



TEAMSTERS AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

Volume 4, Issue 2



A HALF CENTURY IN THE HANGAR

**56-YEAR MECHANIC FRANK
PERGANO RETIRES FROM UNITED**

Growing up in Pitcairn, Penn. near a small airport, Frank Pergano remembers always being fascinated with aviation. That fascination led to a lifelong career in aviation maintenance.

Pergano, 80, recently retired from United Airlines, ending his 56-year profession as an aircraft mechanic. He has had a front-row seat to the vast technological changes that have reshaped the airline industry over the past several decades. "When I started, everything was fly by cable," he said. "Today it's all electronics – fly by wire. Everything up to flight controls fly by input signals."

Before starting his career in 1957 at Capital Airlines, a small regional East Coast carrier, Pergano joined the National Guard at the astonishingly young age of 15. He served in the military for two years during the Korean War, after which he worked as a machinist at a US Steel factory making tools and dies for a local foundry in Pennsylvania. In 1955, the US Steel plant was shuttered and moved to Germany. Even before turning a wrench on a plane, Pergano got an early and bitter taste of the outsourcing that he would find so widespread in the airline industry.

When he lost his job at US Steel, Pergano attended the Pittsburgh Institute of Aeronautics on the GI Bill. He started working at Capital Airlines as turbo prop jet engines were just being rolled out. From those 54-seat planes Pergano went on to work on 17 other aircraft types throughout his career, including Boeing 777.

TAMC Active and Leading on SAFETY Issues

Safety is one of the four cornerstones on which the Teamsters Aviation Mechanics Coalition is based. Whether it is flight safety, including ASAP/MSAP, FAA rule-making, Go Team training and support, FAA investigations, the Teamster Outsourcing Defect Report (TODR), or ground safety – including workplace hazards like the recent Cadmium Plating process issue at ASA or the unacceptable levels of HexChrome in the UAL shops – the TAMC gets the job done. The Coalition, Teamsters Airline Division and the IBT Health and Safety Department have the resources to address the issues and ensure that our workplaces are safe.

Over the past year, TAMC members have participated in all of these processes. We took a stand against the language proposed in the Repair Station NPRM that would have allowed MROs to weaken requirements for "On Site" FAA inspections and "self-evaluate" for new types of work they want to perform. We helped our brothers and sisters at UAL and ASA evaluate and fix potentially life-threatening health hazards in their work areas, too. This is what a strong union and effective craft coalition does.

The TAMC License Protection Program has helped numerous members who have been investigated by the FAA. We intervened on behalf of our members to remind ASA/XJT that if they want union participation in the ASAP program, it will have to remain "non-punitive." And the TODR continues to capture un-airworthy maintenance performed by vendors on our aircraft and components. These are just a few examples of what the TAMC is doing on behalf of its members every day.

And we have a busy schedule in the coming weeks and months to continue our tough advocacy for safety standards in the industry. Here are some events in which TAMC members will be participating in the weeks and months ahead:

- **ASAP Infoshare Meeting - Sept. 16-18 in Atlanta**
- **National Safety Council Transportation Division Meeting**
- **GAO Whistleblower Program Evaluation**
- **Go Team Training - October 21-22**

If you are in need of assistance with the safety programs at your airline or have questions regarding any of these programs, please contact the Teamsters Airline Division at 202-624-6848.

A HALF CENTURY IN THE HANGAR

Continued from page 1

In 1967, United Airlines bought Capital Airlines. Over the years the changes in aviation have been both positive and negative. "Aviation has come a long way since I've been working in this industry, but we also have a lot of problems, especially with mechanics' jobs going to places like China," Pergano said.

When he started at United, everything was done in house. The industry was governed by the Civil Aeronautics Board, the equivalent of today's FAA. Now, he says, mechanics face a lot of challenges due to outsourcing and other



Frank Pergano, 80, celebrates his retirement with his Teamster coworkers at UAL.

volatile industry trends. Having good union representation has helped them face these challenges. "The Teamsters always treated us well," Pergano said.

In 2008, Pergano won the Charles Taylor Award for 50 years of service in building and maintaining the world's safest aviation system. It was a proud moment in his storied career.

But even at 80, Pergano is still driven to aviation service.

In retirement Pergano plans to do a lot of volunteering. He is currently looking into volunteer opportunities at the Air and Space Museum at Dulles Airport.

"I wish I could keep working, but at 80 years-old, it was time to retire. And I know I am leaving my workplace in good hands at Dulles where we have some of the greatest, most talented experts in aircraft maintenance."

Pergano says he met the best mechanics in the industry at United. He is encouraged by the new and future generations of mechanics following in his footsteps. "It was a pleasure to watch young mechanics come in and develop over the years," he said. "With the right flexibility and a love of aviation, this is a good field."

Women in Aviation



In March, ExpressJet mechanic Susan Santos attended the 24th annual conference of Women in Aviation in Nashville, Tenn. The event was attended by thousands of individuals representing many areas of the industry. Santos wrote the following report on her experiences at the conference.

It was both an honor and a profound privilege to be selected and sponsored by ExpressJet to attend the annual Women in Aviation conference this year. This extraordinary event deepened my understanding of the aviation

industry and my role as a woman in this field. It also reinforced the importance of aircraft maintenance with regards to the integrity, work ethic and the responsibility to the public that our jobs require.

At the conference, we had the opportunity to attend seminars which were helpful for anyone attempting to grow in this industry. These events included open discussions about the pros and cons of our various roles as women in the industry and how we can better serve each other, our company and the public. I met a lot of wonderful and intelligent people with whom I've had the pleasure of starting friendships and great working relationships – including with colleagues at my own company.

We all walked away from the conference with a clear and better understanding of how each of our respective roles and departments work, helping to foster more appreciation, patience, and professionalism. I hope to see more women and men – including union sisters and brothers – take part in future Women in Aviation events, not only for personal development but for the overall growing world of aviation.

New DOT Drug & Alcohol Policy

If you are on a maintenance-related drug, remember to disclose and update your prescription information with the Medical Review Officer when testing. If the prescription has expired, be prepared to work with your treating physician in case you test positive for prescription medication. The DOT testing rules have changed recently regarding this practice.

ExpressJet Mechanics Confront Shareholders at Annual Meeting

In early May, ExpressJet Teamsters and a representative from the IBT Capital Strategies Department attended the SkyWest annual shareholder meeting.

"We confronted the Board of Directors about our concerns," said Alan Moritz, a mechanic from Baton Rouge, Louisiana. Moritz distributed to the board the results of a recent mechanics safety survey in which 67 percent of ExpressJet mechanics reported that they have witnessed problems caused by maintenance being outsourced. Nearly 50 percent of mechanics reported that they do not have the equipment needed to do their jobs properly and efficiently.

The results seemed to be of great interest and concern to the SkyWest board, especially to the Chair of the Safety & Compliance Committee. The Teamsters also asked questions at the meeting about integrating ExpressJet and ASA into SkyWest and about com-

pensating employees fairly.

Mechanics Mike Wilson (IAH), Luis Plazas (IAH) and Alan Moritz (BTR) voiced their concerns at the meeting.

"Our intent in presenting facts to the board was to bring to light serious concerns our members have about safety and the inability to properly do the most important job they are tasked with: ensuring aircraft are properly maintained and safe for the traveling public," said Chris Moore, Chair of the TAMC.

"The mechanics felt that their concerns have been dismissed at the airline level and felt the only way to make sure the concerns were heard was to address the meeting. We are hopeful, based on what we saw, that the issues will now be addressed. We look forward to meeting with the board's Safety and Compliance Committee Chairman at any time."

NEGOTIATIONS ROUNDUP

ASA/XJT Stock Clerks – Negotiations for a combined ASA / XJT Stock Clerk contract resumed in late August in Atlanta. The union made proposals on Section 6 (Reduction in Force and Recall) and Section 16 (Moving Expenses). The company made proposals on Section 10 (Leaves of Absences). Tentative agreements were reached on Section 6 and Section 16.

At present for the combined ASA / XJT Stock Clerk contract, tentative agreements have been reached on Sections 3 (Classifications), 4 (Seniority), 5 (Filling of Vacancies), 6 (Reduction in Force and Recall), 13 (Training), 14 (Health and Safety), 16 (Moving Expenses), 20 (Grievance Procedure) and 21 (Board of Arbitration). Additional meetings with the company have been scheduled for the first week of October 2013.

ASA – Negotiations for a stand-alone Technician and Related, Subsidiary ASA contract resumed in August in Atlanta under the auspices of the federal mediator. The union advised the company that it would be interested in accepting the company's offer of additional wages and work

rules with the understanding that it would only apply to the S-ASA side. The company has yet to respond to the union offer.

Traditional negotiations continued with the mediator and a tentative agreement was reached on Section 12 (Field Trips). Additionally, the union and the company made proposals on Section 10 (Leaves of Absence) and Section 3 (Classifications).

On the stand-alone Sub-ASA contract, tentative agreements have been reached on Articles 4 (Seniority), 5 (Filling of Vacancies), 6 (Reduction in Force and Recall), 13 (Training), 14 (Health and Safety), 16 (Moving Expenses), 20 (Grievance Procedure), 21 (Board of Arbitration) and the Interim Agreement, which gives the members a process to fight discipline and discharge up to and including arbitration.

Additional meetings with the company outside of mediation have been scheduled for the first week in October as well as joint meetings with the company and the mediator during the last week of October. Concurrently, talks will continue in mediation on the Sub-XJT side. If it is determined during the mediation process

to be advantageous to the members, the negotiators will entertain offers from the company for a combined agreement for the S-ASA and S-XJT mechanic and related work group.

NetJets – The negotiating committee met with the company on August 20 and 21. This negotiating session consisted of discussions surrounding Article 8 (Grievance Procedure) with the company initiating discussions regarding the union's last proposal. Further, the union and the company were able to reach a tentative agreement on Article 4 (Union Security, Check Off and D.R.I.V.E.). The union also provided the company with proposals on Articles 12 (Jury Duty), 13 (Funeral Leave) and 23 (Moving Expenses).

The committee also met on August 19, 20 and 22 to develop and finalize Articles 19 (Safety and Health), 34 (Prisoner or Hostage) and 35 (Tuition Assistance Policy). The union and the company will be talking soon to set dates for the next round of talks.

Piedmont – The negotiating committees resumed work on August 26. The

NEGOTIATIONS ROUNDUP *continued*

company presented its response to the union's economic proposal, as well as full proposals on benefits, additional proposals on holidays and vacation, and a proposal on scope. Although disappointed with the company's response on wages, the union committee is committed to working and negotiating what it considers to be a fair and equitable contract for the membership to vote on.

The week was spent in direct discussion, working on the cost impact of proposals and discussing the results. Prior to the end of the week's discussions, further proposals were exchanged on compensation and benefits, which remain the largest unresolved issues. Negotiations will resume on September 23.

UAL – Negotiations for UAL mechanics took place in Chicago in May, reviewing the comprehensive proposal to Phase 2 subjects. Discussions were held within the committee regarding how to proceed with contractual language changes with regard to the IBT's EAP program at United Airlines. UAL subcommittees held meetings to discuss benefits including medical and pensions. Meanwhile, representatives from the Seniority Committee met with the company to discuss plans to create the new seniority list.

In May, the parties met for a facilitated expedited bargaining process under the auspices of the NMB. The protocol agreement called for discussions to end if agreement was not reached by May 29. While progress was made in certain areas, the union negotiating committee felt management's last offer fell short of their expectations.

While the NMB's facilitated talks did not yield an agreement in May, the amount of work done in the five months of face-to-face talks with the company produced substantial progress that would have normally taken close to two years in traditional bargaining.

The Seniority Integration Committee (SIC) met for several weeks to start the construction of a merged sUA/sCO/sCMI

seniority list. Two of the rank-and-file committee members worked hand in hand with the company representatives and were assigned to blending the three lists covering mechanic and related classifications into one.

Teamster Business Agents and Principal Officers representing the combined carriers met in DC on July 8 to discuss the status of the negotiations. Collectively, the group decided it would be best to reconvene the steering committee prior to any interaction with the carrier. The second half of the day was spent discussing scope-related issues as well as how the company is currently interpreting the language in the three agreements.

The steering committee reconvened in Chicago on July 31 and August 1. The committee received several presentations on the status of bargaining when the parties last met. Clacy Griswold, Airline Division Representative and Chief Negotiator, opened the session and explained to the group all that had transpired.

Local 210 Business Agent Ralph Salzano went through article by article on all of the non-economic items that were agreed to during the facilitated process. This was followed by a presentation on the VDB (Variable Defined Benefit) pension discussions and a presentation on the health and welfare discussions. Economist Dan Akins gave a presentation on the overall economic issues that the negotiating committee has and will be dealing with.

One of the items that generated much discussion during the health and welfare discussions was the VEBA program, a tax-free account used to offset different medical costs. This account can be carried with the employee through retirement and then willed to surviving dependents.

Toward the end of the session, the group received word that the company wanted to meet with the IBT leadership to discuss negotiations. That evening, Division Director David Bourne, International Representatives Clacy Griswold and Paul Alves, along with Ed Gleason from IBT Legal, met with management to learn what direction

the company wanted to pursue.

The next day the committee was informed that the company desired to get back to the table and that they appeared motivated to finishing what was started in January. It was determined that the best course of action would be to return to the table as soon as possible.

Ed Gleason, legal counsel to the committee, gave a presentation on scope. It was decided that a joint scope committee meeting should be held in the very near future to discuss several issues that were brought forward following Gleason's presentation. The company was notified that the committee desired to return to the table.

The parties will discuss scheduling in the next couple of weeks and anticipate returning to the table at the beginning of October.

XJT – Negotiations resumed in June in Philadelphia with a brief session that continued the progress on Section 8 (Vacations). The parties continued where they had previously left off on passed proposals, engaging in further constructive dialogue which the negotiators believe should help improve the bidding process and allow greater flexibility in using vacation. However, the company is still insisting on reducing the number of vacation days that each member would be entitled to use.

Negotiations reconvened on July 15 with discussions continuing through July 18. The parties discussed proposals on vacations and began discussion on Section 22 (General and Miscellaneous). A proposal on this section had initially been made in May 2010, just prior to the merger announcement.

On August 7 negotiations continued with the union and the company making numerous proposals on Sections 8 (Vacation) and 22 (General and Miscellaneous). No tentative agreements were reached. Due to a scheduling conflict with the mediator, negotiations will resume under federal mediation on October 15.