



TEAMSTERS AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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*The magic of the holidays never
ends, and its greatest gifts
are friends and family.*

*Happy Holidays and
Happy New Year
from the TAMC.*



Teamsters Support Safe Aircraft Maintenance Standards Act

The International Brotherhood of Teamsters and the Aviation Mechanics Coalition strongly support H.R. 5119, the Safe Aircraft Maintenance Standards Act, which was passed out of the House of Representatives' Transportation and Infrastructure Committee in November.

"I'd like to thank our allies in Congress who have been working incredibly hard on this legislation out of their concern for the safety of both their constituents and every U.S. citizen who steps foot on an airplane," said Capt. David Bourne, Teamsters Airline Division Director. "This bipartisan legislation is a perfect example of representative democracy at its finest."

The legislation was introduced by House Transportation and Infrastructure Committee

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**Teamsters Airline Division Director and
TAMC Representatives Attend Expo**

Showcasing the various career fields available in the aviation industry was the goal as Teamsters Airline Division representatives attended the ProJet Aviation Education and Career Expo in Leesburg, Va. on November 11. Airline Division Director David Bourne, Deputy Director Allynn Allen and International Representatives Bob Fisher and Chris Moore were joined by Local 210 Shop Steward Blake Silverstein for the event.

Over 750 local high school students were in attendance and they had the opportunity to speak with representatives at over 60 booths about careers in aviation and related fields. Law enforcement, military, technical schools, flight schools and the Teamsters were among the participants. As the only union at

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The United Airlines Teamsters Member Assistance Program is Here for You in Your Time of Need



This time of year can bring out all kinds of emotions that are difficult to process. Family get-togethers, the loss of a close family member and this being the first holiday without them, maybe you or a family member realizes their drinking is out of control – all these things cause stress around the holidays. This is why the Teamsters Member Assistance Program (TMAP) representatives are here to help you and your family.

What is TMAP? The Teamsters offer a free, confidential program designed to help members and their families identify and resolve personal problems or concerns. Our trained TMAP peer coordinators are union members helping union members. We all have ups and downs and it's not always easy deciding when to ask for help. Your TMAP coordinator will respectfully listen to your problem and assist you in developing a plan of action that will meet your needs. If necessary, you will be referred to a qualified service provider in your community. The TMAP coordinator will also follow up with you to ensure that you are both getting the help you need and are satisfied with the referral. How do you know if you really do have a problem? Ask yourself these questions:

- Do I think about a problem frequently, or am I always worried about the same thing?
- Am I telling myself the problem "isn't that bad and will just go away," although it doesn't?
- Do I feel tired, depressed, frustrated, angry or sick?
- Is my job performance or dependability being affected?
- Do I feel like giving up?

What Kind of Problems Can the Teamsters Member Assistance Program Help With? Depression and/or anxiety, debt management, grief and loss, alcohol and drug dependency, gambling dependency, relationship problems, divorce, stress related to parenting, domestic violence, elder care and trauma reactions are a few of the issues TMAP can help with.

Is the Union's TMAP Really Confidential? Yes, the program is highly confidential. We will not discuss your problem with anyone without your written consent. The only limits by law are the intent to harm yourself, harm others, child abuse and/or elder abuse.

What Will It Cost? TMAP services are free. Your TMAP representative will work with you to make effective use of your health insurance benefits and community resources.

What is the Next Step? To get started, call or visit a Teamsters TMAP representative to begin the process. TMAP is voluntary, so you need to take the first step. A TMAP representative can help you determine whether you need to take action.

Remember, it's better to deal with the problem before it becomes overwhelming.

Your TMAP representatives are:

Caleb Good – (630) 485-0227

Chairman, Eastern Region Coordinator covering ATL, BOS, CLE, EWR, IAD, LGA, ORD and PHL

Mike Brooks – (303) 335-6540

Central Region Coordinator covering DEN FLL TPA PHX and MCO

Steve Loone – (650) 745-5864

Western Region Coordinator covering GUM HNL LAS LAX KOA LIH OGG PDX SAN SEA SFO and SNA

Steve Crummey – (650) 745-5867

Western Region Coordinator covering GUM HNL LAS LAX KOA LIH OGG PDX SAN SEA SFO SNA

Dominic Fiero – (832) 443-6599

Southern Region Coordinator covering IAH HOU AUS DFW and MSY

Aviation Workforce Taskforce Meets at IBT Headquarters

Members of the Joint Services Aviation Maintenance Technician Certification Council met with Teamsters Airline Division and TAMC representatives on November 13 and 14 at IBT Headquarters in Washington, D.C. The meeting was also attended by representatives from the Dept. of Defense and the FAA, members of General President James P. Hoffa's staff and other interested stakeholders. The meeting is part of an ongoing effort to streamline the Airframe and Powerplant (A&P) licensing process for service men and women working in aviation while enlisted in the armed forces.

All of the participants realized the need to provide a pathway for former members of the military to get an A&P license after their duty is served. A number of ideas were discussed, including raising awareness that there are good civilian jobs available upon separation for those with a license, allowing for a knowledge test that would credit a candidate for skills acquired on the job, online education courses for supplementing on-the-job training and the current community college of the Airforce A&P program. The lack of FAA resources like Designated Maintenance Examiners and the inconsistent application of the regulations for testing qualification were also discussed.

We are losing an enormous number of talented people because they don't realize that they can be working toward getting their license while they are still serving their country. The Aviation Workforce Taskforce has been making progress on this issue and will continue to work collectively to develop clear and concise pathways for our service people to achieve this goal.

TAMC Attend Expo

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the event, the Teamsters brought a unique perspective as industry veterans who have been working to solve the industry-wide pilot and mechanic shortages.

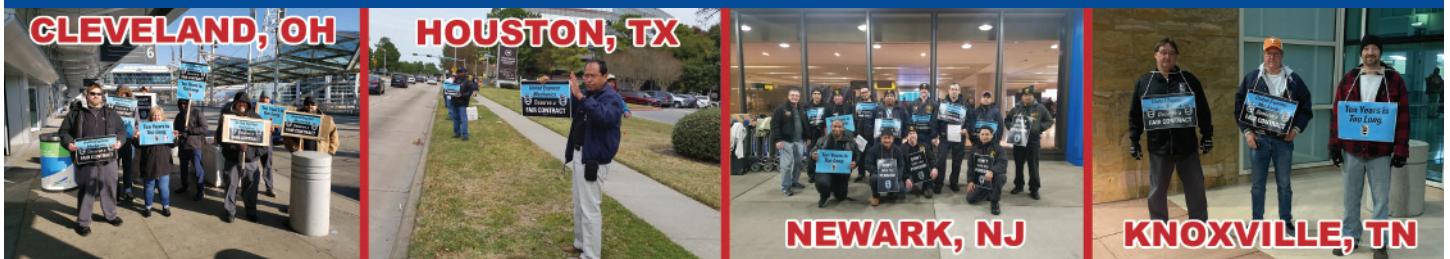
The students were fascinated by the array of parts at the Teamster table. The biggest hit was a fan blade from a GENx-1b engine that powers the Boeing 787. The parts generated many questions, and these questions led to more in depth conversations about being a mechanic or pilot. The Teamsters look forward to participating again next year as part of the outreach effort to bring young people into aviation.

"These students are the future of aviation and they need to know about the careers that are available to them," Bourne said. "Showing these students the pathway to a pilot or mechanics' license is crucial if we are to fill the pipeline that has been all but depleted for both crafts."

Blake Silverstein (UAL-GSE technician), Bourne, Moore and Fisher staffed the booth at the ProJet Aviation and Education Career Expo.

"Explaining to a student the return on investment on the educational dollar for getting an A&P license was eye-opening for almost every student we spoke to," Moore said. "We are encouraged by the number of students we talked to that are interested in an aviation career."

ExpressJet Mechanics Wrap Up Nationwide Week of Action



Workers Seek to Inform Flying Public of Mechanic Shortage

Mechanics at ExpressJet, a regional carrier for United Airlines, recently wrapped up a week of informational picketing at the company's locations in Cleveland; Houston; Newark, N.J.; Chicago; and Alcoa, Tenn. The picket was geared toward informing the flying public of ongoing negotiations with the company.

"ExpressJet customers have a right to know that the company is likely going to have issues as a result of its irrational behavior at the bargaining table," said Capt. David Bourne, Director of the Teamsters Airline

Division. "ExpressJet's refusal to pay their mechanics the wages and benefits they deserve is causing more and more of them to quit every single day, often to take higher-paying jobs at other commercial airlines."

Mechanics at ExpressJet, a company in which United Airlines owns a 49-percent stake, agreed to pay cuts in 2008 to help prevent the company from filing for bankruptcy. The company restored wages to their 2008 levels in 2017, but the workers haven't had a real pay raise in over a decade. After the company proposed a regressive offer in June, the Teamsters asked the

National Mediation Board (NMB) to intervene. All of this is happening at a time when there is an industry-wide shortage of aviation mechanics that is only getting worse.

"The company is trying to take their retirement and use that to fund a paltry wage increase that leaves them thousands of dollars behind their peers in the regional industry," said Chris Moore, Teamsters Airline Division International Representative. "We don't have any additional meetings scheduled with the company, so many of these workers are finding it hard to stay even if they've been loyal to ExpressJet for years."

NEGOTIATIONS ROUNDUP

United Airlines Maintenance Controllers

The IBT Negotiations Committee and United Airlines concluded two days of mediated talks at the IBT Headquarters building in Washington, D.C., on November 22. We are pleased to announce there has been solid progress.

On Wednesday, November 20, the company passed final language on the article of the contract concerning health and welfare benefits. Their updated pass included the modifications requested during the previous bargaining session. After a review of the changes by the IBT Legal Department, the parties were able to officially reach a tentative agreement concerning the health and welfare benefits article.

Work continued Wednesday on the vacation bidding and usage language. Through open exchanges at the bargaining table, the parties were able to come to an understanding on how to frame up language that both sides would be able to tolerate. The company had this framework language prepared for the start of talks on Thursday, November 21. Instead of a traditional paper pass across the table, the parties projected the document on a screen and chiseled

through their differences on the fly. This exchange was well documented and included the clarification of exactly what future intentions may be. The agreed upon language will bring stability to the process for using vacation and personal holidays in the future. Economic pieces of the vacation and holiday article remain open for discussion.

The parties have two weeks of conferences scheduled in Florida for January. This summit will be economic in nature; we have carved our way through the governmental items of this contract and are now ready to face off on the economics. It has been expressed from day one that pay parity amongst United Airlines Maintenance Controllers and pay parity within the industry is our top priority. There will be no agreement without it.

Allegiant Air

The Allegiant Air Technicians and Related Negotiating Committee met with the company on December 3 and 4 at Allegiant Air headquarters. The union and the company were able to reach tentative agreements on Article 13 – Health and Safety, and Article 21 – Union Representation. We worked on and passed

Article 4 – Seniority, which is nearly complete. In addition to these articles, we spoke to several members to get feedback for Article 3 – Classifications. Thanks to those members that donated their time to help with this very important article. This has been a very productive year of negotiations. We have worked through much of the language and are getting close to economics.

This is our last scheduled round of negotiations for 2019 and your committee would like to thank you for supporting us throughout. We'd also like to wish all of you a safe and happy holiday season. Negotiations will resume in February 2020.

Those in attendance for the union were International Representatives Bob Fisher (Chair), Captain Paul Alves and Chris Moore; Business Representatives Tom Esposito (Local 769), Mike Moats (Local 964) and Gregg Vandagriff (Local 104); Allegiant Air rank-and-file members Collin Coffman (IWA), Brad Yokie (SFB) and Floyd Espinoza (LAS).

Those in attendance for the company were Lead Negotiator Bill Fishburn (Director of Labor Relations for Allegiant Air); Allegiant Air staff members Ken Brumfield, Dustin Call, Darren Ridge and Hayden Bardon.

Safe Aircraft Maintenance Act *continued from page 1*

Chairman Rep. Peter DeFazio (D-Ore.), Rep. John Katko (R-N.Y.) and Rep. John Garamendi (D-Calif.). It requires that aircraft maintenance performed abroad be held to the same standards as maintenance performed domestically.

"This bill closes significant regulatory loopholes that could lead to tragic accidents if they are unattended to," said Teamsters Airline

Division International Representative Chris Moore. "It is in everyone's best interest to have aviation mechanics overseas held to the same domestic standards regarding inspections, drug and alcohol testing, professional qualifications, background checks, threat assessments and other regulations that are essential to the safety of airline workers and passengers throughout the United States."

TAMC ONLINE

Check out previous issues of the *Teamster Aviation Professional* at www.teamsterair.org/tamc/newsletter.

You can also find us at aviationmechanics.org and <https://www.facebook.com/theaviationmechanicscoalition>.

To receive the newsletter via email, sign up at <http://ibt.io/tamc-nl>.

