



# TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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## ALLEGIANT AIR MECHANICS RATIFY FIRST TEAMSTER CONTRACT



**C**ongratulations to the Allegiant Air mechanics and related who on October 26 ratified their first ever collective bargaining agreement. Airline Division Representatives Bob Fisher, Chris Moore and Paul Alves, assisted by a committee of rank-and-file members, were able to secure substantial wage increases and work rule improvements.

“It’s great to see the improvements these workers have gained in their first contract but most importantly, they are no longer at-will employees and have the full protection of the International Brotherhood of Teamsters against unjust discipline and discharge,” said Capt. David Bourne, Airline Division Director.

“I am looking forward to having work rules that are consistent across the system and enforceable through a grievance

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The Aviation Mechanics Coalition

### A Look Back

**U**nder the leadership of TAMC Chairman and Airline Division International Representative Chris Moore, with the support of Teamsters Airline Division Director Capt. David Bourne and the International Union, the TAMC has provided significant benefits in support of our mechanic and related members, the Teamsters Military Assistance Program (TMAP); the entire Teamster membership and their families.

### Mission

Established in 2007, the TAMC was tasked with addressing aviation technician issues across all Teamster-represented Airlines.

### Lobbying

The first major undertaking assigned to the TAMC was to address the dangers of foreign outsourcing. We used a multi-faceted approach, speaking with legislators, industry experts and the news media. Starting in 2008, Capt. Bourne gave his full support of the initiative, and we began the practice of taking rank-and-file members to Capitol Hill. Before Capt. Bourne took over the Airline Division, most elected officials in Washington believed that the only union representing airline mechanics was the Machinists (IAM).

The TAMC created the Teamsters Outsourcing Defect Report, available to any mechanic in the industry, to capture trends. Thousands of examples of poor maintenance practices at MROs were documented using this form. These findings were reported to Congress. First-hand accounts from International Representative Moore were reported in testimony before the House Committee on Homeland Security regarding foreign repair in El Salvador.

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## Superior Representation for Highly Skilled Aviation Professionals



Choosing who represents your interests is always a difficult proposition. A little knowledge, however, can go a long way in helping you to decide who is the best fit for your group. The Teamsters Airline Division is the number one division for members' wage and benefit improvements since 2008\*. In fact, no other craft in the highly successful, 1.4-million-member union even comes close.

Some highlights of the Airline Division's success include:

- **an 80 percent wage increase for United Airlines Technicians;**
- **more than a 50 percent wage increase for UPS Air Cargo Technicians;**
- **a 31 percent increase in wages for Allegiant Pilots' first contract;**
- **a 60 percent increase in wages for NetJets Technicians;**
- **a 54 percent wage increase for Captains and 94 percent wage increase for First Officers for Northern Air Cargo Pilots;**
- **a 104 percent wage increase for Kalitta Air Pilots.**

The Airline Division is one of the largest aviation unions in the country for good reason.



**Join the union with the horsepower to represent you.  
Join the Teamsters Airline Division!**

**Sign a card today! For more information, contact [ibtairline@gmail.com](mailto:ibtairline@gmail.com)**

\* Calculated by the Teamsters Economics and Contracts Department.



## TAMC, Spartan College Attend Women's Conference

The Teamsters Airline Division and Spartan College of Aeronautics and Technology representatives attended the Teamsters Women's Conference to promote the partnership between the two organizations. The program was well received, with over eight hundred members stopping by to ask questions about careers in aviation maintenance. This exclusive partnership provides all Teamster members and their families a scholarship equal to 25 percent of tuition for those interested in training for the FAA Airframe and Powerplant License.

"There is great need for technicians in the aviation industry, with many airline jobs paying well over six figures," said Capt. David Bourne, IBT Airline Division Director. "As the Airline Division Director, I am proud to bring this unique opportunity to all 1.4 million members of our Teamster Family."

For more information on program, go to <https://www.spartan.edu/bd-sundeeep/>

## ALLEGIAN AIR MECHANICS RATIFY FIRST TEAMSTER CONTRACT

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process," said Brad Yokie, a negotiating committee member. "We have needed what we gained in this contract for a long time. The Teamsters Airline Division was the right choice for us. Many thanks to everyone involved for getting this deal done during the unusual circumstances of a global pandemic."

Here are just some of the improvements the members will enjoy:

- Workers are no longer "at will" employees (employees can no longer be disciplined or discharged without meeting the "just cause" standard);
- work scope and job protection;
- a 24 percent average pay increase at ratification;
- a ten percent signing bonus;
- an A&P license premium;
- an inspection premium increase;

- a senior technician premium;
- improved health care benefits at reduced costs;
- increased sick time;
- a grievance and arbitration process;
- more floating holiday options;
- improvements in safety and health;
- access to the Aviation Safety Action Program (ASAP);
- crash investigation language;
- craft, class and seniority clarification;
- reduction in force and recall procedures.

"It was great to get these dedicated individuals a much deserved first agreement and I look forward to helping them gain more improvements in future agreements," said Bob Fisher, Lead Negotiator and Airline Division Representative.

## The Aviation Mechanics Coalition – A Look Back

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The TAMC participated in live media events exposing the dangers of foreign outsourcing. We were joined by well-regarded aviation experts at these events, including Capt. Greg Feith from the National Transportation Safety Board (NTSB). These events led to the first ever Aviation Maintenance Outsourcing Summit in 2008. We maintain a positive relationship with Capt. Feith and former NTSB member John Goglia and recently spoke with them on their podcast.

### Benefits

An extremely important benefit created for technicians is the License Protection Program. This program ensures our members get free legal representation for Airframe and Powerplant (A&P) Technicians in the event they are investigated by the Federal Aviation Administration (FAA) for an alleged violation. Another benefit for all Teamsters and their family members is the exclusive agreement with Spartan College of Aeronautics, which provides a 25 percent scholarship discount for who want to pursue their A&P license. Spartan also offers a 50 percent scholarship discount towards a bachelor's degree in applied Science.

### Non-Profit

In 2015, the TAMC became a non-profit. The only A&P Technician to ever serve on the NTSB, the Honorable John Goglia, was added to our Board of Directors. As a non-profit we can – and do – engage mechanics at other airlines and MROs so that we can both continue to champion technicians' issues and show the industry the benefits of being a Teamster.

### Education

Education is a large part of what we do. We provide NTSB Go Team crash investigation training for the entire Airline Division. This way, the Teamsters can participate in airline crash investigations involving the NTSB if one of our represented carriers has an incident. We have coordinated and overseen three NTSB investigations since 2018. We have also provided Level 2 Crash Investigation training for our members. In addition to this, we are part of the Aviation Technical Education Council (ATEC) Legislative Committee. As part of that committee, we have lobbied for and were successful in changing FAA Part 147, which will streamline a school's ability to make curriculum changes. We continue to promote reform for the FAA testing process so that

our veterans with aviation maintenance experience get recognized for and credited with those skills, creating a smoother pathway for them to get an A&P license.

### Outreach to Military and Students

We work with TMAP and the Airline Division to develop military pathways to aviation maintenance careers. We have attended high level meetings with the Dept. of Defense, the Dept. of Labor, the FAA, the American Legion and others in pursuit of this goal. WE ARE THE ONLY AVIATION MECHANICS UNION WORKING ON THESE PROJECTS. We are collaborating with our represented carriers to create apprenticeship programs to help overcome the mechanic shortage and build our Teamster ranks. To further assist with outreach, the Airline Division filed for the FAA Education

Grant to promote this career path. Other outreach programs include attending STEM events and sponsoring the Aviation Maintenance Skills competition. We have reached thousands of potential new technicians and their families with these events.

Partnering with Industry on Technician Shortage

We have written about, provided information and spoken publicly about the mechanic shortage and its effects on public safety at the US Chamber of Commerce, Na-

tional Public Radio, the New York Times, the Dallas Morning News, Houston Chronicle and CNN, just to name a few outlets. We attend industry seminars to stay abreast of technical developments and trends that will affect our members (e.g., Aero Engines, MOR Americas, and the Aerospace Maintenance Skills Competition).

### Safety and Health

We work with the IBT Safety and Health Department to provide relevant and timely safety information to our members, including best practices on COVID-19, the Ebola Virus, Safety Reminders for Summer and Winter Operations, Opioid Addiction Drug Usage in the Workplace, Human Factors and Fatigue Awareness. The Safety and Health Department also provides Bloodborne Pathogen Training for our Go Team Members. We attend the bi-annual FAA Safety Infoshare to ensure that labor continues to have input to the FAA safety reporting systems like the Tech Ops Safety Action Program (TSAP) and the Aviation Safety Action Program (ASAP).







## TAMC Attends ProJet Aviation Career Expo

**A**irline Division and TAMC Representatives attended the ProJet Aviation Education and Career Expo in Leesburg VA on Friday, October 29. International Representative and TAMC Chairman Chris Moore was joined by Airline Division Representative Bob Fisher and Local 210 Shop Steward Blake Silverstein for the event.

Local high school students who braved torrential rains to participate had the opportunity to speak with representatives at over sixty booths about careers in aviation and related fields. The Teamsters Airline Division and TAMC – along with law enforcement, military, technical schools, and flight schools – were among the participants. The Teamsters, the only technician’s union at the event, brought a unique perspective using

industry veterans with over 75 years of aviation experience to promote aviation careers in an effort to help solve the industry pilot and mechanic shortages.

This year the IBT brought along a flight simulator, which really engaged the students. Bob Fisher, an A&P Mechanic and private pilot, demonstrated basic flight procedures and assisted students as they learned to fly the simulator.

“Seeing the enthusiasm of these young women and men is encouraging, as there are more and more aviation jobs that need filling post COVID-19,” said Fisher.

Chris Moore, who is also an A&P Mechanic, continued to encourage the students to consider a career in aviation maintenance.

“These students will be graduating either

this year or next and many are looking for a direction,” said Moore. “Being able to launch a lifelong career with a high school diploma and technical School training is an attractive option for many of them.”

Steward Blake Silverstein attended his third ProJet event. He spoke with local educators and volunteered his time to speak at area high schools during their career day events.

“The opportunity to speak to a wider audience of students about the career possibilities in aviation is something I really look forward to,” said Silverstein.

The Teamsters Airline Division and TAMC continue to lead the Labor Movement in promoting STEM programs and Aviation Careers.

### TAMC Participates in Go Team Podcast

Recently, TAMC Chairman and International Representative Chris Moore, Northern Air Cargo Representatives Captain Dave Dyas and Pilot and Safety Representative Richard Quintero recorded a podcast. The discussion covered the NTSB Crash Investigation Training provided by the Airline Division and Teamsters Local 769 the week of August 23, as well as some of the massive improvements in contracts that the Airline Division has negotiated under the leadership of Capt. David Bourne. Here is a link to the podcast: <https://teamster.org/2021/09/teamsters-local-769-hosts-go-team-podcast/>

### TAMC ONLINE

Check out previous issues of the *Teamster Aviation Professional* at [www.teamsterair.org/tamc/newsletter](http://www.teamsterair.org/tamc/newsletter).

You can also find us at [aviationmechanics.org](http://aviationmechanics.org) and <https://www.facebook.com/theaviationmechanicscoalition>.

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

