



TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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A Message from the TAMC Board

Brothers and Sisters, we are in an unprecedented time in our industry. As essential workers you are on the front lines of the coronavirus battle. Your dedication and professionalism will ensure that when the time comes to fly again our fleets will be ready to launch. In the meantime, please protect yourselves and your families by practicing social distancing, following CDC guidelines and your company's COVID-19 response plan so that we can all get through this safely, together. Our thoughts are with you and your families.

Be safe.

A Message from IBT Airline Division Director **CAPT. DAVID BOURNE** Regarding COVID-19

Congressional leadership has produced a historic \$2 trillion stimulus bill that provides significant relief to aviation workers. I'd like to extend my deepest thanks to all of those who have contacted members of Congress regarding this legislation. Your rapid mobilization this week to communicate our needs to elected officials in Washington made the difference for every pilot, mechanic, attendant and every other worker in the airline industry. Thanks to you, we live to fight another day.



The stimulus bill contains \$61 billion for the airline industry, including \$32 billion in grants and \$29 billion of loans, plus \$10 billion in grants for airports. Once it becomes law, the legislation will help maintain our aviation

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What Aircraft Mechanics Need to Know About the Coronavirus

The following is an excerpt from the "Coronavirus Disease Awareness for Airline Operations" guidelines issued by the IBT Safety and Health Department on March 19, 2020. To access the entire document, go to <https://ibt.io/COVID19airlineguide>. For additional resources and the most up-to-date information on how the COVID-19 pandemic is affecting Teamster members, go to <https://teamster.org/covid-19>.

For the Centers for Disease Control and Prevention's Guidelines for Aircraft Maintenance Workers, go to <http://ibt.io/CDCTAMC>

Maintenance Work Performed on Contaminated Aircraft Parts

Any maintenance performed on soiled or contaminated aircraft parts (soft or hard surfaces), including lavatories, should be conducted per normal work practices. Proper Personal Protective Equipment (PPE), including any combination of gloves, gowns, face masks/face shields, boots or goggles should be worn based on the level of exposure to any contaminated liquid and/or solid particles. Regular housekeeping practices should be maintained, including routine cleaning and disinfecting of tools, surfaces, equipment, and other elements

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ATEC Lobbies on Capitol Hill for PARTT Act

On February 19 a group of representatives from the Aviation Technician Education Council (ATEC) visited Washington, D.C. for a meeting with congressional representatives to push the Promoting Aviation Regulations for Technical Training (PARTT) 147 Act (S.3043/H.R.5427).

The bill has broad industry support and is largely based on language ATEC offered in its comments to the FAA regarding Part 147 of the Notice of Proposed Rulemaking (NPRM) and Supplemental Notice of Proposed Rulemaking (SNPRM). ATEC's comments on the NPRM and SNPRM direct the FAA to replace the current, long-outdated rule with new language. The legislative effort comes in response to a slow-moving regulatory process and the airline industry's call for a performance-based approach, elements that are not present in the FAA's current regulatory proposals.

The group met with 18 congressional offices in one day, focusing on members of the aviation subcommittees in both the House and Senate. The meetings came in the wake of a February 11 hearing on workforce development in the House of Representatives, a venue that congressional leaders use to highlight the need for modernized aviation training.

"Our group included representatives from all sectors of education, including private colleges, four-year public institutions, and community colleges," said Southern Utah University Director of Global Aviation Maintenance Training and ATEC Legislative Chair Jared Britt. "We had outstanding support from industry, including MRO companies, airlines,

and labor unions. It made a powerful statement in our congressional meetings."

ATEC members are encouraged to capitalize on the momentum and reach out to members of Congress to ask them to sign on as co-sponsors of the bill. Special thanks to the following individuals for taking a few days to support the cause – Ryan Goertzen, AAR Corp. Vice President of Workforce Development; Jared Britt, Southern Utah University Director of Global Aviation Maintenance Training; Michael Mower, Southern Utah University Aviation Executive Director; Joel English, Aviation Institute of Maintenance Vice President of Operations; William Russo, Director of University of the District of Columbia Community College Aviation Program; Kevin Dallaire, Piedmont Airlines Recruiting Manager, Human Resources; Chris Moore, Teamsters Airline Division International Representative; and Crystal Maguire, Aviation Technician Education Council Executive Director.



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of the work environment. When choosing cleaning chemicals, employers should consult the Environmental Protection Agency (EPA) list of approved disinfectants, labels should indicate claims against emerging viral pathogens.

Cabin Repairs

Employees should wear their normally required PPE when making repairs in the passenger cabin area. If cleaning is required before repairs, review CDC cleaning guidance for Airlines and Airline Crew: Coronavirus Disease 2019 (COVID-19).

Air Filter Replacement

Employees should wear their normally required PPE and follow the manufacturer's replacement schedule using usual precautions when replacing air filters, including HEPA filters. To replace a filter, follow these recommended steps: a) wear employer-required PPE (disposable gloves should be worn at a minimum) b) avoid hitting, dropping, or shaking the filter c) do not use compressed air to clean a filter to avoid creating an aerosol d) dispose of the used filter and gloves in a sealed plastic bag d) wash hands with soap and water for at least 20 seconds when the task is finished; if soap and water are not readily available, use an alcohol-based hand sanitizer with at least 60% alcohol.

Waste and Wastewater Handling

Workers should follow standard practices including basic hygiene and wear required PPE for work tasks when exposed to untreated waste and wastewater. Bluewater (the deodorizer used in the airplane toilet) is not necessarily a disinfectant. The following PPE is recommended for workers handling human waste or sewage: a splash-proof face shield, liquid-repellent coveralls, waterproof gloves and rubber boots. After use, carefully remove PPE following your employers' instructions and immediately wash your hands with soap and water for 20 seconds. Aerosolization of untreated waste material should be avoided. The external venting system for vacuum waste tanks is not filtered. It is recommended that the vacuum waste tanks be vented

outside a hanger.

Sickness on the Job

If you have a possible contagious illness, please follow your company policy and don't report to work until you have recovered to avoid exposing others. If you develop symptoms of a contagious illness during your shift, discontinue your work duties as soon as it is safe to do so and follow the procedures outlined for sick passengers. Risk of infection depends on many factors, including the type of disease, flight duration, level of exposure, and your level of immunity. Follow company policy for reporting contact with potentially infectious materials. Consult with your private health care provider if you develop symptoms (such as fever, rash, persistent cough, vomiting, or diarrhea) or have other concerns that have not been addressed. The CDC will collaborate with your airline's occupational medicine consultant to provide guidance for certain confirmed infectious diseases. The state health department where you live (or where your flight arrives, depending on whether you worked offsite) may also contact you to ensure your well-being and prevent further spread of the identified contagious disease.

Employment Policies

As a union, the rights and benefits we have fought for can help to prevent disease and help people who do become ill. Through a joint labor-management process, new policies should also be developed, as needed. Some of these policies are: adequate, non-punitive sick leave policies that encourage sick workers to stay at home without the loss of pay, benefits or seniority; family leave policies allow people to stay home to take care of household members; financial remedies for unemployment scenarios, where people are not able to be at work or are required to work overtime to take care of patients; protection from stigma and discrimination; access to quality and affordable health care; a rapid response system to share communications with employees and others as needed.

If you have any questions about your rights under your Teamster contract and how they apply to the COVID-19 pandemic, or any other questions regarding how COVID-19 affects your job, contact your shop steward or business agent.

Teamsters, TMAP Honored for Helping Veterans and Military Families



In January, TAMC Chairman and Airline Division International Representative Chris Moore accepted the 2019 Eugene and Ruth Freedman Leadership Award from Dixon Center for Military and Veterans Services on behalf of the International Brotherhood of Teamsters. The honor recognizes the Teamsters Union's leadership and outstanding commitment to addressing the well-being of veterans and military families.

"General President James Hoffa and the Teamsters Military Assistance Program (TMAP) have influenced labor unions and their contracted employers across the country on how to utilize internal resources to assist veterans and military families in a positive way," said Colonel David Sutherland, Chairman of Dixon Center. "They have created a unique pathway for veterans and active military service members to participate in life-changing career pathways. The Dixon Center proudly recognizes them for their ongoing efforts and leadership. The continued efforts are life-changing for our service members as they transition from military to civilian culture."

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infrastructure and protect our jobs for the next six months as we recover from the COVID-19 pandemic. Rather than passing a carte-blanche handout to executives and shareholders, Congress placed a number of pro-worker conditions on the extension of federal funds, including the following guarantees:

- \$32 billion in aviation grants are statutorily required to be used on workers. Any airline receiving grants from the federal government must use these funds exclusively on worker wages and benefits. This will allow carriers and other companies to retain their payroll in the immediate future and prevent any new furloughs or layoffs.
- Any airline or aviation company receiving grant funding cannot conduct involuntary furloughs or reduce pay rates and benefits from the time they receive the grant through September 30, 2020.
- Recipients cannot engage in stock buybacks or pay dividends until September 30, 2021.
- The federal government cannot condition any grants or loans on the renegotiation of collective bargaining agreements in order to reduce employee pay or benefits. For grants, this protection is in effect through September 30, 2020. For loans, this protection is in effect until one year after the loan is paid.
- Grant recipients cannot increase the pay or severance of high-paid executives (\$425,000+) for a two-year period beginning on March 24, 2020. This does not apply to any worker in a bargaining unit.
- Within five days of passage, the government will create a process by which carriers can apply for grants and must begin doling out money within 10 days.
- Companies may defer contributions to single-employer pension plans until January 1, 2021 but are still responsible for making any and all contributions that have already been negotiated. Employers must also pay interest on deferred contributions.

Thank you again for your hard work, perseverance, and solidarity during what is an extremely trying and uncertain time. In spite of the challenges being thrown our way, we are rising above and demonstrating our collective power. This crisis is far from over, but if we continue to advocate tirelessly both for ourselves and for one another, we shall persevere. For more guidelines, go to <http://ibt.io/CDCTAMC>.

NEGOTIATIONS ROUNDUP

United Airlines Maintenance Controllers

Your negotiating committee and United Airlines concluded the first of two scheduled negotiations sessions in January. With the non-economic issues cleared, the sole focus of the negotiations is the exchange of economic passes. In our last message we reported that the company started the session by passing their latest attempt at a comprehensive economic package. Although the company made some improvements with regard to pay parity, the committee felt that there is clearly more work to be done.

With considerable differences between the two parties remaining, the parties are searching for alternative solutions to bring the groups closer together. Executive session talks with the mediator took place that will pave the way for the union's response to the company's latest proposal. Through a creative approach the union was able to draft an economic package that considerably lowers the total price of the contract. The union has officially pitched this idea to the company. Both parties have been satisfied with the assistance of the mediator and are hopeful for continued progress.

ExpressJet

Negotiations are now under the supervision of the National Mediation Board. With both the union and the company firmly committed to their respective positions, the mediator presented the parties with a "Mediator's Supposal" that combined the positions of both parties. The parties agreed that the supposal provided a starting point that would keep the parties at the negotiating table.

NOTE: All negotiations have been temporarily suspended due to COVID-19 precautions.

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>.

