at the table that led to this strong agreement. We look forward to continuing to work together as a team to ensure that all pilots at Horizon Air are represented to the fullest," said Capt. David Bourne, Director of the Teamsters Airline Division.

"The Horizon pilots have been in negotiations with the company to bring jet flying back to Horizon Air for some time," said Daniel C. Wells, President of Local 1224. "It has been the union's position that jet flying is a good business decision for Horizon Air and enables the company to offer a better product to its customers. We are happy that we were able to work with the company to find solutions for growth that meet the needs of the pilots and the company alike."

Passenger Service, Workforce to Expand

Owens and other pilots at Horizon Air are also pleased with the inclusion of language that clarifies work rules and hours for reserve pilots, a major improvement in work conditions.

"It was really important to get the jet work back into the contract," said Capt. John Owens, a nine-year pilot at Horizon Air. "This work will allow the union to grow and flourish for years to come as the industry expands."

The contract provides wage increases across the board for the life of the agreement. To Teamsters like Brian P. Miller, a check airman at Horizon and a captain since 2012, a raise goes a long way for his family.

WHEN WORKERS UNITE, WE ALL WIN

One of the things I am proudest of as Director of the Airline Division is the unity displayed by our workers when fighting to empower themselves in the workplace. We are lucky to represent people that are engaged and supportive of their fellow union members. Teamster negotiating committees have shown incredible knowledge, solidarity and strength this year, leading to positive breakthroughs and closed contracts for our members. These wins for our workers are wins for the entire airline industry and workers around the world.

At Horizon Air, Teamster pilots recently ratified a five-year agreement that will increase their pay, benefits and scope of work rules. The bargaining unit also gained access to additional commercial work through this agreement, guaranteeing long-term employment for these workers. At GoJet, over 500 Teamster members signed off on a five-year contract that will pay them at the top of the industry for the aircraft they will be flying. In the latter case, over 90 percent of the bargaining unit voted.

These wins don't just affect Teamsters. Pay increases for union members drive up standards in the industry nationwide. Better benefits ensure that the health care systems of our state and country are not unduly burdened with unnecessary expenses. Job security means that families can be moved into the middle class and live in healthy, stable communities, where their children can attend excellent schools. When the Teamsters win organizing and contract battles, everyone wins along with us!



Campaigns Show Bipartisan Backing for Infrastructure

Support for infrastructure investment is growing on both sides of the political aisle. Presidential candidates are talking about it. The media shows images of our deteriorating roads, railways and water systems. Something needs to be done.

Luckily, the Teamsters unveiled its "Let's Get America Working" platform last year that provides a detailed roadmap for how this nation should prioritize such investment. It notes that maintaining, rebuilding and repairing our transportation, energy and water networks benefit workers by creating good-paying construction jobs that often pay prevailing wages. At the same time, such work also helps the economy by improving systems needed by businesses nationwide.

There are many infrastructure problems that need to be addressed. They include:

- More than 59,000 structurally deficient bridges nationwide, crossed by 215 million vehicles each day, according to the American Road & Transportation Builders Association;
- 54 percent of urban roads in substandard or out-of-date condition, according to "TRIP," a national transportation research group;
- Rail infrastructure supporting an increased volume of oil tanker cars, which have increased from 9,500 in 2008 to more than 400,000 in 2013, according to the Brotherhood of Maintenance of Way Employees, but without sufficient structural improvements to the rail system;
- Upgrading energy delivery infrastructure like pipelines and transmission lines; and
- Replacing pipes in aging water systems to avoid lead contamination like what's happening in Flint, Mich.

Rebuilding, repairing and reinvestment doesn't just need to be about transportation and energy projects. It can be about rebuilding and repairing the trust between government and workers by reinvesting in the people that have and can continue to make this country great. Better pay will lead to more spending and improve our quality of life. That way we all win.

TEAMSTER PILOTS SOAR AT GOJET AIRLINES

Local 618 Members Approve Five-Year Contract

On March 5, Teamster pilots voted to approve a new, five-year contract at GoJet Airlines by a nearly 2-to-1 margin. There are over 520 members in the bargaining unit.

The pilots will see significant quality of life improvements in this contract, including the implementation of a commuting policy where all lodging expenses will be paid for by the company. Pilots will also see a major increase in scope of the work rules and grievances protections.

"This is an outstanding contract that will take these GoJet pilots to the top of the regional industry in pay and benefits for the CRJ700 and CRJ900 aircraft," said Capt. David Bourne, Director of the Teamsters Airline Division. "Over 90 percent of the pilots voted in this election and those that voted approved the contract almost 2-to-1. That high level of participation speaks volumes about the quality and scope of this agreement."

"I am pleased to finally have a contract that places wages at an industry-leading level and focuses on many quality of life issues," said Eric Oberst, an 11-year captain with GoJet Airlines. "As a commuter line pilot, I am happy to see free commuter hotels in the contract which saves me a considerable monthly expense, money that I can now put toward my family's goals. Coupled with the increased commuter clause language, pilots like me can not only get to work and spend less, but also be stress free on the job. I am relieved that this contract addresses job security issues in these volatile times where airline mergers and acquisitions are in the news on a monthly basis. With an overwhelming approval by the pilot group, I feel confident that this contract will greatly improve the lives of my colleagues generating a renewed energy that has been lost for some time."

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— ERIC OBERST, 11-YEAR CAPTAIN WITH GOJET AIRLINES

"There are really good improvements for the pilots in this agreement," said Tom Cole, Vice President of Local 618 in St. Louis. "Our members are going to see immediate gains in premium pay, holiday pay, international pay and per diem rates. Increases in health care benefits, retirement packages, vacation and sick leave are also in the contract. I want to thank all of the pilots on the negotiating committee for doing such an outstanding job and everyone in the bargaining unit for being active participants in this process."

The contract is retroactive to March 1, 2016, and will take effect immediately upon ratification.

