



TAMC Nuts & Bolts

Teamsters Aviation Mechanics Coalition Newsletter

Volume 3, Issue 2

UAL Teamster Mechanics and Related Ratify New Contract, Paving the Way for Joint Contract Discussions with CAL Counterparts

Teamster aircraft mechanics and related workers at United Airlines are ending the year on a high note with a new contract that was overwhelmingly ratified on Thursday. The new agreement, which provides for significant wage increases, maintenance of health care benefits and enhanced job security protections, covers about 5,500 aircraft mechanics and related employees throughout the United States.

"This marks a historic day for Teamster United mechanics," said Teamsters General President Jim Hoffa. "They stood united for a better future and for big improvements at United. They should feel proud of what they've accomplished."

"My congratulations go out to the negotiating committee for their dedication and perseverance in negotiating a strong Teamster contract. These hardworking Teamster mechanics and related workers deserve all the improvements negotiated in this agreement," said Teamsters Airline Division Director Captain David Bourne.

Passage of the agreement is a major step toward achieving the ultimate goal of a single combined contract for the 9,000 Teamster mechanics at a merged United Airlines and Continental Airlines.

"Passage of this agreement was a real breakthrough and a major step toward achieving the ultimate goal of a single combined contract for the 9,000 mechanics at the new airline," said Roger Apana, a mechanic from Honolulu and a member of the negotiating committee. "It feels good that we were able to achieve a \$11,500 signing bonus along with restoring many of the items that were conceded in bankruptcy and securing the best job protections we've had in our 70-year history."

In response to the vote, the following message was sent to all UAL Mechanics and Related by their Negotiating Committee on Friday:

Yesterday the tentative agreement reached in November was ratified by a majority of the membership. The agreement will become effective January 1st 2012, but will require some work to implement transition items as described in LOA #27. There have been many questions about the transition to the new agreement including; when do the pay rates take effect, when will the overtime balances be zeroed and when will the bid areas become active?

The parties recognized that this agreement would require much work to implement and that not all items would be effective

day 1. LOA #27 states "As the parties discussed and agreed during the negotiations resulting in the 2010-2013 United-IBT Technicians and Related Agreement (also referred to in this Letter as "the New Agreement"), there will be technical and logistical impediments to fully implementing and migrating to the New Agreement as soon as the parties would like." However migration to the new agreement is not an open ended process and should occur quickly. It is expected that completion of all the transition items will occur within the first several months of the year.

PAY

The pay rates take effect 1-1-12. This includes the double time and a half for New Years Day, the double time rate for overtime and the time and three quarters rate for field services. The signing bonus is anticipated to be paid around the same time as the second pay check in the month of January.

ADMINISTRATIVE CHANGES

The first item that will not take place immediately will be the holiday move provision for New Years Day. Zeroing of the overtime hours requires changes to the various manpower computer programs and the establishment of new bid areas that are required in the agreement. This provision may happen at different times for different bid areas. For example line stations that only have a few bid areas may be able to transition quicker because there will not be a need to establish new bid areas. Field service is a provision tied to the establishment of bid areas and overtime so the selection process will continue as is until these items are addressed. However international trips will now be selected in the same manner as domestic trips.

MOVING FORWARD

Transition information will be made available as soon as possible to each station's Business Agents and Chief Stewards and posted on the respective Local and International websites along with email blasts to the membership. The systemwide Chief Steward's weekly Thursday call and the Friday Business Agent's calls will be an integral part of discussing these changes and the expected target date for implementation. Look for more information beginning next week on expected timelines for the implementation of the various transition items.

Aircraft Mechanic License Protection Program Now Available



Program Offers Free Legal Counsel For FAR Violations

As aviation maintenance professionals, we take safety very seriously. Unfortunately there are times when, due to circumstances we sometimes cannot control, we find ourselves in a position where we are accused of or have actually violated FARs. Many of our workplaces have robust ASAP and MSAP programs, but they sometimes are not enough. In recent months, the FAA is taking a more punitive approach to FAR violations and, in some cases, is denying ASAP and MSAP cases they once accepted. They are now vigorously pursuing license action and fines.

For that reason, the Teamsters Airline Division, the TAMC and your Local Union are proud to present, at no cost to members, legal representation for those who find themselves receiving a LOI (letter of investigation) from the FAA.

Here's how the new program works:

- When a mechanic or maintenance related employee (licensed or not) receives a LOI from the FAA, he or she should immediately contact their business agent. If this is the first time the mechanic has become aware of the violation, s/he should fill out the MSAP/ASAP form [if the MSAP/ASAP program does not automatically refer your filing to ASRS/NASA, or if your airline does not have such a program, you should make that

filing it must be done within 10 days of your knowledge of the incident].

- The mechanic and their business agent will discuss the circumstances surrounding the LOI, then make a decision about contacting attorney Richard Edelman from O'Donnell, Schwartz and Anderson.
- Only the business agent will make the first contact with the attorney.
- If the case is to be referred to the attorney, the mechanic will need to draft a response, explanation or justification for the work the FAA is investigating. The attorney will use this as a basis to answer the LOI [if possible the draft response should be sent by e-mail]. The attorney may have questions or need additional information that he may request by phone or e-mail. A letter will be sent from the attorney to the mechanic explaining the arrangement of legal representation through the union.
- The attorney will help the mechanic craft their response to the FAA to make sure that the situation is clearly explained. (In many cases, the LOI response ends the investigation). Should the FAA decide to continue to the next step, the mechanic and the BA or Program Administrator will discuss next steps with the Attorney.
- If the decision is made by the Program Administrator to proceed to the informal conference step with the FAA, the attorney will help to prep you for the meeting and he will be present in person or via conference call for the meeting.
- If the matter cannot be resolved at the informal conference and the FAA proceeds with a certificate action before the NTSB, the mechanic, the program administrator and the attorney will decide the best course of action. Should the parties decide to go in front of the Administrative Law Judge for a hearing, the attorney will represent the mechanic.

This program is open to mechanics and related employees licensed or not and is at no cost to the employee. The Teamsters Aviation Mechanics Coalition (TAMC) and the Airline Division are committed to providing the best representation in the Airline Industry and we will continue to develop programs like this.

ExpressJet Mechanic Negotiations To Resume In Mediation

On Tuesday, November 1, a federal mediator met with both the company and union leadership in separate sessions at the National Mediation Board offices in Washington, D. C. After going through the formality of explaining the process and the role of the mediator, we discussed our issues and the mediator explained how he wished to proceed. Our experience with this mediator is that he is both fair and effective in assisting the parties reach their goal of an amended collective bargaining agreement.

Subsequent to the meeting with the federal mediator, we have received dates to begin mediation. The dates, which are for the first quarter of 2012, include: January 24, 25 and 26 in Philadelphia; February 15, 16 and 17 in Philadelphia; March 1 and 2 in Boston (this location is subject to change); and March 27, 28 and 29 in Washington, D. C.

ASA MECHANIC NEGOTIATIONS CONTINUE

The ASA mechanics negotiating committee continues to make progress toward a first collective bargaining agreement. Having met a total of 31 days since bargaining began in March, the committee has seven tentatively-agreed-to articles and an interim agreement in place.

The committee will be meeting again on December 8 in Atlanta to continue to work on language; talks with the company will resume on Jan 18.

TAMC Hits The Hill In Support of FAA Reauthorization

Teamsters from the Airline Division descended on Capitol Hill to lobby for safety and voting language in the FAA Reauthorization Bill on Sept. 13. Mechanics made a final push to ensure that a single standard of safety and the new, fair voting rules for RLA elections stay in the FAA Reauthorization Bill.

The group met with staffers from the following Senate and House offices: Sen. Saxby Chamblis (R-GA); Sen. Robert Mendez (D-NJ); Rep. Eddie Bernice Johnson (D-TX); Sen. Benjamin Cardin (D-MD); Sen. Michael Bennett (D-CO); Sen. Mark Udall (D-CO); Sen. Mike Kirk (R-IL); Sen. Richard Durbin (D-IL); and Rep. Hank Johnson (D-GA). Rep. Mario Diaz-Balart (R-FL) took time away from a house vote to meet with the group personally.

“One of the objectives of the TAMC is engaging our members around the issues that affect them. What better way to demonstrate the pitfalls of foreign outsourcing than to have our mechanics relate their first hand experience to our elected officials,” said Capt. David Bourne, Director of the Teamsters Airline Division. “Anyone can send a lobbyist to Capitol Hill. We send our Teamster Mechan-

ics to deliver the message.”

“All of the meetings were successful as Democrats and Republicans alike agree with the position on both the single standard for Aircraft Maintenance Safety and keeping the new NMB voting rules; which only consider votes cast in a union election,” said Chris Moore, Chair of the TAMC.

“With the 23rd extension of FAA funding in place and signed by President Obama, we still face a Republican Congress that has an anti-labor agenda,” said Bob Fisher, Teamsters International Representative. “We will continue to fight to make sure that our language stays in the bill when it is finally passed.”

Eleven Mechanics from seven local unions, Cedric Washington XJT Local 19, Vincent Graziano, Steve Olsen CAL, Tom Reid and Jay Korney UAL Local 210, Mitch Hunt UAL Local 455, Geoffrey Maloney ASA Local 528, Gary Kagel CAL Local 769, Joe Foley UAL Local 781, Dave Saucedo and Fred Wood UAL Local 986 along with TAMC Chairman, Chris Moore and Airline Division Representatives Bob Fisher and Paul Alves attended the meetings.

Issues That Affect Us

TAMC Member Brings Up FAA Reauthorization At Teletown Conference

When Rep. John Mica (R-Fl) invited his constituents to join him in a teletown conference last month, Gary Kagel, a member of Local 769 in North Miami, Fla. jumped at the opportunity.

Kagel, a member of the Teamsters Aviation Mechanics Coalition, has been an airline mechanic 33 years and knew exactly what he wanted to ask his representative.

“FAA reauthorization has been a main focus of the TAMC and that’s where I focused my question,” Kagel said. “I asked, considering the benefit of job creation and the lower fuel usage this bill would spur, why has Congress had to extend the FAA reauthorization on a temporary basis more than 20 times over an issue unrelated to FAA reauthorization? That issue is, of course, how citizens vote to unionize.”

Teamsters Airline Division Director Capt. David Bourne applauds Kagel’s efforts.

“We want our members to take a vested interest in the politics and policies that affect them. That’s exactly what Gary did,” Bourne said. “By taking opportunities like these, we let our elected officials know the Teamsters Union is

strong and its members are engaged.”

Kagel has yet to receive a response from the Congressman’s office, but said he was happy to have the opportunity to ask such a poignant and timely question.

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—Capt. David Bourne, Teamsters Airline Division Director

“This is something that affects all of us and I was glad to be able to put it out there, though it was actually a little frustrating to not have a follow up questions,” Kagel said. “We should all be aware of what’s going on so that when an opportunity like this comes up, you can ask an intelligent question.”

BETTER KNOW YOUR GOVERNMENT THE LEGISLATIVE PROCESS

Introduction:

Anyone may draft a bill; however, only members of Congress can introduce legislation, and by doing so, become the sponsor(s). There are four basic types of legislation: bills, joint resolutions, concurrent resolutions and simple resolutions. The official legislative process begins when a bill or resolution is numbered—H.R. signifies a House bill and S. a Senate bill—referred to a committee and printed by the Government Printing Office.

Step 1: Referral to Committee:

With few exceptions, bills are referred to standing committees in the House or Senate according to carefully delineated rules of procedure.

Step 2: Committee Action:

When a bill reaches a committee, it is placed on the committee's calendar. A bill can be referred to a subcommittee or considered by the committee as a whole. It is at this point that a bill is examined carefully and its chances for passage are determined. If the committee does not act on a bill, it is the equivalent of killing it.

Step 3: Subcommittee Review:

Often, bills are referred to a subcommittee for study and hearings. Hearings provide the opportunity to put on the record the views of the executive branch, experts, other public officials, supporters and opponents of the legislation. Testimony can be given in person or submitted as a written statement.

Step 4: Mark Up:

When the hearings are completed, the subcommittee may meet to "mark up" the bill. That is, make changes and amendments prior to recommending the bill to the full committee. If a subcommittee votes not to report legislation to the full committee, the bill dies.

Step 5: Committee Action to Report A Bill:

After receiving a subcommittee's report on a bill, the full committee can conduct further study and hearings, or it can vote on the subcommittee's recommendations and any proposed amendments. The full committee then votes on its recommendation to the House or Senate. This procedure is called "ordering a bill reported."

Step 6: Publication of a Written Report:

After a committee votes to have a bill reported, the committee chairman instructs staff to prepare a written report on the bill. This report describes the intent and scope of the legislation, impact on existing laws and programs, position of the executive branch and views of dissenting members of the committee.

Step 7: Scheduling Floor Action:

After a bill is reported back to the chamber where it originated, it is placed in chronological order on the calendar. In the House there are several different legislative calendars, and the Speaker and majority leader largely determine if, when, and in what order bills come up. In the Senate there is only one legislative calendar.

Step 8: Debate:

When a bill reaches the floor of the House or Senate, there are rules or procedures governing the debate on legislation. These rules determine the conditions and amount of time allocated for general debate.

Step 9: Voting:

After the debate and the approval of any amendments, the bill is passed or defeated by the members voting.

Step 10: Referral to Other Chamber:

When a bill is passed by the House or the Senate, it is referred to the other chamber where it usually follows the same route through committee and floor action. This chamber may approve the bill as received, reject it, ignore it, or change it.

Step 11: Conference Committee Action:

If only minor changes are made to a bill by the other chamber, it is common for the legislation to go back to the first chamber for concurrence. However, when the actions of the other chamber significantly alter the bill, a conference committee is formed to reconcile the differences between the House and Senate versions. If the conferees are unable to reach agreement, the legislation dies. If agreement is reached, a conference report is prepared describing the committee members recommendations for changes. Both the House and the Senate must approve of the conference report.

Step 12: Final Actions:

After a bill has been approved by both the House and Senate in identical form, it is sent to the President. If the President approves of the legislation he/she signs it and it becomes law. Or, the President can take no action for 10 days, while Congress is in session, and it automatically becomes law. If the President opposes the bill he/she can veto it; or, if he/she takes no action after the Congress has adjourned its second session, it is a "pocket veto" and the legislation dies.

Step 13: Overriding a Veto:

If the President vetoes a bill, Congress may attempt to "override the veto." This requires a two thirds roll call vote of the members who are present in sufficient numbers for a quorum. Information courtesy of Congress.org.